EMELEC®

2024
Sustainability Report

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About The Report

This Sustainability Report reflects our commitment to transparency, accountability, and continuous improvement in communicating our **economic, environmental, and social performance**. Prepared with reference to the **Global Reporting Initiative (GRI) Standards**, the report presents our practices, performance indicators, challenges, and forward-looking priorities in line with our long-term sustainability approach and stakeholder expectations.

This report represents the **consolidated sustainability performance of EMELEC Elektrik Mühendislik San. Tic. A.Ş.** and **EM Elektrik Malzemeleri Yüklenim San. Tic. A.Ş.**, two affiliated companies operating under the same facility and governance structure. While EMELEC serves as the primary commercial and brand-facing entity, the majority of manufacturing activities are carried out by EM Elektrik Malzemeleri Yüklenim San. Tic. A.Ş. Sustainability data has been consolidated across both entities and is presented under a unified reporting framework under the names EMELEC & EM. This approach reflects the shared vision, operational integration, and aligned sustainability objectives of both companies, providing a holistic and consistent view of our sustainability performance.

The reporting period covers **January 1 to December 31, 2024**. The report includes information on our strategy, governance framework, operational practices, and performance in key areas such as **economic performance, occupational health and safety, environmental management, human resources, ethical conduct, supply chain practices, and stakeholder engagement.**

Disclosures throughout the report are structured with reference to the core requirements of the GRI Standards. Where relevant, both **qualitative explanations and quantitative** indicators are provided to ensure a balanced presentation of performance. Alongside achievements, the report also transparently addresses areas where systems are still evolving or where further improvement is required. This reflects our understanding that sustainability is a continuous process rather than a fixed outcome.

Key metrics and initiatives presented in this report demonstrate our contribution to broader global sustainability priorities, including alignment with relevant **United Nations Sustainable Development Goals (SDGs)**. While some topics-such as emissions management and energy performance-are planned to be expanded in future reporting cycles, this report focuses on material environmental, social, and governance topics relevant to our current operational footprint.

The content of the report has been informed by an internal materiality assessment process, taking into account input from **employees, customers, suppliers, and management**. This process helps ensure that the report addresses the most significant impacts, risks, and opportunities associated with our activities, supporting informed decision-making and stakeholder trust.

By publishing this report, we aim to strengthen dialogue with our stakeholders and reinforce our responsibility as a corporate citizen. It represents our ongoing commitment to **ethical governance, responsible operations, and long-term value creation** for our employees, business partners, and the wider society.

We welcome feedback on this report as part of our sustainability journey. For questions, comments, or additional information regarding this report, please contact us at sustainability@emelec.com.tr. Further information on our sustainability practices is also available at www.emelec.com.tr.

Message from the Management

In an increasingly complex global environment shaped by economic uncertainty, climate-related risks, regulatory transformation, and evolving stakeholder expectations, we continue to pursue sustainable growth with a clear sense of responsibility. This Sustainability Report reflects our commitment to transparency, accountability, and continuous improvement across all aspects of our operations. Throughout 2024, we focused on strengthening our core business while embedding sustainability principles into our decision-making processes. Our economic performance remained resilient, supported by market diversification efforts, expanding international presence, and long-term partnerships. At the same time, we remained mindful that sustainable success cannot be achieved through financial performance alone.

Protecting our employees, respecting human rights, and fostering a fair and inclusive workplace remain central to our corporate culture. We are proud to maintain a diverse workforce with balanced representation across age groups and management levels, and to sustain a strong participation of women in leadership positions. While we observed a decline in overall training hours compared to the previous year, we recognize this as an area requiring renewed focus. Accordingly, we have defined clear targets to strengthen internal training programs and competency development in the coming years.

Occupational Health and Safety topic continues to be a top priority. Although no fatal accidents occurred, the increase in recorded incidents in 2024 reminds us that safety is a continuous journey rather than a fixed achievement. We are committed to strengthening preventive measures, expanding risk-based training programs, and reinforcing a safety-first culture across all operations.

Environmental responsibility remains a key pillar of our sustainability approach. We continued to manage water consumption, waste generation, and material use in a controlled and compliant manner, with particular emphasis on waste

Ece Erdeniz Feyzioğlu

> This Sustainability Report reflects our commitment to transparency, accountability, and continuous improvement across all aspects of our operations.

Message from the Management

segregation, recycling, and responsible disposal. Our procurement practices increasingly favor local suppliers, supporting regional economic development while reducing dependency on imported inputs. While our environmental impact remains limited by the nature of our operations, we acknowledge the need to further integrate energy efficiency, emissions management, and digital monitoring systems into our environmental strategy.

We also recognize that sustainability extends beyond our own operations. Strengthening our supply chain through ethical standards, environmental requirements, and human rights expectations is an ongoing priority. While some initiatives, such as formal whistleblowing mechanisms and structured community engagement programs, are still under development, we have transparently defined these as medium-term objectives and will continue to report progress openly.

This report is not a declaration of completion, but a reflection of where we stand today. We believe that credibility in sustainability comes not from claiming perfection, but from honestly acknowledging gaps, setting realistic goals, and measuring progress over time.

On behalf of the management team, we would like to thank our employees, business partners, suppliers, and all stakeholders for their trust and contributions. We remain committed to building a resilient, responsible, and sustainable organization that creates long-term value for both society and future generations.

Sincerely,

Ece Erdeniz Feyzioğlu
General Manager
EMELEC & EM

> “We believe that credibility in sustainability comes not from claiming perfection, but from honestly acknowledging gaps, setting realistic goals, and measuring progress over time.”

Overview

Who We Are

EMELEC Elektrik Mühendislik San.Tic. A.Ş. and EM Elektrik Malzemeleri Yüklenim San. Tic. A.Ş. are engineering and manufacturing companies specializing in high-voltage electrical systems. Since our establishment in 1999, we have grown into a technology-focused enterprise serving both domestic and international markets with reliable, efficient, and high-performance solutions.

Our operations are based in a fully integrated production facility located in Istanbul's Tuzla Organized Industrial Zone. The facility consists of 6,000 square meters of enclosed space and 1,400 square meters of open area. This site supports our vertically integrated production approach, enabling us to carry out critical processes in-house with enhanced quality control and operational efficiency.

In addition, as of 2024, we have expanded our operational footprint by initiating production activities within the Free Trade Zone (FTZ). A portion of our assembly and shipment operations has been relocated to our FTZ facility, where selected orders are now assembled and dispatched. This strategic initiative enhances our shipment performance and logistical flexibility, while enabling us to benefit from the financial and tax advantages offered under the Free Trade Zone regime.

Our core product is the high-voltage link box, which represents approximately 90 percent of our production volume. Alongside this, we manufacture cable cleats, sheath voltage limiters, copper metal joints, silicone terminations, and other accessories that support reliable energy infrastructure. We also provide a range of field services, including cable installation, partial discharge testing, and AC site acceptance tests, delivered by internationally certified technical teams.

In 2023, we published our first sustainability report. This marked a significant milestone in our journey, highlighting our dedication to transparency and structured environmental and social responsibility. As we entered 2024, we began to further integrate sustainability into all aspects of our operations, focusing on resource efficiency, product innovation, and circular economy principles.

Our Design Center plays a key role in driving innovation, allowing us to align product development with global quality and sustainability standards. Our customer-oriented approach, ethical business practices, and dedication to continuous improvement are essential to how we create value and maintain our position in a rapidly evolving industry.

Vision, Mission and Values

At EMELEC & EM, our vision is **to be a globally recognized leading brand in the high-voltage market through customer-focused solutions**.

We strive to be acknowledged as a pioneering and reliable solution provider in the global electric and electronics industry as one that leads with innovation, operates with integrity, and grows responsibly. By combining advanced engineering expertise with a customer-centric mindset, we aim to support the electrification and decarbonization of critical infrastructure worldwide.

With our knowledge and experience in high-voltage systems, we aim to be a reliable business partner for our customers by delivering fast, flexible, and customized solutions without compromising on quality.

Our mission is to develop and deliver high-quality products and services that exceed customer expectations while fostering technological advancement and operational excellence. We are committed to building long-term partnerships, creating sustainable value, and continuously improving our processes to remain agile in a rapidly evolving global market.

Our core values guide every aspect of our operations:

- **Integrity and Transparency:** We adhere to ethical business practices and communicate openly with all stakeholders.
- **Sustainability:** We integrate environmental responsibility into our strategy, processes, and culture.
- **Quality and Safety:** We strive for operational excellence and uphold rigorous standards to ensure product safety and performance.
- **Innovation:** We continuously invest in R&D and design to create smarter, more sustainable products.
- **People-Centered Culture:** We foster a workplace built on respect, diversity, and shared responsibility, where every employee is empowered to contribute to our collective success.

These values are reflected in our management systems, which encompass quality assurance, occupational health and safety, and environmental compliance in accordance with national and international standards. By embedding these principles into our day-to-day operations, we reinforce our commitment to long-term value creation and sustainable growth.

Our Milestones

Our journey since 1999 reflects a consistent commitment to progress, innovation, and sustainable development. What began as a field engineering operation has transformed into a globally engaged enterprise, equipped with in-house production and R&D capabilities that respond to the evolving demands of the energy sector.

Some of the most pivotal moments that shaped our growth include:

2005

Initiated industrial production at the IMES Industrial Zone, laying the groundwork for scalable operations.

2006–2007

Developed and launched EMELEC-branded link boxes, which would become our flagship product line.

2010

Recognized as the "Successful Exporter of the Year" by the Istanbul Chamber of Commerce, reflecting our rising global presence.

2011–2014

Expanded facilities and began field testing of high-voltage cable systems, leading to our entry into the renewable energy market.

2018

Opened our officially registered R&D and Design Center in Tuzla, cementing our innovation-driven model.

2019–2021

Released intelligent, next-generation link boxes featuring early warning systems, digital integration, and enhanced safety features under the "I-Link Box" platform.

2023–2024

Strengthened our international market presence, reaching a 62% EU market share and advancing digitalization through IoT-integrated systems and remote monitoring capabilities. In early 2024, we began carrying out part of our assembly and shipment operations in a Free Trade Zone, aiming to enhance delivery performance and benefit from financial advantages associated with the Free Trade Zone framework. As a result of our ongoing R&D activities, the intelligent Link Box (i-LinkBox) was added to our product portfolio. We also published our first sustainability report, reinforcing our commitment to transparency and responsible growth.

Each milestone marks a deliberate step toward integrating sustainability and innovation in every layer of our business. Our trajectory continues to be guided by a commitment to long-term value creation, smart technology development, and environmental responsibility and positioning EMELEC & EM as a forward-thinking leader in the electric and electronics sector.

Governance Practices

Governance Structure

At EMELEC & EM, our approach to corporate governance forms the foundation of our commitment to sustainable, ethical, and transparent operations. Throughout 2024, we have continued to strengthen this structure by aligning our management systems with sustainability priorities, ensuring that strategic planning, performance management, and environmental, social, and governance (ESG) considerations are fully integrated across the organization.

Our governance framework is led by the General Manager, who holds ultimate responsibility for strategic decision-making and serves as the chair of the highest governance body. Reporting directly to the General Manager are key functional departments, including Operations, Quality Management, Procurement and Administration, Design, Planning and ERP Systems, Sales and Marketing, Information Technology, Finance, and R&D. Each department is accountable for implementing the company's vision within its domain and contributes to overall organizational goals.

Sustainability-related risks and opportunities are managed at the governance level, with a particular focus on embedding ESG awareness into all levels of decision-making. In 2024, internal awareness initiatives and cross-departmental sustainability workshops were carried out to enhance organizational capacity on sustainability matters. Senior management took an active role in defining sustainability strategies and evaluating key performance indicators, ensuring a comprehensive and accountable governance approach.

Governance Structure

Significant progress has been made in preparing for the implementation of a formal Sustainability Committee, scheduled to be operational in 2025. Throughout 2024, structural groundwork was laid for this committee, which will include sub-working groups focused on R&D and Innovation, Software and Technology, Sustainable Service Development, Energy and Environmental Management, and Social Benefit. These working groups will ensure targeted attention to material sustainability issues. The committee will be led by the designated Sustainability Leader, who will also work closely with the Risk Manager to monitor sustainability performance and ensure accurate data collection.

To enhance transparency and responsiveness, we are also developing a Critical Concerns Register, which will be launched in 2025. This tool will systematically document key environmental, economic, and social issues raised by internal or external stakeholders and ensure they are escalated to senior management. In 2024, preparatory steps for the register were completed, including the establishment of standard operating procedures and initial trial reporting mechanisms across departments.

Our governance practices are grounded in integrity and legal compliance. Throughout 2024, all corporate policies and procedures were reviewed and updated in accordance with evolving national regulations and international standards. Internal audit protocols were expanded, and a draft **Business Ethics and Compliance Policy** was prepared. Ethics awareness initiatives were launched across departments, with the goal of embedding ethics training into onboarding and professional development programs by 2025.

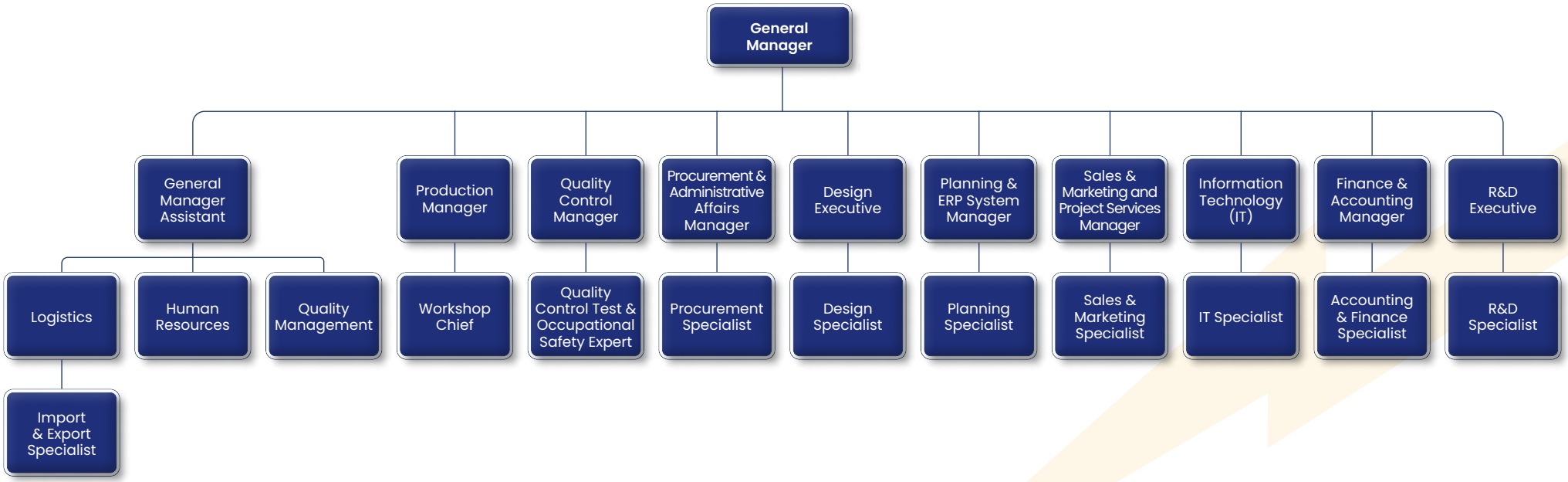
Diversity, equity, and inclusion are also embedded in our governance philosophy. The Human Resources function ensures that recruitment, performance management, and career development processes are implemented with fairness and transparency, aligning with our broader ESG commitments.

Beyond our internal operations, EMELEC & EM promotes responsible governance practices across its value chain. Supplier and contractor relationships are governed by clearly defined expectations regarding ethics, legal compliance, and sustainability. In 2024, supplier evaluation criteria were updated to include governance-related indicators, and monitoring protocols were strengthened.

To support a culture of transparency and participation, we expanded feedback and whistleblower mechanisms during 2024. Internal audits now include governance performance indicators, and new platforms have been created for employees to voice concerns or improvement suggestions directly to management. These mechanisms have enhanced employee engagement in governance and decision-making.

