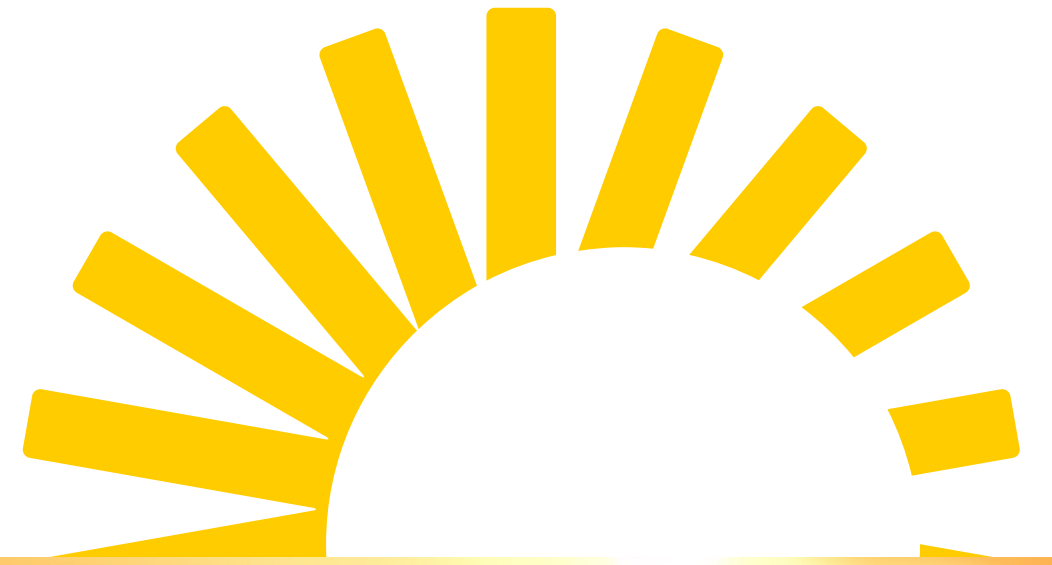


2024  
**SUSTAINABILITY  
REPORT**







# CONTENTS

<b>About the Report</b>	<b>3</b>	<b>Corporate Governance</b>	<b>16</b>	Information Security	27	<b>Social Performance</b>	<b>35</b>
<b>General Manager Message</b>	<b>4</b>	Organisational Structure	17	Supply Chain Management	28	Human Resources Practices	36
<b>Sectoral Outlook</b>	<b>5</b>	Ethical Principles	18	<b>Environmental Performance</b>	<b>29</b>	Occupational Health and Safety	38
<b>About Parla Solar</b>	<b>7</b>	Sustainability Governance	20	Environmental Management	30	<b>Appendices</b>	<b>40</b>
About Parla Solar	8	Sustainability Policy	22	Climate Change and Emissions Management	31	Performance Tables	41
Mission, Vision and Values	9	Corporate Risk Management	23	Water Management	32	Limited Warranty Statement	44
Corporate Values	10	Sustainability Strategy	24	Waste Management	33	TSRS Content Index	45
Moments That Make a Difference	11	Identifying the Impacts of Material Issues and the Double Materiality Approach	25	Sustainability-Focused Environmental Targets	34	GRI Content Index	47
Products	12						
Quality Management	14	Contribution to Sustainable Development Goals	26				



# About the Report



Parla Solar Hücre ve Panel Üretim A.Ş., operates as one of Türkiye’s leading companies in the field of sustainable energy production and solar panel manufacturing. In the following sections, the term **“Parla Solar”** will be used instead of the company name.

## Scope of Reporting

This report covers financial, environmental, social and governance performance indicators, risk and opportunity management, stakeholder engagement and long-term strategic planning for the period 1 January 2024 to 31 December 2024.

## Reporting Principles and Standards

This report has been prepared in accordance with international and national sustainability standards and best practices:

- Türkiye Sustainability Reporting Standards – Financial Information Related to Sustainability Information Disclosure (TSRS 1),

- Sustainability Reporting Standards – Climate Related Disclosures (TSRS 2),
- Global Reporting Initiative Standards (Global Reporting Initiative – GRI)
- Task Force on Climate-related Financial Disclosures (TCFD),
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Women’s Empowerment Principles (UN WEPs)
- United Nations Global Compact (UNGC)
- Sustainability Accounting Standards Board (SASB) Guidance.

Please send your comments, suggestions and feedback regarding the report to [info@parlasolar.com.tr](mailto:info@parlasolar.com.tr)

# General Manager Message



Dear Stakeholders,

Building a sustainable future is no longer a choice but a necessity in the business world. At a time when sustainable energy solutions are critical in the fight against climate change, Parla Solar is acting with a sense of responsibility and aims to increase access to clean energy.

In 2024, the renewable energy sector witnessed significant developments both globally and specifically in Türkiye.. During this period, solar and wind energy investments have come to the fore, while steps towards energy transition and sustainability goals have gained momentum. Solar and wind energy accounted for the largest share of the increase in global renewable energy capacity. Similarly, the share of renewable energy sources in electricity production in Türkiye rose to 46%, with 99% of the 6.5 GW of installed capacity commissioned in 2024 coming from renewable sources.

In line with the increasing global demand for clean energy and sustainable development goals, we continue to shape the future of our sector by developing innovative solutions. We are making significant progress towards our goals of minimising environmental impacts in our production processes, increasing energy efficiency, and complying with circular economy principles. In this context, at Parla Solar, we continue to develop innovative and highly efficient solar panel technologies to lead the clean energy transition. We aim to accelerate the shift to sustainable energy by reaching not only the Türkiye market but also international markets.

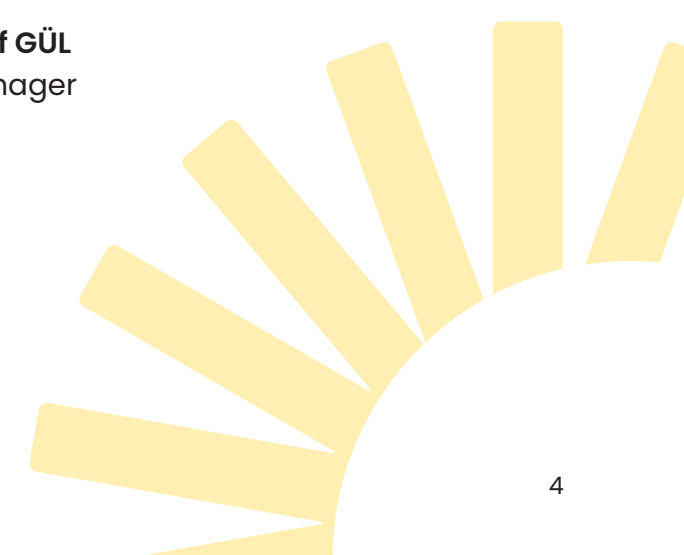
Alongside our environmental sustainability efforts, we are contributing to a sustainable future through social responsibility projects and investments in our human resources. We continue to create an inclusive and diversity-supporting work environment by prioritising the health and safety of our employees.

In the coming period, we will continue our work unabated to play a greater role in the sustainable energy transition and bring clean energy use to wider audiences. By increasing our R&D and innovation-focused investments, we will strengthen our goal of making solar energy more accessible, efficient, and sustainable.

On this path, we are proud to be part of the global energy transition by working together with all our stakeholders. Together, we will continue to support Türkiye's clean energy transition and enhance our global competitiveness to build the clean energy of the future today.

We thank all our stakeholders who are with us on this journey.

**Mehmet Akif GÜL**  
General Manager





# Sectoral Outlook



## Market Size and Trends

As of 2024, the global solar panel manufacturing sector continues to be one of the most important driving forces behind the renewable energy transition. **Global solar energy installed capacity has shown record growth, exceeding 2TW by the end of 2024.** New installations over the last two years have exceeded those made in the previous 68 years, making the sector one of the fastest growing areas of sustainable energy sources. As solar energy’s share of global electricity generation continues to increase, it is becoming the lowest-cost source of electricity generation in many countries.

Key factors driving market growth include government incentives for renewable energy, policies to reduce dependence on fossil fuels, and the continuous decline in solar panel production costs. As efficiency in solar panel production increases, costs continue to fall, making solar energy a more attractive option for investors.

In Türkiye specifically, installed solar energy capacity has shown rapid growth in recent years. **The solar energy capacity, which stood at 9.7 GW in 2022, has doubled to exceed 19 GW by the end of 2024.**

However, there are some challenges in terms of supply and demand balance in the sector. With the rapid increase in production capacity, some producers are facing idle capacity due to insufficient domestic demand and global price competition. As of 2024, it is evident that export-oriented strategies need to be strengthened to reduce excess capacity in the sector and establish a sustainable market structure.

## National Targets

Türkiye has established long-term targets for renewable energy, making solar energy one of the key components of its energy portfolio. The target is to reach 22.6 GW of installed solar energy capacity by the end of 2025, 33 GW by 2030, and 52.9 GW by 2035. These targets have been set as part of Türkiye’s strategy to increase the share of renewable energy in its total electricity consumption, and efforts to increase the share of renewable energy sources in line with the 2053 net zero emissions target have been accelerated.

Various incentive mechanisms have been developed to support the solar energy sector in Türkiye. Under the Renewable Energy Support Mechanism (YEKDEM), the use of domestic equipment has been encouraged, and Renewable Energy Resource Areas (YEKA) tenders have been organised for large-scale solar energy projects. YEKA projects aim to increase domestic production and establish a national production ecosystem in the sector.

## 2053 Türkiye Net Zero Emissions

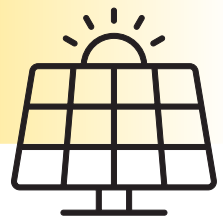


## Target Solar energy installed capacity targets

**2025 – 22.6 GW**

**2030 – 33 GW**

**2035 – 52.9 GW**





### Technological Developments and Innovations

Technological advancements in solar panel production have accelerated, leading to the widespread manufacture of more efficient and durable panels. By 2024, N-type cell technology is becoming prevalent in the sector, offering higher efficiency compared to traditional Passivated Emitter and Rear Cell (PERC) cells. In particular, Tunnel Oxide Passivated Contact (TOPCon) and HJT (heterojunction) cells provide greater energy production, enabling the development of longer-lasting panels with lower temperature losses. Among the new generation technologies, bifacial panels and perovskite-tandem cells stand out.

Perovskite technology has achieved efficiency levels above 30% in laboratory settings and is considered a significant innovation expected to enter mass production in the near future.

The use of automation and artificial intelligence in production processes is increasing. Robotic assembly lines, image processing systems, and AI-supported quality control processes minimise production errors and increase efficiency. Some panel manufacturers in Türkiye have also started domestic photovoltaic cell production, and investments in this area are expected to increase added value.

### Supply Chain and Logistics

Demand for raw materials such as silver, copper, aluminium, and glass used in solar panel production is rapidly increasing. By 2024 According to assessments by the International Energy Agency (IEA), demand for clean energy technologies is expected to double by 2040.

Solar panel production is a sector with high global dependence in terms of the raw material supply chain. A large portion of polysilicon, wafer and cell production is provided by a few countries on a global scale, creating geopolitical risks in the supply chain.

Solar panel manufacturers in Türkiye source a large proportion of components such as frames, glass and junction boxes from domestic suppliers, but they are still dependent on imports for wafer (thinly sliced silicon plate) and cell production. Increasing local production capacity is a critical step towards strengthening the sector’s position in the global supply chain.

### Sustainability Practices

Carbon footprint management, energy efficiency projects and the use of energy from renewable sources are encouraged in production processes.

In addition, the end-of-life recycling of solar panels has become an important issue. From 2030 onwards, the amount of panel waste is expected to increase rapidly on a global scale, and the need for recycling facilities is growing.

Legislative work on solar panel recycling is ongoing in Türkiye, and it is considered necessary to increase recycling capacity in the sector.

While manufacturers in Europe are required to financially guarantee the recycling of end-of-life panels, similar regulations are expected to be introduced in Türkiye.

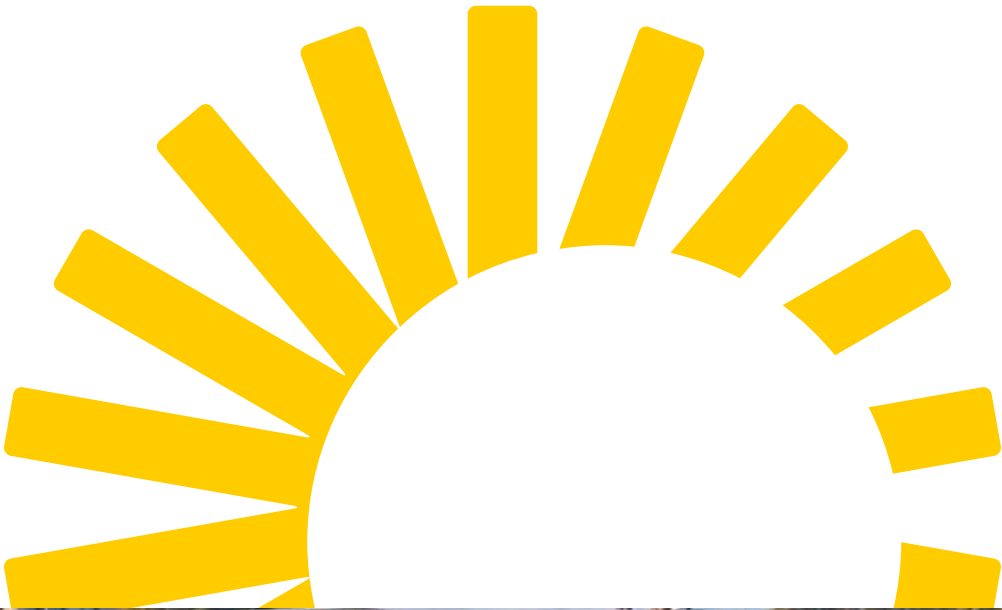


According to assessments by the International Energy Agency (IEA), demand for clean energy technologies is expected to double by 2040.





