

The background of the slide features a close-up photograph of a vibrant green leaf in the upper right corner, its surface glistening with numerous water droplets. A single, perfectly spherical water droplet is captured mid-fall, just above the surface of a body of water. Upon impact, the water surface is disturbed, creating a series of concentric ripples that spread outwards. The water's surface reflects the light, giving it a deep blue appearance. On the left side of the image, there is a large, abstract graphic element consisting of overlapping shapes in shades of blue and green, which serves as a backdrop for the company logo and title.

ELSAN

Respect for nature, assurance for the future

Sustainability
Report 2022

CONTENTS

1 - ABOUT THE REPORT

2 - COMPANY PROFILE

2 - General Manager Message

3 - Board of Directors

4 - Vision, Mission and Core Values

6 - Organization Structure

7 - ELSAN in 2022

8 - Policies

10 - Products

17 - SUSTAINABILITY AT ELSAN

19 - ELSAN Sustainability Policy

20 - Stakeholder Engagement

21 - Governance Structure, Prioritization Analysis

22 - ENVIRONMENTAL SUSTAINABILITY

23 - Environmental Management

24 - Waste Management

25 - Water Management

26 - Energy Management

27 - Combating Climate Change and Adaptation

28 - Net Zero Road Map at ELSAN

29 - OUR EMPLOYEES

30 - Employee Rights and Gender Equality at ELSAN

32 - Talent Management

33 - Gender Equality on the Career Path

34 - Training Diversity, Enerjim Tamam Young Talent Programme

35 - Occupational Health and Safety

36 - R&D AND INNOVATION

37 - Digitalization

38 - SOCIAL INVESTMENTS

39 - Supply Chain Management

40 - Ethics and Transparency, Stakeholder Relations

41 - ANNEXES

42 - Performance Data

47 - GRI Index

About the Report

This report has been prepared to reflect ELSAN's operational sustainability, to reveal its achievements, to show the steps taken by the company within the scope of sustainability and the developments achieved in this regard. The report details important issues and practices arising from ELSAN's activities that have financial, environmental and social impact. The report, which is a summary of the activities between 1 January 2022 and 31 December 2022, shares how the Company ensures its sustainability in the sector in which it operates and the point it has reached in this theme.

The report has been prepared in accordance with the globally accepted Global Reporting Initiative (GRI) principles, which support transparency and provide a guide for assessing the impact of organisations on society, environment and economy. In order to build a sustainable future together, the report shows the reader ELSAN's sustainable business model, while enabling the reader to understand its vision for the future and to make evaluations about the Company.

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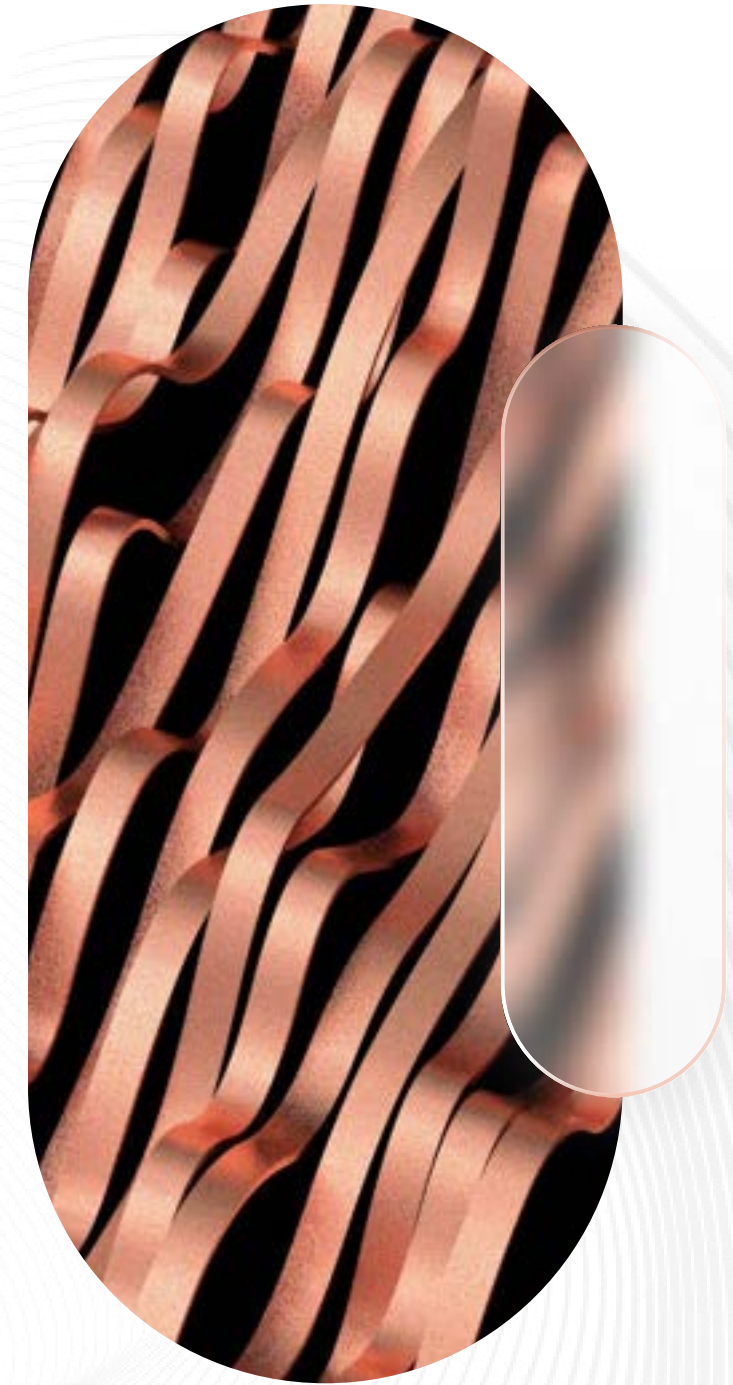
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Disclaimer of Liability

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ELSAN

**Mehmet Akif GÜL**

Chairman of the Board and General Manager of ELSAN

General Manager Message

Dear Stakeholders and Business Partners,

With our Sustainability Report published for the first time this year, we would like to share the successful outputs of our environmental and social performance as well as our financial success. Our responsibilities in environmental, social and governance issues are at the centre of our activities and reflect the values of ELSAN.

Sustainability is a long-term journey. As ELSAN, we take pride in being a leader in the industry we operate in and in successfully completing another year. All of our activities outlined in the report are an indication of the joint efforts of more than 280 ELSAN employees who strive to move our company and all our stakeholders forward every day. In this context, I sincerely thank each and every one of you.

Last year, despite global volatility, our company continued to perform at the highest level through strong asset management, strategic investments in existing and new technologies, and collaborations to support our growth. Our commitment to operational excellence has been evident in our ability to produce high-quality products across our portfolio and fully meet customer satisfaction and expectations.

In 2022, we laid the foundations of our emission reduction targets. We focus on carrying out the necessary work to achieve these goals. As included in our report, ELSAN's decisive targets, which set the path to net zero, are positioned on a mitigation strategy that will allow us to responsibly support global transformation initiatives in the short, medium and long term.

Our core focus areas around sustainability are embedded in our strategy, culture and day-to-day operations, and provide the foundation for building and developing strong partnerships at all levels. These principles help to strengthen our commitment to integrate and implement best practices in human rights, sustainable supply chain, environmental management and climate change mitigation into our business.

We remain committed to the health and well-being of our employees and remain firmly committed to the principle of caring for ourselves and each other.

We make every effort to strengthen our health and safety culture and become a world-class workplace. In this regard, our lost day rate due to occupational accidents in 2022 was reduced by approximately 90% to 1.32. This success is not only attributed to the policies and commitments we have established to provide a safe and healthy working environment but also to the dedication of our employees to the health and safety culture. As we move towards 2023, I am excited about the future. Being the pioneer of developing technologies has always been a part of ELSAN's business model. Our company is well positioned to make significant contributions to the growth trends in the industry. I am pleased to share with you our 2022 Sustainability Report, which includes our assessments of our journey towards a more sustainable future.

Yours sincerely,

Board of Directors



Mehmet Akif GÜL

Chairman & General Manager

He graduated from Middle East Technical University, Department of Metallurgical Engineering. Mehmet Akif Gül started his career in 1980 at Elsan Elektrik Gereçleri A.Ş., where he took part in the establishment of the company as a shareholder, and continues to serve as Chairman of the Board of Directors at the same company. Gül, who has 40 years of experience in the sector, has also served as Vice Chairman of the Board of Directors at ADM Elektrik Dağıtım A.Ş. and GDZ Elektrik Dağıtım A.Ş., which are Aydem Energy group companies. He is currently the General Manager of Elsan and a Board Member at Çates Elektrik Üretim A.Ş. and Tümaş Mermer A.Ş.



Serdar MARANGOZ

Board Member

Serdar Marangoz graduated from METU Electrical and Electronics Engineering Department and started his career at Siemens AG. Since 2009, Mr Marangoz has assumed senior management positions in different companies under the roof of Aydem Energy, and continued to work as Aydem Electricity Market and Regulation Manager, Executive Board Member at ADM and GDZ Electricity Distribution companies, respectively. In 2019, he was appointed as Commercial Group President (CCO) and Aydem Renewable Energy Board Member to Aydem Energy. In 2019, he was appointed as a member of the board of directors of Aydem Retail and Gediz Retail companies, as well as general manager since 2021. Until 2023, he served as the general manager of retail group companies. As of 25 October 2023, Marangoz has been serving as General Manager at Aydem Renewable Energy.