Our governance model is continuously evolving to meet the needs of our stakeholders and to ensure the resilience of our business. The integration of sustainability into governance is not a parallel function but a core component of how we operate. This unified approach enables EMELEC & EM to create long-term value while maintaining the highest standards of ethical conduct, accountability, and stakeholder trust.

Governance Structure



Ethics, Integrity and Compliance

At EMELEC & EM, ethical conduct, integrity, and respect for human rights are embedded in our corporate culture and governance framework. We are committed to conducting all business activities in a **transparent, responsible, and lawful manner**, ensuring alignment with applicable regulations, international principles, and stakeholder expectations.

Ethical Governance and Policy Framework

Our ethical approach is guided by a **Code of Conduct** that applies to all employees and defines clear principles related to integrity, impartiality, accountability, conflict of interest management, fair competition, and respect for human rights. The Code of Conduct is publicly available on our corporate website and is communicated internally through onboarding processes and regular internal communications.

Ethical principles are integrated into management systems, decision-making processes, and internal controls. Oversight of ethical conduct is ensured through defined management responsibilities and periodic reviews, supporting consistent implementation across the organization.

During the reporting period, **no confirmed incidents of unethical behavior or non-compliance were recorded.**

Anti-Corruption, Fair Competition, and Risk Management

We maintain a **zero tolerance approach to corruption, bribery, facilitation payments, and anti-competitive practices**. All employees are expected to comply with competition laws and ethical business conduct requirements in all markets of operation.

Ethical and corruption related risks are considered as part of broader corporate risk management processes. Particular attention is given to procurement activities, third-party relationships, and market-facing roles. In 2024, **no cases of corruption, anti-competitive behavior, or related legal actions were identified**.

To strengthen prevention, ethical expectations are embedded into supplier contracts and procurement procedures, ensuring alignment across business relationships.

Training, Awareness, and Embedding Ethical Conduct

Ethical conduct and compliance expectations are communicated through internal policies, management practices, and awareness activities. While structured ethics-specific training programs are still evolving, ethical principles form part of internal communications, managerial guidance, and daily operational practices.

Going forward, we plan to **formalize ethics and anti-corruption training programs**, including role based awareness activities, to further strengthen understanding and consistency across the organization.

Ethics, Integrity and Compliance

Whistleblowing and Grievance Mechanisms

We recognize the importance of safe, accessible, and confidential channels for raising concerns. Currently, employees and stakeholders may report ethical concerns through existing internal communication and management channels without fear of retaliation.

To further enhance transparency and accountability, EMELEC & EM plan to **establish a formal whistleblowing and grievance mechanism** in the coming years. This mechanism will include defined reporting procedures, confidentiality safeguards, and clear escalation and response processes.

Human Rights and Labor Standards

Respect for **human rights and fundamental labor standards** is a core element of our ethical framework. We strictly prohibit **child labor, forced or compulsory labor, discrimination, harassment, and any form of inhumane treatment** across our operations.

In 2024, **no incidents related to child labor, forced labor, or human rights violations were identified**. Human rights expectations are reinforced through our Code of Conduct and increasingly reflected in supplier requirements and contractual obligations. Supplier compliance with labor standards and occupational health and safety principles forms part of our responsible procurement approach.

Data Protection and Ethical Use of Information

We are committed to protecting personal and business-related data in line with applicable data protection regulations. Customer and employee data is processed only when strictly necessary for operational purposes, and appropriate technical and organizational measures are in place to ensure **confidentiality, integrity, and controlled access.**

No data breaches, data losses, or substantiated complaints related to customer privacy were reported during the reporting period.

Continuous Improvement and Forward Commitment

While our ethical governance framework is well established, we remain committed to **continuous improvement**. Priority areas for future development include:

- Formalization of ethics and anti-corruption training programs
- Implementation of a structured whistleblowing mechanism
- Strengthening ethical risk assessments across the supply chain
- Enhancing monitoring and documentation of ethical performance

Through these actions, EMELEC & EM aim to further embed ethical conduct across all levels of the organization and value chain, reinforcing stakeholder trust and long-term sustainable value creation.

Partnerships for Sustainable Progress and Inclusive Governance

At EMELEC & EM, we believe that meaningful sustainability outcomes can only be achieved through **collaboration, transparency, and shared responsibility**. Our approach to sustainable development extends beyond internal initiatives and emphasizes **active engagement with global networks, inclusive stakeholder dialogue**, and **strong governance practices**.

Participation in Global Sustainability Networks

To strengthen our alignment with international sustainability frameworks and contribute to global solutions, we actively participate in networks and platforms that promote responsible business conduct. Our memberships and affiliations with organizations such as **IMMIB, ISO, ITO, KOSGEB**, and **CIGRE** enable us to:

- Stay informed about **evolving global standards and best practices**
- Build partnerships with like-minded institutions
- Exchange knowledge on **sustainability innovation and reporting**
- Support policy alignment, particularly within the **European Green Deal** context

Although we have not yet initiated a sustainability-focused joint project under these networks, we continue to explore opportunities to contribute to and benefit from collective **climate and ESG action**.

Stakeholder Engagement

Engaging with our stakeholders in a transparent, inclusive, and continuous manner is fundamental to our governance model. Through employee and customer surveys, supplier meetings, and industry dialogues, we regularly collect feedback on:

- Sustainability expectations and concerns
- Operational satisfaction and areas for improvement
- Ethical, social, and environmental issues

In 2024, we recorded **high levels of employee and customer satisfaction,** with survey results directly shaping our materiality matrix and long-term strategic goals. Stakeholder input is reviewed annually and translated into measurable actions, contributing to continuous improvement.

Partnerships for Sustainable Progress and Inclusive Governance

Sustainability Governance and Reporting

Our commitment to good governance is reflected in our approach to **transparent communication**. We ensure that:

- **Annual sustainability performance reports** are published and accessible to all stakeholders
- **Progress toward sustainability goals** is disclosed through both qualitative and quantitative indicators
- Feedback mechanisms are integrated into corporate decision-making

In 2023, we published our **first sustainability report**, reinforcing our commitment to accountability and structured ESG reporting. We will continue to refine our frameworks to align with stakeholder expectations and global reporting requirements, including **GRI, TCFD**, and **UNGC** principles.

Collaborative Projects and Future Vision

In line with our global engagement efforts, we actively seek partnerships that support:

- **Shared value creation** through national and international projects
- Participation in industry **fairs, conferences**, and **collaborative platforms**
- Advocacy for sustainable practices across value chains

In 2024, we participated in several international trade fairs and technical forums to expand our sustainability network and strengthen our relationships with customers, suppliers, and public institutions.

Organization Name	Membership Description	Focus Area
Istanbul Minerals and Metals Exporters' Association (IMMIB)	Member to promote and facilitate export activities, particularly in mining and metals sectors.	Export and Trade Development
Istanbul Chamber of Commerce (ITO)	Corporate member contributing to local and international trade growth through collaboration.	Trade and Economic Collaboration
Istanbul Chamber of Industry (ISO)	Active member focusing on enhancing industrial innovation, sustainability, and operational excellence.	Industrial Development and Sustainability
KOSGEB (Small and Medium Enterprises Development Organization)	Partnering with KOSGEB for innovation support, grants, and SME development initiatives.	SME Support and Development
CIGRÉ Turkey (International Council on Large Electric Systems - Turkish Committee)	Member to engage in global discussions on power system development and technology sharing.	Energy and Power Systems Collaboration

Global Market Expansion and Economic Commitment

Our commitment to sustainable economic growth and global market expansion remains central to our business strategy. In 2024, we strengthened our forward-looking approach by prioritizing **innovation, international diversification, operational efficiency, and alignment with sustainability principles**.

Our objective is clear: to ensure that financial growth and long-term value creation advance together in a resilient and responsible business model.

Performance and Market Growth

In 2024, our market share within the European Union increased to **63%**, up from 62% in 2023. This steady growth reflects the strength of our regional partnerships, including continued collaboration with INNEXO and other key stakeholders across the EU.

Our international expansion strategy also progressed significantly. We established new partnerships and representation structures in South America, the Gulf region, and Southeast Asia. As a result, we generated sales with **17 new international customers**, contributing 8% of total revenue during the reporting period.

We further diversified our customer portfolio and strengthened long-term commercial relationships in Brazil, Mexico, Saudi Arabia, and the Philippines. Business development initiatives and contract negotiations in these markets remain ongoing, supporting revenue diversification and reduced geographic concentration risk.

63% EU market share and 94% export revenue confirm our strong global positioning.

Operational Development and Strategic Expansion

In early 2024, we began conducting part of our assembly and shipment operations at our Free Trade Zone facility. This operational shift aims to improve shipment performance, shorten delivery times, and benefit from the financial and tax advantages available within the Free Trade Zone framework.

This transition contributes to:

- Improved logistics efficiency
- Enhanced cost optimization
- Stronger export competitiveness

By increasing operational agility, we reinforce both customer satisfaction and financial stability.

Financial Performance and Investment

Our financial trajectory remained strong in 2024. Total revenue increased by **59% compared to the previous year**, reflecting both market expansion and disciplined execution. Export revenues continued to dominate our income structure, accounting for **94% of total turnover**, demonstrating the resilience of our international business model.

Global Market Expansion and Economic Commitment

Strategic investments in research and development remained a core focus. During the reporting period, we advanced sustainability-driven product innovation and expanded our portfolio to address evolving international market needs. The intelligent i-LinkBox product was introduced within a pilot project and received CE certification. Additionally, new products including the EMELEC HFCT sensor box, polyester enclosures, and SVL disconnecting boxes were launched, increasing product diversification and customer-specific solution capacity.

Production activities for our EMELEC-branded surge voltage limiter also commenced, further strengthening our technological and commercial capabilities.

Investments in laboratory improvements and accreditation processes were initiated to enhance quality assurance and technical credibility. ERP version transition activities and actual cost monitoring systems were also launched to support financial transparency, efficiency tracking, and data-based management practices.

Alignment with Sustainability Objectives

We continued to align financial growth with environmental and social priorities. Our economic growth strategy emphasizes green transition alignment, particularly through sustainable product design, responsible sourcing, and resource-efficient production.

In 2024, a portion of our company vehicle fleet was transitioned to electric vehicles in order to reduce fuel consumption and support emission reduction goals. This initiative demonstrates how operational decisions are integrated with environmental performance considerations.

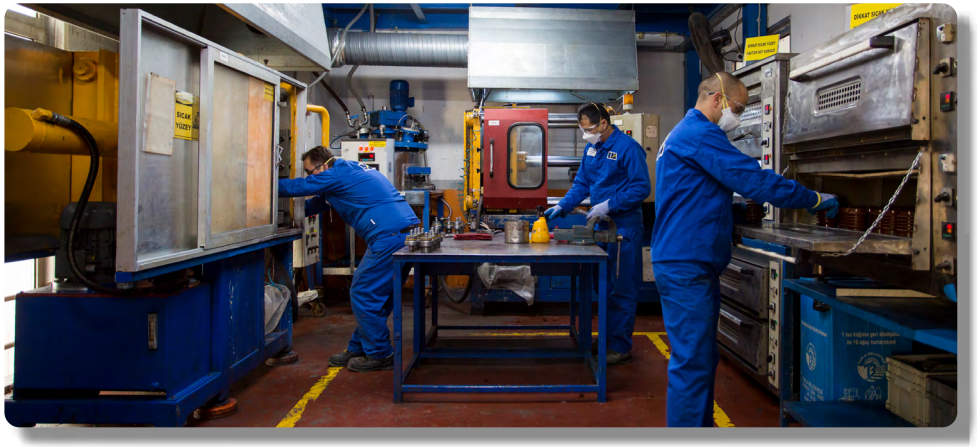
By combining financial discipline, innovation, and responsible practices, we ensure that **economic performance contributes directly to long-term sustainability and corporate resilience**.

Key Developments in 2024

- **EU Market Share:** Increased to 63%
- **Revenue Growth:** 59% year-on-year increase
- **Export Ratio:** Maintained at 94% of total turnover
- **New International Customers:** 17 new clients across target regions
- **Free Trade Zone Operations:** Partial assembly and shipment activities initiated
- **Product Innovation:** i-LinkBox pilot implementation and CE certification
- **Portfolio Expansion:** New HFCT sensor box, polyester enclosure, and SVL disconnecting box launched
- **Operational Efficiency:** ERP transition and cost monitoring systems initiated
- **Environmental Action:** Partial transition to electric company vehicles

Sustainability Strategy and Progress

Sustainability Governance



At EMELEC & EM, our sustainability governance model reflects a strong commitment to integrating **environmental, social, and economic considerations** into all levels of corporate decision-making. Entering 2024, we continue to build upon the foundational work presented in our **first Sustainability Report**, which was published in 2023. That report laid the groundwork for structured governance and transparency throughout our sustainability journey.

Sustainability oversight at EMELEC & EM is led by the **General Manager**, who holds the highest level of accountability for sustainability outcomes. The General Manager is supported by a designated **Sustainability Leader** and a cross-functional **Sustainability Committee**. This committee is responsible for embedding sustainability goals into the company's **strategic planning, operational practices**, and **stakeholder engagement** processes. It is scheduled to become fully operational by **2025**, enabling structured coordination of our environmental and social initiatives.

The committee is organized into **sub-working groups** that correspond to EMELEC & EM's operational focus areas. These groups include **R&D and Innovation, Software and Technology, Sustainable Service Development, Environment and Energy Management**, and **Social Benefit**. Each sub-group develops targeted strategies to address relevant **material topics**, with support from the **Risk Manager** to assess and manage associated risks and opportunities.

To promote alignment across the organization, the committee conducts **training sessions, regulatory benchmarking,** and **internal workshops**. These initiatives strengthen organizational capacity on sustainability issues and ensure that our teams stay informed about emerging trends, standards, and compliance expectations.

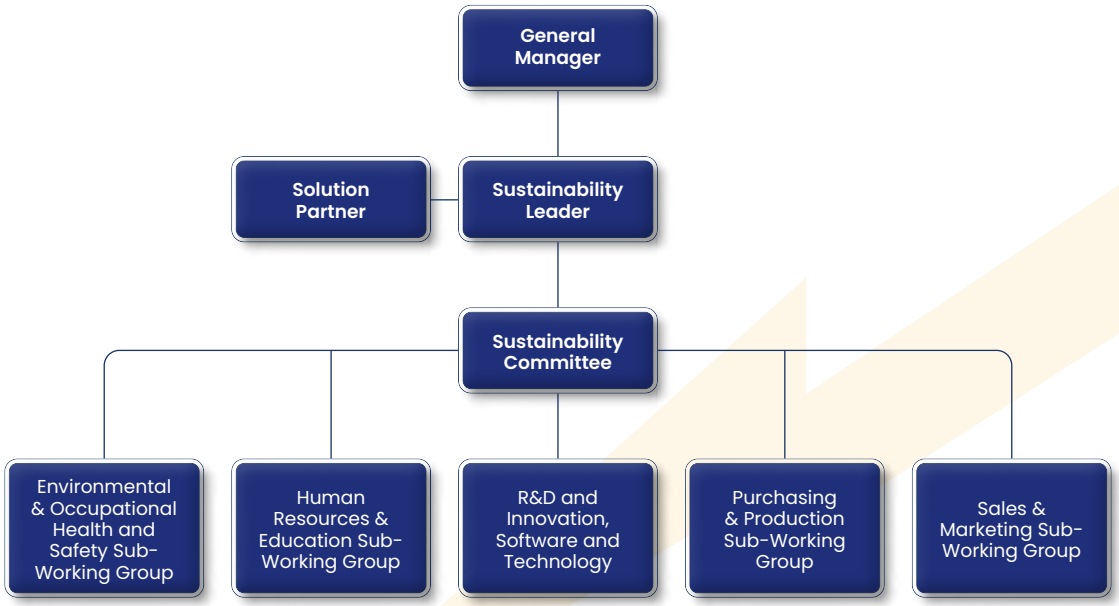
Sustainability Governance

Stakeholder engagement is a cornerstone of our governance structure. We actively collaborate with **solution partners, customers, suppliers,** and **external experts** to ensure diverse viewpoints inform our sustainability initiatives. This inclusive approach enhances both the relevance and transparency of our strategy.