# ABOUT PARLA SOLAR



About Parla Solar	8
Mission, Vision and Values	9
Corporate Values	10
Moments That Make a Difference	11
Products	12
Quality Management	14





# About Parla Solar

Operating as an Aydem Energy company, Parla Solar draws on the long-standing expertise and experience of its parent group in the energy sector to produce solar panels that comply with international standards by keeping pace with the latest technologies in the solar energy sector. With its modern production technology and innovative approach, it is progressing towards becoming Türkiye's shining sun. Setting out with the goal of supporting the creation of a domestic industrial chain in the renewable energy sector, Parla Solar operates in line with its parent group company's vision of leading the sector. To this end, Türkiye's first solar panel factory was established in the Denizli Organised Industrial Zone in 2015 with a capacity of 150 MW/year, followed by Türkiye's first domestic solar cell production facility, which came online in 2018 with a capacity of 130 MW/year.

Solar cell production began with multi-crystalline technology, and as a result of development work, cell efficiency was increased from 18.8% to 21.5%, and production switched to mono PERC type cells. In 2020, panels produced with domestically manufactured cells were used in the National Solar Power Plant (Milges) project, and the installation and EPC (Engineering, Procurement and Construction) services were completed.

Parla Solar, which closely monitors rapid technological changes in the sector, has decided to invest in a new production line with a capacity of 300 MW/year, capable of producing with state-of-the-art 10-12bb M10-M12 cells, by upgrading its 150 MW capacity panel production facility that manufactured panels using 4bb M2 cells in

2019. Production continues at the new production line, completed in 2021 despite the effects of the pandemic, with a capacity utilisation rate of 90%.

Aiming to contribute to Türkiye's energy independence and increase its competitiveness in the global market, Parla Solar is making a difference in the sector with its R&D investments, sustainable production approach and advanced technology-based production processes. With its first domestic solar cell investment developed under the TÜBİTAK-supported MİLGES project, Parla Solar supports the domestic production of photovoltaic solar energy equipment in Türkiye and contributes to the development of the national industrial ecosystem.

Operating as one of Türkiye's leading solar panel manufacturers since 2014, Parla Solar stands out for its contributions to employment and the national economy. It is leading the renewable energy transition in Türkiye with its low-carbon production approach, efficiency-focused solutions, and sustainable energy projects. With its approach that encourages domestic production, it aims to promote the use of clean and sustainable energy sources and create lasting value in the sector.

Production has shifted to **mono PERC-type** cells with cell efficiency increased from **18.8% to 21.5%.**



**In 2024**  
**75,327 Units**  
**Panel Production**

**~60 million USD**  
**Annual Sales Volume**



# Mission, Vision and Values



## Mission

To create lasting value by enabling a world powered by solar energy, with the goal of a clean and green future, while preserving the balance of our ecological system.



## Vision

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



## Corporate Values

Parla Solar operates based on the principles of reliability, innovation and sustainability. The corporate values adopted in all processes, from production to management, ensure that the company is a pioneering and responsible brand in the sector.



# Corporate Values



## Customer Satisfaction

Parla Solar goes beyond meeting the basic needs of its customers by offering them sustainable energy solutions and making their lives easier. Customer satisfaction is regularly measured, feedback is carefully evaluated, and efforts are made to continuously improve services.



## Teamwork

Parla Solar believes in drawing strength from diversity and achieving success through collaboration. By fostering a strong team spirit and culture of cooperation among its employees, it creates an inclusive working environment where everyone can contribute. It values its employees’ ideas, encourages solution-oriented approaches, and achieves significant successes by working together.



## Efficient and Innovative

Efficiency and innovation play a key role in Parla Solar’s sustainability journey. The company continuously reviews its business processes, carries out work to increase efficiency, and aims to be a pioneer in the sector by developing innovative solutions. Closely following technological developments, Parla Solar continuously invests to maintain its leadership in the solar energy sector.



## Fair and Consistent Management

Transparency, honesty and fairness are the cornerstones of Parla Solar’s management philosophy. The company respects the rights of its employees through a fair and consistent management approach, offering equal opportunities and providing the necessary support for everyone to reach their full potential. It also works diligently to fulfil its responsibilities towards all its stakeholders.

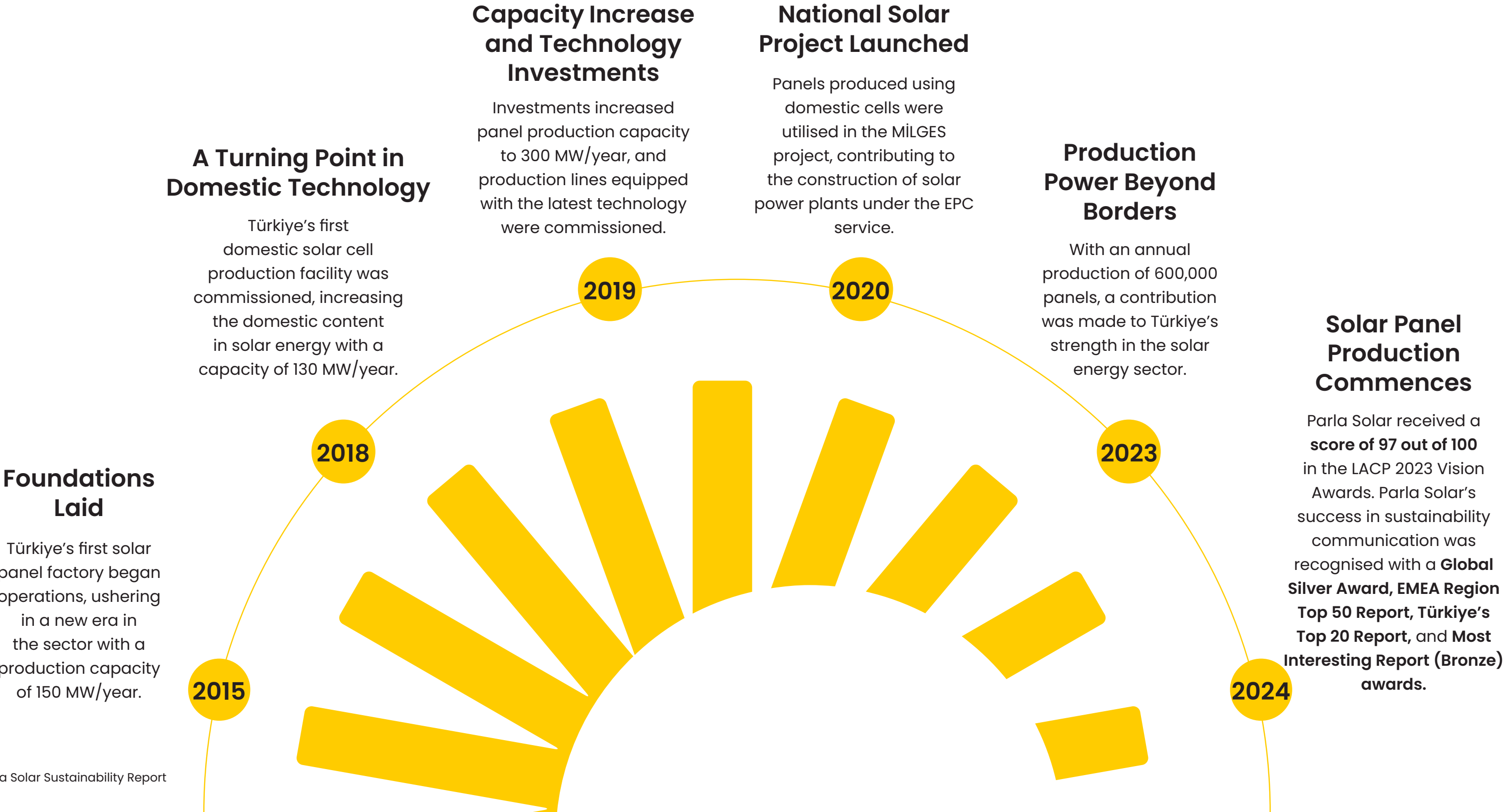


## Environmentally Sensitive

Parla Solar continuously strives to minimise its environmental impact. It takes active steps to reduce waste and energy consumption and constantly reviews its operations to ensure environmental sustainability. It supports various social responsibility projects to raise environmental awareness in the community and promote sustainability.



# Moments That Make a Difference





# Products

Parla Solar manufactures innovative solar panels developed in line with the principles of high efficiency, durability and sustainability. Thanks to advanced technology production processes, the use of high-quality materials and compliance with international standards, a wide range of products is offered to meet different needs.

The products are designed to provide high energy efficiency, long-term use and resistance to harsh environmental conditions, contributing to the maximum utilisation of solar energy.

## Multi-Busbar Cell Technology

Multi busbar cell technology has been developed to minimise resistance losses and the associated power losses. Half-cut cells are used to reduce power loss, thereby increasing the current carrying capacity of the panel. The multi busbar design optimises electron movement in the circuit, increasing conductivity and minimising losses caused by internal resistance. This reduces the rate of resistance losses while increasing panel efficiency. Panels composed of half-cut cells improve performance, durability and shade tolerance by dividing the internal current

in the system. Halving the operating current significantly reduces thermal losses, while advanced panel technology ensures less shading, low resistance loss, and high panel efficiency. Various advantages are offered in compatibility with hybrid energy systems, contributing to the reduction of the carbon footprint.

## Bifacial Panel Technology

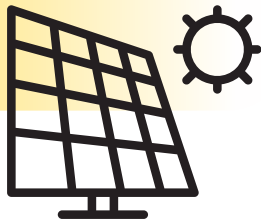
Under low light conditions, bifacial panels can begin generating current from the early hours of the morning by absorbing more light. Compared to single-facial panels, they operate for longer

periods, enabling inverters to reach their starting voltage more quickly, thus allowing for longer periods of power generation throughout the day.

Bifacial panel technology offers long-term use in large-scale power plants and contributes to increasing energy production capacity. Its compatibility with hybrid energy systems provides advantages in various energy solutions and contributes to reducing the carbon footprint.

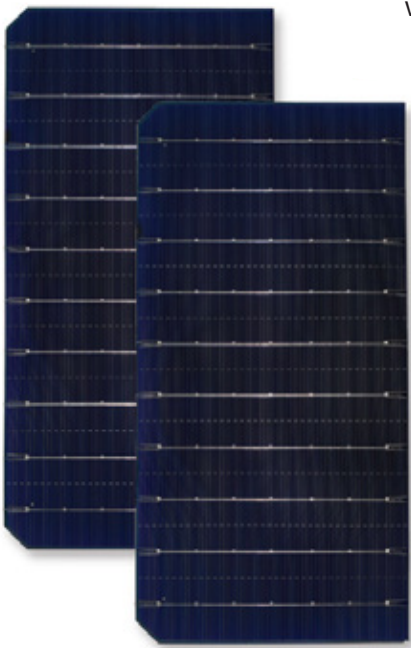
### Türkiye’s Shining Sun

The facility, which is Türkiye’s first industrial photovoltaic solar cell production plant, manufactures solar panels using **monocrystalline PERC-type** cells.



#### BIFACIAL CELL TECHNOLOGY

It enables high power generation with multi-busbar technology.



#### BIFACIAL CELL TECHNOLOGY

Delivers high power output even under low-light conditions.



#### BIFACIAL PANEL TECHNOLOGY

Provides superior panel efficiency with low resistance loss.





Panel Features

- High power output with multi-busbar technology
- Anti-reflective glass reduces reflection rates
- Half-cut cell technology for maximum power even in low light conditions
- Low hot spot formation
- High resistance to strong winds\* and heavy snowfall\*\*
- 100% EL testing
- Positive power tolerance 0 / +4.9

\*Declared load: 1600 Pa, test load: 2400 Pa

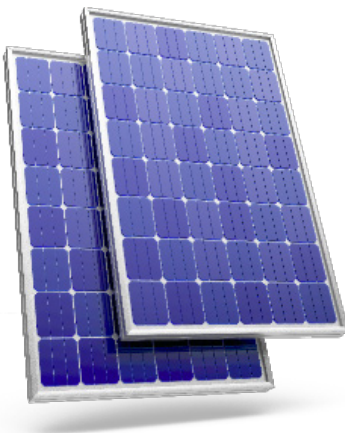
\*\*Declared load: 3600 Pa, test load: 5400 Pa

Warranty Period

12-Year Product Warranty

12-Year **90% Performance** Warranty

12-25 Years **80% Performance**  
Guarantee



White Backsheet  
Solar Panel

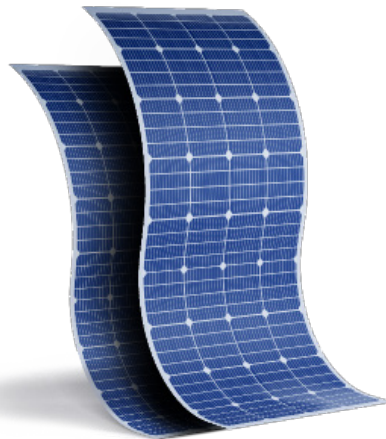
**Ps-Mo-hc-530w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Sf

**Ps-Mo-hc-535w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Sf

**Ps-Mo-hc-540w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Sf

**Ps-Mo-hc-545w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Sf

**Ps-Mo-hc-550w**  
Bf 182 Mono Perc 10Bb Half - cut 72\*2 Sf



Transparan Backsheet  
Solar Panel

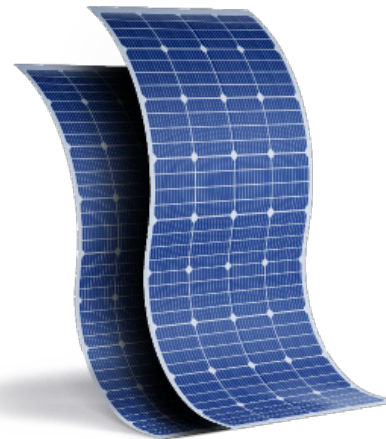
**Ps-Mo-hc-530w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf

**Ps-Mo-hc-535w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf

**Ps-Mo-hc-540w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf

**Ps-Mo-hc-545w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf

**Ps-Mo-hc-550w**  
Bf 182 Mono Perc 10Bb Half - cut 72\*2 Bf



Glass To Glass  
Solar Panel

**Ps-Mo-hc-530w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf Gg

**Ps-Mo-hc-535w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf Gg

**Ps-Mo-hc-540w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf Gg

**Ps-Mo-hc-545w**  
Bf 182 Mono Perc 10 Bb Half- Cut 72\*2 Bf Gg

**Ps-Mo-hc-550w**  
Bf 182 Mono Perc 10Bb Half - cut 72\*2 Gg



# Quality Management

Parla Solar operates with a commitment to sustainable growth and excellence within the industry. A quality policy is established and implemented in line with the principles of customer satisfaction, innovative production, employee development and environmental responsibility.