İdris KÜPELİ

Vice Chairman of the Board of Directors

After double majoring in Finance and Business Administration at Florida International University, USA, he completed his master's programme (MBA) in the same departments at Miami University, USA. He started his career at Laurel Oak Financial Services. He worked as a Director at Morgan Stanley in the USA between 2005 and 2009 and then continued as a Project Director at NextEra Energy in Miami, USA between 2009 and 2012. In 2012, he returned to Turkey and worked as Project Finance and Trade Director at TANAP, Trans Anatolian Natural Gas Pipeline Project, one of the most important energy projects of Turkey and Azerbaijan, until 2014. Subsequently, he served as Group Head of Investments (CIO) of SOCAR Turkey.

As of 2018, Mr Küpeli serves as the Chief Executive Officer (CEO) of Aydem Energy and Chairman of the Board of Directors of Aydem Renewable Energy.



Emirhan KARAYAY

Board Member

Mr Karayay graduated from Kocaeli University and Anadolu University, Faculty of Business Administration, Department of Business Administration and completed his Master's Degree in Finance Management (MS) at Istanbul University, Institute of Business Economics. In 1999, Karayay started to work as a Human Resources Specialist at Şahinler Holding, and after working as Human Resources Manager at Yıldız Holding and Matlı Group of Companies, he continued his career as Human Resources Director at Eksim Investment Holding. In 2019, Emirhan Karayay, who joined Aydem Holding as Aydem Holding Human Resources Group Director, worked as Aydem Yenilenebilir A.Ş. Human Resources Director, and between 2020-2022, he served as Aydem Holding Electricity Distribution Companies Adm and Gdz Human Resources Director. As of 2023, Emirhan Karayay, who continues his duty as Human Resources Group President within Aydem Holding, is also a Board Member at Elsan.



**With 42 years of experience, we
are taking firm steps into the future**

Company Profile

ELSAN Elektrik Gereçleri Ind. Trade Inc., operating under AYDEM Energy and the first company of the Holding, is one of Turkey's and Europe's largest manufacturers of enameled copper and aluminum wire coils. Since its establishment, ELSAN has rapidly increased its production capacity and market share and exports to 35 countries, mainly in Europe, Middle East and Africa markets. Development and innovation have been the company's primary focus areas.

ELSAN was established in Denizli in 1980. Since its establishment, ELSAN has been a pioneer in the industry by providing solutions tailored to the needs of its customers. With two facilities covering a total of 42,000 square meters of open and 22,000 square meters of closed area in Denizli, ELSAN is a leader in the wire sector in Turkey. Today, ELSAN produces round and flat enameled wires, CTC and paper covered wires. Its production capacity reaches 50,000 tonnes/year, while its exports reach 40% of its total sales.

In 2014, ELSAN acquired 50% shares of Heermann GmbH, a well-established company in the enamelled coil wire industry for over 118 years. The company also has an R&D Centre in Pamukkale University Technopark.

ELSAN has been recognized as one of Turkey's best employers for the second time by receiving the Great Place To Work certification based on the evaluation by the Great Place To Work Institute.

ELSAN has determined its strategy as sustainable product and service quality. To achieve this goal, it is committed to generating continuous projects on process and product innovation and developing a qualified workforce capable of implementing creative solutions.

ELSAN prioritizes the demands of its customers and has provided its customers with solutions, products and services that include solutions to meet these demands. With the support of quality systems and certificates such as ISO 9001:2015, IATF 16949:2016, ISO 14001, ISO 45001, ISO 27001, UL Certificate, RoHs, the company is a world brand that serves the most distinguished users all over the world.

ELSAN's solution-oriented strategy and its commitment to customer value reflect a strong indication of a sustainable vision for the future. The customer-centred approach encourages the company on a journey where it will continue to meet the expectations of not only its customers, but also the society and the environment.

The company's future plans include not only maintaining productivity and excellence, but also moving towards a more sustainable and environmentally friendly business model.

Management Structure

Our Vision

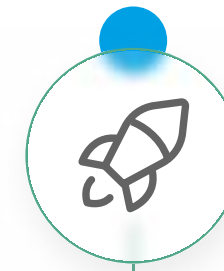
To create happy stakeholders who are proud of our existence that facilitates every moment of life.

Our Mission

To produce electromagnetic wire for organizations that want to add value to life with their products, with advanced technology machines, innovative management systems and competent staff in a socially and environmentally sensitive manner.



Highly engaged, happy employees who continuously generate new ideas and can take initiative when necessary.



To seek innovation in every work, to work efficiently and effectively with team spirit by giving importance to employee health and ethical rules



An encouraging and fair management that takes quick decisions for solutions and shares these decisions



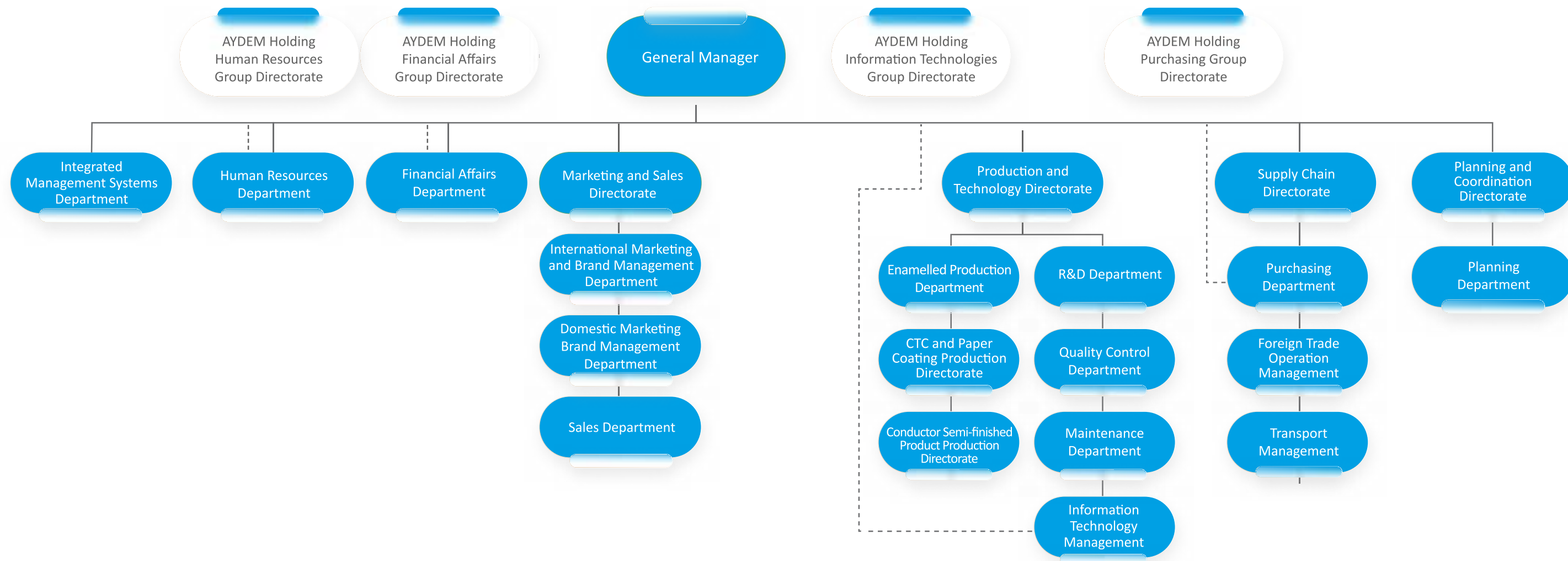
Ensuring company sustainability by gaining the trust of end customers