In 2024, we are transitioning from strategic planning to active implementation. A formal **performance monitoring system** is under development to evaluate **key indicators** across material topics. This framework will support **corrective actions** where needed and help integrate sustainability goals into broader **business planning** and **risk management** processes.

Our governance approach is designed not only to ensure **compliance** but also to promote **leadership, accountability**, and **long-term value creation**. By establishing clearly defined roles, empowering sustainability leadership, and institutionalizing cross-functional collaboration, we aim to embed sustainability at the core of our corporate culture.

As our governance system evolves, we remain committed to setting an example in our sector. Through **robust oversight** and **inclusive strategy development,** we are working to build a **resilient, transparent**, and **sustainable future** for all stakeholders.



Materiality Analysis and Material Topics

To define our material topics, we followed the principles of **stakeholder engagement, inclusiveness**, and **impact-based assessment** in alignment with the GRI Standards. Our methodology integrated both internal and external perspectives to ensure that our sustainability strategy reflects the issues of highest significance to our business and its stakeholders.

Since this is only our second year of formal sustainability reporting, we have chosen to maintain continuity by **retaining the 2023 Materiality Matrix** for the 2024 reporting cycle. This decision supports consistency in tracking progress and allows for more accurate year-over-year evaluation of material topics.

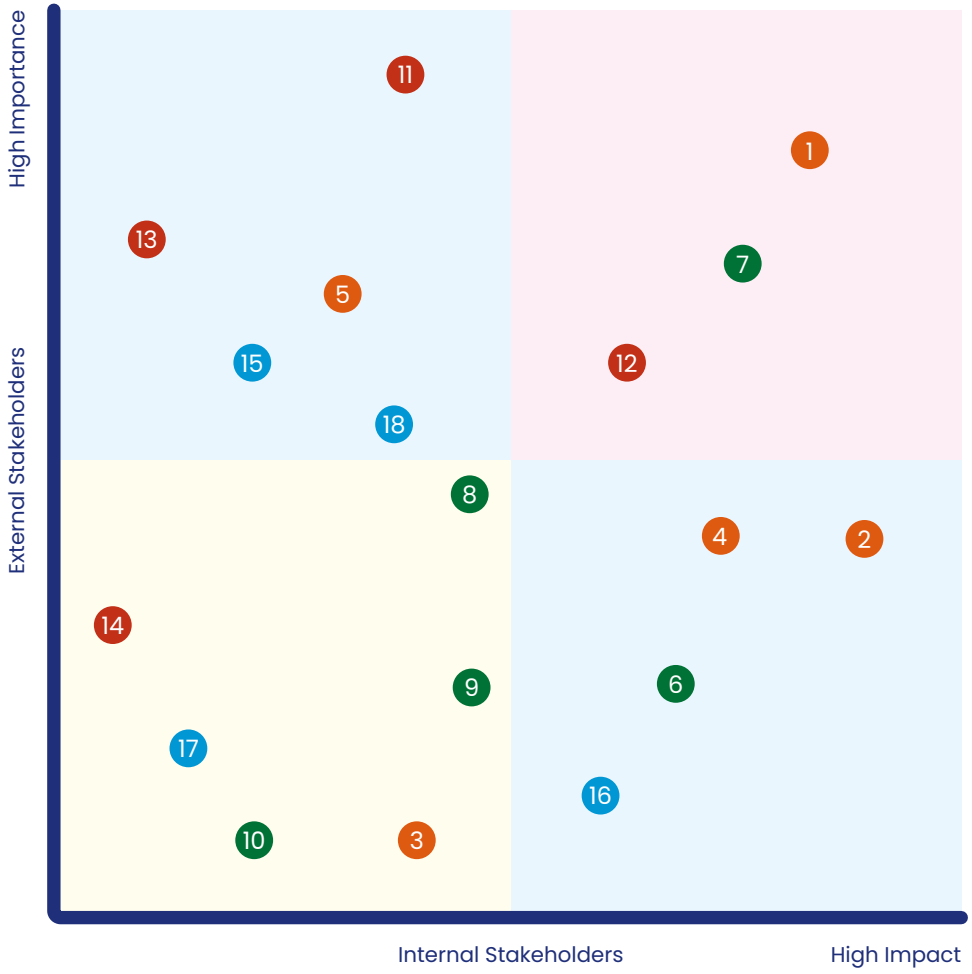
The materiality assessment was originally conducted in 2023 through consultations with **employees, top management,** and selected **external stakeholders**. Participants scored 20 predefined topics on a scale of 1 to 5 based on perceived impact and relevance. These scores formed the basis of the **Materiality Matrix**, which visually categorizes the topics into three distinct zones:

- **Critical Priority (Red Zone):** Topics of highest significance for both internal and external stakeholders. These include **Occupational Health and Safety, Diversity and Equal Opportunity,** and **Gender Equality Practices.** They are pivotal to the company's **resilience, employee well-being,** and **social responsibility**.
- **Significant Priority (Blue Zone):** Topics that are strategically important and have a sustained influence on EMELEC & EM's operations and stakeholder trust. These include **R&D and Innovation, Product Quality**, and **Governance Practices.** These areas require **continuous improvement**, long-term planning, and **collaborative engagement**.
- **Moderate Priority (Green Zone):** Topics that present emerging opportunities or carry medium-level impact. Examples include **Zero Waste, Water Efficiency, Biodiversity,** and **Digitalization Practices**. These are addressed through **gradual improvements** and **long-term strategies**.

By continuing with this structure in 2024, EMELEC & EM ensure **strategic alignment, resource prioritization**, and **transparency** in how sustainability challenges are addressed. The matrix remains a core input into our action plans and reporting framework.

We recognize that material topics may evolve in response to changing market dynamics, regulatory trends, and stakeholder expectations. As such, we anticipate conducting a **re-evaluation of the Materiality Matrix in subsequent reporting cycles,** ensuring that it remains aligned with evolving sustainability challenges and stakeholder priorities.

Materiality Analysis and Material Topics



PRODUCT, QUALITY AND TECHNOLOGY

1. R&D, P&D, Innovation and Redesigning
2. Product Quality and Customer Satisfaction
3. Information Security, Artificial Intelligence and Digitalization Applications
4. Sustainable Purchasing, Logistics and Supply Chain Practices
5. Emergency and Disaster Management, Resilience Practices

ENVIRONMENT

6. Emission Reduction, Energy Management and Combating Climate Change
7. Management of Raw Materials and Natural Resources
8. Zero Waste, Recycling and Circular Economy Practices
9. Water Management, Water Use Efficiency and Studies on Reducing Water Stress
10. Biodiversity, Ecosystem Conservation and Environmental Studie

SOCIAL RESPONSIBILITY

11. Occupational Health and Safety
12. Diversity, Equal Opportunity, Human Resources Practices and Talent Management
13. Gender Equality Practices
14. Public Relations, Social Policies, Civil Society and Local Practices

CORPORATE GOVERNANCE

15. Combating Anti-Competitive Behavior and Corruption
16. Participation in Sustainable Development Networks and International Compliances
17. Stakeholder Engagement and Governance Practices
18. Economic Performance, Global Markets and Market Presence

Contribution to the Sustainable Development Goals

The decade spanning 2020 to 2030 has been globally recognized by the United Nations as the **Decade of Action** for achieving the **Sustainable Development Goals (SDGs)**. This critical period urges businesses to adopt measurable and transformative sustainability strategies that address complex environmental, social, and economic challenges.

At EMELEC & EM, we have fully embraced this responsibility. As part of our long-term commitment to sustainability, we aim to align our operations with the SDGs and contribute to a **sustainable and equitable future** for all stakeholders. Our strategic approach incorporates **national and international sustainability frameworks**, including **Turkey's 2053 net-zero emissions** and **Green Development objectives.**

In line with this, we have developed a structured SDG alignment methodology that maps our **Materiality Matrix** to the most relevant global goals. This ensures that each material topic we prioritize is also linked to an SDG where we can generate the **greatest impact**. Our Sustainability Committee and senior leadership continue to oversee this alignment process, ensuring that our sustainability initiatives directly support **global and regional development agendas**.

We contribute to a broad range of **Sustainable Development Goals** through our sustainability strategy. While our efforts primarily focus on the goals where we can generate the highest impact in line with our core activities, we also contribute to other relevant goals identified in our strategy table through our policies, operational practices, and long-term initiatives.

These focus areas reflect the **interconnected nature** of our product innovation, climate strategy, and resource management systems. By proactively integrating these goals into our strategy, we ensure that our actions extend across multiple dimensions of the SDG framework.

Between 2024 and 2030, EMELEC & EM will pursue ambitious sustainability targets designed to deliver measurable progress in the areas most critical to our operations and stakeholders. These targets were formulated through sectoral analysis, stakeholder consultation, and internal performance reviews, forming a clear roadmap for achieving the SDGs at the organizational level.

Each SDG-linked priority topic includes defined metrics, with **annual tracking and performance evaluations** planned through our sustainability reporting processes. This enables transparent disclosure of our progress and reinforces our accountability.

By taking deliberate action across the SDG spectrum, we aim to:

- **Foster sustainable innovation and eco-design in our product development**
- **Strengthen energy efficiency and reduce emissions across our operations**
- **Promote responsible sourcing and circular economy practices**
- **Enhance community engagement and stakeholder inclusion**

Through these efforts, EMELEC & EM reinforce its position as a **responsible corporate actor** and a **solution partner** in the transition toward a more sustainable global economy. Our alignment with the SDGs not only demonstrates our ethical and strategic priorities, but also enables us to generate **long-term shared** value for customers, employees, communities, and the environment.

Future Vision and Sustainability Targets

At EMELEC & EM, we understand that shaping a sustainable future requires **clear vision, long-term planning, and actionable commitments**. Our sustainability approach is not limited to regulatory compliance, but forms a **core component of our corporate identity**, shaping how we operate, grow, and create value for our stakeholders.

In line with our ambition to embed sustainability across every aspect of our operations, we have established **comprehensive targets for the 2024–2030 period**. These targets were developed in alignment with our Materiality Matrix, stakeholder input, sectoral benchmarks, and the SDGs most relevant to our business. They address our key sustainability priorities, including **climate action, innovation, resource efficiency, responsible production, and stakeholder engagement**.

We remain particularly focused on integrating sustainability into product design and innovation. In 2024, **investments through our R&D Center began incorporating measurable sustainability metrics**, directly contributing to long-term goals on **eco-design** and **green innovation**. As of September 2024, this transition is formally tracked under our R&D governance.

Progress is also evident in our product development practices. **By the end of 2024**, our packaging materials were evaluated for recyclability, marking a significant step toward our objective of increasing the share of **sustainably developed and recyclable products**. Meanwhile, **collaboration with academia and external stakeholders** is ongoing to accelerate the adoption of green technologies.

Customer-focused initiatives have also gained traction. In 2023, **customer satisfaction reached 89%**, and we aim to exceed **90% by 2030. All products are manufactured under ISO 9001, ISO 14001, and ISO 45001 management systems**, reflecting our dedication to international quality and sustainability standards.

In supply chain governance, we audited **21 of our 72 approved suppliers in 2024**, with the goal of covering 100% by 2030. Supplier evaluations now include **criteria related to environmental and social compliance**, underscoring our commitment to building a responsible supply ecosystem.

We have also begun leveraging our marketing channels to promote sustainability. The **2023 Sustainability Report was published on our corporate website**, and sustainability messaging was integrated into both **customer presentations** and **digital communications** throughout 2024. These actions support our aim to foster transparency and stakeholder engagement across all touchpoints.

Our digitalization and information security efforts continue to evolve. In 2024, we advanced internal infrastructure supporting **digital access and QR-based documentation systems**. Our goal is to implement new **cybersecurity firewalls and segmentation architecture by 2025**, in order to safeguard sensitive systems and maintain digital resilience.