[Click here](#) for the quality policy.

## Key Elements of Parla Solar’s Quality Management Policy:

### Preserving the Company’s Core Values and Culture

At Parla Solar, corporate values are prioritised, ensuring that all business processes are conducted in accordance with ethical values and a commitment to quality.

### Providing Services in Compliance with Legal and International Standards

Production is carried out in accordance with national and international standards, in line with quality certifications such as ISO 9001, ISO 14001 and ISO 45001, ensuring sustainable and high-quality standards.

### Ensuring Customer and Stakeholder Satisfaction

By analysing the needs and expectations of customers and stakeholders, the aim is to provide uninterrupted, high-quality and reliable services and ensure continuous satisfaction.

### Process Management and Ensuring Continuous Improvement

Quality is continuously improved through an effective management system in all processes, and the goal is to increase efficiency and ensure quality continuity by monitoring performance.

### Supporting Employee Development

Training and development programmes are encouraged to ensure the company has qualified, competent and specialised employees, and employees are supported in progressing towards their plans and goals.

### Increasing Employee Participation and Motivation

Employees are encouraged to actively participate in processes to boost their motivation and support their involvement in continuous improvement activities.

### Developing Environmentally Conscious and Sustainable Production Practices

Environmentally friendly production practices are established in line with the sustainability strategy by ensuring the efficient use of natural resources, optimising energy consumption, and minimising environmental impacts.

Parla Solar adopts production processes and sustainable business management practices that comply with international standards, meeting the requirements of quality, environmental, and occupational health and safety management systems through ISO 45001, ISO 14001, and ISO 9001 certifications.





**ISO 9001**  
**Quality Management System**

Parla Solar, with its ISO 9001 Quality Management System certification, adopts production and management processes based on customer satisfaction and continuous improvement. Within this scope, quality standards are meticulously applied at every stage of the production process, ensuring high efficiency and reliability. Quality control processes are continuously developed to ensure the durability, performance and long-term use of products.



**ISO 14001**  
**Environmental Management System**

As part of its sustainable production approach, within the scope of the ISO 14001 Environmental Management System certification, environmental impacts are minimised, resources are used efficiently, and sustainable production practices are implemented. Environmentally friendly production processes are applied in line with strategies for energy efficiency, waste management, water conservation, and carbon footprint reduction.



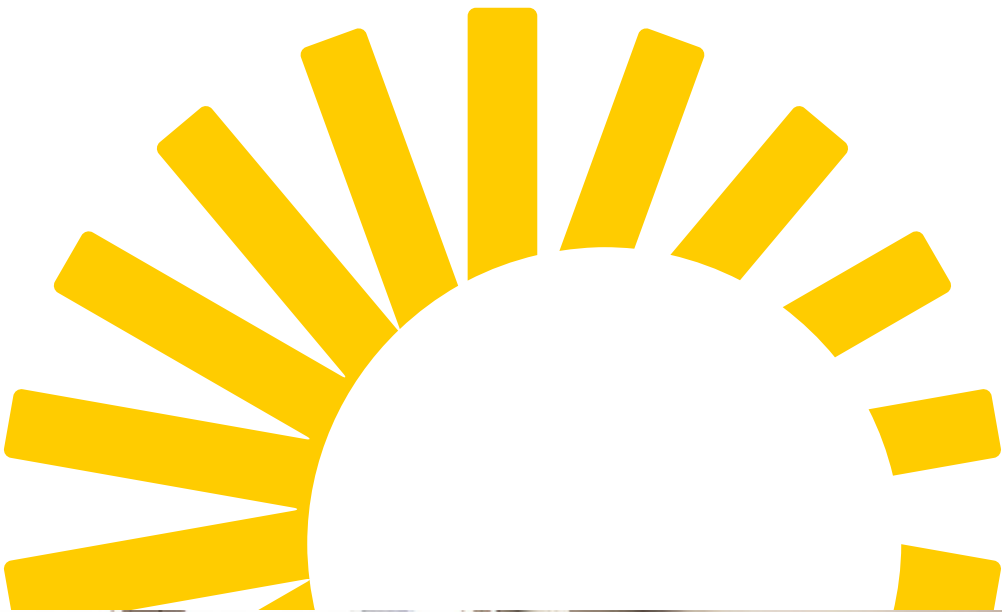
**ISO 45001**  
**Occupational Health and Safety Management System**

Employee health and safety is one of the most important priorities in business processes. Under the ISO 45001 Occupational Health and Safety Management System, safe working environments are created, workplace accidents are prevented, and the health and safety of employees are protected to the highest degree. Proactive risk management, regular training, and continuous improvement processes support employees in working in a healthy and safe environment.





# CORPORATE GOVERNANCE



Organisational Structure	17
Ethical Principles	18
Sustainability Governance	20
Sustainability Policy	22
Corporate Risk Management	23
Sustainability Strategy	24
Identifying the Impacts of Material Issues and the Double Materiality Approach	25
Contribution to Sustainable Development Goals	26
Information Security	27
Supply Chain Management	28



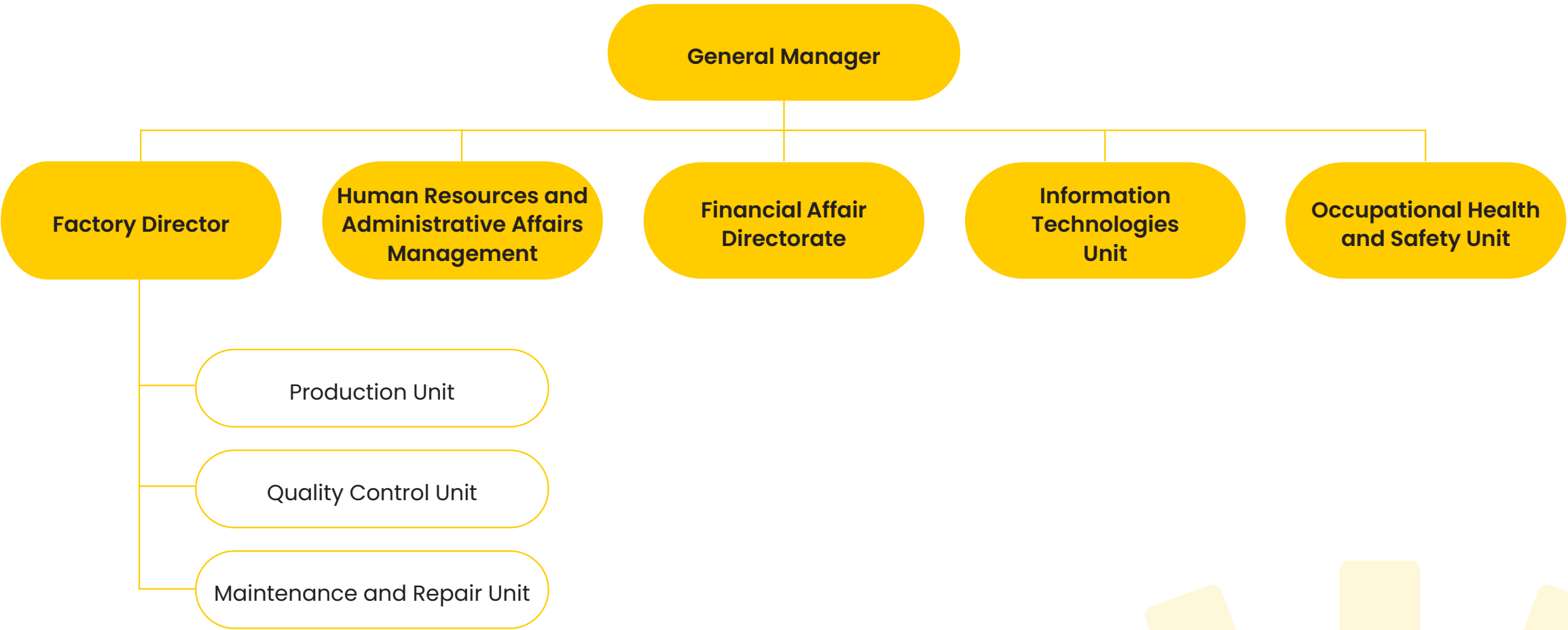
# Organisational Structure

Parla Solar’s organisational structure is designed in line with sustainable growth strategies and high efficiency targets. The structure is integrated with transparent governance principles, effective decision-making mechanisms and a process-oriented management approach.

The organisational structure consists of units operating in different areas of expertise under the leadership of the General Management. The Factory Directorate ensures the coordinated operation of operational units such as Production, Quality Control, Maintenance and Repair, and R&D. Support units such as Finance, Information Technology, Human Resources, and Administration strengthen the company’s administrative infrastructure and contribute to the effective execution of operational processes.

Supply Chain and Sales Management establish strong relationships with internal and external stakeholders to manage procurement, sales, and marketing activities. The organisational structure, developed with a continuous improvement approach, is dynamically designed to increase Parla Solar’s competitiveness and strengthen its leadership in the sector, supported by R&D, digitalisation and innovation-focused projects.

At Parla Solar, the contribution and participation of all employees is valued, and a competency-based management model is adopted with the aim of increasing corporate success.





# Ethical Principles

At Parla Solar, it is important that employees act in accordance with ethical values in all business processes in order to protect the company’s reputation and stakeholder trust. Employees are expected to act with honesty, responsibility and respect. Full compliance with legal regulations and ethical rules in all business processes is fundamental.



## Honesty and Transparency

In business processes, the establishment of trust-based relationships with customers, suppliers, and business partners is supported. There is absolutely no tolerance for sharing false, misleading, or incomplete information.



## Prevention of Conflicts of Interest

Employees are expected to avoid situations that may create a conflict between their personal interests and the interests of the company. A transparent and accountable management approach is adopted to prevent conflicts of interest from arising.



## Sense of Responsibility

Employees are expected to act in accordance with the company’s ethical principles while performing their duties and responsibilities. Every individual representing Parla Solar is obliged to make decisions in line with ethical rules and to conduct business processes accordingly.



## Fair and Equal Approach

Equal opportunities are offered to all employees and business partners, and a zero-tolerance policy towards discrimination is applied. No one is treated differently on the basis of gender, age, ethnic origin, religious beliefs or any other personal characteristics.



## Confidentiality and Data Security

Protecting internal company information and ensuring the confidentiality of customer and supplier information are among the highest priorities. Information should only be shared with authorised persons, and unauthorised access must be prevented.



## Employees' Ethical Responsibilities

At Parla Solar, unethical or work principle-violating behaviour is strictly prohibited, and a zero-tolerance policy is applied to such situations. All employees are expected to perform their duties with honesty, reliability and a sense of responsibility, adhering to the company's ethical values. In this regard, respect, cooperation and behaviour in line with ethical values in the workplace are accepted as a fundamental principle.

Employees must demonstrate a professional attitude in their relationships with customers and suppliers, fully comply with business ethics rules, and avoid conflicts of interest. Furthermore, compliance with the company's information security policies, adherence to confidentiality principles, and the effective and efficient use of company assets are of great importance. Within the framework of ethical management, all business processes are regularly reviewed, and necessary training and awareness-raising activities are carried out to increase employees' ethical awareness.

## Ethical Violations and Consequences

Actions contrary to ethical rules are understood to potentially damage the company's reputation and credibility within the industry. Therefore, all employees are expected to fully comply with ethical principles and company policies.

Employees who act contrary to ethical rules may be subject to the necessary investigation processes, and disciplinary investigations may be conducted depending on the seriousness of the situation. Regular audits are conducted to prevent ethical violations and strengthen ethical culture, and awareness-raising training is provided to employees.

**Transparency, honesty and fair approaches** form the basis of all Parla Solar's business processes. **Ethical values are among the fundamental elements that enable trust to be established at every step and sustainable success to be achieved.**





# Sustainability Governance

Parla Solar places sustainability at the heart of its business strategies and shapes its governance structure accordingly. Sustainability is integrated into all operational processes, starting from the company’s top management level, and a structure compliant with environmental, social and governance (ESG) criteria is established. Issues such as climate change, carbon management, energy efficiency and reducing environmental impacts are overseen by the

Board of Directors and monitored by relevant committees. The Board of Directors makes decisions that support sustainability goals, assesses risks and opportunities, and guides long-term sustainable growth strategies. Principles of transparency, accountability, ethical business practices and strong communication with stakeholders are adopted throughout the company, and the governance structure is implemented in line with these principles.

Parla Solar’s sustainability management is carried out in coordination with the HSE and Sustainability Group Directorate and the General Manager. The Directorate is responsible for determining sustainability policies, strategic objectives and the implementation framework, and integrating them into all operations.

## Sustainability, Environment, Occupational Health and Safety Committee

The Sustainability, Environment, Occupational Health and Safety Committee works in coordination with the Group Directorate and operates in accordance with the Sustainability Governance Procedure established by Aydem Energy. The Committee actively implements and monitors Parla Solar’s corporate strategies in the areas of sustainability and climate change mitigation.

The Committee regularly assesses sustainability risks and opportunities, makes strategic decisions to improve environmental performance, and ensures the development of sustainable production practices. Environmental factors such as carbon footprint, water footprint and biodiversity are managed in full compliance with company internal policies and relevant legislation.