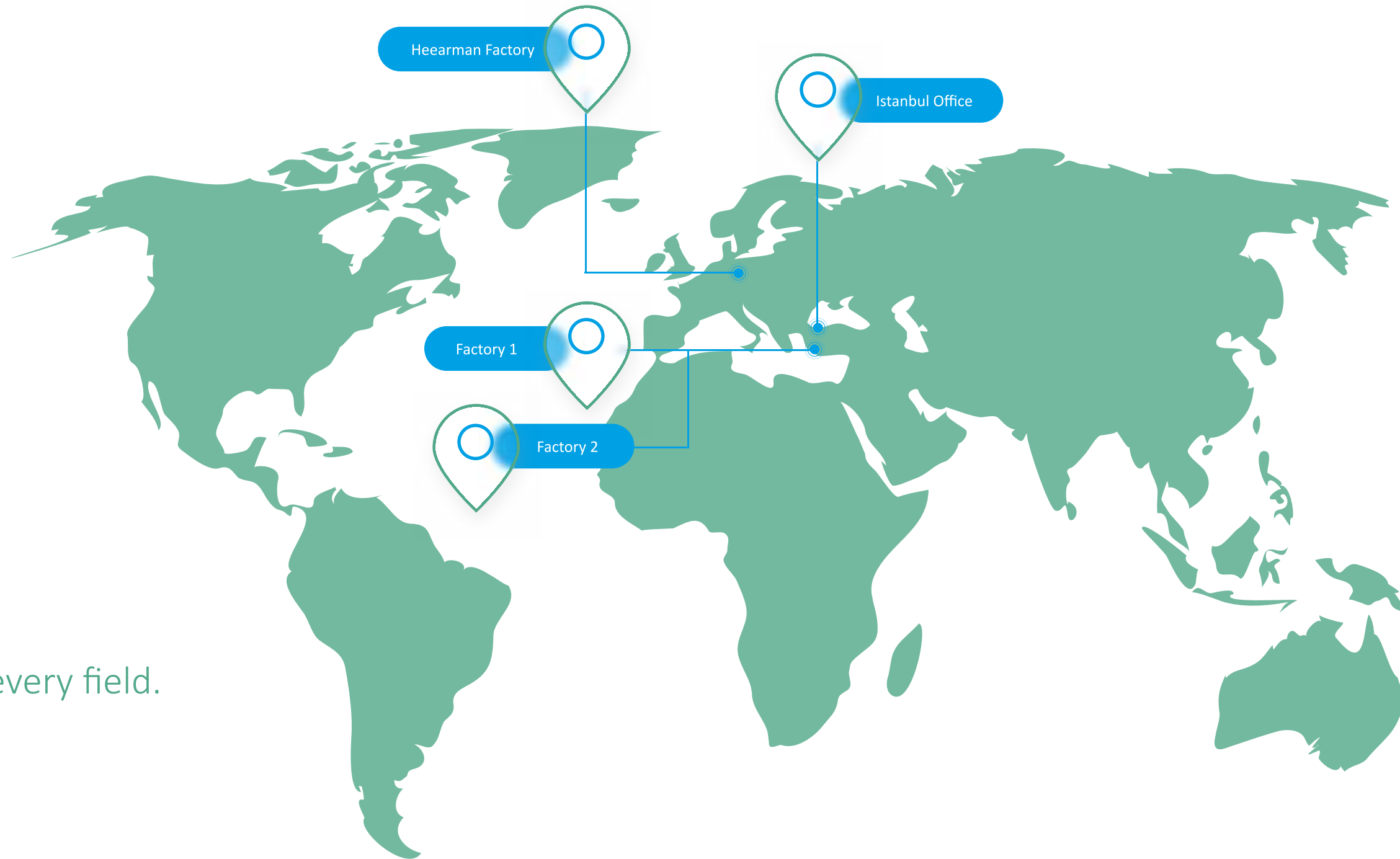


Adding value to society with our nature-friendly activities

Organization Structure

ELSAN





ELSAN in 2022

We add value in every field.

35

Export to Countries

286

Employees

617 Million TL

Total Exports

5001 TONS

Aluminium Production

8973 TONS

Copper Production

Quality Policy

All members of the ELSAN family contribute to the creation and maintenance of the Quality Management System. The information and resources required to achieve the strategic goals of the company are constantly diversified. Both employees and other relevant parties are involved in increasing awareness of quality. The Company improves its system by utilising technological innovations in order to increase the quality and efficiency of its products. It is committed to work in compliance with legal regulations and other relevant conditions. Customer needs and expectations are prioritized and customer satisfaction-oriented activities are monitored throughout the operation.

Quality beyond standards



Energy Policy

ELSAN is committed to using energy resources effectively and efficiently, pledging to optimize energy usage. Throughout this process, it ensures effective energy use without compromising on quality. It always complies with the necessary regulatory obligations and other relevant conditions and complies with the expectations of all relevant parties. In production and all business processes, ELSAN prefers energy efficient technologies and applications. The company takes a careful and determined approach in purchasing energy efficient products, equipment and services and ensuring efficient use of energy and natural resources. ELSAN is committed to raising awareness of its employees on natural resource consumption and energy efficiency and provides the necessary resources to meet the needs in this regard. While the company aims to make its energy performance environmentally and economically sustainable, it accepts the obligation to continuously review and improve its energy management system. These commitments demonstrate ELSAN's commitment and management approach to sustainable energy management.



Human Resources Policy

ELSAN's main goal is to create a working environment filled with the happiness and a sense of belonging for its employees, aiming to become an organization where everyone desires to work. In line with this goal, ELSAN commits to developing measurable, transparent, fair, employee-centric, and continuously improving human resources strategies that will uncover the potential of its employees and contribute to business objectives. Within the framework of Aydem Energy Group's values and culture, ELSAN aims to create innovative employees and teams that are committed to ethical values, sensitive to the environment, create value, seek excellence and efficiency.



Environmental Policy

ELSAN is committed to minimizing all risks in order to prevent environmental pollution and protect natural resources. The effort to minimize the environmental impact of its activities includes preventing waste at source and ensuring the disposal and recycling of these wastes. In addition, ELSAN carries out important studies in the context of combating climate change and greenhouse gas reduction. While the company guarantees full compliance with relevant laws and other requirements, it also recognises the continuous improvement of its environmental management system to improve its environmental performance.



OHS Policy

ELSAN is committed to protecting the health and safety of all its employees. These commitments include maximizing the health and safety of its employees by minimising risks and preventing occupational accidents and improving working conditions. ELSAN encourages the active participation of its employees and business partners in the process. While the company adopts full compliance with the laws and other necessary requirements, it is committed to raising the awareness of its employees on health and safety.

Continuous improvement is an integral part of ELSAN's ethical framework and aims to raise both the welfare of its employees and health and safety standards.



Information Security Policy

ELSAN is committed to protecting all information assets and business processes. It effectively implements the information security management system to maintain confidentiality, integrity and accessibility principles. All necessary measures are taken to ensure business continuity and mitigate all kinds of risks. For extraordinary situations that may be encountered, the system can be quickly restored to operational condition. While full compliance with all legal and other obligations is guaranteed, efforts are made to increase the awareness of both suppliers and employees on information security. The systems in use are continuously monitored, improved and developed.



Products

ELSAN aims to shape the future with the philosophy of continuous development and progress in aluminium and copper wire production. To ensure high efficiency and quality, it constantly renews its products and services by keeping up with the technological developments demanded by the market. At ELSAN, technological innovation and efficiency in production processes are at the core of the business model. With this approach, it ensures advanced production technologies, quality of its products and customer satisfaction, while maximizing its environmental performance. While fulfilling national and international legal obligations in business processes, ELSAN always adopts these norms as part of the path to efficiency. Customer requirements and expectations form the basis of ongoing success. ELSAN, with a portfolio of 25 different products in the categories of aluminum and copper enameled coil wire, produces at world standards in terms of diversity and quality.



42 Years of High Customer Satisfaction

ELSAN has an innovative and leading position in the metal coating industry with its commitment to high quality production. ELSAN, one of the leading names in the sector, adds value to the sector through to its product features and quality production standard.

Known for its world-class quality, ELSAN guarantees the superior quality and performance of enameled coil wire using the latest technology and continues to move forward on its progress towards excellence. This approach further strengthens the company's production capabilities and enhances its ability to offer high value and reliable products to consumers. By adopting the principle of continuous improvement in its production processes, the company aims to offer quality above world standards in its products. This quality-centric approach enables ELSAN to offer superior quality and performance.

High efficiency and reliability are among the most important objectives of the company in the production of enameled coil wire.

ELSAN continuously improves its product quality by providing accurate responses to customer needs. It carries the production of enameled coil wire to the highest level by using its know-how and advanced technology possibilities.

To provide a flawless product and service experience, the production process of each wire is meticulously controlled and continuous improvement activities are carried out to achieve the best results.

It adheres to the mission of maintaining its leadership position in the sector by prioritizing customer satisfaction with devoted efforts towards quality.



Casting Process

With the Upcast casting process, copper cathodes obtained from suppliers are melted at 1200 C, passed through graphite rollers in special coolants and solidified without any contact with air to produce oxygen-free copper wire rods with a diameter of 8-12.5 mm.

Copper and Aluminium Enamel Production Process

The enamelling process is the repetition of the processes in which the volatile substances in the varnish are burned and the permanent substances form an insulating layer as a result of applying varnish on bare copper or aluminium material and baking. Enameled coil wire is produced to insulate the conductor. In this aspect, it resembles a cable. However, a similar insulation level is achieved by using only one tenth of the plastic used to insulate the cables.

Round Wire Drawing Production Process

It is the process of 8 mm diameter copper wire rod elongation by drawing in wire drawing heads working synchronously with each other. In order to ensure that these elongations are the same at every point of the wire and to obtain a smoother surface, wire drawing rollers are used between the heads. Emulsion or wire drawing oils are used to remove the heat generated during the wire drawing process and to make the wire surface smoother. Depending on the diameter of the wire to be drawn, the size of the wire drawing heads and the power of the motors used vary.

Flat Wire Drawing (Extrusion) Production Process

The extrusion process involves the solidification of 10 or 12.5 mm thick copper rods under high pressure and passing them through a die to shape the metal (transforming it into flat wire). No heat source is used in this process. Under high pressure (600-650 Bar) copper loses its solid state. In this way, it is passed through the flat wire mill and after taking the shape of the mill, it is cooled with water without any contact with air. Isopropyl alcohol is used in low proportions to break down the oxide layer formed on the copper surface in the water used.

ELSAN is an innovation leader that continuously improves the CTC and paper covered wire manufacturing process and adopts new coating technologies.



CTC and Paper Covered Wires

ELSAN is one of the leading companies in the industry, focused on high quality in continuously transposed conductors (CTC) and paper covered wires. By pushing the limits of its technological capabilities, the company stands out from the competition with its high quality as well as the features of the products it offers. ELSAN's production processes and advanced engineering capabilities bring CTC and paper covered wire products to a quality far above world standards. Each of the company's products guarantees accuracy, efficiency and durability, providing excellent results for high performance applications.

Each CTC and paper covered wire is designed with high technical specifications. Every product undergoes rigorous quality control according to ELSAN's standards and is specially optimized to expand the boundaries of overall performance excellence. These products, which can respond to worldwide quality standards and industry needs, are an important part of ELSAN's growth and success story. ELSAN is an innovation leader, continuously improving the CTC and paper covered wire manufacturing process and adopting new coating technologies.

CTC and Paper Coating Production Process

These processes are carried out especially for our transformer manufacturer customers. In the paper coating process, paper coating is applied on bare flat copper in various thermal classes. In CTC production, flat enameled wires are transposed and become a single wire.