Future Vision and Sustainability Targets

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Product, Quality and Technology Attributed SDGs: Relevant EU Green Deal Topics: Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products Globally Competitive and Durable Industry	**R&D, P&D, Innovation and Ecodesign** Attributed SDG Targets: 9.4, 9.5, 9.b 12.a 17.6, 17.7, 17.8	Critical Priority Issues	Increasing the proportion of investments directed towards sustainable-focused research and development and innovative solutions in the Electric Electronics Industry, incorporating measurable metrics tracked annually as part of the Design Center's reporting.	The Design Center launched sustainability projects as of September 2024. All R&D investments and outputs are evaluated under sustainability scope. Projects aligned with market demands and sustainability goals have been successfully completed.
			Establishing structured processes to integrate sustainability principles into product design, ensuring compliance with international regulations and eco-innovation standards.	Sustainability criteria were introduced into product design evaluations. Material selection and production practices were reviewed to reduce chemical use and environmental impact. Full implementation of structured eco-design processes is targeted for 2025.
			Enhancing the percentage of products developed using sustainable and recyclable materials, with annual progress reviews to align with long-term goals.	Transition from non-recyclable packaging materials to recyclable alternatives was initiated in 2024. Supplier-based evaluations were conducted, and full transition is planned for 2025.
			Promoting collaboration with external stakeholders and academia to foster innovation and accelerate the adoption of green technologies.	Carbon footprint reporting from suppliers has begun. Eight suppliers submitted carbon emission data to support broader decarbonization efforts.
	Product Quality and Customer Satisfaction Attributed SDG Targets: 16.6, 17.16, 17.17	Significant Priority Issues	Increasing customer satisfaction scores and maintaining a high customer satisfaction rate, targeting at least 90% by 2030 through enhanced product quality and responsive support services.	Customer satisfaction rate reached 89% in 2024. Structured digital surveys were conducted with 30 responses received. Feedback was evaluated and corrective actions were defined where necessary.
			Ensuring 100% of products are manufactured in compliance with international product safety and quality management systems, reflecting current practices.	ISO 9001, ISO 14001 and ISO 45001 certifications were maintained. Audit and surveillance processes continued throughout 2024. Preparatory steps for ISO 17025 accreditation were initiated.
			Increasing the percentage of suppliers audited for product safety and quality annually, with the aim of covering all critical suppliers by 2030.	In 2024, 21 supplier audits were conducted, reaching 29%. 2025 targets aim for 40%.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Product, Quality and Technology Attributed SDGs: Relevant EU Green Deal Topics: Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products Globally Competitive and Durable Industry	**Product Quality and Customer Satisfaction** Attributed SDG Targets: 16.6, 17.16, 17.17	Significant Priority Issues	Incorporating sustainability into the marketing strategy by sharing sustainability reports with customers, accompanied by defined targets and tracking mechanisms.	2023 Sustainability Report was published and made available under the SUSTAINABILITY tab on our website, along with related ethics and policy documents.
			Adding sustainability parameters to brand reputation research, integrating these findings into digital campaigns to enhance transparency and engagement.	Customer presentations and online sustainability reporting efforts continued. Dedicated web sections support brand transparency.
	Information Security, Artificial Intelligence and Digitalization Practices Attributed SDG Targets: 9.1, 9.4, 9.5, 9.a, 9.b, 9.c	Moderate Priority Issues	Enabling seamless customer access and fulfillment through digitalized processes, including expanded QR code integration, secure document-sharing platforms, innovative remote monitoring solutions, and IoT-based production tracking.	Customers can now digitally access Technical Drawings, Mounting Instructions, and Data Sheets via QR codes. Closed-loop ERP systems have improved process transparency and efficiency.
			Creating and updating an information security policy to safeguard data privacy and security, publicly sharing the policy for transparency, and continuing to strengthen existing information security practices.	No customer personal data is collected. A data protection statement aligned with KVKK regulations has been published on the company website. Access is available under the “About Us” section.
			Enhancing cybersecurity through regular employee training, improved backup procedures, and robust disaster recovery plans.	Cybersecurity awareness training was delivered to all employees in 2024, with a duration of 1 hour per employee.
			Investing in advanced cybersecurity infrastructure by 2025, including new firewall systems and network segmentation for IoT applications to ensure secure digital operations.	Network upgrades, switch replacements, VLAN network structuring, and Windows 10 x 64 installations have been completed. IoT server installation requests are in progress.
			Strengthening digitalization in internal processes to streamline operations while maintaining data confidentiality and security through closed-loop ERP systems.	ERP systems with closed-loop processes were implemented to enhance both operational efficiency and data integrity.
	Sustainable Procurement, Logistics and Supply Chain Practices Attributed SDG Targets: 8.1, 8.2, 8.a 9.1, 9.2 12.6, 12.8, 12.c	Significant Priority Issues	Increasing the number of collaborations focused on sustainability innovations throughout the electric and electronics supply chain, fostering partnerships that promote shared environmental goals.	Carbon footprint data was requested from suppliers. Eight suppliers reported product-level emissions. Key suppliers (stainless steel and copper) were asked to provide REACH and RoHS certificates and share updates on sustainability practices.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Product, Quality and Technology Attributed SDGs: Relevant EU Green Deal Topics: Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products Globally Competitive and Durable Industry	**Sustainable Procurement, Logistics and Supply Chain Practices** Attributed SDG Targets: 8.1, 8.2, 8.a 9.1, 9.2 12.6, 12.8, 12.c	Significant Priority Issues	Increasing on-site audits for environmental, social, and OHS standards, using evaluation forms to promote sustainability awareness, and prioritizing compliant suppliers.	EHS-related criteria were added to supplier audits. 21 supplier visits were conducted in 2024, covering ~29% of all suppliers. The target is to reach 80% within 3 years.
			Requiring environmental certifications like ISO 14001 from key suppliers and encouraging the adoption of robust environmental management systems.	2024 baseline indicates a portion of key suppliers already possess ISO 14001. These requirements are gradually being embedded in contracts. 20 supplier agreements were signed in 2024.
	Emergency and Disaster Management, Resilience Practices Attributed SDG Targets: 9.1, 9.2 13.1, 13.2, 13.3	Significant Priority Issues	Establish a structured system to investigate incidents, identify root causes, and implement corrective actions.	Root cause analysis and corrective action procedures were implemented under the management systems. Each incident is analyzed, and outcomes are recorded systematically.
			Create mechanisms for employees to actively contribute to developing and evaluating emergency protocols.	Employees participated in at least one emergency drill during the year. Feedback mechanisms and engagement through simulation scenarios are in place.
			Extend emergency management practices to supply chain and external partners.	Action plans for emergencies specific to suppliers were drafted. In 2026, detailed risk analysis and scenario-based action plans will be implemented.
			Continuously update the emergency risk assessment and intervention plan through regular drills and training.	Emergency drills were conducted regularly in 2024. Reports were generated and actions tracked accordingly.
			Conduct annual training and drills to enhance preparedness and response capabilities.	Employees participated in emergency training sessions. Drills were repeated to enhance preparedness.
			Strengthen coordination with local authorities and emergency services for effective crisis management.	The emergency communication team and contact lists are maintained and regularly updated.
			Include updates on these initiatives in future sustainability reports to track progress and accountability.	Regular updates on emergency management initiatives are planned to be included in future reports.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Environment Attributed SDGs: Relevant EU Green Deal Topics: Clean Air, Water, Soil and Protected Biodiversity Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products	**Emission Reduction, Energy Management and Combating Climate Change** Attributed SDG Targets: 7.2, 7.3, 7.a, 7.b 12.6 13.1, 13.2, 13.3, 13.a	Significant Priority Issues	Achieve a minimum 10% reduction in Scope 1 and Scope 2 emissions by 2030 compared to the 2023 baseline of 110.2 tons (Scope 1) and 178.5 tons (Scope 2) of CO2-e. This will be achieved through process optimization, energy efficiency improvements, and the integration of clean energy technologies.	Scope 1 and Scope 2 emissions for 2023 and 2024 were calculated and recorded within the system. These data form the baseline for future emission reduction targets and monitoring.
			Develop and implement a comprehensive Scope 3 emissions reduction strategy by 2025, focusing on value chain collaboration, sustainable sourcing, and low-carbon transportation solutions.	Scope 3 emission calculations in some categories have been completed. Supplier-related data are available for further evaluation.
			Transition to low-carbon electricity sources by establishing partnerships with local renewable energy providers and investing in energy-efficient technologies within our facilities by 2030.	No project was initiated in 2024. The planned rooftop solar panel installation was canceled due to regulatory restrictions. However, this remains a potential medium-term target.
			Achieving a reduction in carbon emissions intensity relative to annual revenue by implementing energy-efficient technologies and promoting sustainable practices across production processes,	Data needed for calculating carbon intensity will be collected. Integration with financial metrics is under review.
			Implement a systematic emissions data management approach by 2024 to ensure consistent year-over-year comparability and alignment with international frameworks, including the Greenhouse Gas Protocol.	Further target setting according to Scope 1 and Scope 2 emissions from 2023 and 2024 is under evaluation.
			Expanding the integration of renewable energy sources in manufacturing processes to achieve a significant reduction in carbon emissions,	No renewable energy project was launched in 2024. The solar project was canceled due to zoning constraints, but it may be added to the roadmap.
	Emission Reduction, Energy Management and Combating Climate Change Attributed SDG Targets: 7.2, 7.3, 7.a, 7.b 12.6 13.1, 13.2, 13.3, 13.a	Significant Priority Issues	Deepen collaboration with suppliers to promote sustainable sourcing and reduce emissions across the supply chain by 2025, focusing on logistics, well-to-tank fuel-related emissions, and business travel.	Carbon footprint data requests were initiated for logistics and raw material suppliers. Engagement with key raw material suppliers on footprint data has started.
			Provide transparent updates on emissions reduction progress in future sustainability reports, ensuring accountability to stakeholders.	Scope 1 and Scope 2 data from 2023 and 2024 were recorded. Updates will be shared as part of future sustainability reports.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Environment Attributed SDGs: Relevant EU Green Deal Topics: Clean Air, Water, Soil and Protected Biodiversity Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products	**Management of Raw Materials and Natural Resources** Attributed SDG Targets: 7.2, 7.3 8.4 12.2, 12.5 13.2, 13.3	Critical Priority Issues	Increasing the use of sustainable raw materials by tracking supplier sustainability initiatives and promoting compliance with sustainability standards starting in 2025.	Carbon footprint data has begun to be requested from logistics providers within this scope. Main raw material suppliers have also been asked to provide carbon footprint data
			Ensuring the use of certified chemicals by verifying supplier certifications (such as REACH) and encouraging compliance with international standards.	REACH and RoHS certificates have been obtained from primary raw material suppliers. Ongoing monitoring of certification validity will be conducted in the upcoming periods.
			Complying with national and international regulations regarding chemical use in production and products, with a focus on adherence to environmental standards.	Ongoing monitoring of certification validity will be conducted in the upcoming periods.
	Zero Waste, Recycling and Circular Economy Practices Attributed SDG Targets: 8.4 12.4, 12.5, 12.6	Moderate Priority Issues	Minimizing waste generated during manufacturing processes to promote circular economy principles within the Electric Electronics sector.	In 2024, hazardous waste per product was recorded as 3.01 kg/product. This compares to 2.94 kg/product in 2023 and 3.11 kg/product in 2022. Improvement efforts were initiated in high-risk processes. For example, the epoxy workshop reported 0.17 kg/product in 2024 (compared to 0.19 kg/product in 2023).
			Establishing comprehensive design and management plans to effectively address and minimize the environmental impact of electronic waste, including circuit boards, batteries, and packaging materials.	E-waste is solely generated through IT processes and does not occur in significant quantities. 2024: 0 kg, 2023: 30 kg.
	Zero Waste, Recycling and Circular Economy Practices Attributed SDG Targets: 8.4 12.4, 12.5, 12.6	Moderate Priority Issues	Increasing the percentage of reusable and recyclable materials utilized in manufacturing processes.	Scrap materials from production are stored separately and sent to licensed recycling firms. In 2024, 53 tons of scrap metal were delivered for recycling, compared to 45 tons in 2023.
			Minimizing electronic waste generation through enhanced product lifecycle management strategies.	E-waste arises only from IT processes and does not constitute significant quantities. 2024: 0 kg, 2023: 30 kg.
			Reducing the volume of non-recyclable and non-biodegradable materials used in product packaging to promote a circular economy in the Electric Electronics Industry.	No changes were made to packaging in 2023–2024. However, a transition to recyclable cardboard boxes from non-recyclable crates was implemented in 2025.
			Implementing advanced quality control measures to decrease the rate of returned packages.	Packaging controls are performed individually. No returns occurred in 2024.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Environment Attributed SDGs: Relevant EU Green Deal Topics: Clean Air, Water, Soil and Protected Biodiversity Renovated, Energy Efficient Buildings Clean Energy Generation & Innovative Energy Technologies Long-Lasting Circular Products	**Zero Waste, Recycling and Circular Economy Practices** Attributed SDG Targets: 8.4 12.4, 12.5, 12.6	Moderate Priority Issues	Increasing the proportion of products subjected to comprehensive life cycle assessments to evaluate their environmental impact throughout their entire lifespan.	Product-level LCA studies are not yet conducted. This topic remains defined as a future target.
			Implementing circular economy principles through innovative eco-design practices and comprehensive eco-labeling initiatives.	In current practice, parts intended for mass production are primarily designed for machining instead of molding, casting, or stamping. This reduces scrap and raw material usage. Lifecycle-enhancing tests (e.g., abrasion and corrosion resistance) are performed, followed by necessary modifications in coating, painting, and material use. Packaging adjustments planned for 2025 can be stated as a future target.
	Water Management, Water Use Efficiency and Studies on Reducing Water Stress Attributed SDG Targets: 6.3, 6.4, 6.5	Moderate Priority Issues	Implementing strategies to minimize water usage on non-production activities, while protecting 100% water discharge to treatment facilities.	Per capita water consumption decreased from 1.79 m^3/person (2023) to 1.62 m^3/person (2024) following the installation of water-saving aerator faucets. All wastewater was discharged to the organized industrial zone system, with no non-compliance identified in periodic analyses.
	Biodiversity, Ecosystem Conservation and Environmental Studies Attributed SDG Targets: 6.6 7.a, 7.b 9.1, 9.2 12.6, 12.a, 12.c 13.3, 13.b	Moderate Priority Issues	Expand environmental training programs by 2025 to include advanced biodiversity conservation and resource efficiency topics, ensuring measurable learning outcomes.	Environmental awareness trainings covering waste management, biodiversity and climate risks were delivered to all employees. Training effectiveness was evaluated through post-training assessments.
			Strengthen the Environmental Management System (EMS) by 2025 to address emerging challenges, optimize resource usage, and integrate circular economy principles.	Environmental legislation and risk analyses, including climate risks, were actively monitored. ISO 14001 audit was completed with no non-conformities. Energy and water use were tracked by process. Waste was segregated at source and sent to licensed recyclers. Environmental performance was reviewed annually.
			Launch biodiversity conservation and restoration projects in collaboration with stakeholders by 2026, focusing on habitat protection and restoration.	Planning for future biodiversity awareness and volunteer initiatives began, to be implemented progressively in the coming years.
			Increase investments in innovative environmental technologies supporting circular economy practices by 2027 to improve environmental performance and reduce operational impacts.	Pilot efforts were initiated to enhance energy and resource monitoring through digital technologies. Further investments will follow based on these results.
			Conduct biodiversity assessments by 2025 and ensure transparent reporting on initiatives, environmental investments, and progress in sustainability reports.	Relevant updates and future actions are planned to be transparently communicated through the sustainability report.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Social Responsibility Attributed SDGs: Relevant EU Green Deal Topics: Capacity Building for Future Work and Transition	**Occupational Health and Safety** Attributed SDG Targets: 3.9 4.7 8.8	Significant Priority Issues	Integrating the principles of Health, Safety, and Environment into employees' home environments to minimize workforce downtime and decrease the incidence of workplace injuries.	Remote working is not currently implemented, and therefore not applicable for this reporting period.
			Expand the scope of OHS training programs by 2025 to exceed regulatory requirements, integrating advanced topics such as home safety practices and stress management.	The scope of OHS training has been revised to align with evolving risks. Expansion of coverage for ergonomics, stress management, and safe behavioral practices is being planned for the upcoming years.
			Develop and implement an updated Occupational Health and Safety Policy by 2024, aligning with international standards and fostering a comprehensive safety culture.	No comprehensive revision was made to the OHS Policy in 2024. Inclusion of safety culture–focused objectives is planned for 2025.
			Introduce targeted workshops and events by 2025 to promote ergonomic workplace adjustments, fitness programs, and overall employee well-being, addressing both physical and mental health.	Planning is underway to integrate ergonomics, wellness, and stress management modules into upcoming OHS training cycles.
			Strengthen contractor and supplier OHS compliance through enhanced training, audits, and monitoring by 2026, ensuring alignment with EMELEC & EM's safety standards across all operations.	Future actions will include the integration of OHS-specific audits into supplier assessments. A framework for supplier monitoring is under development.
			Maintain a zero Lost Time Injury (LTI) rate and further reduce non-lost-time incidents by continuously refining safety protocols and hazard mitigation strategies through 2030.	Zero LTI cases were recorded, with continuous application of risk prevention measures. Ongoing analysis and reporting of incident trends are planned.
	Diversity, Equal Opportunity, Human Resources Practices and Talent Management Attributed SDG Targets: 4.3, 4.4, 4.5, 4.7 5.1 8.2, 8.6 10.3, 10.4 16.6, 16.7, 16.b	Critical Priority Issues	Increasing the total training hours dedicated to advancing employee knowledge on sustainable practices and corporate governance principles within the electric and electronics sector.	Overall training hours decreased compared to 2023, but training sessions focusing on sustainability were implemented. Planning is underway to expand training programs in 2025 and 2026.
			Increasing workforce diversity by fostering inclusive hiring practices that emphasize a balanced representation of age and gender throughout all levels of the organization.	First- and middle-level management increased by 50%. Female employee headcount increased by one, while the share of women in management remained at 40%. Employees under 30 increased by 50%.
			Reducing employee turnover rate to a sustainable level that fosters a stable and skilled workforce within the organization.	Employee turnover rate slightly decreased compared to the previous year, with efforts to improve retention ongoing.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Social Responsibility Attributed SDGs: Relevant EU Green Deal Topics: Capacity Building for Future Work and Transition	**Diversity, Equal Opportunity, Human Resources Practices and Talent Management** Attributed SDG Targets: 4.3, 4.4, 4.5, 4.7 5.1 8.2, 8.6 10.3, 10.4 16.6, 16.7, 16.b	Critical Priority Issues	Facilitating career development initiatives and continuous education programs to foster employee skills and adaptability in the rapidly evolving Electric Electronics sector.	Training focused on quality and technical expertise has continued, while new competency-based programs are being planned.
			Achieve full compliance with human rights standards across our supply chain by 2026.	Supplier assessments now include human rights compliance. Supplier-level monitoring will be expanded.
			Organize awareness campaigns to ensure all stakeholders understand and adhere to our Human Rights Policy.	A Sustainability Policy has been published on the corporate website. Consideration is being given to publishing a dedicated Human Rights Policy.
	Gender Equality Practices Attributed SDG Targets: 5.1, 5.5, 5.c 10.2, 10.3, 10.4	Significant Priority Issues	Elevating the representation of women in management positions within the organization to foster diverse perspectives and drive innovative solutions.	The share of women in management remained steady at 40%, maintaining progress toward long-term diversity targets.
	Public Relations, Social Policies, Civil Society and Local Practices Attributed SDG Targets: 4.a, 4.b 16.8 17.9, 17.16, 17.17	Moderate Priority Issues	Expand the reach of inclusivity initiatives by engaging more stakeholders through comprehensive diversity workshops, targeted training sessions, and impactful awareness campaigns.	Employee perception surveys indicate positive responses regarding inclusivity and fairness. Diversity-related metrics are tracked and reported.
			Fostering a robust pipeline of local development initiatives that drive innovation and sustainability within the Electric and Electronics sector.	No specific initiatives were launched under this goal in 2024.
			Increasing the share of regional suppliers in the procurement processes to bolster local economic development and sustainability.	Local supplier share remained at 96% in 2024, supporting regional economic contribution.
			Maximizing the budget designated for community engagement initiatives within the local supply chain.	No action was taken toward this target in 2024.
			Increasing the use of locally sourced materials and alternative products to reduce dependency on imported inputs.	Local sourcing rates were maintained, contributing to sustainable procurement performance.
			Strengthening initiatives and resources dedicated to advancing the capabilities of local manufacturers in the electric and electronics sector.	Supplier development activities continued, with local supplier engagement maintained at previous levels.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Corporate Governance Attributed SDGs: Relevant EU Green Deal Topics : Capacity Building for Future Work and Transition Globally Competitive and Durable Industry	**Combating Anti-Competitive Behavior and Corruption** Attributed SDG Targets: 16.5, 16.6	Significant Priority Issues	Develop and implement a whistleblower policy by 2025 to encourage employees and external stakeholders to report misconduct without fear of retaliation, and publish a formal policy document on business ethics to reinforce transparency and accountability.	Code of Conduct is available on the corporate website. However, a dedicated whistleblower mechanism has not yet been established.
			By 2025, integrate anti-corruption and business ethics training into employee onboarding and continuous learning systems, while tracking and reporting the percentage of employees and business partners participating in these programs to ensure widespread engagement.	Business ethics topics are integrated into employee training sessions.
			Conduct annual assessments, including audits and performance reviews, to evaluate adherence to ethical standards across the supply chain, and starting in 2024, incorporate specific metrics and benchmarks to measure the effectiveness of anti-corruption measures.	Ethical compliance criteria were included in supplier audits, with questions related to business ethics and conduct applied during on-site assessments.
			By 2025, report on confirmed incidents of corruption, actions taken, and any legal actions related to anti-competitive behavior or anti-trust practices, while enhancing the accessibility of ethics-related resources and conducting organization-wide awareness campaigns.	Code of Conduct was published on the website. Options for adding a whistleblower form or reporting mechanism are under evaluation.
	Participation in Sustainable Development Networks and International Compliances Attributed SDG Targets: 16.8 17.16, 17.17	Significant Priority Issues	Increase stakeholder dialogue mechanisms through stakeholder engagement surveys, integrating stakeholder issues and concerns into the business strategy.	Employee and customer satisfaction surveys were conducted and key insights were reflected in the 2023 sustainability report.
			Establish ongoing monitoring and response mechanisms for stakeholder concerns, ensuring 100% resolution of complaints and feedback related to environmental, social, or technical issues.	Customer feedback processes have been enhanced with systematic tracking and timely response mechanisms.
			Provide transparent sustainability reporting by regularly publishing sustainability performance updates on the corporate website, including summaries of stakeholder feedback and resolution rates.	The 2023 Sustainability Report was published, and a dedicated section was added to the corporate website.
			Share employee and customer satisfaction survey results in sustainability reports to promote transparency and highlight efforts to improve organizational culture and customer experiences.	Satisfaction results were transparently shared via the sustainability report to promote accountability and trust.