The Sustainability, Environment, Health and Safety Committee sets the company’s sustainability goals and ensures that material sustainability elements are integrated into business processes and decision-making mechanisms.



**Parla Solar embraces sustainability not merely as a goal, but as a strategic priority integrated into its entire governance structure.**





The Sustainability, Environment, Health and Safety Committee meets every three months to review sustainability performance and activities, determine necessary actions, and ensure the development of a sustainability culture throughout the company.

During meetings:

- Proposals from the HSE and Sustainability Group Directorate and relevant departments are evaluated,
- Strategies related to sustainability and climate change are reviewed,
- Policies updated in line with environmental, social and governance criteria are evaluated.

The Committee meets under the chairmanship of the Aydem Energy HSE and Sustainability Group Directorate, with the participation of the General Manager and relevant department managers.

The Human Resources and Corporate Communications units participate in agendas where stakeholder engagement and social impact issues need to be addressed.

The Sustainability, Environment, Health and Safety Committee regularly reviews annual performance results and progress towards sustainability targets and takes the necessary action.

In addition, Key Performance Indicators (KPIs) that measure the company's performance in achieving sustainability and climate change targets are regularly analysed and reported. Employee performance evaluation processes are also linked to sustainability targets to create incentive mechanisms.

Employees can submit their ideas through the Idea Line in areas such as business development, productivity, low-carbon economy, sustainability, and financial benefits, and are rewarded with 2% of the profit generated from accepted projects.

As part of performance management, senior managers are given at least two strategic objectives focused on combating climate change and sustainability. Key TPGs related to climate change risk management and the implementation of relevant policies directly affect salaries and bonuses.



# Sustainability Policy

At Parla Solar, environmental, social and economic sustainability is considered at every stage of operations. The [sustainability policy](#) is implemented with a commitment to protecting natural resources, increasing energy efficiency, improving occupational health and safety standards, and contributing to social development.

- Ensuring that the corporate sustainability perspective becomes part of the company culture and raising awareness in this area among both employees and stakeholders.
- Contributing to the country’s energy supply security and reducing its dependence on foreign energy by investing in renewable and clean energy,

- Ensuring that activities and investments are conducted in accordance with ethical principles, taking into account, measuring, and evaluating their impact on the environment, society, and natural and cultural heritage,
- Developing and implementing practices that will improve occupational health and safety in line with material focus areas, and monitoring international performance criteria in this area,
- Developing and implementing practices that will improve the amount of energy consumed to sustain activities, continuously monitoring energy consumption to ensure more efficient use,
- Monitoring and reporting water consumption, ensuring efficient use of water, and raising awareness among both employees and stakeholders on this issue,

- Informing suppliers about sustainability criteria in the supply chain, their sustainability strategy and expectations, and contributing to reducing sustainability risks in the sphere of influence by adding these criteria to supplier audit processes,
- Ensuring the efficient use of resources by implementing systems such as efficiency monitoring in line with international standards through an effective corporate governance approach,
- Prioritising the social and economic development of the community and local stakeholders,
- Increasing employee commitment and well being and making the working environment more efficient to ensure sustainable efficiency.

- Ensuring that there is no discrimination among employees under any circumstances and that all employees are afforded equal rights,
- Creating equal opportunities for women in the workplace, increasing female employment and involving them in health, safety and environmental initiatives,
- Raising awareness among both employees and stakeholders regarding climate change and sustainability objectives,
- Communicating this committed and implemented policy to all employees,
- Making it accessible to the public and third parties,
- Ensuring effective communication of the policy with stakeholders and monitoring its implementation, is accepted as the sustainability policy by Parla Solar.



# Corporate Risk Management

Risk management within the company is integrated into strategic decision-making processes with the objectives of increasing operational efficiency, ensuring financial stability, adapting to changing market conditions, and creating long-term corporate value, and is managed with a dynamic approach. In line with the corporate risk management policy, risks are systematically analysed and actions to be taken are determined.

## The Role of the Board of Directors in Risk Management

The Parla Solar Board of Directors is responsible for ensuring that the company's risk management system is effectively established and integrated into operational processes. In this context:

- Risks that may arise in all business areas and core operational processes of the company are regularly assessed,
- Acceptable risk levels are determined, and risk policies are reviewed annually through quantitative and qualitative analyses,
- The necessary resources and support are provided to ensure the effectiveness of risk management.

Risk management processes at Parla Solar are continuously developed, supporting the achievement of strategic, operational and financial objectives. Consistent and timely risk information helps foster a management culture that increases risk awareness, thereby strengthening the company's goal of protecting its reputation and financial stability.

## Risk Management System;

Risks are addressed within a broad framework covering strategic, financial and non-financial risks.

The potential impacts and likelihood of occurrence of risks are analysed and prioritised,

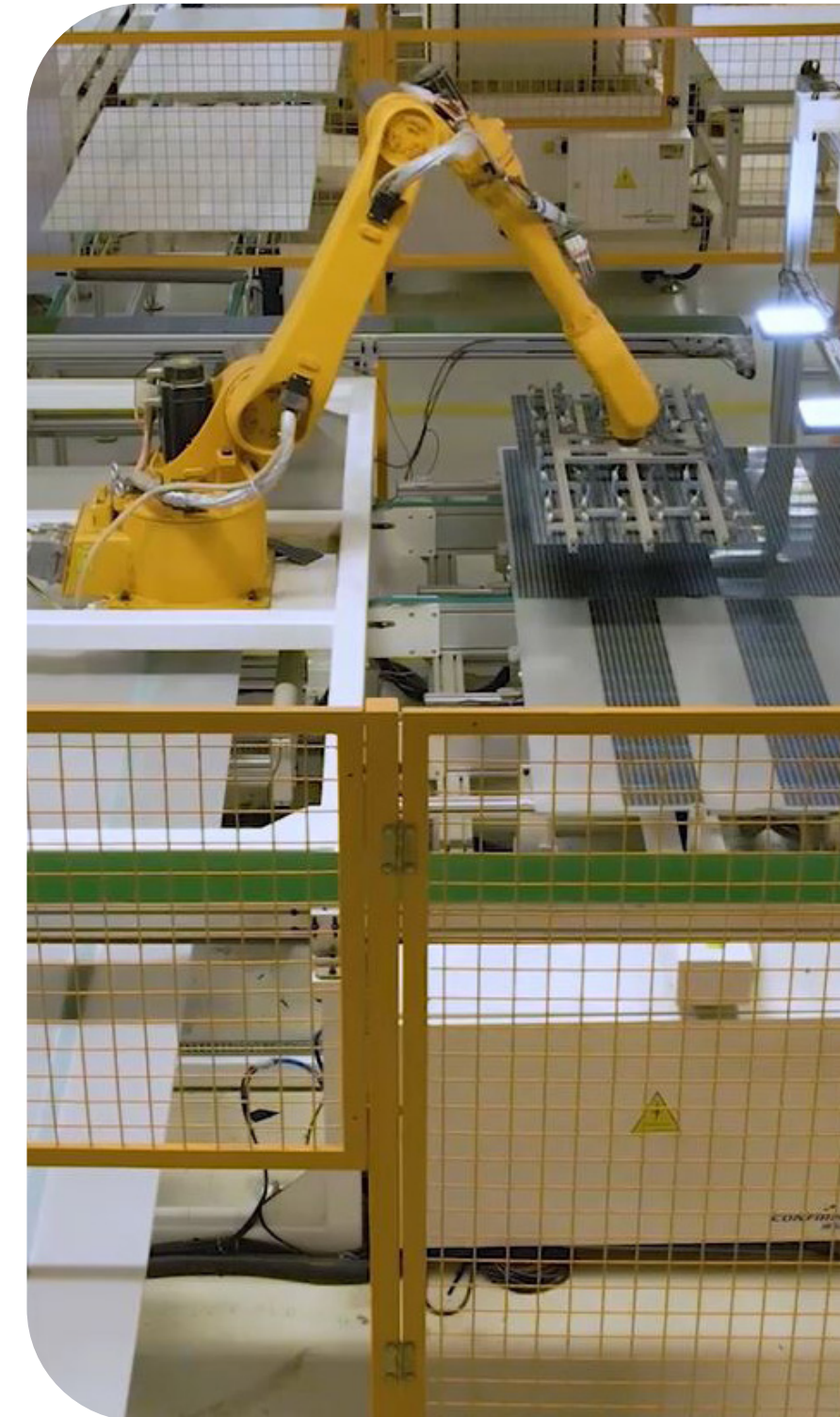
Strategies are developed to prevent, mitigate or transform risks into opportunities.

At Parla Solar, risk management processes are regularly reviewed and updated in line with the company's long-term objectives. The Early Risk Detection Committee, which meets at least four times a year to identify risks and opportunities early on, conducts its assessments with the participation of non-executive members of the Board of Directors. The findings of the committee meetings are presented to the Board of Directors, contributing to the direction of the company's growth targets and sustainability strategies.

## Management of Climate Change-Related Risks

The effects of climate change on operations are assessed using a holistic approach, and a comprehensive management strategy is implemented to manage risks and make the most of emerging opportunities. In this process, the identification, analysis and management of climate change-related risks and opportunities are the responsibility of senior management. The corporate sustainability strategy is developed with a long-term perspective, aiming to develop innovative solutions for a low-carbon future.

The transition risks (regulatory changes, carbon regulations, market expectations) and physical risks (such as weather events, temperature increases, water stress) are analysed in detail for their impact on operations and financial performance. These analyses are integrated into decision-making processes to produce strategic solutions for the challenges and opportunities that climate change may create.





# Sustainability Strategy

At Parla Solar, work is being carried out with determination to pioneer the clean energy systems of the future and accelerate the sustainable energy transition. Along with maintaining leadership in solar panel production, a commitment is made to take strong steps in the areas of environment, innovation and cooperation. We aim to leave a more liveable world for future generations by developing clean energy-based solutions and contributing to the spread of a low-carbon economy. Solar energy stands out as one of the most important sources of environmentally friendly, renewable, and low-carbon energy production.

At Parla Solar, accelerating the transition to sustainable energy and building a future in harmony with nature are among the core objectives.

As part of an integrated management system, strategies are developed to identify, assess and manage risks and opportunities associated with climate change. Production processes are managed with a focus on reducing waste, increasing energy efficiency and lowering the carbon footprint. Thanks to innovative production technologies and the use of sustainable materials, resource consumption in solar panel production is reduced and environmental impacts are minimised. Risks and opportunities related to climate change are made an integral part of the business model and integrated into all processes.

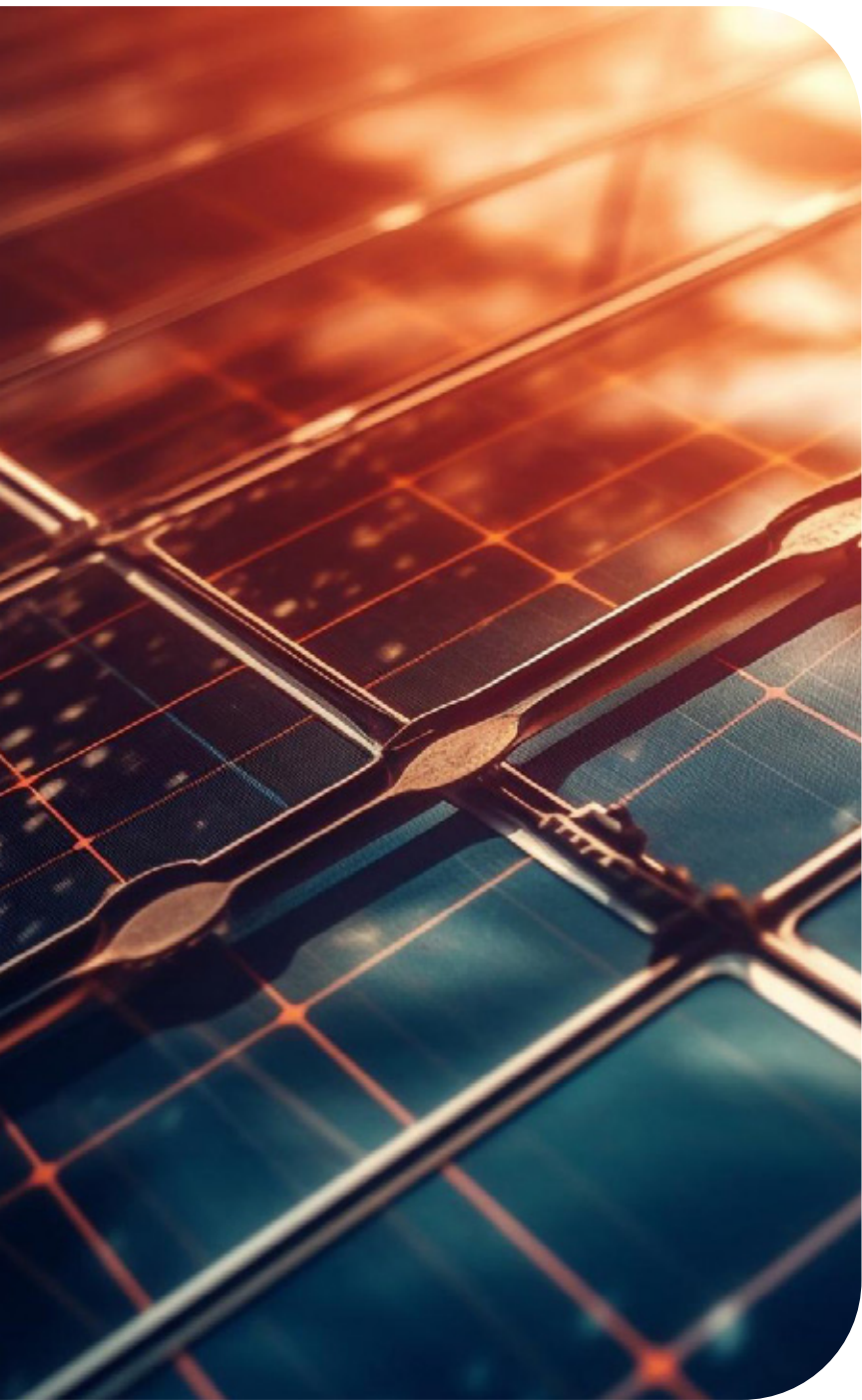
## Parla Solar’s sustainability strategy:

- Creating a climate-resilient business model,
- Increasing investments that support the transition to a low-carbon economy,
- Promoting the use of clean energy by producing high-efficiency and environmentally friendly solar panels,
- Promoting circular economy practices by minimising material waste in production processes,
- Prioritising the use of sustainable materials in the supply chain,
- Increasing R&D investments to strengthen environmental sustainability.