Excellence in Quality

ELSAN aims for perfection in each product and service it offers. It invests in the most innovative technologies to ensure superior quality in production processes. ELSAN's quality approach is equipped with high-tech systems to continuously improve each production step and business process. Quality products and processes are guaranteed by the integration of online high voltage control systems, laser diameter measurement systems, roughness detector systems and automatic slider systems. High-tech, real-time monitoring and control systems provide data at every stage of the production process, enabling continuous quality control.

Online high-voltage control systems make production processes more reliable, efficient and flexible. In this way, potential disruptions are detected in advance while reacting quickly to sudden high voltage fluctuations.

The precision of the production process is guaranteed with laser diameter measurement systems. These systems detect even the smallest margin of error, ensuring production is carried out as planned.

Roughness detector systems ensure that products provides an excellent surface quality. HVC systems support a continuous optimization process, increasing operational efficiency and minimizing errors. These add value to production processes and the quality of the end product.

Thanks to technological investments, ELSAN has a vision of excellence in production.

With the motto of "Excellence in Quality", ELSAN always strives to be better, not only by using the best technologies, but also by managing processes effectively.

ELSAN focuses on quality at every step by exceeding the expectations and needs of its customers and aims to be a reference point in its sector with its products and services.



Customized Solutions for Customers

ELSAN, as the focal point of industrial production, further strengthened its position in the sector with the production of top quality CTC and paper covered wire and enameled coil wire in 2011. With its long years of experience in the sector and perfectionist approach, ELSAN expresses its determination to offer special solutions to its customers in the best way possible. By using the latest technology in the production of CTC (Continuously Transposed Conductor) and paper covered wires, ELSAN aims to meet its customers' business efficiency and production requirements at the lowest cost possible. The special production processes developed by ELSAN provide significant advantage to its users over its competitors by making all products reliable and with the highest performance. Aiming for the top quality in the production of CTC and paper covered wire and enameled coil wire, ELSAN offers special solutions to each customer. The expert team that understands the needs and expectations of its customers and develops solutions to meet these needs and expectations makes ELSAN stand out among its competitors in this field. As a result, it optimizes the industrial capacity of each customer with the right product and service recommendations.

ELSAN aims to exceed sectoral expectations and requirements. With its customer orientation and sustainable growth target, ELSAN is focused on continuously improving quality and user experience in the production of CTC and paper covered wire and enameled coil wire. The company, known for its excellent products in desired dimensions, sizes, and specifications, is recognized globally for its high standards and customized solutions. With this approach, ELSAN remains as a leader focused on customer satisfaction and plays a key role in helping businesses achieve success in the metal coating industry.

**We bring innovations to the sector
with conductive wire thinner than hair.**





Quality Products Customer Satisfaction

ELSAN's vision is based on providing high quality, unique and integrated solutions that touch every corner of the industrial field and adding value to its customers. The company focuses on continuous innovation to maintain its leadership in coil wire production by providing casting, wire drawing, rolling and extrusion processes altogether. The company puts satisfaction at the centre of every customer contact, understanding their needs in detail and working to provide them with efficient, high quality and sustainable solutions. With its philosophy of unlimited service, agility and innovation power, ELSAN offers the best service by transforming the expectations of its customers into an indispensable value.

ELSAN, with its constant pursuit of improvement, closely monitors technological advancements and industry trends, and prioritizes research and development efforts to continuously enhance its operations. This approach guides the company to achieve its goal of being the market leader both locally and globally. Customers' expectations for low-carbon products are increasing. In order to meet these demands, significant machinery investments were made in the reporting year by adopting the latest technological developments. This strategic approach has enabled us to effectively reduce electricity consumption, minimize scrap generation and increase production using the same amount of raw materials. This investment was defined as an opportunity to take the company one step further in the market by reducing carbon emissions per tonne of product.

ELSAN anticipates industry transformations by increasing the availability of low-carbon products in the market and effectively reducing emissions to meet customer demand. It is aimed to create a positive change in the industry by ensuring the active participation of customers and cooperation with suppliers. ELSAN's commitment to sustainability is based on developing innovative solutions beyond communication and reducing environmental impact. Through these ongoing efforts, the company continues to work to create a more sustainable future and lead the way in meeting the evolving demands of customers.

**High Quality Raw
Materials
Advanced Technology
Know-how**

Sustainability at ELSAN



Sustainability at ELSAN

ELSAN continues its activities with the awareness of its responsibility to address climate change and establish a sustainable future. The company strives to minimize its environmental impact and provide solutions that assist its customers in achieving sustainability goals. In line with ELSAN's sustainability strategy; it works in cooperation with its customers and other stakeholders to find innovative solutions and move towards a lower carbon future together. Sustainability is a critical component of ELSAN's operations. The Company has started planning to contribute to the United Nations Sustainable Development Goals, the European Green Deal and Turkey's 2053 net zero target.

Thanks to ELSAN's years of experience and expertise in developing sustainable solutions to contribute positively to the environment, society, and the economy, the company manages the process with the support of employees, customers, and all relevant stakeholders to sustain operational efficiency.

Thanks to ELSAN's experience and expertise developed over the years to produce sustainable solutions and make positive contributions to the environment, society and economy; sustainable business culture has been integrated into all operations.



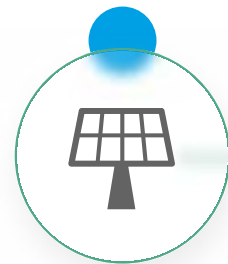
ELSAN Sustainability Policy

ELSAN is committed to carrying out sustainable operations that will create value for all stakeholders in its sphere of influence by contributing to the United Nations Sustainable Development Goals.



Waste Management

It is aimed to minimize waste from production and to reuse and recycle materials as much as possible. Full compliance with the relevant legislation is ensured for the effective management of wastes.



Energy and Resource Utilisation

Efforts are made to minimise the use of energy and water and to minimise waste production. Energy efficiency is increased by focusing on innovative technologies and techniques to reduce carbon footprint.



Sustainable Supply Chain

Sustainable practices are encouraged at every stage of the supply chain. We expect suppliers to meet environmental and social standards and the fulfilment of these standards is regularly checked. As ELSAN, while implementing the sustainability policy, we regularly review and improve the performance of this policy. While aiming for sector leadership and high standards in sustainability, we expect all our employees and business partners to support us in achieving this goal.



Products and Services

Sustainable practices are encouraged at every stage of the supply chain. We expect suppliers to meet environmental and social standards and the compliance of these standards is regularly checked. As ELSAN, while implementing the sustainability policy, we regularly review and improve the performance of this policy. While aiming for sector leadership and high standards in sustainability, we expect all our employees and business partners to support us in achieving this goal.



Support for Local Development

ELSAN supports the sustainable development of local communities and contributes to the development of local resources by taking care to support the local labour force.



Stakeholder Engagement

Sustainability is at the core of ELSAN's business strategy and requires the engagement of all stakeholders. Studies are carried out to raise awareness about sustainability among key stakeholders consisting of employees, customers and suppliers and these studies are included in ELSAN's overall sustainable success.



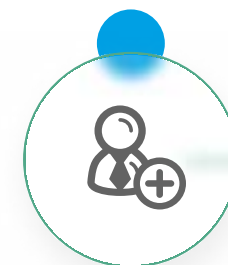
Employees

ELSAN employees play a crucial role in achieving sustainability goals. Through training and awareness campaigns, every employee is made aware of environmental, social and governance sustainability issues. Additionally, employees are encouraged to share their ideas on sustainable business practices.



Customers

Customers are one of the cornerstones in the progress of the work carried out within the scope of sustainability initiatives. At ELSAN, customers are encouraged to choose environmentally friendly products and services and are guided towards sustainable consumption models. Additionally, customer feedback and market researches help to continuously improve products and services. Through this two-way communication, progress and improvement of sustainability issues are ensured.