Category	Sustainability Priority Issue	Sustainability Priority Level	2024-2030 Targets	Progress in 2024
Corporate Governance Attributed SDGs: Relevant EU Green Deal Topics : Capacity Building for Future Work and Transition Globally Competitive and Durable Industry	**Participation in Sustainable Development Networks and International Compliances** Attributed SDG Targets: 16.8 17.16, 17.17	Significant Priority Issues	Expand participation in sustainable development networks, such as the United Nations Global Compact (UNGC), to align with international standards and collaborate with like-minded organizations.	No new memberships in international initiatives has been established.
	Stakeholder Engagement and Governance Practices Attributed SDG Targets: 16.8 17.16, 17.17	Moderate Priority Issues	Increasing the number of national and international projects that create shared value, focusing on sustainability and collaboration opportunities with diverse stakeholders.	No new sustainability-focused collaborative projects were initiated during 2024.
			Expanding corporate memberships in national and international organizations to strengthen industry presence and governance practices.	Memberships with key local and industry organizations (e.g. İMMİB, ISO, İTO, KOSGEB, CIGRE) have been maintained.
			Publishing annual sustainability performance reports, starting with the 2023 report, to ensure consistent and transparent communication with stakeholders.	The 2023 Sustainability Report was published to ensure transparency.
			Strengthening sectoral collaborations for sustainability innovations through participation in international and domestic fairs, seminars, and projects, with a focus on European Union partnerships and emerging sustainability initiatives.	In 2024, four customer visits and conference participations were conducted with product presentations delivered. The company participated in three international fairs: Powertage 2024 (Zurich), CIGRE 2024 (Paris) and WerkstattKabel 2024 (Wiesbaden).
	Economic Performance, Global Markets and Market Presence Attributed SDG Targets: 8.1, 8.2 10.2, 10.6 17.11, 17.13	Significant Priority Issues	Ensuring full alignment with the green transition process in the industry by setting measurable sustainability goals in annual reports and implementing actionable steps toward a circular economy.	The 2023 Sustainability Report was published, emphasizing the company's alignment with green transition priorities.
			Increasing the market share within the European Union and building on the existing 62% share through strategic partnerships.	In 2024, EU market share was maintained at 63%, reflecting continuity in regional partnerships.
			Expanding international market presence by targeting new regions such as South America (Mexico, Brazil, Colombia), Saudi Arabia, and the Philippines, while increasing export rates and diversifying product offerings to enhance revenue and market penetration.	Sales to 17 new customers were achieved in 2024, contributing 8% to revenue. Representation agreements progressed in the Philippines and Europe, with ongoing discussions in Saudi Arabia and Mexico.

Risks and Opportunities

At EMELEC & EM, we recognize that effectively managing risks and leveraging opportunities are essential to ensuring business continuity, long-term resilience, and sustainable value creation. Our approach to risk and opportunity management is integrated into our strategic planning, operational decision-making, and sustainability governance framework.

Throughout 2024, we continued to monitor internal and external developments, including market dynamics, regulatory changes, technological advancements, and stakeholder expectations. The key risks and opportunities identified below reflect our current operating environment as well as our forward-looking priorities.

Category	Key Risks	Key Opportunities
Economic Performance, Global Markets, and Market Presence	• Exchange rate volatility and global economic uncertainty affecting costs and pricing. • Geopolitical developments in export regions creating market access and logistics risks. • Increasing customer expectations for sustainable products.	• Alignment with the green transition enabling access to sustainability-driven market segments. • Geographic expansion in South America, the Middle East, and Southeast Asia. • Product diversification to enhance resilience and competitiveness.
Stakeholder Engagement and Governance Practices	• Potential erosion of stakeholder trust if transparency and engagement mechanisms are not consistently strengthened. • Missed collaboration opportunities due to limited participation in sustainability networks.	• Strengthening trust through regular sustainability reporting and public disclosures. • Expanding partnerships via development networks and governance platforms. • Enhancing internal governance practices to support long-term accountability.
Information Security, Digitalization, and Emerging Technologies	• Increased exposure to cybersecurity risks with expanding digital infrastructure. • Risk of lagging behind in AI, IoT, and digital manufacturing technologies without sustained investment.	• Improved operational efficiency and traceability through digitalized and closed-loop ERP systems. • Use of IoT-based monitoring to support data-driven decision-making. • Reinforced stakeholder confidence through strong information security and data protection practices.

Risks and Opportunities

Category	Key Risks	Key Opportunities
Combating Anti-Competitive Behavior and Corruption	• Reputational risks arising from the absence of a formal whistleblowing or reporting mechanism. • Variability in ethical practices across supply chains.	• Establishment of a whistleblowing and grievance mechanism as a medium-term objective. • Expansion of ethics, anti-corruption, and compliance training. • Strengthening a culture of integrity through clearer policies and transparent governance.
R&D, Product Development, Innovation, and Ecodesign	• Increasing regulatory complexity related to sustainability and product compliance. • Risk of technological obsolescence without continuous innovation.	• Investment in eco-design and sustainable R&D to support competitive differentiation. • Development of products aligned with resource efficiency and circular economy principles. • Revenue growth through sustainability-driven innovation.
Emergency and Disaster Management	• Operational disruptions from natural disasters, emergencies, or supply interruptions. • Potential risks to employee safety and business continuity if preparedness is insufficient.	• Enhanced resilience through regular emergency drills, training, and updated response plans. • Improved coordination with local authorities and emergency services. • Use of digital tools to strengthen monitoring and emergency response capabilities.
Biodiversity, Raw Materials, and Circular Economy Practices	• Resource scarcity and increasing raw material costs impacting supply chain stability. • Regulatory and reputational risks related to waste management and biodiversity impacts.	• Integration of circular economy practices, including waste reduction and recycling. • Expansion of sustainable sourcing requirements for suppliers. • Reduction of environmental footprint through improved waste segregation and recovery practices.

Product, Quality and Technology

Research, Innovation and Ecodesign in Action

At EMELEC & EM, innovation is a cornerstone of our long-term strategy and sustainability vision. We view research and development not only as a tool for technological advancement, but also as a critical enabler of sustainable growth. In 2024, we significantly enhanced our focus on **eco-innovation**, integrating environmental considerations into our design and product development processes.

Strengthening Sustainable R&D Investment

In 2024, total R&D and innovation investments reached **€895,000**, marking a substantial increase from **€610,000 in 2023**. Of this total, **€12,750** was allocated to sustainability-focused R&D projects, which now represent **1.4%** of our total R&D spending. Although this share is currently modest, it marks the launch of a dedicated effort to scale up green innovation initiatives in the years ahead.

The newly established Design Center began sustainability-focused projects in September 2024. These projects, aligned with market demand and long-term environmental goals, are systematically tracked and evaluated to ensure alignment with our sustainability roadmap. The center will continue to serve as a hub for innovation and eco-conscious product development through 2025.

Research, Innovation and Ecodesign in Action

Eco-Innovation in Practice

We are progressively embedding sustainability principles into product design by:

- **Transitioning to recyclable packaging materials** in place of non-recyclable plastic and foam alternatives. The full transition is expected to be completed in 2025.
- **Reducing the environmental footprint of production inputs**, including packaging and component materials, in alignment with international regulations and customer sustainability expectations.
- **Requesting carbon footprint data from suppliers**, with eight suppliers having already submitted emissions data to support our decarbonization targets.

Profitability through Sustainability

Our investments in innovation continue to deliver measurable business value. In 2024, both **R&D-driven products** and **product development outputs** contributed **19%** to profitability, up from **12% in 2023**. This increase reflects not only technical innovation but also growing market demand for sustainable, efficient, and reliable solutions.

Looking Ahead

Our strategy for 2025 and beyond focuses on scaling sustainable R&D efforts, increasing the proportion of green investments, and accelerating collaboration with academia and external partners. We aim to expand our eco-design practices, adopt circular design principles, and introduce innovative solutions that meet both environmental and economic objectives.

By aligning R&D with sustainability, we are building a product portfolio that supports our transition to a low-carbon economy while strengthening our market leadership in responsible innovation.

Product Quality and Customer Satisfaction

At EMELEC & EM, delivering high-quality and safe products is fundamental to our commitment to customer satisfaction and operational excellence. We continuously strive to improve our product offerings, strengthen customer engagement, and uphold global standards of product safety and quality management.

Customer Satisfaction and Feedback

We aim to maintain a customer satisfaction rate of at least **90% by 2030**. In **2024**, our satisfaction rate stood at **89%**, slightly below the previous year's 90%. To evaluate satisfaction levels, we conduct structured digital surveys annually, targeting key customers across product groups. In 2024, **30 responses** were received and reviewed, providing valuable feedback on service quality and product performance. These insights are analyzed systematically and fed into improvement actions.

Our **customer feedback mechanism** ensures two-way communication. Suggestions and complaints are tracked and responded to, with results integrated into our management reviews. Customer presentations and regular reporting on sustainability efforts further support transparency and strengthen stakeholder trust.

Compliance with International Product Quality Standards

We maintain compliance with **ISO 9001, ISO 14001,** and **ISO 45001** standards across all facilities. These certifications are renewed through regular audits and continuous updates to reflect evolving national and international requirements. Product quality is further supported by **TSE certifications** for domestic products and regional specification compliance for international exports.

In line with our continuous improvement approach, our internal laboratory initiated **ISO 17025** accreditation in 2024 for testing reliability and product validation. This effort is expected to be finalized in **2025,** significantly enhancing the credibility of our product test results and reinforcing trust in our safety claims.

Supplier Audits and Quality Oversight

In 2024, we conducted **21 supplier audits**, representing **29%** of our approved suppliers. Our target is to reach **40% coverage by 2025**, with the ultimate goal of auditing all critical suppliers by **2030**. Audits focus on product quality, safety, traceability, and sustainability practices, ensuring that supplier operations align with EMELEC & EM's standards and values.

Product Quality and Customer Satisfaction

Sustainability Reporting and Transparency

Our **2023 Sustainability Report** was published and made publicly available under the **SUSTAINABILITY** tab on our website. The report includes targets, progress tracking, ethics commitments, and performance data. We have also published our **Sustainability Policy** and **Code of Ethics** online to promote accountability and stakeholder awareness.

We integrate sustainability parameters into our **marketing and brand communication** strategies. Sustainability achievements are highlighted in customer presentations and digital campaigns, contributing to enhanced brand reputation and stakeholder confidence.

Product Labeling and Compliance

All products are delivered with comprehensive **technical documentation** and **labeling**, in line with **CE marking** regulations and customer requirements. This includes safety guidelines, certificates of conformity, and environmental or regulatory disclosures, enabling customers to make informed decisions and comply with local standards.

EMELEC & EM's Commitment to Digital Transformation

As part of our commitment to operational excellence, EMELEC & EM have prioritized the integration of digital technologies and robust information security practices. These efforts aim to improve efficiency, transparency, and responsiveness while safeguarding data privacy and ensuring compliance with national and international regulations.

Digitalization and Customer-Facing Technologies

We continue to expand our use of **closed-loop ERP systems** to improve process automation, operational traceability, and data accuracy. In 2024, customers were granted digital access to key technical documents **Technical Drawings, Mounting Instructions**, and **Technical Data Sheets** via **QR codes,** significantly enhancing transparency and speed in service delivery.

These systems reduce manual errors and processing time while enhancing customer experience. Digital tools are being used across various operational areas to reduce paper usage, streamline documentation, and provide timely support.

Information Security and Data Privacy

In line with applicable regulations, such as the **Turkish Personal Data Protection Law (KVKK)**, no personal data is collected or stored from customers beyond what is legally required for invoicing and communication. Our **Information Security Policy**, publicly available on our corporate website, outlines our commitment to protecting data integrity and privacy.

Backups and recovery plans are tested regularly. Backup copies are stored securely in cloud infrastructure with optimized bandwidth to avoid interference with daily operations. No security breaches or data leak incidents occurred in 2024.

Cybersecurity Measures and Training

In **2024**, all employees received **cybersecurity awareness training**, with a duration of **1 hour per person**. The training covered secure password practices, phishing awareness, and the importance of reporting incidents. These programs are part of our ongoing effort to build a culture of digital responsibility.

We also continued upgrading our cybersecurity infrastructure. In 2024, we completed **firewall upgrades, switch replacements, VLAN network structuring**, and **Windows 10 x64 installations**. The installation of new IoT servers is currently in progress, aiming to ensure secure data transmission within Industry 4.0 applications.

Artificial Intelligence and IoT Integration

As we progress toward Industry 4.0 maturity, we are evaluating opportunities to integrate **AI-driven predictive maintenance tools and remote production monitoring**. These tools are expected to increase operational efficiency while contributing to energy savings and product lifecycle optimization.