# Identifying the Impacts of Material Issues and the Double Materiality Approach

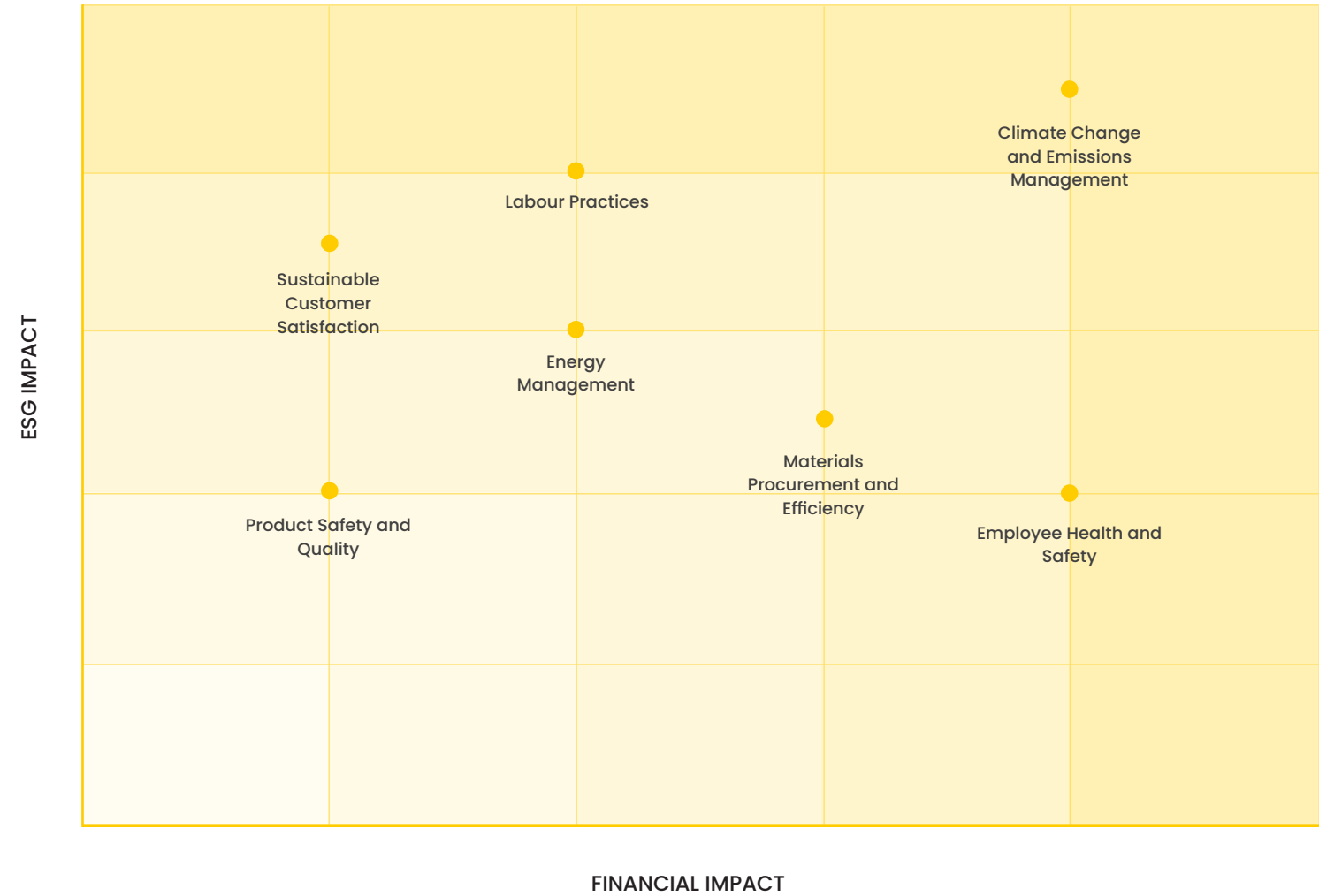


The key issues that form the basis of Parla Solar’s sustainability strategy are determined in line with global trends, sectoral developments and changes in the regulatory framework. During the assessment process, guidelines from international organisations such as the Sustainability Accounting Standards Board (SASB) and the World Economic Forum (WEF) are taken into account, and an assessment specific to the renewable energy sector is conducted. Furthermore, alignment with the Türkiye Sustainability Reporting Standard (TSRS) is ensured, and material issues are shaped accordingly.

A comprehensive analysis is conducted, taking into account the company’s environmental and social impacts, its role in the value chain, and the likelihood of these impacts occurring. In line with the risk management approach, the stages of business processes where material issues are effective are analysed, and these issues are linked to long-term value creation objectives.

As a result of these assessments, a double materiality analysis is created to support strategic decision-making processes, taking into account environmental, social and financial factors. The identified material issues are managed by integrating stakeholder expectations and the company’s sustainability goals and are effectively implemented in operational processes.

## Materiality Matrix





# Contribution to Sustainable Development Goals

In line with the United Nations Sustainable Development Goals (SDGs), the company’s key areas of contribution include climate action, sustainable production, supporting economic growth, and social equality. Practices such as reducing carbon emissions, increasing energy efficiency, improving waste management, and investing in technologies that minimise environmental impact are positioned as key elements of Parla Solar’s sustainable business model.

From a social perspective, Parla Solar’s inclusive sustainability approach is supported through employee rights, occupational health and safety practices, and projects targeting local communities. Responsible business practices are implemented at every stage, from the supply chain to production processes, with environmental and ethical values in mind.

Environment	Climate Change and Emissions Management Energy Management	<p>Parla Solar has placed environmental sustainability at the heart of its business strategy in order to combat climate change, increase energy efficiency, and manage emissions. The company promotes the use of renewable energy sources in production processes and has adopted low-emission production technologies to minimise its carbon footprint.</p> <p>Production technologies are also adopted to minimise the carbon footprint. Furthermore, projects aimed at increasing resource efficiency and supporting sustainable production are supported.</p>	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Social Capital	Product Safety and Quality Sustainable Customer Satisfaction	<p>Customer satisfaction, product safety and quality standards. Adhering to these standards contributes to social sustainability. Reliable, high-performance solar panels are offered to increase access to clean energy and promote a sustainable product philosophy. Transparency and ethical principles, as well as customer and supplier processes, are managed with the goal of creating sustainable value.</p>	<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
Human Capital	Human Capital Labour Practices Employee Health and Safety	<p>Parla Solar provides a fair, safe and inclusive working environment and implements policies that support the personal and professional development of employees. Employee health and safety are prioritised, and risk management and continuous training programmes are in place. An equitable and inclusive approach is adopted in workforce practices and full compliance is achieved with national and international regulations aimed at protecting employee rights.</p>	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>
Business Model and Innovation	Sustainable Supply Chain Management	<p>Parla Solar offers innovative solutions to its sector by developing sustainable business models and improving supply chain processes. Prioritising sustainable sources in materials procurement enables the implementation of production processes that comply with circular economy principles. Investment in technology and innovation has enabled the development of efficient and environmentally friendly products, with digitalisation and automation applications being prioritised in production processes.</p>	<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>



# Information Security



One of the most important elements of achieving success today is ensuring the confidentiality, integrity and availability of information. Necessary measures are taken to ensure that this information is only accessible to the right people at the right time. At Parla Solar, information security is addressed within a management system framework, and security controls and proactive measures are implemented.

Parla Solar implements information security processes in line with the Aydem Energy Information Security Policy, ensuring the security of information assets across the organisation through the measures and practices adopted under this policy.

Ensuring the protection of information assets is of great importance for the sustainability of business processes. In this context, the information security management system is continuously reviewed and improved, and steps are taken to ensure the security of all stakeholders. Strong security measures are developed against elements such as loss, theft, damage, unauthorised access, alteration of information, malware, cyber attacks and information espionage.

In order to ensure that responsibilities towards customers, regulatory bodies and business partners are fulfilled without fail, the security of personal data and information assets is protected at the highest level. Employees act with the awareness that all information associated with the company is “mandatorily protected confidential information” and continue their work in full compliance with information security policies.

Data privacy and information security processes are continuously reviewed and updated against evolving threats. Technical measures such as access controls, firewalls, encryption methods and data backup systems are implemented, and regular security training is provided to increase employee awareness. To prevent information security breaches, all company data stored in printed media and digital systems is protected, and information security policies and procedures are implemented in accordance with the principles of confidentiality, integrity and availability.

Information security processes are carried out at Parla Solar in line with the Aydem Energy [Information Security Policy](#), ensuring the confidentiality, integrity and availability of all information assets.





# Supply Chain Management

Parla Solar manages its supply chain processes in line with sustainability principles and evaluates all procurement processes according to environmental, social and governance (ESG) criteria. Long-term, transparent and trust-based relationships are established with suppliers, adopting a responsible supply chain approach.

One of the company’s key priorities is to support local suppliers and contribute to regional development. In this regard, material is given to sourcing all purchases other than raw materials from local suppliers. Logistics solutions that reduce the carbon footprint are evaluated to strengthen the local economy and reduce the environmental impact of procurement processes.

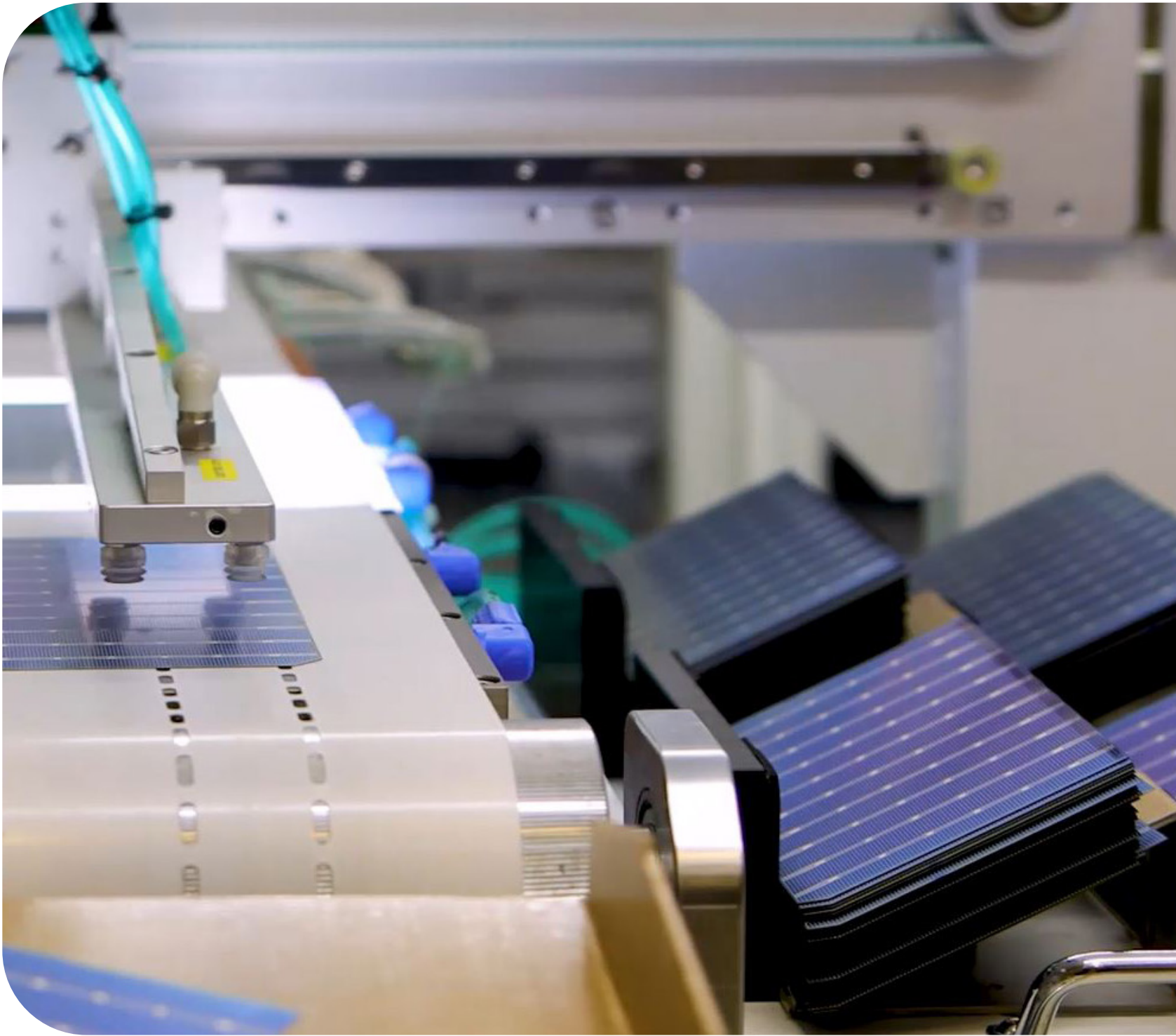
Suppliers are required to comply with established standards regarding ethical rules, occupational health and safety, environmental management systems, and human rights, and regular assessments and audits are conducted in this

regard. A model based on objective and impartial criteria is adopted in the purchasing processes. Supplier performance is monitored and risk analyses are evaluated through ERP systems.

Sustainability is prioritised at every stage of the supply chain, joint projects are developed with suppliers, and improvement initiatives are carried out. Long-term partnerships are encouraged in the procurement of materials and services, and solutions aimed at energy efficiency, waste management, and reducing resource consumption are supported.