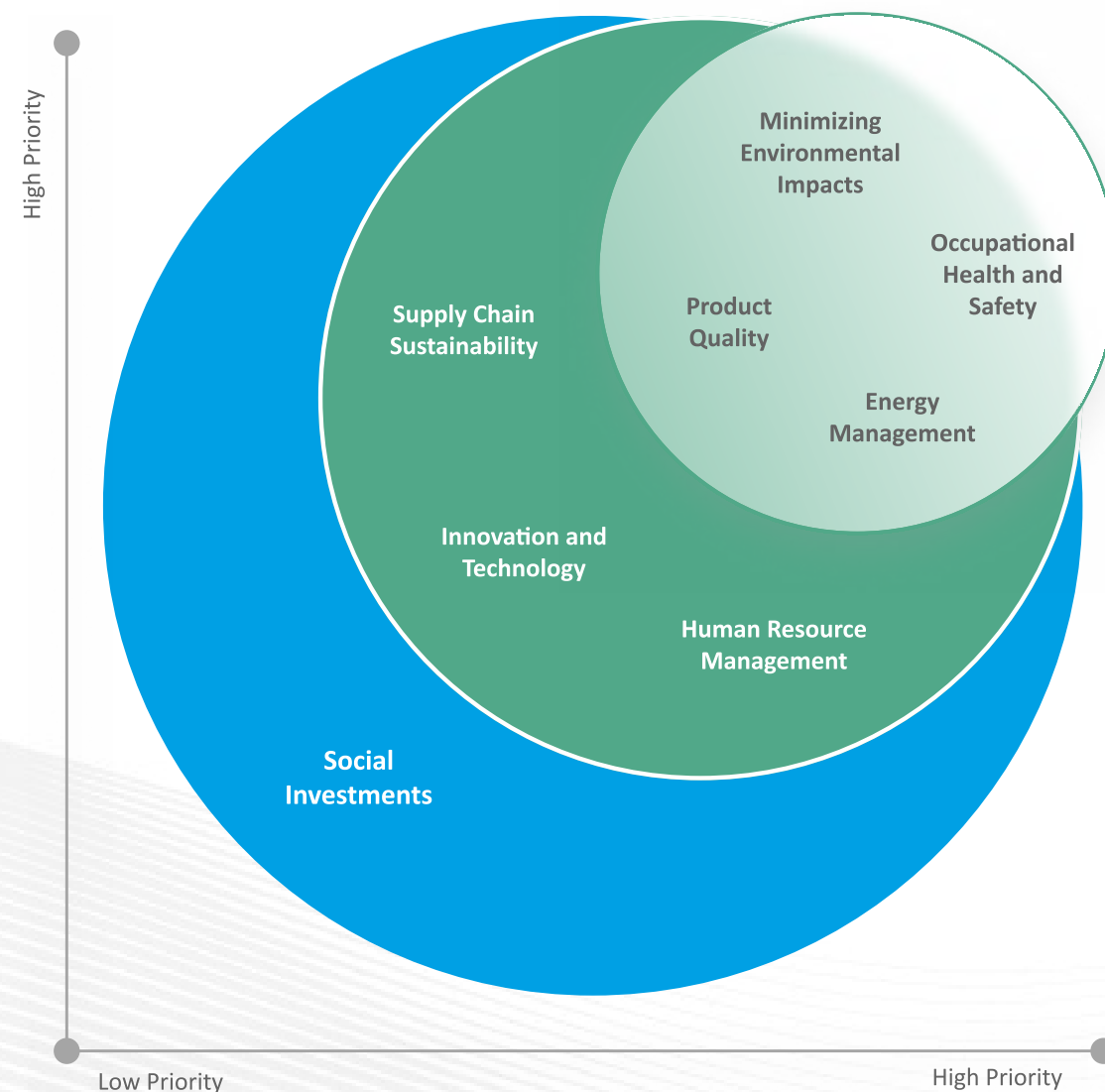


Suppliers

Supply chain sustainability is an integral part of sustainability performance. ELSAN guides its suppliers towards sustainable business practices through regular dialogues and assessments, encouraging them to support environmental and social goals. Each stakeholder group is a significant part of ELSAN's sustainability efforts and their participation in the process is critical for achieving short and long term goals.

Materiality Analysis

ELSAN regularly reviews environmental, social and governance issues and receives feedback from its stakeholders to identify risks and opportunities, shape and improve its strategy and clarify its focus areas. The materiality analysis is based on sectoral and mega trends, future policy-shaping trends, our key internal and external stakeholders and best practices in the sector.



Management Structure

The Sustainability Committee, which is integrated into the corporate governance system at ELSAN, ensures that activities related to sustainability-related issues are carried out. This board-level committee diligently monitors climate change risks and conducts comprehensive financial and strategic risk assessments. The Committee creates an action plan based on these risk profiles and reports the relevant issues and processes to the Board of Directors immediately. Additionally, continuous improvement and development issues in terms of sustainability and health, safety and environment (HSE) practices are also evaluated. Key performance indicators (KPIs) related to sustainability, environmental, social and governance factors and HSE are closely monitored by the committee.

Environmental Sustainability

Building a Future with Responsibility



Environmental Management

In line with the principle of environmental management, technologies that will minimize risks are followed and used to protect the environment and natural resources. In addition, significant emphasis is placed on recycling and recovery processes. Proper disposal methods are employed for harmful waste to prevent pollution and ensure environmental protection.

ELSAN complies with national and international legal regulations without compromising production quality by using available energy resources in the most efficient way.

ELSAN makes important commitments regarding environmental protection and natural resource conservation. In this context, steps are taken to minimize environmental risks arising from its activities, reduce and recycle waste, implement greenhouse gas reduction measures within the framework of combating climate change and complying with legal regulations and other requirements. These are integrated with the company's Environmental Policy and performance targets.

Within the scope of the 'Varnish Recovery Project'; improvements were made for the discharge of varnishes remaining in the tanks and the varnish remaining in the IBC tank was used in production. In addition to these efforts, issues such as waste management, biodiversity and water efficiency are under the responsibility of the Integrated Management System Directorate and reported to the General Manager of the Company.

At ELSAN, climate change and environmental issues are considered as significant risks and these risks are evaluated annually. These evaluations are conducted based on actions determined at the Management Review Meeting (YGG). Within this framework, studies have been initiated to reduce carbon emissions to combat climate change. Issues such as climate change, energy efficiency, greenhouse gas and air emissions are within the responsibility of the Integrated Management System Directorate and regular reports are made to the General Manager of the Company on these issues. While ELSAN continues to work meticulously on environmental responsibility, it acts within the framework of continuous improvement.

ELSAN prioritizes energy-efficient technologies and practices in production and all other processes. By opting for energy-efficient products, equipment, and services, we aim to use energy and natural resources efficiently.



The Company sets an annual compliance target and works towards achieving them. In 2022, a performance of 100% compliance with this target was achieved.



Waste Management

ELSAN fully adopts the "Zero Waste" approach and considers waste as an economic asset. While this approach forms the basis of its sustainable business model, it significantly reduces the environmental impact of its activities. The company has the Zero Waste Certificate issued by the Ministry of Environment, Urbanisation and Climate Change demonstrating its commitment to this principle.

The company's zero waste approach not only represents the establishment of environmental sustainability, but also its endeavour for a healthier and more livable world.

Information posters explaining the zero waste policy and practices are placed in various parts of the company. In order to correctly classify the waste, coloured boxes are used to separate the wastes at the source. In addition, a temporary waste storage area was established to store waste properly. The Company organises environmental and waste management trainings every year to keep all employees' knowledge on waste management up to date and to increase their environmental awareness.

Wastes generated at the facility are sent to licensed waste companies in weekly or monthly basis according to their waste codes. In this way, the effects of wastes that may be harmful to the environment are minimised and the process is carried out in line with regulatory requirements.

Water Management

Water management plays an important role in improving operational efficiency, reducing costs and taking environmental responsibility for a sustainable future. Effective management of water is critical both to meet current needs and to protect water resources for future generations.

At ELSAN, machines, equipment and water consumption points in the operational process are monitored online via the Scada system to ensure continuous water management. This monitoring promotes efficient and effective water usage, contributing to the conservation of both water and energy resources.

In order to establish effective water management and to ensure that all employees contribute to the process, regular trainings are provided on the importance and proper use of water resources.

Two-stage reverse osmosis device is utilized to produce purified water for production purposes. The wastewater generated after production is used in social facilities to prevent excess water consumption.

ELSAN has successfully reduced its unit water consumption rate by approximately 7% compared to the year 2020. During the reporting period, ELSAN has not incurred any penalties due to non-compliance with water discharge standards.

Thanks to the water management programme, the water consumption rate per unit product at ELSAN has been reduced by approximately 7% compared to 2020.

Water Use per Unit Product	Unit	2020	2022
	product/tonne	1.22	1.14



Energy Management

ELSAN is aware of the importance of reducing energy consumption and switching to renewable resources to ensure operational sustainability. In 2022, ELSAN endeavoured to reduce greenhouse gas emissions while taking important steps to ensure uninterrupted production, meet customer demands and harmonise production with sustainability principles.

ELSAN carries out machine improvement works and efficiency-enhancing projects to ensure energy efficiency. Through its investments in energy efficiency projects, it not only saves energy but also achieves financial savings and reduction of greenhouse gas emissions. ELSAN aims to increase energy efficiency by carrying out detailed studies on projects suitable for the processes. In order to measure its performance, ELSAN monitors energy consumption per product every year and sets internal targets. With these targets, it improves its performance by providing significant improvements.

In 2022, ELSAN improved its aluminium vertical machine capacity to meet customer demands. Thanks to the coil and block improvements, production in larger diameters is now possible. As a result of the improvement efforts, 110,000 kWh of energy savings were achieved and 48.40 tons of CO₂e emissions were reduced.

ELSAN has a proactive approach towards managing the risks posed by climate-related regulations.



Combating Climate Change and Adaptation

ELSAN's Board-level committee has responsibilities for participation in the decision-making process, risk management, achievement of targets and business strategy. ELSAN adopts a comprehensive approach to assess and manage climate-related risks and strategies, ensuring responsibilities are distributed across the company. The active participation of the Board of Directors and senior executives in shaping climate actions, decision-making processes and risk management practices are of great importance. At ELSAN, the Board of Directors is structured as the highest management body acting on the issues of setting strategic goals, establishing corporate governance practices, organising and managing climate and sustainability issues.

The Board of Directors assumes a decisive and supervisory role in ELSAN's management processes, especially in situations involving significant financial impact and risk. The aim here is to increase operational efficiency and to comply with sustainable practices by taking necessary actions to reduce greenhouse gas emissions. A comprehensive overview report is presented to the Board of Directors, including the proposed actions for each identified risk, the estimated timeline for their implementation and the expected impact in the short, medium and long term. While all risks are given due importance, short-term risks are prioritised and strategically focused due to their near-term impact. This detailed report is presented to the Board of Directors twice a year to evaluate and harmonise the Company's risk management strategies.

The Board of Directors takes decisions on the actions to be taken to address the risks. In the context of the Border Carbon Adjustment Mechanism (CBAM), which is planned to be implemented in 2026, six sectors were initially identified. However, it is planned to expand the scope of the sectors covered by this mechanism in the future.