Sustainable Supply Chain Commitment and Progress

Our supply chain strategy is evolving to reflect a stronger commitment to **environmental, social, and governance (ESG) principles**. We have prioritized robust supplier evaluation, enhanced transparency, and climate-conscious procurement practices to advance our sustainability goals.

Responsible Supplier Audits and Monitoring

In 2024, we conducted **21 supplier audits,** covering approximately **29%** of our total suppliers. These assessments focused on **environmental health and safety (EHS) compliance**, prioritizing suppliers with **ISO 14001** and **RoHS** certifications. Our goal is to reach **80% supplier auditing coverage within three years**.

To reinforce expectations, **environmental clauses** were added to new supplier contracts. In 2024, we signed **20 such agreements**, clearly outlining environmental responsibilities and sustainability requirements.

Promoting Environmental Certification

A 2024 baseline review showed that a significant portion of our critical suppliers already hold **ISO 14001** certifications. We aim to expand this coverage across our supplier base by embedding certification requirements in procurement processes. Our target is to significantly increase supplier compliance with **recognized environmental management systems** by 2026.

Carbon Footprint Tracking in Logistics

We have initiated a supplier engagement program to **track carbon emissions** associated with logistics. In 2024, **eight suppliers** shared product-level carbon footprint data. This effort is part of a broader initiative to promote **climate transparency** in our supply chain and align with **Scope 3 emission tracking goals**.

Procurement Metrics	2023	2024
Total Number of Active Suppliers	1,198	2,700
Number of Active International Suppliers	5	15
Total Raw Material Procurement Expenditure (€)	2,600,000	3,600,000
International Raw Material Procurement Expenditure (€)	76,000	152,000
Share of Procurement Budget Allocated to International Procurement (%)	3%	4%
Total Quantity of Procured Raw Materials (tons)	221	330
Percentage of Suppliers Audited for ESG Compliance (%)	18%	29%

Sustainable Supply Chain Commitment and Progress

RAW MATERIAL PRODUCERS

- Stainless Steel
- Copper
- Epoxy
- Silicon
- Metallic hardware parts (bolts,nuts, etc.)

SUPPLIERS

- Stainless Steel
- Copper
- Epoxy
- Silicon
- Metallic hardware parts (bolts,nuts, etc.)

FACTORY / PRODUCTION

- 4000m2 production plant
- 80 workers
- 7.000 Link box production
- 50.000 Cleat production
- 1.000 Copper Casing production
- 10.000 filling compound production
- Welding
- Lathe Machine Operations
- Assembling
- Approved supplier of all Country Utilities around the world
- Exporting over 50 countries
- Distributors over 10 countries

LOGISTICS / TRANSPORTATION

- Shipment from Free-Zone
- Sea, land and air freight arrangements
- Extended range of different freight companies for every destination

CUSTOMERS

- More than 100 International Customers
- Around 10 Local Customers
- Cable and Accessory Manufacturers
- Contractors
- Transmission System Operators (TSO)
- Distribution System Operators (DSO)

Managing Emergencies and Strengthening Organizational Resilience

At EMELEC & EM, emergency preparedness and resilience are **essential components of our risk management and occupational health and safety approach**. We aim to protect our employees, operations, and value chain by identifying potential emergency scenarios, implementing preventive measures, and ensuring effective response capabilities.

Emergency Preparedness and Incident Management

A **structured system is in place** to identify, investigate, and manage incidents, including near-miss events. **Root cause analyses are conducted for all recorded incidents**, and corrective and preventive actions are defined, implemented, and monitored through our management systems. All incidents, including occupational accidents and near-miss cases, are documented and followed up until closure.

During the reporting period, **no major incidents requiring external emergency intervention were recorded**. Incident management processes continue to support **continuous improvement in workplace safety and operational resilience.**

Training, Drills, and Employee Participation

Emergency preparedness is reinforced through **regular training and drills**. Employees participate in **at least one emergency drill annually**, supported by pre-drill training sessions designed to enhance awareness and readiness. **Emergency response teams have been established**, and employees actively take part in these teams to support coordinated and timely interventions.

Feedback mechanisms are incorporated into drills through **scenario-based simulations**, allowing employees to contribute to the evaluation and improvement of emergency procedures. Outcomes of drills are reviewed, and identified gaps are addressed through **corrective actions**.

Emergency Risk Assessment and Continuous Improvement

Emergency risk assessments and intervention plans are r**eviewed and updated on a regular basis**. These reviews are supported by drill reports, training feedback, and internal evaluations. Emergency plans, roles, and responsibilities are updated accordingly to ensure preparedness remains aligned with **evolving operational risks**.

Regular emergency drills are conducted throughout the year, and the findings are documented. Where improvement needs are identified, **corrective actions are implemented and tracked to completion**.

Managing Emergencies and Strengthening Organizational Resilience

Coordination and Crisis Communication

Clear internal and external communication mechanisms are in place to support **effective crisis management**. Emergency communication teams and contact lists are maintained and regularly updated. In the event of an emergency, **designated communication channels ensure timely coordination** with employees and, where relevant, local authorities and emergency services.

Supply Chain and External Resilience

While emergency management practices currently focus primarily on internal operations, **initial steps have been taken to extend resilience considerations to the supply chain**. Action plans addressing emergency preparedness for key suppliers have been outlined. More detailed, supplier-specific emergency risk analyses and scenario-based action plans are **planned for the coming years** to strengthen supply chain resilience.

Forward Outlook

We recognize the importance of **continuously enhancing our emergency and disaster management practices**. In future reporting periods, we plan to further integrate supplier-level emergency preparedness, expand scenario-based risk analyses, and strengthen resilience planning to address **potential operational disruptions more comprehensively**.

Environmental Management and Performance

Environmental Management and Performance

At EMELEC & EM, environmental responsibility is an integral part of our operational approach. We focus on managing natural resources efficiently, minimizing environmental impacts, and ensuring full compliance with applicable environmental regulations. Our environmental practices are structured around water management, waste and circular economy practices, biodiversity protection, and environmental compliance.

Water Management and Water Use Efficiency

All operational water is supplied through municipal water systems within the organized industrial zone where our facilities are located. We do not abstract groundwater, surface water, seawater, or rainwater, and therefore our operations do not place pressure on natural water resources.

Water consumption is monitored annually and evaluated in relation to production volumes to support efficiency improvements. Measures aimed at reducing non-production water use have been implemented, including the installation of water-saving fixtures. All wastewater generated is discharged through the industrial zone's centralized wastewater treatment infrastructure. No direct discharge to natural water bodies occurs, and no environmental non-compliance related to water management was identified during the reporting period.

Waste Management and Circular Economy Practices

Waste management is a key component of our environmental strategy. Waste streams are segregated at source and classified as hazardous or non-hazardous in accordance with legal requirements. All waste is transferred to licensed recycling, recovery, or disposal facilities.

Hazardous waste generation is closely monitored, particularly in processes with higher environmental risk. Process improvements have been implemented to reduce hazardous waste intensity per product. Non-hazardous waste, especially metal scrap, is largely diverted from disposal through recycling channels, contributing to circular economy objectives.

Electronic waste is generated only through IT-related activities and does not occur in significant quantities. Packaging practices are subject to individual quality controls, and no product returns related to packaging issues were recorded during the reporting period. While life cycle assessments are not yet applied at product level, product design practices prioritize durability, efficient material use, and extended service life.

Management of Raw Materials and Natural Resources

Raw material procurement is managed through structured purchasing and inventory systems. Primary raw material suppliers are required to comply with applicable chemical regulations, and certifications such as REACH and RoHS are obtained and monitored on an ongoing basis.

At present, the use of recycled input materials is not systematically quantified at product level. However, recycled materials are utilized indirectly through licensed recycling processes, particularly in metal recovery. Supplier engagement on sustainability criteria has been strengthened, including the collection of carbon footprint data and verification of environmental certifications.

We recognize the importance of enhancing traceability and material flow transparency and plan to further develop data collection practices in future reporting periods.

Environmental Management and Performance

Biodiversity and Ecosystem Considerations

Our facilities operate within an organized industrial zone and are not located in or adjacent to protected areas or regions with high biodiversity value. As a result, no significant direct impacts on biodiversity have been identified.

Environmental risk assessments are conducted as part of our environmental management system, and compliance with environmental legislation is closely monitored. While no biodiversity restoration projects were implemented during the reporting period, awareness-raising and voluntary initiatives are being evaluated as part of our longer-term environmental planning.

Environmental Compliance

Compliance with environmental laws and regulations is a fundamental requirement of our operations. No environmental fines, penalties, or sanctions were imposed during the reporting period. Environmental performance is monitored through internal procedures, external audits, and cooperation with the organized industrial zone authorities.

Continuous Improvement and Forward Outlook

While our environmental management practices cover a broad range of topics, we acknowledge that certain areas require further development. These include enhanced tracking of recycled input materials, product-level environmental assessments, and the expansion of biodiversity-related initiatives.

We remain committed to strengthening our environmental performance through continuous improvement, transparent reporting, and alignment with evolving regulatory and stakeholder expectations.

Emission Reduction, Energy Management, and Combating Climate Change

EMELEC & EM consider the systematic monitoring and reduction of environmental impacts arising from its operations as one of the core components of its sustainability approach. In this context, the Group regularly monitors its greenhouse gas emissions and energy consumption and adopts a strategic management approach to combating climate change by evaluating the obtained data within the framework of internationally recognized methodologies.

Scope, Calculation Methodology, and Emissions Profile

The 2024 greenhouse gas inventory has been prepared to cover the consolidated data of the EMELEC & EM headquarters and the Desbaş production facility. Emission calculations were carried out in line with the principles of the Greenhouse Gas Protocol, and current emission factors published by IPCC, DEFRA 2025, EPA 2025, and the Republic of Türkiye Ministry of Energy and Natural Resources were utilized in the calculation process. This approach ensures that the calculations are aligned with international standards and are comparable and traceable.

Greenhouse gas emissions are addressed under three main scopes: direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and other indirect emissions originating from the value chain (Scope 3).

Scope 1 emissions include direct emissions occurring under the Company's control. Within this scope, emissions from stationary combustion sources primarily arise from natural gas and generator consumption used in production and office activities, while emissions from mobile combustion sources result from fuel use by operational vehicles such as company cars and forklifts. In 2024, the total emissions calculated under Scope 1 amounted to 92.24 tons of CO_2 equivalent. Scope 2 emissions comprise indirect emissions resulting from the generation of electricity consumed at the facilities. In the calculations, the Türkiye Electricity Generation and Electricity Consumption Point Emission Factors Information Form 2024 was used, and a location-based approach was adopted. Accordingly, Scope 2 emissions for 2024 were calculated as 219.57 tons of CO_2 equivalent.

Within the scope of Scope 3 emissions, priority categories within the Company's value chain were addressed. In this context, emissions arising from third-party transportation and distribution activities, employee commuting and remote working, business travel, and the procurement of raw materials and intermediate products for manufacturing were included in the calculations. In 2024, the total Scope 3 emissions arising from these categories were determined as 54.91 tons of CO_2 equivalent. EMELEC & EM considers the gradual expansion of Scope 3 coverage and the more systematic monitoring of supplier-related emissions among its medium-term objectives.

Emission Reduction, Energy Management, and Combating Climate Change

Energy Management Approach

At EMELEC & EM, energy consumption is considered a key indicator directly associated with the environmental impacts of operational activities. Energy use within the Company is regularly monitored on a facility basis through billing and activity data, and electricity and natural gas consumption constitute the main inputs for emission calculations. The energy management approach is based on the principles of increasing energy efficiency and optimizing resource use.

As of 2024, EMELEC & EM do not have an active application for renewable energy procurement. A project for the installation of solar energy panels on the factory roof was evaluated; however, this application could not be implemented due to organized industrial zone regulations and space constraints. Nevertheless, the integration of renewable energy sources remains a potential target area within the medium- and long-term sustainability roadmap.

Emission Reduction Strategy and Targets

EMELEC & EM build their emission reduction approach primarily on the principles of measurement, monitoring, and comparability. Reference emission data established based on 2023, together with the 2024 calculations, serve as key inputs for determining the Company's future reduction targets. Within this framework, achieving a gradual reduction in Scope 1 and Scope 2 emissions in the medium and long term is among the Company's strategic sustainability objectives.

The main elements of the reduction strategy have been identified as increasing energy efficiency in production and operational processes, optimizing equipment and infrastructure, monitoring energy consumption habits, and developing cooperation mechanisms with the supply chain. On the Scope 3 side, a process has been initiated to request carbon footprint data from logistics service providers and key suppliers, and transportation-related emission data have been obtained from eight main suppliers. This approach is considered the first step toward establishing an institutional structure for emission management across the value chain.

Although the carbon intensity indicator (linking total emissions with financial performance) is not yet reported numerically, EMELEC & EM plan to use this indicator as a methodological tool for monitoring sustainability performance in the coming periods. In this context, the development of data infrastructure and reporting systems to integrate emission data with financial indicators is ongoing.

Emission Reduction, Energy Management, and Combating Climate Change

Combating Climate Change and Corporate Approach

EMELEC & EM address climate change not only as an environmental issue but also as a strategic risk and opportunity area in terms of operational continuity, cost management, and competitiveness. Increasing energy costs, national and international regulations, and expectations regarding supply chain-related emissions are among the key determinants of the Company's approach to combating climate change.

Within this framework, EMELEC & EM regularly monitor and transparently report their greenhouse gas emissions and designs their emission reduction targets based on a data-driven approach. The Group plans to increase energy efficiency projects, deepen supplier collaborations, and reassess opportunities for renewable energy integration in the upcoming period. This approach supports EMELEC & EM's goal of creating long-term sustainable value while fulfilling their corporate responsibility in combating climate change.

EMELEC & EM 2024 Greenhouse Gas Emissions Inventory

Category	Emissions (ton CO_2e)
Scope 1	**92.2**
Direct emissions from stationary combustion sources	57.3
Direct emissions from mobile combustion sources	34.9
Scope 2	**219.5**
Indirect emissions from the generation of imported electricity	219.5
Scope 3	**54.9**
Indirect emissions from outbound transportation or distribution of goods	17.7
Indirect emissions from employee commuting and remote working	16.5
Indirect emissions from business travel and accommodation	2.6
Indirect emissions from purchased raw materials, materials, semi-finished products, etc. related to product manufacturing	17.8

Social Values

Occupational Health and Safety at EMELEC & EM

At EMELEC & EM, **occupational health and safety is a fundamental element of our operational resilience and sustainability approach**. We are committed to providing a **safe, healthy, and respectful working environment** for all employees by systematically identifying risks, preventing incidents, and continuously strengthening our safety culture.

OHS Management System and Governance

Our occupational health and safety practices are governed by a **formal Occupational Health and Safety Policy** and supported by an **ISO 45001–certified management system**. This system applies to a**ll employees across our operations** and ensures compliance with national regulations while aligning with internationally recognized best practices.

Occupational health services are provided in accordance with legal requirements, supporting **preventive health monitoring, risk-based medical assessments, and workplace safety oversight**. These services contribute to the early identification of potential health risks and reinforce preventive controls.

Risk Identification, Incident Management, and Corrective Actions

EMELEC & EM maintain a **structured and systematic approach to hazard identification and risk assessment**. All workplace incidents, near-miss events, and unsafe conditions are recorded and investigated through r**oot cause analysis and corrective action procedures** embedded within our management systems.

Each incident is evaluated to identify underlying causes, and corrective and preventive actions are defined, implemented, and monitored. Outcomes are documented to ensure traceability and continuous improvement. This approach enables us to proactively reduce risks and strengthen operational safety.

Employee Participation, Training, and Awareness

Employee participation is a core pillar of our occupational health and safety framework. Employees actively contribute to safety practices through **training programs, emergency drills, and feedback mechanisms** that support continuous learning and engagement.

In 2024, **all employees received occupational health and safety training**, covering workplace safety, emergency preparedness, and risk awareness. Training effectiveness is reviewed regularly to ensure alignment with evolving operational risks and regulatory expectations.