In line with the principles of transparency and accountability, all purchasing processes are conducted in accordance with relevant policies and procedures. Supply chain management is continuously reviewed to develop strategies that ensure compliance with changing market conditions and regulations.

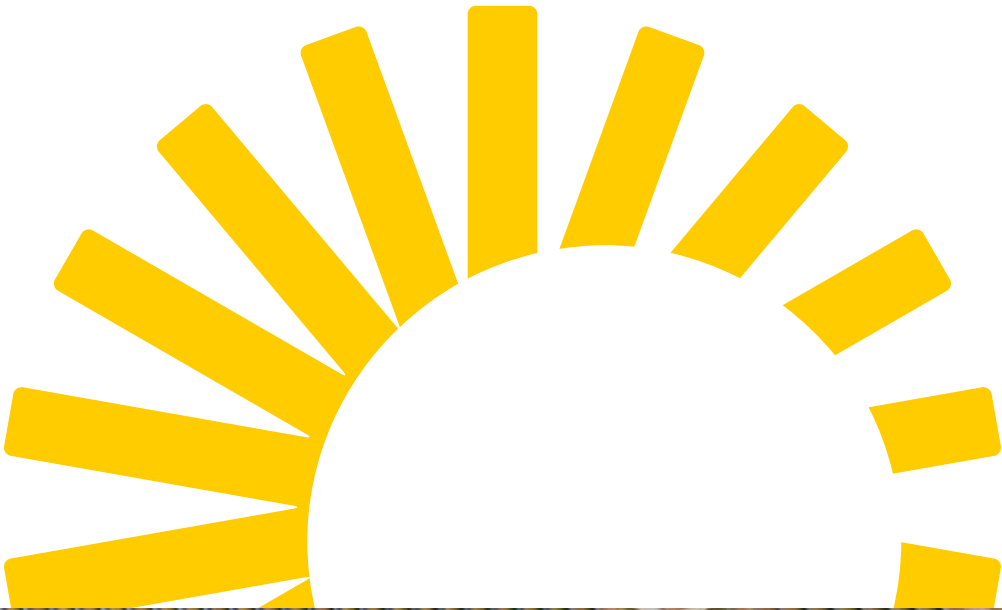
Supply Management	Unit	2022	2023	2024
Number of local suppliers	Number	614	673	871
Percentage of local suppliers	%	98.00	97.00	91.78







# ENVIRONMENTAL PERFORMANCE



Environmental Management	30
Climate Change and Emissions Management	31
Water Management	32
Waste Management	33
Sustainability-Focused Environmental Targets	34



# Environmental Management

Environmental sustainability is at the heart of all Parla Solar’s activities, which are guided by the objectives of protecting natural resources, minimising environmental impacts and reducing negative effects on ecosystems. Environmental management strategies are continuously developed in line with relevant legislation and international standards.

The company’s environmental management practices are structured in accordance with the ISO 14001 Environmental Management System standard. This system, which is effectively implemented in all processes, is regularly reviewed and updated with a continuous improvement approach.

Environmentally conscious production processes are adopted, and preventive policies are implemented in waste management, energy efficiency and carbon emission reduction . Factors causing environmental damage are controlled, potential environmental risks are managed, and improvement efforts are carried out.

In line with waste management processes, the reduction of waste, the provision of recycling and the prevention of pollution are targeted.

In line with this system:

- Full compliance with all requirements is ensured in accordance with legal regulations and national and international standards;
- Environmental objectives and targets are set, and the compatibility of activities with these targets is regularly monitored;
- The preference for energy-efficient, environmentally friendly products and services is encouraged;
- Systematic assessments are carried out to continuously improve environmental performance;
- Training is provided to all employees to instil environmental awareness,
- Effective communication with stakeholders is maintained to contribute to environmental improvement efforts.

The company’s environmental policy is communicated to all employees, with the aim of ensuring everyone’s participation in the process.

[Click here](#) for the Environmental Policy.







# Climate Change and Emissions Management

Combating climate change and transitioning to a low-carbon economy are among Parla Solar’s key priorities. In line with this, strategies are being developed to reduce greenhouse gas emissions, increase energy efficiency and promote the use of renewable energy.

Practices that reduce the carbon footprint in production processes are being adopted, and sustainable solutions are being implemented in line with waste management and circular economy principles. Low-emission alternatives are supported in supply chain management, and innovative technologies are used to reduce environmental impacts.

Greenhouse gas and emissions management is carried out under the joint responsibility of the SEÇ and Sustainability Group Directorate and the Factory Directorate. Emissions data has been calculated regularly since 2022 and is measured once a year. Parla Solar calculates Scope 1 and Scope 2 emissions under its direct control, as well as Scope 3 emissions that are outside its direct control but contribute significantly to its overall carbon footprint.

Furthermore, the accuracy and reliability of emission values are verified by independent auditors. Risks associated with climate change are assessed on a regular basis.

Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1	tCO <sub>2</sub> e	96	110	80
Scope 2	tCO <sub>2</sub> e	2,564	2,223	1,297
Scope 3	tCO <sub>2</sub> e	80,235	33,344	9,915



# Water Management

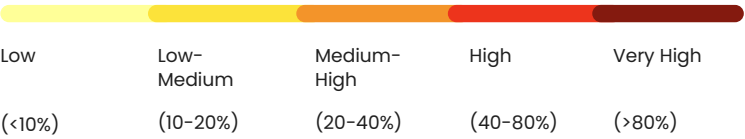
Climate change, increasing water demand and environmental impacts make the efficient management of water resources more important than ever. In line with this, comprehensive strategies are being implemented to reduce water consumption, increase water efficiency and minimise the impact of our operations on water resources.

Water footprint calculations are carried out in accordance with the ISO 14046 standard, and the company’s water consumption and water-related environmental impacts are monitored regularly. The reliability of water consumption data is ensured through third-party verification processes, and areas for improvement are identified.

Water Footprint	Unit	2022	2023	2024
Blue Water Footprint	m³/year	4,556	1,484	2,147
Green Water Footprint	m³/year	15,958	15,958	4,087
Grey Water Footprint	m³/year	2,026	1,259	1,868

Water risks in the region where we operate are closely monitored, and data from the World Resources Institute’s (WRI) Water Risk Atlas (Aqueduct) is used in regional analyses. Assessments indicate that water resources in Denizli will come under greater pressure in the future. Water stress levels are projected to reach a critical point by 2030, and proactive measures are being taken against these risks with the aim of minimising the impact of operations on water.

According to the WRI Water Risk Atlas, water stress maps for Denizli for 2024 and 2030 are provided below:





# Waste Management

All activities at Parla Solar are conducted in accordance with the Zero Waste Legislation. Systematic efforts are made to reduce, reuse and recycle waste generated from production processes. To increase the effectiveness of waste management practices, separation systems are established in the production and operating areas to ensure that waste is collected separately at source.

The company regularly monitors hazardous and non-hazardous waste and implements appropriate disposal and recovery methods. As of 2024, a total of 240.49 tonnes of non-hazardous waste has been recovered.

To raise awareness about waste reduction, regular environmental training is provided to employees, and operational improvement efforts are undertaken to minimise the amount of waste generated during production processes. Furthermore, information activities aimed at increasing employee environmental awareness are organised to encourage active participation in waste reduction.

Parla Solar continuously monitors its waste management performance and develops strategies to reduce waste quantities and increase the recycling rate of waste that cannot be reduced. Efforts will continue with determination in the coming periods to make waste management processes more efficient and minimise environmental impacts.

Parla Solar has made significant progress in waste management, **reducing hazardous waste by 75% and non-hazardous waste by approximately 51% between 2022 and 2024.**



Total Waste	Unit	2022	2023	2024
Hazardous Waste	tonnes	11.05	10.91	2.70
Non-hazardous Waste	ton	489.83	343.17	240.49





# Sustainability-Focused Environmental Targets

At Parla Solar, objectives are set to effectively analyse sustainability and climate-related risks and opportunities. The methods used to evaluate these elements are detailed. Data for 2024 has been examined using a comparative analysis approach, taking the previous year, 2023, as a reference, and has undergone a comprehensive evaluation process. The performance indicators created within this framework enable the systematic monitoring of periodic development and are reported in line with the principle of transparency.

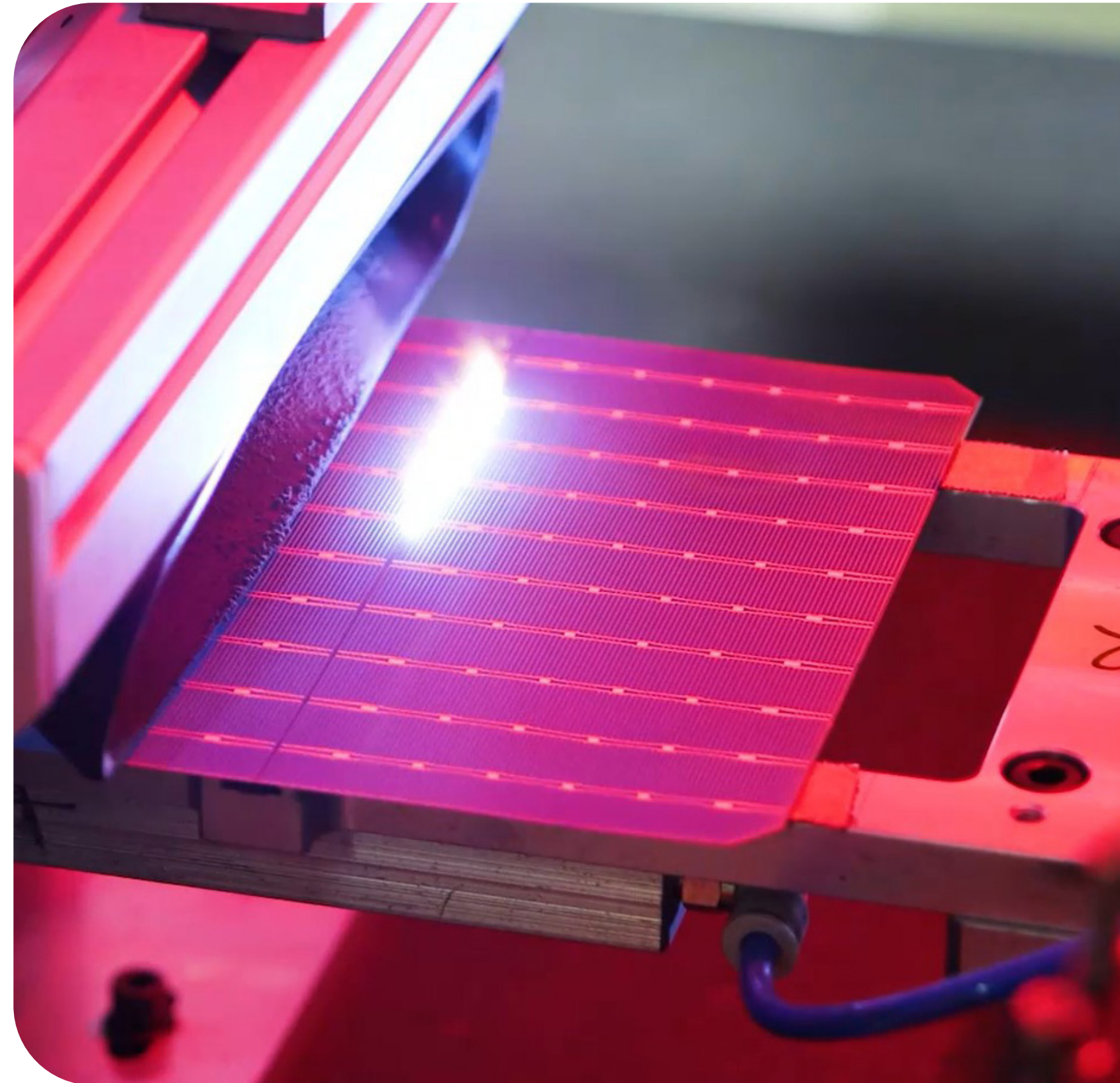
As a company leading the sustainable energy transition, it is resolutely advancing in minimising environmental impacts, combating climate change, and adopting innovative production technologies. In line with the sustainable growth strategy, the company's future goals are set to reflect a long-term understanding of environmental and social responsibility.

Parla Solar supports the transition to a low-carbon economy and operates with the goal of reducing emissions. Various strategies are being developed to increase energy efficiency in production processes, promote the use of renewable energy, and control carbon emissions. Therefore, the aim is to adopt climate-friendly practices at every stage of operations and to produce solutions to combat climate change. In line with the sustainable production approach, natural resource consumption is minimised and a circular

economy approach is adopted in production processes. Effective strategies are developed for waste management, increasing recycling rates and ensuring more efficient use of resources.

Environmental and social sustainability principles are adopted in the supply chain, and collaborations are conducted in accordance with these principles. Managing procurement processes with a transparent and responsible approach, encouraging local suppliers, and working with business partners who comply with sustainability criteria are prioritised.