From this perspective, the inclusion of the sector within the scope of the carbon pricing mechanism is considered as a "high" risk and entails various risks. In this context, the committee at the Board of Directors level has decided to take action to produce low carbon products. As ELSAN, we aim to increase operational efficiency in this process with products with low carbon content. We focus on reducing our carbon footprint by adopting advanced modern technologies and thus developing areas of opportunity against potential carbon pricing and regulatory challenges.



Net Zero Road Map at ELSAN

Climate-related risks that threaten both the continuity of production processes and the value chain and business activities are identified and evaluated. While evaluating climate-related risks and opportunities, studies are carried out taking into account the 2050 Net Zero Emission Scenario (NZE2050). Using transition scenarios guides ELSAN in transforming and improving activities and adapting to climate change in the long term. The Net NZE Scenario is designed to achieve net zero CO₂ emissions by 2050 and is in line with the United Nations Sustainable Development Goals (UN SDGs). The scenario addresses the emission reductions set out in the Intergovernmental Panel on Climate Change's (IPCC) special report on global warming of 1.5°C. The NZE2050 scenario has been assessed for potential impacts on all operations and the value chain. In this context, it is ensured that the emissions arising from the Company's operations are reduced, low-carbon products and services, materials and technologies that prioritise energy efficiency are preferred, creating minimum energy consumption and maximum efficiency space.

ELSAN prioritises sustainability with its strategic approach and works with determination to reduce greenhouse gas (GHG) emissions. We continue our efforts to minimise our dependence on fossil fuels and increase energy efficiency throughout our operations. Starting from the reporting year 2022, we carefully monitor greenhouse gas emissions in our operations and implement measures to reduce them.

According to the calculation made, our Scope 1 emissions in 2022 were 1,120.00 tonnes CO₂eq and Scope 2 emissions were 13,243.92 tonnes CO₂eq. In order to ensure the reliability and compatibility of our emission calculations with the sector, we have been using a calculation model compatible with the Science Based Targets Initiative (SBTi) since 2022.

We integrate climate change work into our business strategy to maintain compliance with current and future industry regulations. In line with our transformation plan, we have started using green aluminium instead of primary aluminium in our product portfolio from 2022. Green aluminium, which is characterised by a lower climate change impact, contributes to Scope 3 reductions. While green aluminium currently represents a modest 3.51% of our spend in the reporting year, we are committed to increasing this proportion in the coming years. Our goal is to become a leading company in the industry by continuously increasing our green aluminium content and offering a comprehensive portfolio of sustainable solutions. To achieve these goals, we aim to encourage the adoption of low-carbon practices across the industry by collaborating with more suppliers every year. In this context, in addition to green aluminium, we aim to implement various projects to increase the proportion of low-carbon product portfolio.

During the reporting year, an investment of USD 576,000.98 was made for the procurement of green aluminium and the production of low carbon products in our facilities.



Our Employees

Strong Team, Great Success!



Employee Rights and Gender Equality at ELSAN

ELSAN considers its employees as a part of its family. For this purpose, employees' motivation and loyalty to ELSAN are prioritised, continuous training and personal development opportunities are provided, and opportunities are created to maximise their potential. ELSAN's fundamental human resources principles include the protection of material and moral rights, continuous review, updating and dissemination of human resources policy by following a transparent and open management policy for everyone.

ELSAN, in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMAN), is among the signatories of the Women's Empowerment Principles (WEPs) established through the United Nations Global Compact. The Company bases its human rights commitments on the United Nations Universal Declaration of Human Rights, of which Turkey is a signatory. Social responsibility projects carried out in the company are under the management of the Holding HSE and Sustainability Group Directorate with the advice of the relevant department management and the approval of the Sustainability Committee.

ELSAN supports the participation of women in the labour force, securing the principles of equal opportunity in all human resources policies and procedures, with the Human Rights Policy and increasing women's employment,

- To ensure that its employees and business partners act in accordance with its Human Rights Policy,
- Under no circumstances tolerate discrimination against its employees on the grounds of race, religion, language, colour, age, sex, family status, national origin, health status, physical disability, sexual orientation, possible or probable pregnancy, trade union activities or any other factor determined by law,
- Not to allow the employment of personnel classified as child labour at any stage of its activities,
- To oppose all violent behaviour in the workplace or in the private life of its employees, including domestic violence and violence against nature and animals.

The Internal Audit and Control Group Directorate carries out examinations on the subject when necessary. Since this reporting is considered within the scope of duties and responsibilities of the Internal Audit and Control Group Directorate, it is not reported by the Human Resources Department.

At ELSAN, all employees are provided with equal rights in remuneration, performance evaluation, equal benefit from career opportunities, employment and similar issues, and all developments related to equal opportunity plans are announced through internal and external communication channels.



ELSAN supports women's participation in the labour force and has secured the principles of equal opportunity in all human resources policies and procedures and aims to increase women's employment. The company plans to improve the gender balance in decision-making mechanisms and increase the proportion of women on the board of directors and senior management of the company.

At ELSAN, it is believed that women should be able to benefit equally from resources and opportunities regardless of gender. ELSAN, which keeps the labour of women and their place in society on its agenda every day of the year, fulfils its responsibility. In addition to increasing the number of female employees working in the company at all levels, Aydem Energy's Equal Life initiative contributes to the transformation of the sector and the business world. Elsan will continue to resolutely pursue its nationwide projects that aim to enable women to be more involved in social and economic life.

As of 2022, the number of female employees increased by 53% compared to 2020.

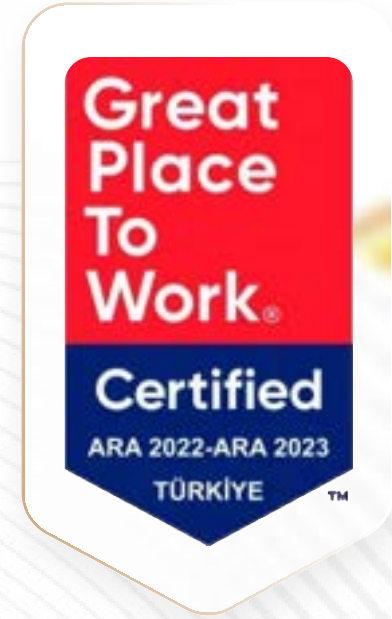




ELSAN

OUR ENERGY IS GREAT!

We are proud and happy to win the **Great Place to Work®** "Great Place to Work" certificate again this year.



Talent Management

Performance management system is applied for all employees at ELSAN.

The main objective of the Company's human resources policies is to create an environment where employees are happy and everyone wants to work. In this context, efforts are being made to create and develop measurable, transparent and fair human resources strategies that will ensure the achievement of business goals and unlocking the potential of employees.

Talent management, diversity and inclusion issues are monitored by the Human Resources Department and progressed in coordination with the General Manager and Holding Human Resources Group Directorate. A performance management system is implemented for all employees at ELSAN.

We are proud and happy to win the Great Place to Work® "Great Workplace" certificate, which is determined according to the criteria of reliability, fairness, team spirit, pride and respect.

Gender Equality in the Career Journey

ELSAN addresses the issues of "Equal Opportunity, Stance Against Violence, Inclusion and Diversity" on the basis of equality and shares this approach with all employees.

Within the scope of the activities carried out under the heading of gender equality in the career journey, female employees were recruited from the region in which the Company operates. In order to ensure the adaptation of female employees to male labour-intensive workplaces, the company's short-term goal was to improve the comfort areas in workplaces.



Gender Equality



Gender Equality in Physical
Conditions and Legal Practices



Gender Equality in
the Career Journey



Work Life Balance



Policies, Processes and
Procedures from a Gender
Equality Perspective



Diversity of Education

While creating awareness through diversity and inclusion training, leadership training has been provided to managers, and sales academy training has supported career management for employees in the sales department.

According to All Education Types	Unit	2021	2022
Professional Development	Hour	388.205	1.397.343
Personal Development	Hour	17.747	30.519
Other (Leadership)	Hour	62.388	102.246
Total Training Duration	Hour	488	1.530

Enerjim Tamam Young Talent Programme

With the Enerjim Tamam Young Talent Programme, we provide opportunities for newly graduated young people with the aim of adapting to the changing world trends in the fastest and best way on their career journey.

Through Mentor-Mentee programmes, early career employees benefit from the one-to-one experience of mentors.

Employee Engagement and Satisfaction Score	Unit	2021	2022
	Rate	85	89



Occupational Health and Safety

ELSAN always prioritises the health and safety of its employees. While implementing strategies to minimise all risks to prevent occupational accidents, it takes steps to continuously improve working conditions. Various trainings and information processes are carried out to raise the awareness of employees on occupational health and safety issues.

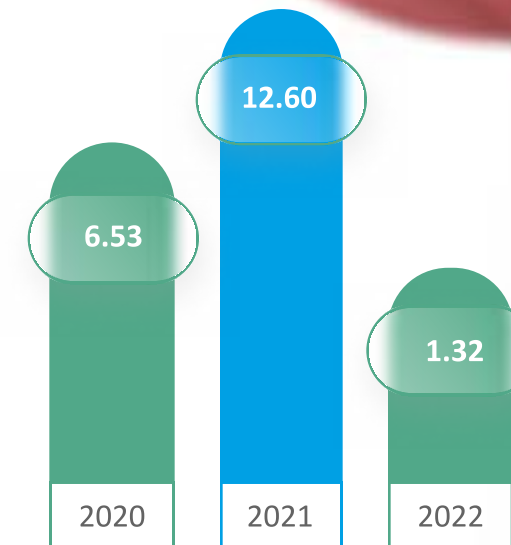
At ELSAN, risk and opportunity analyses are conducted in accordance with legal requirements and the effectiveness of the actions determined is increased. All these practices are integrated with the company's Occupational Health and Safety Policy and performance targets.