Looking ahead, EMELEC & EM plan to **expand the scope of OHS training beyond regulatory requirements**, progressively integrating topics such as **ergonomics, stress management, psychosocial risks, and safe behavioral practices**. These initiatives aim to support both physical safety and overall employee well-being.

Occupational Health and Safety at EMELEC

Health Promotion and Well-Being

In addition to accident prevention, we recognize the importance of promoting employee health and well-being. Preventive measures addressing workplace ergonomics and psychosocial risks are being progressively integrated into our occupational health and safety programs. These efforts support a **holistic approach to employee well-being**, reinforcing a safe and supportive work environment.

Workplace Safety Performance

During the reporting period, **no fatal accidents or occupational disease cases were recorded**. While work-related incidents occurred in 2024, **continuous risk prevention measures and corrective actions** were applied to reduce recurrence and strengthen safety controls.

Our long-term objective remains to **maintain a zero Lost Time Injury (LTI) target**, supported by regular monitoring, ongoing hazard mitigation, and continuous improvement of safety procedures.

Emergency Preparedness and Response

EMELEC & EM conduct **regular emergency drills and preparedness exercises** to ensure effective response to potential emergency situations. Employees participate actively in these drills, and emergency response teams, communication plans, and contact lists are reviewed and updated regularly.

Coordination with **local authorities and emergency services** is maintained to ensure effective crisis management. Feedback from drills is evaluated systematically, and identified improvement areas are addressed through corrective actions.

Supplier and Contractor Occupational Health and Safety

Occupational health and safety expectations are increasingly integrated into **supplier and contractor assessment processes**. While supplier-specific OHS practices are at different stages of maturity, EMELEC & EM are working to **strengthen OHS requirements across the supply chain** through defined criteria, monitoring frameworks, and future audit mechanisms aligned with our safety standards.

Continuous Improvement and Future Focus

EMELEC & EM remain committed to the **continuous improvement of occupational health and safety performance**. Future priorities include:

- Enhancing employee engagement and safety awareness
- Expanding preventive and well-being–focused training programs
- Strengthening contractor and supplier OHS oversight
- Reinforcing a proactive, prevention-oriented safety culture

Through these efforts, occupational health and safety is embedded as a **shared responsibility across all levels of the organization**, supporting employee well-being, operational continuity, and long-term sustainability.

Diversity, Equal Opportunity, Human Resources Practices and Gender Equality

We consider our employees to be a central stakeholder group and a key driver of our long-term sustainability performance. Our human resources approach is based on **equal opportunity, diversity, inclusion, employee well-being, and continuous development**, supported by transparent employment practices and fair working conditions.

Workforce Structure and Employment Practices

Our workforce consists of both white-collar and blue-collar employees working under permanent and part-time employment arrangements. In 2024, **the total number of employees increased compared to the previous year**, reflecting business growth and operational needs. Employment relationships are governed by national labor legislation, and **no collective bargaining agreements are currently in place**.

Employee turnover declined significantly in 2024 compared to 2023, indicating **improved workforce stability and retention**. Voluntary turnover rates decreased across most age groups and management levels, supported by targeted retention efforts and improved internal engagement practices.

Equal Opportunity, Diversity, and Inclusion

We are committed to providing a workplace free from discrimination and harassment. Recruitment, promotion, training, and performance evaluation processes are designed to ensure **equal treatment regardless of gender, age, or other personal characteristics**.

Gender diversity remains a focus area. In 2024, **women represented approximately 40% of management positions**, maintaining the same level as the previous year. Female representation in the overall workforce and in white-collar roles increased, while participation of employees under the age of 30 also showed growth, supporting generational diversity.

Although **formal diversity or inclusion training programs were limited during the reporting period**, sustainability- and ethics-related awareness topics were covered within broader training activities. Dedicated diversity and human rights training programs are planned for the coming years.

Gender Equality and Representation

Promoting gender equality is a key focus area within our people strategy. The representation of women in management positions remained stable at approximately 40% in 2023–2024, reflecting sustained progress toward long-term diversity objectives.

Gender distribution is tracked across:

- Total workforce
- White-collar and blue-collar roles
- Management levels (first, middle, and senior management)
- Recruitment and turnover data

Diversity, Equal Opportunity, Human Resources Practices and Gender Equality

This approach ensures transparency and supports targeted actions where imbalances may arise. Women's participation in STEM-related and technical roles continues to be monitored to inform future talent development initiatives.

Training, Learning, and Employee Development

Employee development is supported through **training programs focused on technical skills, quality, sustainability, health and safety, and professional competence**. While total training hours decreased in 2024 compared to 2023, this reduction was primarily due to a lower volume of internal training sessions.

Despite this decrease:

- **Sustainability-focused trainings** were delivered during the reporting period
- Mandatory trainings related to quality, safety, and operational requirements were maintained
- Planning is underway to **increase internal training hours in 2025–2026**, with a stronger emphasis on sustainability, ethics, and employee development

Training hours are monitored by **gender, age group, and management level**, supporting equitable access to learning opportunities across the organization.

Talent Management, Retention, and Turnover

We aim to maintain a **stable and skilled workforce** through structured talent management practices, internal development opportunities, and continuous performance monitoring. Employee turnover rates declined further in 2024, indicating strong retention performance across most age groups and management levels.

Turnover data is analyzed by:

- Gender
- Age group
- Management level
- Voluntary and total turnover

This analysis supports proactive workforce planning and targeted retention strategies, particularly for critical roles.

Diversity, Equal Opportunity, Human Resources Practices and Gender Equality

Employee Well-Being, Benefits, and Social Support

Employee well-being is supported through a comprehensive set of financial and non-financial benefits. In 2024, **expenditures on employee benefits and supplementary services accounted for approximately 28% of total company revenue**, reflecting our commitment to social support and employee satisfaction.

Employee benefits include:

- **Compensation and salary payments**
- **Meal services**
- **Transportation and shuttle services**
- **Private pension system (BES) contributions**
- **Education and training support**
- **Fuel and commuting assistance**
- **Mobile communication support**
- **Supplementary private health insurance**
- **In-kind assistance and seasonal gifts**

These benefits are provided in line with legal requirements and internal policies and are reviewed periodically to align with employee needs.

Human Rights and Ethical Commitments

We respect internationally recognized human rights principles and prohibit **child labor, forced labor, and any form of discrimination** across our operations. Our **Code of Conduct** is publicly available and applies to employees and business partners.

While **a standalone whistleblowing or grievance reporting mechanism is not currently in place**, no confirmed cases related to human rights violations, discrimination, or unethical labor practices were reported during the reporting period. Establishing a formal reporting and notification channel is identified as a **medium-term improvement area**.

Public Relations, Social Policies, Civil Society, and Local Practices

At EMELEC & EM, we approach public relations and local practices through a framework grounded in **social inclusion, local economic contribution, and transparent stakeholder engagement**. We assess and manage our impacts on employees, suppliers, local stakeholders, and the wider community in line with our sustainability priorities and operational scale.

Social Inclusion and Workplace Culture

Employee engagement and perception surveys conducted during the reporting period indicate a **positive and inclusive workplace culture**. In 2024, **84% of our employees stated that no discrimination exists within** EMELEC & EM, while **78% expressed positive feedback regarding the consideration of their ideas and suggestions in work-related matters**.

We regularly monitor workforce characteristics such as **age group, gender distribution, and management level**, and integrate these indicators into our internal performance monitoring processes. Women's participation across the workforce and their representation in management positions are tracked on a year-over-year basis, with **existing representation levels maintained during the reporting period**.

These results demonstrate that our commitment to inclusivity is reflected not only in our internal policies but also in daily workplace practices and employee perceptions.

Contribution to the Local Economy and Supply Chain Practices

Supporting the **local economy** remains a key priority within our procurement strategy. As of 2024, **96% of our suppliers were local**, contributing to regional economic development while enhancing supply chain resilience and continuity. Our local procurement practices are maintained at a stable level, reinforcing long-term supplier relationships.

Community Engagement and Social Investment

During the reporting period, **we did not implement any dedicated community engagement or civil society–focused projects**. Accordingly, no specific budget allocation or structured social investment program was executed in 2024.

We recognize community engagement and local development initiatives as **potential focus areas for medium-term planning**, taking into account our operational scope and sustainability priorities. This topic remains an area with development potential for future reporting periods.

Public Relations, Social Policies, Civil Society, and Local Practices

Development of Local Suppliers and Manufacturers

While collaboration with existing local suppliers continued throughout 2024, **we did not launch any new structured supplier development or capacity-building programs** during the reporting period. Procurement volumes and established supplier relationships were maintained.

Initiatives aimed at supporting the long-term development of local manufacturers are considered a **future opportunity**, to be evaluated as our supply chain maturity and organizational capacity evolve.

Overall Perspective

Within the scope of public relations and local practices, **we demonstrate a strong current position in local procurement performance, employee inclusivity and non-discrimination, and economic contribution through purchasing activities**. At the same time, **community engagement initiatives and structured local supplier development programs** have been identified as areas for potential improvement and strategic consideration in future periods.

Annex

ANNEX 1. Performance Indicators

Product, Quality and Technology

R&D, P&D, Innovation and Ecodesign	2023	2024
Total R&D and Innovation Investments (€)	610,000	895,000
Sustainable-Focused R&D and Innovation Investments (€)	-	12,750
Ratio of Sustainable-Focused R&D and Innovation Budget to Total R&D and Innovation Budget (%)	-	1.4
Impact of R&D Products on Profitability (%)	12	19
Impact of Product Development Products on Profitability (%)	12	19

Product Quality and Customer Satisfaction	2023	2024
Customer Satisfaction Rate (%)	90	89
Rate of Products Produced in Compliance with International Product Safety and Quality Management Systems (%)	100	100
Percentage of Suppliers Assessed for Product Safety and Quality (%)	18	29
Quality Management System Certificate	https://www.emelec.com.tr/en/corparate/our-certificates	

Sustainable Purchasing, Logistics and Supply Chain Practices	2023	2024
The Percentage of Suppliers Subjected to Environmental and Social Audits/ Performance Monitoring/Approval of Codes of Conduct (%)	18	29
Number of Active Suppliers	1,198	2,700
Number of Active Suppliers (International)	5	15
Total Expenditure for Raw Material Procurement (€)	2,600,000	3,600,000
Total Expenditure for Raw Material Procurement (International) (€)	76,000	152,000
Percentage of Total Procurement Budget Allocated to International Raw Material Procurement (%)	3	4
Total Quantity of Procured Raw Materials (ton)	221	330

Emergency and Disaster Management, Resilience Practices	2023	2024
Number of Emergency Drills and Trainings Conducted	1	1

Environment

Emission Reduction, Energy Management and Combating Climate Change	2023	2024
Direct Greenhouse Gas Emissions (Scope 1) (ton CO_2e)	110.2	92.2
Indirect Energy-related Greenhouse Gas Emissions (Scope 2) (ton CO_2e)	178.5	219.6
Scope 3 Total Emissions (ton CO_2)	61.1	54.9
Non-Renewable Energy Consumption (kW)	359,842	802,369
Renewable Energy Consumption (kW)	0	0
Renewable Electricity Supply Rate (%)	0	0
Natural Gas Savings (m^3)	-	4,823
Gasoline Savings (L)	-	0
Diesel Fuel Savings (L)	-	4,057
Electricity Used (kW)	406,818	494,184
Natural Gas Used (m^3)	33,819	28,996
Gasoline Used (L)	4,000	8,164
Diesel fuel Used (L)	9,759	5,702
Coal Used (ton)	0	0
Lignite Used (ton)	0	0

Zero Waste, Recycling and Circular Economy Practices	2023	2024
Amount of Waste Generated (ton)	118	144.9
Hazardous waste	13	15.7
Non-hazardous waste	49	55.1
Metal	46	53.1
Plastic	1	1
Paper - Cardboard	1	1
Glass	0	0
Wood	0	0
Electronic Waste	0	0
Waste Battery	0	0
Municipal Waste Generated	8	19
Treated Sewage Sludge	0	0
Amount of Waste Prevented from Disposal (ton)	48	55
Metal	46	53.1
Plastic	1	1
Paper - Cardboard	1	0.9
Glass	0	0
Wood	0	0
Electronic Waste	0	0
Waste Battery	0	0
Municipal Waste Generated	0	0

Zero Waste, Recycling and Circular Economy Practices	2023	2024
Treated Sewage Sludge	0	0
Other	0	0
Amount of Waste sent to Disposal (ton)	8	0
Metal	0	0
Plastic	0	0
Paper - Cardboard	0	0
Glass	0	0
Wood	0	0
Electronic Waste	0	0
Waste Battery	0	0
Municipal Waste Generated	8	0
Treated Sewage Sludge	0	0
Other	0	0
Amount of Hazardous Waste by Recovery/ Disposal Method (ton)	34	15.7
Reuse	13	0
Recycle	0	0
Recovery	0	0
Energy Recovery	0	15.7
Waste Incineration	13	0
Landfill	8	0
Amount of Non-Hazardous Waste by Recovery/Disposal Method (ton)	49	55.1
Recycle	49	55.1
The Rate of Waste Reused/Recycled (%)	78	77

Water Management, Water Use Efficiency and Studies on Reducing Water Stress	2023	2024
Municipal Water Consumption (m^3)	1,586	3,063
Groundwater Consumption (m^3)	0	0
Fresh Surface Water Consumption (m^3)	0	0
Sea Water Consumption (m^3)	0	0
Other (Rain Water etc.) Water Consumption (m^3)	0	0
Recycled Water Amount (m^3)	0	0
The Amount of Post-Treatment Facility Discharge into the Receiving Environment (m^3)	0	0
The Amount of Industrial Zone Wastewater treatment plant discharge (m^3)	1,586	2,748
The Amount of Direct Discharge to the Sewer Network (Wastewater Channel) (m^3)	0	0
The Amount of Discharge into Natural Resources such as the Sea, Lake, River, etc. (m^3)	0	0
Water Usage Per Unit of Production (m^3)	0.3	0.6

Biodiversity, Ecosystem Conservation and Environmental Studies	2023	2024
Number of Environmental Penalties Imposed	0	0
The Total Hours of Environmental Training Provided to Employees (employeehour)	37	40
Environmental Management System Certification	https://www.emelec.com.tr/en/corparate/our-certificates	
Environmental Investments and Expenditures (€)	3,300	10,700
Quality, Health & Safety and Environmental Policy	https://www.emelec.com.tr/en/corparate/mission-vision	

Social Responsibility

Occupational Health and Safety	2023	2024
Daily Working Hours	9	18
Number of Working Days Per Month	0	44
Total Monthly Working Hours	165	168
Total Annual Working Hours	1,980	4,482
Total Number of Work Accidents	0	3
Number of Occupational Injuries	0	3
Number of Fatal Accidents	0	0
Non-Reported (No-Lost-Time) Accidents	1	0
Lost Time Injuries (LTI)	0	3
Accident Frequency Rate (AFR)	0	15.4
Accident Severity Rate (ASR)	0	0
Total Number of Lost Workdays	0	85

Occupational Health and Safety	2023	2024
Lost Workday Rate	0	0.2
Number of Occupational Disease Cases	0	0
Absenteeism Rate Due to Occupational Diseases	0	0
Average Occupational Health and Safety Training Hours Per Employee	-	3
Total Occupational Health and Safety Training Hours	-	3
Total Training Hours for Contract Workers	-	0
Occupational Health and Safety Management System Certificate	https://www.emelec.com.tr/en/corparate/our-certificates	

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Total Number of Employees	72	87
Female	0	15
Male	72	72
Number of White-Collar Employees	40	38
Female	14	15
Male	26	23
Number of Blue-Collar Employees	46	49
Female	0	0
Male	46	49