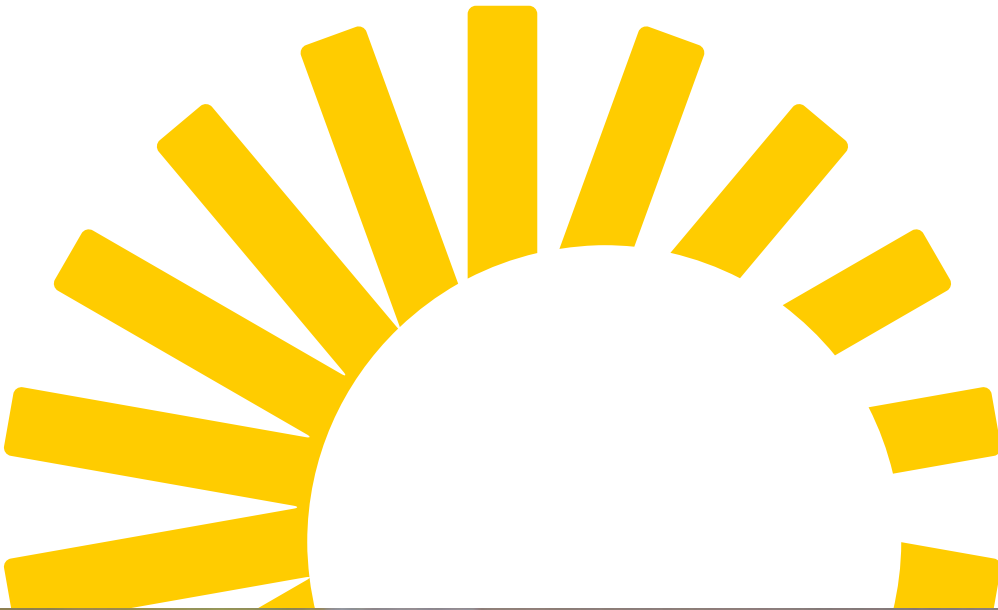
In this regard, evaluation processes are established to support suppliers in acting in accordance with environmental and ethical values. At Parla Solar, materials is given to R&D work to encourage innovative and sustainable solutions. Technologies that reduce environmental impacts in production processes are being developed, methods that increase energy efficiency are being implemented, and research on new generation solar panels is being continued.







# SOCIAL PERFORMANCE



Human Resources Practices	36
Occupational Health and Safety	38



# Human Resources Practices

At Parla Solar, employees are regarded as the most valuable assets, and a human resources management approach that supports the development of individual competencies is adopted. Sustainable and inclusive practices are implemented across a wide range of areas, from competency-based recruitment processes to continuous training and development, and from equal opportunity policies to employee satisfaction.

Human resources processes are conducted in line with the strategic human management approaches of Aydem Energy group companies, aiming to unlock employees’ potential, contribute to corporate goals, and achieve sustainable success together.

Discrimination on the basis of gender, age, ethnicity, language, belief, disability or any other difference is strictly prohibited. In line with the [Human Rights Policy](#), the company acts with zero tolerance towards any form of violence, protecting the rights of employees and ensuring dignified working conditions.

A transparent, fair and equitable approach is adopted in occupational health and safety, remuneration, fringe benefits, recruitment and promotion processes, and employee participation in decision-making processes is encouraged. [Human resources policies](#) are maintained in line with ethical values and business ethics principles.

## Career Development

Parla Solar conducts its recruitment processes based on the principle of **“the right person for the right job”** and is committed to providing equal opportunities to all candidates. There is no discrimination in recruitment decisions. Competence, experience and suitability for the position are considered key criteria in the candidate evaluation process.

Open positions within the company are first advertised to existing employees via the internal notice system, supporting career mobility and employee loyalty within the company. In external recruitment processes, competency-based interviews, personality analyses, technical tests and simulation applications are used, and candidates are evaluated according to objective criteria to ensure that the most suitable individuals join the organisation. Comprehensive orientation and induction programmes are implemented for new employees to support their quick and effective adaptation to the corporate culture.

Parla Solar offers comprehensive career development programmes to support employees’ long-term career goals. Vertical and horizontal career mobility, job rotation programmes and leadership development programmes are implemented to help employees develop their existing competencies and evaluate different career opportunities within the company.

As part of talent management, high-potential employees are identified and offered

development opportunities, special leadership programmes are implemented to train management candidates, employees’ individual performance and development processes are regularly monitored, and employees’ knowledge and skills are continuously updated through technical and professional development programmes.

Employee performance evaluations are conducted using competency-based assessment systems, individual goal tracking, and 360-degree feedback mechanisms. Performance-based reward systems recognise employee achievements, and high-performing employees are offered promotions, additional responsibilities, and career development opportunities.



Parla Solar conducts its recruitment processes based on the principle of **“the right person for the right job”** and is committed to **providing equal opportunities to all candidates.**



### Diversity, Inclusion and Equal Opportunity

At Parla Solar, a human resources policy based on diversity and inclusion is adopted, aiming to provide equal opportunities to all employees and create a fair working environment. Sustainable policies are developed and implemented across the company in areas such as gender equality, the integration of employees from different cultural backgrounds into the workplace, and the employment of individuals with disabilities.

With the “Equal Life” approach implemented within the Aydem Energy Group of Companies, the aim is to create an institutional culture where all employees have equal access to opportunities, diversity is valued, and no discrimination is tolerated. In line with this approach, equal opportunities, combating discrimination and a participatory work culture are defined as fundamental human resources policies within Parla Solar. As part of the Equal Life approach, a stance is taken against all forms of violence in the workplace and private life.

Under the Domestic Violence Prevention Policy, special support mechanisms are implemented to support employees who are victims of violence, ensure they feel safe, and protect their job security.

Various programmes are run to encourage female employees in particular to take a stronger role in working life. Increasing the employment rate of women and ensuring greater representation of female employees in senior management is one of the company’s prior goals. Leadership

and career development programmes support female employees in taking up more positions in technical and management teams, and various mechanisms are established to ensure equal opportunities. Women make up 41% of the company’s workforce, and recruitment processes are designed to increase the participation of women in the workforce.

Work-life balance initiatives have been developed to ensure that all employees can work productively in a healthy work environment. Applications such as maternity leave, breastfeeding leave and flexible working models for working parents contribute to maintaining the balance between work life and family life.

An ethical, transparent and fair management approach is adopted within the company, and a zero-tolerance policy against discrimination and bullying is implemented accordingly. Regular awareness training sessions are organised to ensure that employees work in a safe and respectful work environment, and a work culture where all employees have equal rights is supported.

### Competency Management

To support the professional and personal development of employees, Parla Solar offers continuous training and development programmes. White-collar employees have access to technical and personal development training through Aydem Academy and the Enocta Education Platform, while blue-collar employees are supported with professional certification and technical training.

Future managers are trained through leadership programmes, and employees are supported in enhancing their skills through specialised programmes on sustainability, digital transformation and the energy sector.

### Ethical Standards and Working Principles

To ensure compliance with ethical standards, Parla Solar has adopted a strong ethical management approach. Ethical principles aim to build trust in business relationships, encourage responsible business practices, and support sustainable success. Transparency, fairness, and accountability are fundamental to all business processes, and the ethical management approach is an integral part of the corporate culture.



The percentage of female employees is 41%.



# Occupational Health and Safety



At Parla Solar, occupational health and safety (OHS) is considered an integral part of all activities and is implemented to the highest standards. Processes carried out within the framework of the ISO 45001 Occupational Health and Safety Management System are developed to be fully compliant with the Occupational Health and Safety Law No. 6331 and all relevant legislation. A comprehensive risk management process is in place to prevent occupational accidents and diseases in the workplace. All work processes are meticulously analysed, and potential risks are identified and systematically assessed. Preventive measures are taken to eliminate identified risks, and OHS practices are continuously improved.

Regular inspections are carried out to ensure the highest level of worker safety in the workplace, awareness is raised among employees through training programmes, and full compliance with safety standards is targeted. In addition, occupational safety policies and procedures are regularly reviewed, adopting a continuous improvement approach. Risk assessment processes are carried out using the L-Type Matrix (5x5) methodology, and detailed analyses are conducted to prevent workplace accidents. Various engineering solutions are implemented to eliminate risks, improve processes, and enhance safety measures. Furthermore, new actions are taken based on field observations and employee feedback, and the safety level is continuously improved through risk assessment reports and field controls.

## Employee Participation and Safety Culture

Employees are encouraged to actively participate in occupational health and safety processes, and their involvement in these processes is ensured. Through OHS committees, employees' opinions are gathered and risks are assessed. A Near Miss Reporting System has been established within the company to enable employees to easily report any risks they encounter. Employees can report incidents in writing to near miss boxes or verbally to their managers or field observation teams. These reports are regularly analysed and result in preventive and corrective actions.

Accidents occurring within the company are examined in detail, and root cause analyses are conducted to prevent their recurrence. Under the Work Accident Procedure, the details of each work accident are recorded, incident investigation forms are completed, and action plans are developed. As part of corrective actions for accidents, employee training is updated, processes are improved, and recurring risks are prevented.

In OHS processes, regular training is provided, drills are organised, and awareness campaigns are conducted to raise all employees' awareness of occupational safety.



In addition, infirmary services are provided for employees’ health, and health monitoring is carried out by workplace physicians. Various projects are implemented to conduct employee health screenings, organise periodic check-ups, and increase access to health services.

Continuous Improvement in Occupational Health and Safety

Special policies are developed to ensure that all employees have equal access to occupational health and safety practices. Under the Buddy Programme, pregnant employees, those with chronic illnesses, and disabled employees are ensured to visit the workplace physician regularly. Hygiene inspections and health checks are monitored, and additional measures are taken to ensure that disadvantaged groups work in a fully secure environment.

Special health screenings are conducted for female employees, with mammograms and smear tests organised in collaboration with KETEM. In addition, physical activity programmes, events aimed at raising awareness of healthy eating, and smoking cessation programmes are implemented to promote healthy living.

Many successful projects have been carried out over the last three years. The Hazard Hunters Programme is implemented to raise employee awareness of workplace accidents and encourage the identification of risks in advance so that precautions can be taken. Furthermore, the

Golden Rules Campaign has been launched, and the six fundamental safety rules for preventing the most common workplace accidents have been determined by analysing these accidents. Within this scope, preventive measures are implemented for high-risk activities such as working at height, hand safety, work permits, vehicle use, fire lines, and lifting operations. The campaign is supported by a comprehensive training programme that will be rolled out to all employee levels. Occupational health and safety processes are managed at Parla Solar with a continuous improvement approach.

In this context, safety practices are developed by taking into account regular inspections, site controls, training programmes, and employee feedback. In line with the zero accident target, creating a safe working environment is adopted as one of the primary goals. Operating under the principle of “People First, Safety First”, Parla Solar is committed to protecting the health and safety of all employees, and the occupational health and safety culture is integrated into all business processes.

At Parla Solar, we operate under the principle of “People First, Safety First”.



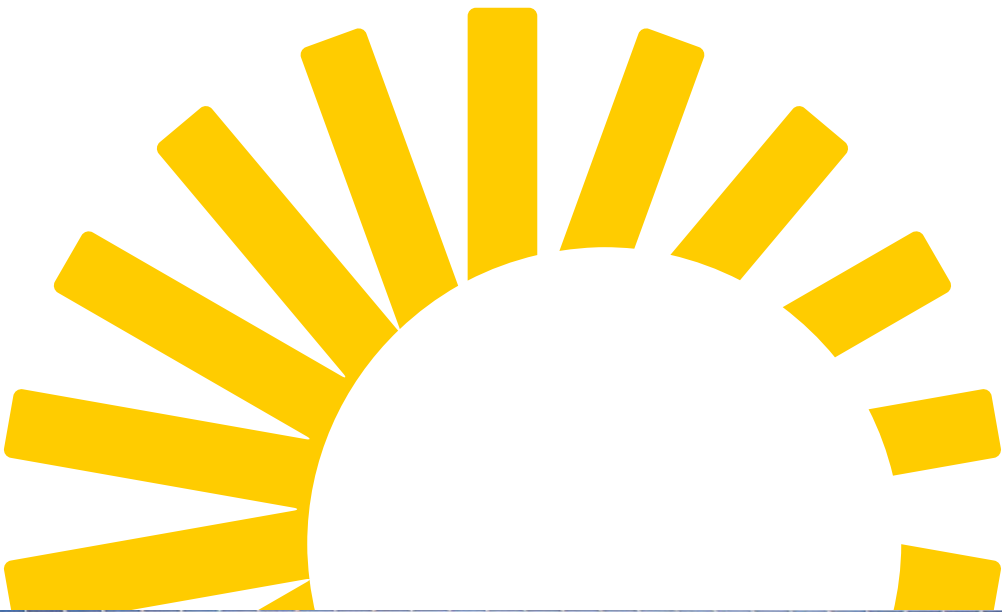
Occupational Health and Safety Training	Unit	2022	2023	2024
Company Employees	Person*Hours	2,546	3,139	2,588
Subcontractor Employees	Person*Hour	-	290	15
Total OHS Training	Person*Hour	2,546	3,429	2,603







# APPENDICES



Performance Tables	41
Limited Warranty Statement	44
TSRS Content Index	45
GRI Content Index	47



# Performance Tables

## Economic Performance Indicators

Total Comprehensive Expense		
	Unit	2024
Total Comprehensive Expense	TL	508,458,045
Distributed Economic Value		
	Unit	2024
Operating expenses	TL	208,786,761
Employee benefits	TL	9,719,688
Total	TL	218,506,449
Financial Assistance Received from the State		
	Unit	2024
Incentives	TL	37,300,000

## Environmental Performance Indicators

Greenhouse Gas Emissions				
	Unit	2022	2023	2024
Scope 1	tCO <sub>2</sub> e	96	110	80
Scope 2	tCO <sub>2</sub> e	2,564	2,223	1,297
Scope 3	tCO <sub>2</sub> e	80,235	33,344	9,915
Water Footprint				
	Unit	2022	2023	2024
Blue Water Footprint	m <sup>3</sup> /year	4,556	1,484	2,147
Green Water Footprint	m <sup>3</sup> /year	15,958	15,958	4,087
Grey Water Footprint	m <sup>3</sup> /year	2,026	1,259	1,868
Total Waste				
	Unit	2022	2023	2024
Hazardous Waste	tonnes	11,057	10,919	2.7
Non-hazardous Waste	ton	489,830	343,177	240.49
Total Waste Quantity	ton	500,887	354,096	243.19



Social Performance Indicators

LABOUR FORCE				
By Type of Employment	Unit	2022	2023	2024
White-Collar – Female	Person	9	13	11
White Collar – Male	Person	9	13	9
Blue Collar – Female	Person	53	46	34
Blue Collar – Male	Person	88	87	65
By Gender	Unit	2022	2023	2024
Male	Ratio (%)	39	37.1	62.2
	Person	62	59	74
Female	Ratio (%)	61	62.9	37.8
	Person	97	100	45

By Age		Unit	2022	2023	2024
18–30 years old	Female	Person	30	26	17
	Male	Person	54	54	34
31 – 40 years old	Female	Person	18	20	15
	Male	Person	30	27	25
41 – 50 years old	Female	Person	14	5	13
	Male	Person	10	11	10
51 – 60 years old	Female	Person	0	0	0
	Male	Person	3	4	3





Contract	Unit	2022	2023	2024
Percentage of factory workers covered by collective bargaining agreements	Percentage (%)	-	-	83.00

Occupational Health and Safety Training	Unit	2022	2023	2024
Company Employees	Person*Hour	2,546	3,139	2,588
Subcontractor Employees	Person*Hour	-	290	15
Total OHS Training	Person*Hour	2,546	3,429	2,603

Local Supplier Performance	Unit	2022	2023	2024
Number of local suppliers	Number	614	673	871
Percentage of local suppliers	Ratio (%)	98	97	91.78



# Limited Warranty 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 Parla Solar Hücre ve Panel Üretim A.Ş. 2024 Sustainability Report prepared by Parla Solar Hücre ve Panel Üretim A.Ş. for the year ended 31 December 2024 with the GRI Standard at a limited confidence level.