OHS committee meets every 2 months. At the meetings, employee suggestions, risks identified, occupational accidents and near misses are evaluated. Actions are determined together with the committee and the decisions taken are communicated to the relevant departments to ensure that actions are taken.

OHS management is under the responsibility of the Integrated Management System Directorate within the Company organisation. Reporting is made to the General Manager. There are annual targets for lost time accident frequency rate and total recordable accident frequency rate. In 2022, the Lost Time Accident Frequency Rate was 1.32 and the Total Recordable Accident Frequency Rate was 17.11. As of the end of 2022, the total training time provided in the field of Occupational Health and Safety is 175,187 personxhour.

OHS issues are among the risk issues of corporate governance. Risks and actions assessed annually are discussed at the Management Review Meeting (MRM). OHS process is subject to both internal audit and independent audit annually.

In the field of Occupational Health and Safety, we prevent occupational accidents by minimising the risks that may jeopardise the health and safety of our employees, receive the opinions and contributions of employees/employee representatives, and carry out continuous improvement activities.



Rate of lost days due to work accidents



Innovations Shaping the Future

R&D AND INNOVATION

R&D and Innovation

At ELSAN, R&D and innovation activities are handled with care in order to ensure innovation and continuous development that can shape the future. Believing that every idea has the potential to be the next big innovation, each employee is encouraged to actively participate in R&D and innovation processes. "Idea Line" and "Quality Circle" applications are used to further strengthen R&D processes and accelerate innovation. The Idea Line is a platform where each employee's voice is heard and their valuable ideas are included in the company's innovation process. The Quality Circle practice, on the other hand, encourages employees to use both their critical thinking skills and teamwork skills to continuously improve the performance of business processes and increase product quality.

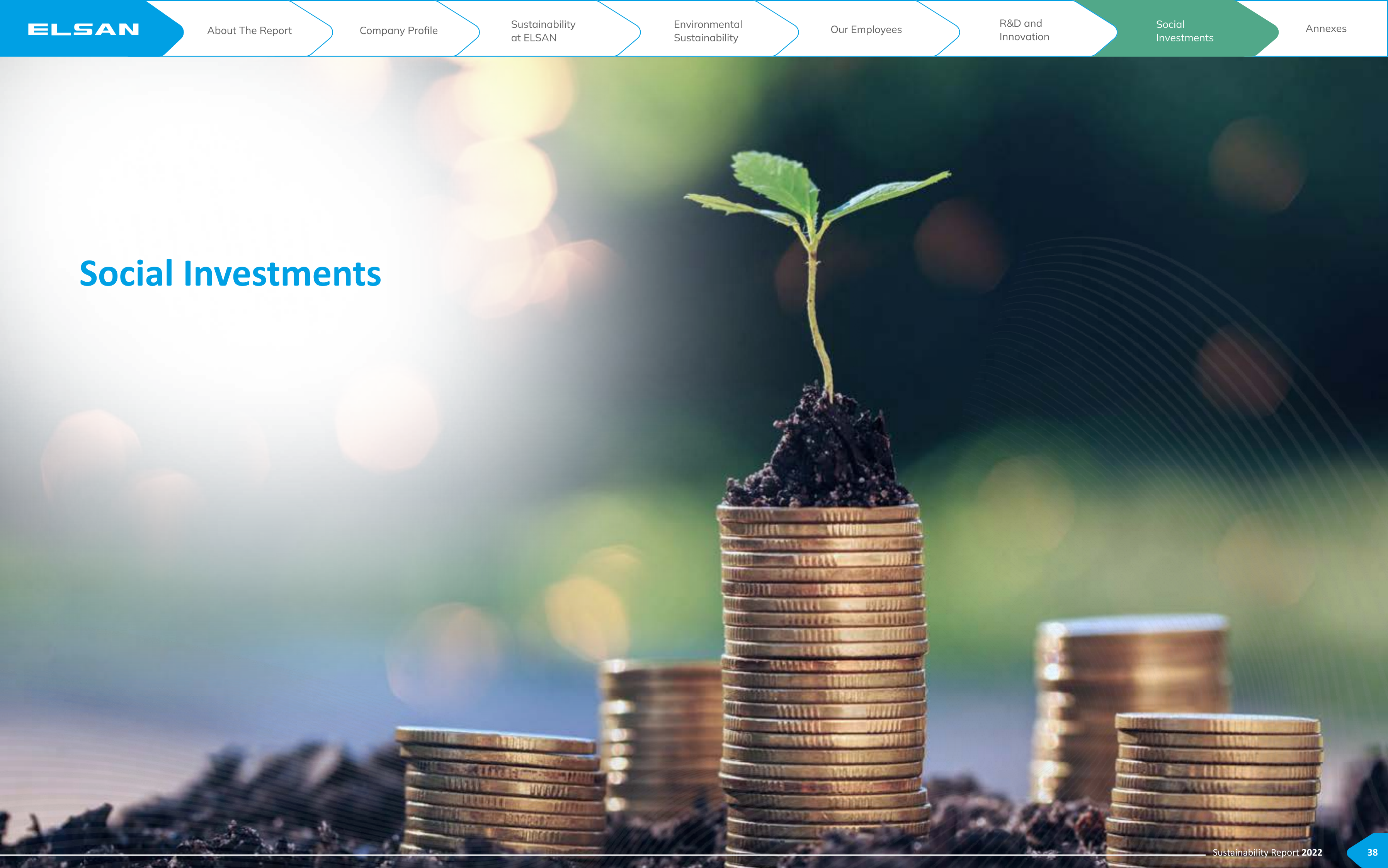
With the investment of a new generation transposition unit in the CTC process, ELSAN aims to prevent quality problems caused by the transposition unit, to ensure sustainable production and increase customer satisfaction and production capacity. With this investment, a decrease in production cost, an increase in production speed, a 1% decrease in scrap rate and an increase of 1500 tonnes/year in CTC market share are expected. ELSAN, which carries out collaborations in order to rapidly adapt to changing and developing industrial demands, carries out studies in many fields with Pamukkale University.

Digitalisation

In the new normal we are experiencing after the pandemic, one of the world's technological growth trends is digitalisation and the capacity to adapt to it. The integration of digital management tools, automation models, robotics, smart grids and electrification plans leads to changes in companies' business management, production processes, energy transition plans and climate strategies. By following all these trends, ELSAN focuses on having future-oriented technology and infrastructure, developing the ability to use data instantly and analytically, and further improving the company's production efficiency and flexibility.



Social Investments



Supply Chain Management

ELSAN's sustainable supply chain practices have an impact on business excellence.

ELSAN easily adapts to the dynamics of the rapidly expanding sector and increases its production capacity. The company has managed to convert 40% of its sales into exports with its effective marketing strategy by accurately analysing the production demands for round and flat enamelled coil wire, CTC and paper covered winding wire. One of the most important components of ELSAN's success is its ability to quickly adapt to the digitalised world as well as integrating its supply chain with digital systems. ELSAN targets sustainability at every stage of the supply process. Critical suppliers are evaluated according to social and environmental criteria and suppliers are expected to support ELSAN's sustainability efforts. This approach leads the company to a more efficient operation process while gaining the trust of consumers with its sensitive approach to the environment. In this way, ELSAN maintains its business excellence while fulfilling its environmental responsibility through sustainable supply chain practices.

It is considered that sustainable supply chain practices have a direct impact on operational efficiency, brand reputation and customer satisfaction.

Supplier management integrated through digital systems makes processes more efficient and ensures business continuity. Paying attention to social and environmental criteria and prioritising local suppliers strengthens the company's relationship with the community. The audits conducted to contribute to the development of suppliers provide insight into their sustainability assessments in environmental, economic and social dimensions. As a result of the evaluation, areas open to improvement are communicated to our suppliers and they are enabled to take action. Suppliers are expected to comply with legal regulations on OHS and environmental issues and to adopt the philosophy of continuous improvement of their management systems.

Our business strategies require all suppliers to meet the criteria. Contracts that go beyond legal obligations and include additional environmental and social criteria to reinforce our commitment to sustainability and incentivise supplier alignment with the Company's climate and sustainability goals



ELSAN

Ethics and Transparency

Business ethics is an important part of business life and at the same time ELSAN's core principles that guide behaviours in the business world. These principles determine the ethical values and business principles of the company. The determined principles define the rules and employee rights that both the company itself and all parties acting on behalf of the company must comply with. Honesty and integrity are of great importance for ELSAN to maintain its reputation, reliability and success. In this direction, all activities are integrated with "Code of Ethics and Working Principles".

Through the "Ethics Line", employees can report situations that violate all basic principles, especially confidentiality, protection of personal information of customers, information belonging to company property, information retention, access to confidential information and all other basic principles. The notifications made are meticulously examined and necessary actions are taken. ELSAN has shared its code of ethics with all its employees and ensured that the issue has become widespread at all levels. In addition to the training provided to all employees on ethical rules and working principles, ELSAN also provides "Ethical Rules and Working Principles Training" to newly recruited employees as a compulsory part of their orientation training. In case all employees have any doubt about the "Code of Ethics and Business Conduct" or witness any behaviour or practice contrary to the determined rules,

They can reach the Ethics Line via e-mail and/or the dedicated telephone line at any time of the day and report the situation. These practices are part of ELSAN's commitment to maintain an ethical and transparent working environment.