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Number of Employees Covered by Collective Bargaining Agreement	0	0
Female	0	0
Male	0	0
Number of Employees by Employment Type	86	87
Full Time	82	83
Part Time	4	4
Number of White-Collar Employees by Employment Type	40	38
Full Time	36	34
Part Time	4	4
Number of Blue-Collar Employees by Employment Type	46	49
Full Time	46	49
Part Time	0	0
Number of Employees Under the Age of 30	10	15
Female	1	2
Male	9	13
Number of Employees Between the Ages of 30-50	66	55
Female	10	3
Male	56	52
Number of Employees Over the Age of 50	10	10
Female	3	3
Male	7	7

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Number of Employees with Managerial Positions	17	22
Female	6	6
Male	11	16
Number of Managers Under 30 Years Old	0	0
Female	0	0
Male	0	0
Number of Managers Between 30 and 50 Years Old	13	18
Female	4	4
Male	9	14
Number of Managers Above 50 Years Old	4	4
Female	2	2
Male	2	2
Number of First-Level Managers	7	10
Female	2	0
Male	5	10
Number of Middle-Level Managers	6	8
Female	1	3
Male	5	5
Number of Senior-Level Managers	4	4
Female	3	3
Male	1	1
Percentage of Female Employees in STEM (IT, Engineering, etc.) Roles (%)	6	6

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Number of Disabled Employees	4	2
Female	2	0
Male	2	2
Number of Foreign Employees	0	0
Female	0	0
Male	0	0
New Hires Under 30 Years Old	3	5
Female	1	0
Male	2	5
New Hires Between 30-50 Years Old	4	1
Female	2	0
Male	2	1
New Hires Age 50 and Above	0	0
Female	0	0
Male	0	0
Number of Employees in R&D, Innovation, and Digitalization Departments	3	5
Female	0	0
Male	3	5
Number of Employees with 0-5 Years of Tenure	26	29
Female	7	8
Male	19	21

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Number of Employees with 5-10 Years of Tenure	20	11
Female	0	0
Male	20	11
Number of Employees with 10+ Years of Tenure	39	44
Female	7	7
Male	32	37
Number of Employees under 30 Years Old Who Left the Company	1	1
Female	0	0
Male	1	1
Number of Employees between 30 and 50 Years Old Who Left the Company	5	1
Female	0	0
Male	5	1
Number of Employees above 50 Years Old Who Left the Company	1	1
Female	0	0
Male	1	1
Total Number of Employees Who Left the Company	7	3
Female	0	0
Male	7	3

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Number of First-Level Managers Who Left the Company	0	0
Female	0	0
Male	0	0
Number of Middle-Level Managers Who Left the Company	0	0
Female	0	0
Male	0	0
Number of Senior-Level Managers Who Left the Company	0	1
Female	0	0
Male	0	1
Number of Employees Aged 30 and Below Who Voluntarily Left the Company	1	1
Female	0	0
Male	1	1
Number of Employees Aged 30-50 Who Voluntarily Left the Company	3	0
Female	0	0
Male	3	0
Number of Employees Aged 50 and Above Who Voluntarily Left the Company	1	0
Female	0	0
Male	1	0
Voluntary Turnover of First-Level Managers	0	0
Female	0	0
Male	0	0

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Voluntary Turnover of Middle-Level Managers	0	0
Female	0	0
Male	0	0
Voluntary Turnover of Senior-Level Managers	0	0
Female	0	0
Male	0	0
Number of Positions Filled with Internal Candidates	1	0
Female	0	0
Male	1	0
Total Number of Open Positions	0	0
Turnover Rate for Employees aged 30 and younger	7.6	1.1
Turnover Rate for Employees aged 30-50	7.5	1.1
Turnover Rate for Employees aged 50 and above	20	1.1
Female Employees Turnover Rate	0	0
Male Employees Turnover Rate	10.6	0.3
Turnover Rate for First-Level Managers	0	0
Turnover Rate for Middle-Level Managers	0	0
Turnover Rate for Top-Level Managers	0	1.1
Voluntary Turnover Rate for Employees Under 30 Years Old	1	1.1
Voluntary Turnover Rate for Employees Between 30-50 Years Old	3	0

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Voluntary Turnover Rate for Employees Over 50 Years Old	1	0
Voluntary Turnover Rate for Female Employees	0	0
Voluntary Turnover Rate for Male Employees	7	1.1
Voluntary Turnover Rate for Entry-Level Managers	0	0
Voluntary Turnover Rate for Middle-Level Managers	0	0
Voluntary Turnover Rate for Top-Level Managers	0	0
Total Voluntary Turnover Rate	7	1.1
Number of Employees on Maternity/ Paternity Leave	3	3
Female	0	1
Male	3	2
Number of Employees Returning to Work after Maternity/Paternity Leave	3	3
Female	0	1
Male	3	2
Number of Employees Returning to Work after Maternity/Paternity Leave and Continuing Employment for at least 12 Months	3	3
Female	0	1
Male	3	2

Diversity, Equal Opportunity, Human Resources Practices and Talent Management	2023	2024
Maternity/Paternity Leave Return Rate		
Female	100	100
Male	3	100
Total Training Hours	577	246
Female	92	12
Male	485	234
Average Annual Training Hours per Employee		
Female	7	0.8
Male	7	3.2
Total Training Hours for Employees Under 30	10	214
Total Training Hours for Employees Aged 30-50	66	399
Total Training Hours for Employees Aged 50 and Above	10	65
Total Training Cost		2,800
Average Annual Training cost Per Employee		32
Personal Development Training Hours	2	2
Female	1	1
Male	1	1
Employee Engagement (Overall Score)	71.7	70

Gender Equality Practices	2023	2024
Percentage of Women Employees at Management Level (%)	41	40

Public Relations, Social Policies, Civil Society and Local Practices	2023	2024
Local Procurement Ratio to the Total Procurement (%)	97	96

Corporate Governance

Combating Anti-Competitive Behavior and Corruption	2023	2024
The Number of Identified Cases Related to Corruption	0	0

Participation in Sustainable Development Networks and International Compliances	2023	2024
Sustainability Webpage Link	https://www.emelec.com.tr/en/surdurulebilirlik	

Economic Performance, Global Markets and Market Presence	2023	2024
Market Share within the European Union (%)	62	63

ANNEX 2. GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	**GRI 2: 1 The Organization and Its Reporting Practices**				
	2-1 Organizational details				
	Legal Name	EMELEC Elektrik Mühendislik San. Tic. A.Ş			
	Nature of ownership and legal structure	About The Report Who We Are Governance Structure			
	Location of Headquarters	Contact			
	Countries of Operations	About The Report Who We Are			
	2-2 Entities included in the organization's sustainability reporting	About The Report			
	2-3 Reporting period, frequency and contact point	About The Report Reporting will be done annually.			
	2-4 Restatements of information	There is no restatements of information.			
	2-5 External assurance	No external audit has been carried out for sustainability issues.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	**GRI 2: 2 Activities and Workers**				
	2-6 Activities, value chain and other business relationships	Message From the Management Who We Are Partnerships for Sustainable Progress and Inclusive Governance Sustainable Supply Chain Commitment and Progress There were no significant changes in the size, structure, ownership or supply chain of the organization during the reporting period.			
	2-7 Employees	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	2-8 Workers who are not employees	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	GRI 2: 3 Governance				
	2-9 Governance structure and composition	Governance Structure Sustainability Governance			
	2-10 Nomination and selection of the highest governance body		2-10 a, 2-10 b	Confidentiality constraints	Due to the organization's confidentiality policies, EMELEC does not publicly disclose information regarding the selection and appointment of the highest governance body.
	2-11 Chair of the highest governance body	Who We Are Governance Structure			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure Sustainability Governance			
	2-13 Delegation of responsibility for managing impacts	Governance Structure Sustainability Governance			
	2-14 Role of the highest governance body in sustainability reporting	Governance Structure Sustainability Governance			
	2-15 Conflicts of interest	Governance Structure Ethics, Integrity and Compliance			
	2-16 Communication of critical concerns	Governance Structure Ethics, Integrity and Compliance			
	2-17 Collective knowledge of the highest governance body		2-17 a	Confidentiality constraints	Due to the organization's confidentiality policies, EMELEC does not publicly disclose this information.
	2-18 Evaluation of the performance of the highest governance body		2-18 a, 2-18 b, 2-18 c	Confidentiality constraints	Due to the organization's confidentiality policies, EMELEC does not publicly disclose this information.
	2-19 Remuneration policies		2-19 a, 2-19 b	Confidentiality constraints	Due to the organization's confidentiality policies, EMELEC does not publicly disclose this information.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Ethics, Integrity and Compliance Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	2-21 Annual total compensation ratio		2-21 a, 2-21 b, 2-21 c	Confidentiality constraints	Due to the organization's confidentiality policies, EMELEC does not publicly disclose this information.
	GRI 2: 4 Strategy, Policies, and Practices				
	2-22 Statement on sustainable development strategy	Message From the Management Ethics, Integrity and Compliance Future Vision and Sustainability Targets			
	2-23 Policy commitments	Ethics, Integrity and Compliance			
	2-24 Embedding policy commitments	Ethics, Integrity and Compliance			
	2-25 Processes to remediate negative impacts	Ethics, Integrity and Compliance			
	2-26 Mechanisms for seeking advice and raising concerns	Ethics, Integrity and Compliance			
	2-27 Compliance with laws and regulations	Ethics, Integrity and Compliance During the reporting period, no incidents of non-compliance with national or international laws occurred, and no administrative or financial penalties were incurred related to non-compliance with laws and regulations.			
	2-28 Membership associations	Ethics, Integrity and Compliance Partnerships for Sustainable Progress and Inclusive Governance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	**GRI 2: 5 Stakeholder Engagement**				
	2-29 Approach to stakeholder engagement	Ethics, Integrity and Compliance Partnerships for Sustainable Progress and Inclusive Governance			
	2-30 Collective bargaining agreements	Ethics, Integrity and Compliance Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets			
	3-2 List of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets			

GRI 200: ECONOMIC STANDARD SERIES

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Economic Performance (Material Topic Name as Economic Performance, Global Markets and Market Presence)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Message from the Management Economic Performance and Market Presence Sustainable Supply Chain Commitment and Progress			
	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance and Market Presence Risks and Opportunities			
	201-4 Financial assistance received from government	Economic Performance and Market Presence			
Market Presence (Material Topic Name as Economic Performance, Global Markets and Market Presence)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Governance Structure Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	202-2 Proportion of senior management hired from the local community	Governance Structure			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Procurement Practices (Material Topics Name as Sustainable Procurement, Logistics, and Supply Chain Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics, Integrity and Compliance			
	205-2 Communication and training about anti-corruption policies and procedures	Ethics, Integrity and Compliance			
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption within the organization or among our business partners, and we have no ongoing lawsuits or legal penalties related to corruption.			
Anti-competitive behavior (Material Topic Name as Combating Anti-Competitive Behavior and Corruption)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics, Integrity and Compliance Performance Indicators There were no ongoing or completed legal proceedings during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Tax (Material Topic Name as Economic Performance, Global Markets and Market Presence)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 207: Tax 2019	207-1 Approach to tax	Economic Performance and Market Presence			
	207-2 Tax governance, control, and risk management	Economic Performance and Market Presence			
	207-3 Stakeholder engagement and management of concerns related to tax	Economic Performance and Market Presence			

GRI 300: ENVIRONMENTAL STANDARD SERIES

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Materials (Material Topic Name as Management of Raw Materials and Natural Resources)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Management of Raw Materials and Natural Resources Performance Indicators			
	301-2 Recycled input materials used	Management of Raw Materials and Natural Resources Performance Indicators			
	301-3 Reclaimed products and their packaging materials	Management of Raw Materials and Natural Resources Performance Indicators			
Energy (Material Topic Name as Emission Reduction, Energy Management, and Combating Climate Change)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	302-2 Energy consumption outside of the organization	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	302-3 Energy intensity	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	302-5 Reductions in energy requirements of products and services	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
Water and effluents (Material Topic Name as Water Management and Water Use Efficiency)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management and Water Use Efficiency Performance Indicators			
	303-2 Management of water discharge-related impacts	Water Management and Water Use Efficiency Performance Indicators			
	303-3 Water withdrawal	Water Management and Water Use Efficiency Performance Indicators			
	303-4 Water discharge	Water Management and Water Use Efficiency Performance Indicators			
	303-5 Water consumption	Water Management and Water Use Efficiency Performance Indicators			
Biodiversity (Material Topic Name as Biodiversity, Ecosystem Conservation and Environmental Studies)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Ecosystem Considerations			
Emissions (Material Topic Name as Emission Reduction, Energy Management, and Combating Climate Change)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	305-3 Other indirect (Scope 3) GHG emissions	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	305-4 GHG emissions intensity	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
	305-5 Reduction of GHG emissions	Emission Reduction, Energy Management, and Combating Climate Change Performance Indicators			
Waste (Material Topic Name as Waste Management and Circular Economy Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy Practices Performance Indicators			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy Practices Performance Indicators			
	306-3 Waste generated	Waste Management and Circular Economy Practices Performance Indicators			
	306-4 Waste diverted from disposal	Waste Management and Circular Economy Practices Performance Indicators			
	306-5 Waste directed to disposal	Waste Management and Circular Economy Practices Performance Indicators			
Supplier environmental assessment (Material Topic Name as Sustainable Procurement, Logistics, and Supply Chain Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Commitment and Progress			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Commitment and Progress			

GRI 400: SOCIAL STANDARD SERIES

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment (Material Topics Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Gender Equality Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
	401-3 Parental leave	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality			
Occupational health and safety (Material Topic Name as Occupational Health and Safety)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety at EMELEC & EM			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety at EMELEC & EM			
	403-3 Occupational health services	Occupational Health and Safety at EMELEC & EM			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety at EMELEC & EM			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational Health and Safety at EMELEC & EM			
	403-6 Promotion of worker health	Occupational Health and Safety at EMELEC & EM			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety at EMELEC & EM			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety at EMELEC & EM Performance Indicators			
	403-9 Work-related injuries	Occupational Health and Safety at EMELEC & EM Performance Indicators			
	403-10 Work-related ill health	Occupational Health and Safety at EMELEC & EM Performance Indicators			
Training and Education (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
	404-2 Programs for upgrading employee skills and transition assistance programs	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
	404-3 Percentage of employees receiving regular performance and career development reviews	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
Diversity and equal opportunity (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Gender Equality Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
Non-discrimination (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Gender Equality Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
Freedom of association and collective bargaining (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethics, Integrity and Compliance Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
Child Labor (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics, Integrity and Compliance Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Forced or compulsory labor (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics, Integrity and Compliance Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Performance Indicators			
Security Practices (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Diversity, Equal Opportunity, Human Resources Practices and Gender Equality Occupational Health and Safety at EMELEC & EM			
Rights of indigenous peoples (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices and Talent Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violation of the rights of indigenous peoples have occurred during the reporting period.			
Local Communities (Material Topic Name as Public Relations, Social Policies, Civil Society and Local Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	It is not being implemented.			
	413-2 Operations with significant actual and potential negative impacts on local communities	It is not being implemented.			
Supplier Social Assessment (Material Topic Name as Sustainable Procurement, Logistics, and Supply Chain Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Commitment and Progress			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Commitment and Progress			
Customer Privacy (Material Topic Name as Information Security, Artificial Intelligence, and Digitalization Practices)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Quality and Customer Satisfaction EMELEC & EM's Commitment to Digital Transformation There are no complaints regarding violations of customer privacy or loss of customer data during the reporting period.			

ADDITIONAL MATERIAL TOPICS

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Product Quality and Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance Product Quality and Customer Satisfaction			
R&D, P&D, Innovation and Ecodesign					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance Research, Innovation and Ecodesign in Action			
Emergency and Disaster Management, Resilience Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance Managing Emergencies and Strengthening Organizational Resilience			
Participation in Sustainable Development Networks and International Compliances					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance Public Relations, Social Policies, Civil Society, and Local Practices			
Stakeholder Engagement and Governance Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis and Material Topics Future Vision and Sustainability Targets Sustainability Governance Partnerships for Sustainable Progress and Inclusive Governance			

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SUSTAINFINITY (Sustainability Reporting Tool)

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