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

### Environmental Indicators

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

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

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

Amount of Hazardous Waste (by type) (ton)

Amount of Non-Hazardous Waste (by type) (ton)

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

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

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

### Social Indicators

Number of Local Suppliers

Number of Female and Male Employees by Employment Type

Number of Employees by Gender and Age

Occupational Health and Safety Training Hours

### Verification Activities

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

- Interviews were conducted with the persons responsible for the relevant environmental and social indicators.

Page | 1

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

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

### Limited Assurance Statement

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

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

### Restriction

This report has been prepared to assist in the reporting of the Company's sustainability performance and activities, including the results. We authorise the inclusion of this report in the 2024 Sustainability Report for the year ending 31 December 2024 so that the Company can demonstrate that it has fulfilled its responsibilities by having a limited independent assurance report prepared on the performance data. To the extent permitted by law and with our prior written approval, we do not accept any responsibility to any person or organisation other than Parla Solar Hücre ve Panel Üretim 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

Page | 2

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



# TSRS Content Index

TSRS I: General Provisions Regarding the Disclosure of Financial Information Related to Sustainability		Page Number
Governance		
The board of directors' oversight of sustainability-related risks and opportunities		Sustainability Governance, p.20
The role of management in assessing and managing sustainability-related risks and opportunities		Sustainability Governance, p.21
Strategy		
Sustainability-related risks and opportunities		Corporate Risk Management, p.23
Business model and value chain		About Parla Solar, p.8
Strategy and decision-making processes		Sustainability Strategy, p.24, Corporate Risk Management, p.23
Financial position, financial performance and cash flows		Confidentiality restrictions
Resilience		Sustainability Strategy, p.24
Risk management		
Process for assessing sustainability-related risks		Corporate Risk Management, p.23
The process of managing sustainability-related risks		Corporate Risk Management, p.23
Integration of the sustainability risk management process into overall risk management		Corporate Risk Management, p.23
Metrics and targets		Sustainability-Focused Environmental Targets, p.34





TSRS 2: Climate-Related Disclosures	Page Number
Governance	
The board of directors' oversight of sustainability-related risks and opportunities	Sustainability Governance, p.20
The role of management in assessing and managing sustainability-related risks and opportunities	Sustainability Governance, p.21
Strategy	
Climate-related risks and opportunities	Corporate Risk Management, p.23
Business model and value chain	About Parla Solar, p.8
Strategy and decision-making	Sustainability Strategy, p.24, Corporate Risk Management, p.23
Financial position, financial performance and cash flows	Confidentiality restrictions
Climate Resilience	Sustainability Strategy, p.24
Risk management	
Climate-related risk assessment process	Corporate Risk Management, p.23
Climate-related risk management process	Corporate Risk Management, p.23
Integration of the climate risk management process into overall risk management	Corporate Risk Management, p.23
Metrics and targets	Sustainability-Focused Environmental Targets, p.34



# GRI Content Index

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

Statement of Use	Parla Solar has reported in accordance with GRI Standards for the period 1 January 2024 – 31 December 2024.
GRI 1 Usage	GRI 1: Core 2021

GRI STANDARD	DESCRIPTION	REPORT PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	About Parla Solar, p. 8
	2-2 Entities included in the organization’s sustainability reporting	About the Report, p. 3
	2-3 Reporting period, frequency, and contact point	About the Report, p. 3
	2-4 Restatement of information	About the Report, p. 3
	2-5 External assurance	Limited Warranty Statement, p. 44
	2-6 Activities, value chain and other business relationships	About Parla Solar, p. 8
	2-7 Employees	Human Resources Practices, p. 36
	2-8 Workers who are not employees	Social Performance Indicators, pp. 42, 43
	2-9 Governance structure and composition	Sustainability Governance, p. 20
	2-10 Nomination and selection of the highest governance body	Confidentiality restrictions
	2-11 Chair of the highest governance body	Confidentiality restrictions
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, p. 21
	2-13 Delegation of responsibility for managing impacts	Management of Climate Change-Related Risks, p.23
	2-14 The role of the highest governance body in sustainability reporting	Sustainability Governance, p. 20
	2-15 Conflicts of interest	Confidentiality restrictions
	2-16 Communication of critical concer	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25





GRI STANDARD	DESCRIPTION	REPORT PAGE
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Confidentiality restrictions
	2-18 Evaluation of the performance of the highest governance body	Confidentiality restrictions
	2-19 Remuneration policies	Confidentiality restrictions
	2-20 Process to determine remuneration	Confidentiality restrictions
	2-21 Annual total compensation ratio	Confidentiality restrictions
	2-22 Statement on sustainable development strategy	Sustainability Strategy, p. 24, Contribution to Sustainable Development Goals, p. 26
	2-23 Policy commitments	Quality Management, p. 14, Sustainability Policy, p. 22, Environmental Management, p. 30, Human Resources Implementation, p. 36, Occupational Health and Safety, p. 38, Information Security, p. 27
	2-24 Embedding policy commitments	Ethical Principles, p. 18, 19
	2-25 Processes to remediate negative impacts	Confidentiality restrictions
	2-26 Mechanisms for seeking advice and raising concerns	Confidentiality restrictions
	2-27 Compliance with laws and regulations	Ethical Principles, p. 18, 19
	2-28 Membership associations	Confidentiality restrictions
	2-29 Approach to stakeholder engagement	Sustainability Governance, p. 21, Sustainability Policy, p. 22
	2-30 Collective Bargaining Agreements	Social Performance Indicators, p. 43
GRI 3: Material Topics 2021	3-1 Processes for determining material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
	3-2 List of material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pp. 38, 39
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety, pp. 38, 39
	403-3 Occupational health services	Occupational Health and Safety, pp. 38, 39
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pp. 38, 39





GRI STANDARD	DESCRIPTION	REPORT PAGE
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pp. 38, 39
	403-6 Promotion of worker health	Occupational Health and Safety, pp. 38, 39
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pp. 38, 39
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, pp. 38, 39
	403-9 Work-related injuries	Occupational Health and Safety, pp. 38, 39
Climate Change Mitigation and Adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
GRI 302: Energy 2016	302-5 Reduction in energy requirements for products and services	Climate Change and Emissions Management, p. 31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change and Emissions Management, p. 31
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change and Emissions Management, p. 31
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change and Emissions Management, p. 31
	305-5 Reduction of GHG emissions	Climate Change and Emissions Management, p. 31
Sustainable Profitability		
GRI 3: Material Topics 2021	3-3 Management of material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Corporate Risk Management, p. 23
Inclusion, Diversity and Talent Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Identifying the Impacts of Material Issues and the Double Materiality Approach, p. 25
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators, p.43
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Development, p. 36
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of management bodies and employees	Social Performance Indicators, p. 42
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, Inclusion and Equal Opportunity, p. 37, Ethical Principles, pp. 18, 19



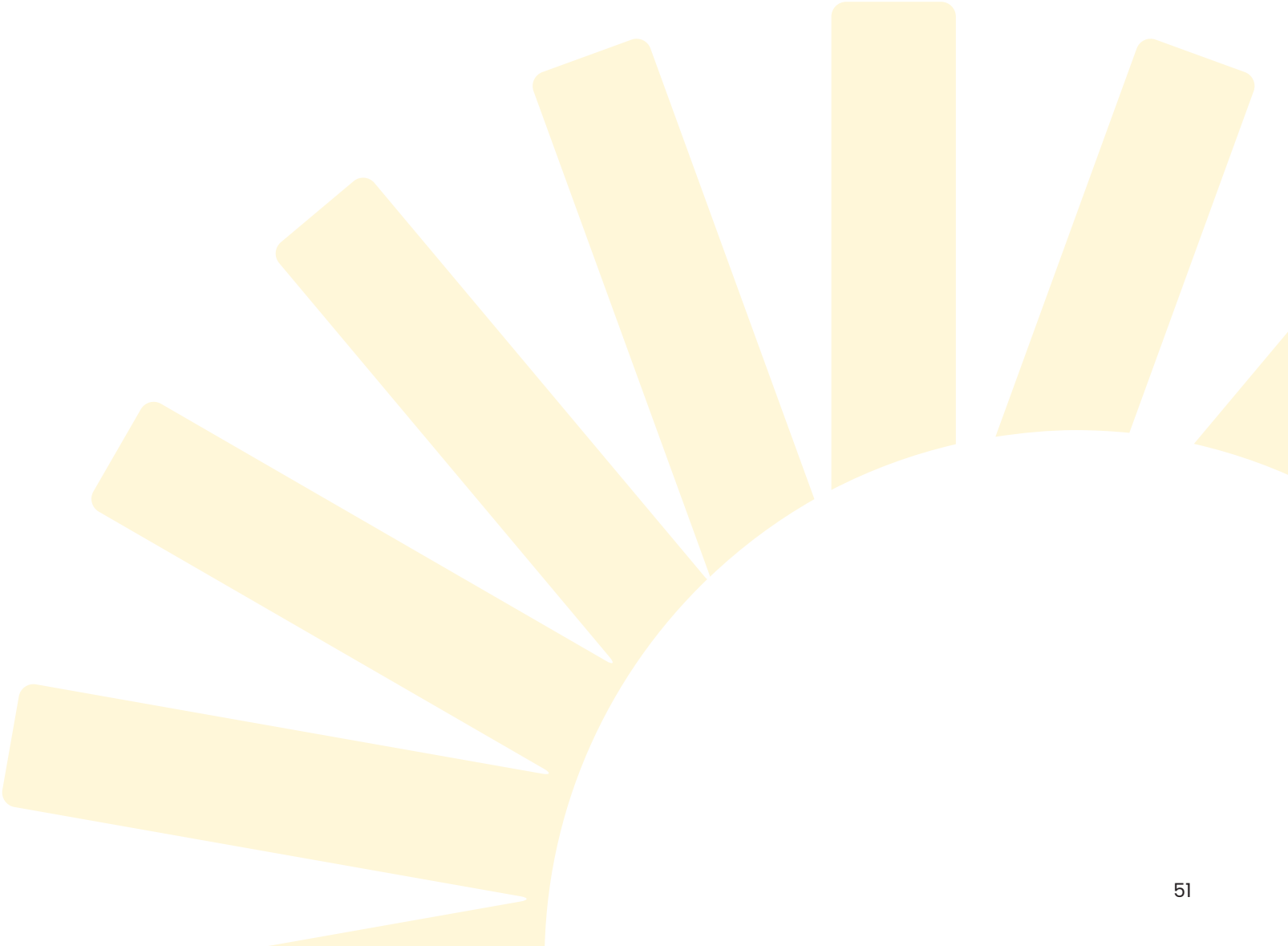


GRI STANDARD	DESCRIPTION	REPORT PAGE
Other Topics		
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Water Management, p. 32
	303-2 Management of wastewater-related impacts	Water Management, p. 32
	303-3 Water withdrawal	Water Management, p. 32
	303-5 Water consumption	Water Management, p. 32
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, p. 33
	306-2 Management of significant waste-related impacts	Waste Management, p. 33
	306-3 Waste generated	Waste Management, p. 33
	306-4 Waste directed for disposal	Waste Management, p. 33



# Disclaimer

This report has been prepared to reflect Parla Solar’s assessments, analyses and strategic approaches regarding its sustainability and climate-related performance. The information presented in the report is based on current data obtained from reliable sources, internal policies and processes, and the regulatory frameworks in force. However, this document is for general information purposes only and does not constitute any investment, financial, legal, technical or environmental advisory service. Some statements in the report may contain forward-looking assessments and assumptions. Such forecasts are based on current information; actual results may differ due to various factors, such as economic, environmental, technological or regulatory developments. Parla Solar does not guarantee the absolute accuracy or realisation of any forecast or estimate contained in the report. Parla Solar does not provide any express or implied warranty regarding the accuracy, completeness or timeliness of the information presented in this report. Therefore, it accepts no direct or indirect responsibility for the consequences of any decision taken based on the information contained in this report. The company is under no obligation to update, amend or revise the information contained in this report. This report is for informational purposes only and should not be considered as Parla Solar’s official strategic commitment, performance statement or legal obligation.








 [parlasolar.com.tr](https://parlasolar.com.tr)

 [info@parlasolar.com.tr](mailto:info@parlasolar.com.tr)

 +90 850 242 42 41

 +90 258 225 50 56

 Denizli Organize Sanayi Bölgesi 2. Kısım,  
Ali Rıza Öztürk Cad. No: 14  
Honaz / Denizli / Türkiye

## 2024 Sustainability Report

Parla Solar Hücre ve Panel Üretim A.Ş.

**Trade Registry Number:** 20564

**Company Registration Date:** 20.01.2003

**MERSIS Number:** 0507047281200017

Reporting Consultant



Report Design