Stakeholder Relations

The most important benefit of social responsibility projects is to raise sensitivity and awareness. The projects also contribute to the development of employees' skills in communication, cooperation, leadership, teamwork and creative thinking.

ELSAN believes that it must create value for society and the environment. We actively work with our entire value chain and partners beyond our customers and suppliers to improve our processes, identify and manage risk and opportunity areas. In addition to our work with our suppliers and information sharing to increase customer awareness, we actively cooperate with various organisations.

• Annexes

• Environmental Performance

• Social Performance

• GRI Index



Environmental Performance

Energy and Emissions

NON-RENEWABLE DIRECT ENERGY				
	UNIT	2020	2021	2022
Diesel	Liter	9200	8300	13.600
Coal	Ton	286	292	316
Non-Renewable Indirect Energy				
	Unit	2020	2021	2022
Electricity	kWh	26,370.470	32,596.470	30,576.810
Energy Supplied from Renewable Energy Source				
	Unit	2020	2021	2022
Solar	kWh	527.560	554.639	552.948

Total Waste				
	UNIT	2020	2021	2022
By Type				
Hazardous Wastes	kg	127662,00	130181,00	130630,00
Non-Hazardous Wastes	kg	1022904,00	938254,00	1066231,18
Total Waste	kg	1150566,00	1068435,00	1196861,18

Greenhouse Gas Emissions		
	UNIT	2020
Direct CO ₂ Emissions (Scope 1)	t CO ₂ e	1.120
Direct CO ₂ Emissions (Scope 2)	t CO ₂ e	13.244
Direct CO ₂ Emissions (Scope 3)	t CO ₂ e	142.993

Environmental Performance

Energy and Emissions

WASTEWATER DISCHARGE	UNIT	2020	2021	2022
Sewerage, OIZ	m ³	21,177.80	26,661.60	25,383.40

WATER CONSUMPTION	UNIT	2020	2021	2022
	m ³	30,254.00	38,088.00	36,262.00

TOTAL VOLUME OF WATER WITHDRAWN	UNIT	2020	2021	2022
Municipality Water	m ³	30,254.00	37,665.00	36,262.00
Ground Water	m ³	-	423.00	-

WATER USE PER UNIT PRODUCT	UNIT	2020	2021	2022
	Product / Tonne	1.22	1.11	1.14

WATER FOOTPRINT	UNIT	2020
Blue Water Footprint	m ³ /year	36,262.13
Green Water Footprint	m ³ /year	25,542.00
Grey Water Footprint	m ³ /year	22,831.04

Social Performance

Labour Force

According to Employment Type	UNIT	2020	2021	2022
White Collar - Female	Person	16	20	19
White Collar - Male	Person	36	40	42
Blue Collar - Female	Person	1	5	5
Blue Collar - Male	Person	203	212	216
According to Contract Type	UNIT	2020	2021	2022
Indefinite Term - Female	Person	17	25	24
Indefinite Term - Male	Person	239	252	258
By Gender	UNIT	2020	2021	2022
Male	Person Rate	$\frac{239}{93}$	$\frac{252}{91}$	$\frac{258}{91}$
Female	Person Rate	$\frac{17}{7}$	$\frac{25}{9}$	$\frac{24}{9}$
Total		256	277	282

By Age	UNIT	2020	2021	2022
Between 18-30	Female Percent Male Percent	$\frac{3}{1}$ $\frac{30}{11}$	$\frac{7}{3}$ $\frac{55}{20}$	$\frac{8}{3}$ $\frac{55}{20}$
Between 31-40	Female Percent Male Percent	$\frac{6}{2}$ $\frac{108}{43}$	$\frac{8}{3}$ $\frac{108}{39}$	$\frac{7}{3}$ $\frac{109}{39}$
Between 41-50	Female Percent Male Percent	$\frac{3}{1}$ $\frac{78}{30}$	$\frac{5}{2}$ $\frac{71}{28}$	$\frac{4}{1}$ $\frac{77}{27}$
Between 51-60	Female Percent Male Percent	$\frac{5}{1}$ $\frac{17}{7}$	$\frac{5}{1}$ $\frac{14}{5}$	$\frac{5}{1}$ $\frac{13}{5}$
Over 60	Female Percent Male Percent	$\frac{1}{0}$ $\frac{5}{2}$	$\frac{1}{0}$ $\frac{3}{1}$	$\frac{1}{0}$ $\frac{3}{1}$
Total		256	277	282

Social Performance

Labour Force

Other Groups	UNIT	2020	2021	2022
Foreigner	Male Percentage	$\frac{1}{3}$	$\frac{1}{4}$	$\frac{1}{4}$
Disabled	Male Percentage	$\frac{9}{4}$	$\frac{9}{3}$	$\frac{9}{3}$
By Management Category	UNIT	2020	2021	2022
Senior Management	Female Percent	-	-	$\frac{1}{1}$
	Male Percent	$\frac{4}{2}$	$\frac{4}{1}$	$\frac{4}{1}$
	Female Percent	$\frac{4}{14}$	$\frac{4}{13}$	$\frac{4}{13}$
Medium Level	Male Percent	$\frac{25}{86}$	$\frac{26}{86}$	$\frac{27}{87}$
	Female Percent	$\frac{11}{4}$	$\frac{20}{7}$	$\frac{19}{7}$
Other	Male Percent	$\frac{212}{82}$	$\frac{223}{81}$	$\frac{227}{81}$

Occupational Health and Safety

Incidents	Group	Unit	2020	2021	2022
Near Miss	Company	Number/Year	0.00	2.00	0.00
Death	Company	Number/Year	0.00	0.00	0.00
Lost Days	Group	Unit	2020	2021	2022
Lost Day Rate due to Work Accident	Company	Rate	6.53	12.60	1.32
Incidents Frequency Rate (IR)	Company	Rate	13.07	14.02	17.11
Occupational Disease Rate (ODR)	Company	Rate	0.00	0.00	0.00

Contract	UNIT	2020	2021	2022
Percentage of factory employees included in collective labour agreements	Rate	56.25%	58.00%	57.00%
Occupational Health and Safety Trainings		2020	2021	2022
Number of Company Employees		256	277	282
Total Number of Participants		108	112	733
Company Employees (Person*Hour)		756	3,584	175,187
Total OHS Trainings (Person*Hour)		756	3,584	175,187

Social Performance

Labour Force

TRAININGS (BY TYPE)

	UNIT	2020	2021	2022
Professional Development	Hour	124,542	388,205	1,397,343
Personal Development	Hour	425	17,747	30,519
Other (Leadership)	Hour	-	62,388	102,246
Total Training Hours	Hour	124,967	468	1,530

EMPLOYEE ENGAGEMENT AND SATISFACTION SCORE

	UNIT	2020	2021	2022
	Rate	84	85	89

SUCCESS RATE OF ORIENTATION AND PROMOTION PROGRAMME FOR NEWLY HIRED EMPLOYEES (0-2 YEARS)

	UNIT	2020	2021	2022
	Rate	100	100	100

EDUCATION LEVEL OF EMPLOYEES

	WOMEN	MEN	TOTAL
Primary school	2	10	12
Middle School	1	27	28
High School	2	160	162
Vocational High School	4	33	37
University	16	22	38
Master's Degree	2	3	5
Intern	2	8	10
Subcontractor	5	11	16
Total Employees	27	255	282

GRI Index

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 2: General Disclosures	2-1 Organisation information	16
	2-2 Organisations included in sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-6 Activities, value chain and other business relationships	4,7
	2-7 Employees	30-34
	2-9 Governance structure and components	5,6
	2-11 Chairman of the highest governing body	3
	2-12 Role of the highest governance body in overseeing the management of impacts	21
	2-14 Role of the highest governance body in Sustainability Reporting	21
	2-16 Communication of critical issues	22
	2-22 Explanation about sustainable development strategy	22
	2-23 Policy commitments	19
	2-24 Internalising policies	19
	2-27 Compliance with rules and regulations	23
	2-29 Stakeholder engagement approach	20
GRI 302: Material Issues	3-1 Processes for identifying priority issues	21
	3-2 Priority issues list	21
	3-3 Management of priority issues	21
GRI 302: Energy	302-1 Energy consumption within the organisation	26
	302-4 Reduction of energy consumption	26
	302-5 Reduction in energy requirements of products and services	26,28
GRI 303: Water and Waste Water	303-5 Water consumption	25
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	28
	305-2 Energy indirect (Scope 2) GHG emissions	28
	305-5 Reduction of GHG emissions	28
GRI 308: Supplier Environmental Assessment	308-1 Evaluation of new suppliers according to environmental criteria	39
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	35
	403-2 Hazard identification, risk assessment and incident investigation	35
	403-6 Supporting employee health	35
	403-8 Employees covered by an occupational health and safety management system	35
GRI 404: Education	404-2 Programmes to upgrade employee skills and transition support programmes	32-34
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of management bodies and employees	30,31,43
GRI 406: Combating Discrimination	406-1 Incidents of discrimination and corrective measures taken	30
GRI 408: Child Labour	408-1 Activities with significant risk of child labour	30

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FACTORY-1

Bozburun Neighborhood,
No:32, 7040 Street,
Merkezefendi 20020, DENİZLİ

Reporting Consultant and Design



www.greenlifedanismanlik.com

The logo for ELSAN, featuring the word "ELSAN" in a bold, blue, sans-serif typeface. The letters are closely spaced and have a modern, clean appearance. The background of the slide features a large, abstract blue shape on the right side, which has a subtle pattern of fine, concentric lines. The overall design is minimalist and professional.

ELSAN

Respect for nature, assurance for the future

Sustainability
Report **2022**