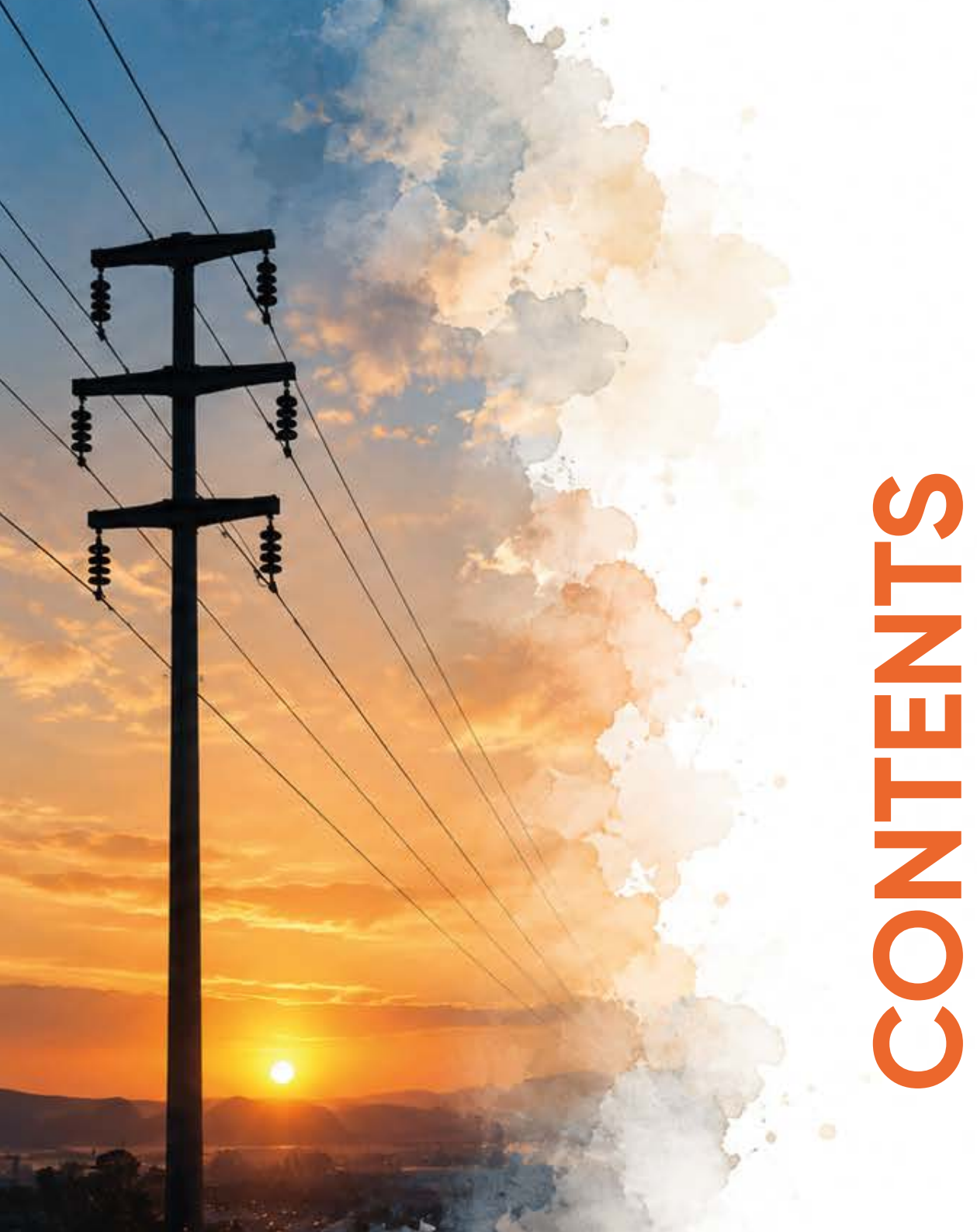




SUSTAINABILITY REPORT

2025





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2025 SUSTAINABILITY REPORT

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ABBREVIATIONS

2025 SUSTAINABILITY REPORT

EU European Union	OMS Outage Management System
USA United States of America	LACP League of American Communications Professionals
SEM Smart Electro-Magnetic	LTS Luminance Technology Warning Sign
AFAD Disaster and Emergency Management Presidency	MSCI Morgan Stanley Capital International
LV Low Voltage	MÜGEF Engineering Development Programme
AKUT Search and Rescue Association	NDC Nationally Determined Contribution
IT Information Technologies	NGFS Network for Greening the Financial System
CAIDI Customer Average Interruption Duration Index	NZE Net Zero Emission
GIS Geographic Information System	OECD Organisation for Economic Co-operation and Development
CDSB Climate Disclosure Standards Board	MV Medium Voltage
CDP Carbon Disclosure Project	AMR Automatic Meter Reading System
CIM Customer Information Management	QDMS Quality Document Management System
EIA Environmental Impact Assessment	RCP Representative Concentration Pathways
ESG Environmental, Social and Governance	RPA Robotic Process Automation
DEKAMER Sea Turtle Research, Rescue and Rehabilitation Centre	RTU Remote Terminal Unit
DLR Dynamic Line Rating	S&P Standard & Poor's
EBIS Energy Market Regulatory Authority Notification System	SAP Systems Analysis and Programme Development
EKAT Power Electrical Installations	SASB Sustainability Accounting Standards Board
EKODOSD Association for the Protection of Ecosystem and Nature Lovers	SBTi Science Based Targets initiative
ELDER Electricity Distribution Services Association	SCADA Supervisory Control and Data Acquisition
EMEA Europe, Middle East and Africa	SDGs Sustainable Development Goals
EMRA Energy Market Regulatory Authority	HSE Health, Safety, Environment
ERTA Integrated Reporting Türkiye Network	SKD Business Council for Sustainable Development Türkiye
ESRS European Sustainability Reporting Standards	CBAM Carbon Border Adjustment Mechanism
IMS Integrated Management System	SSP Shared Socioeconomic Pathways
EBITDA Earnings Before Interest, Taxes, Depreciation and Amortisation	TCFD Task Force on Climate-Related Financial Disclosures
GHG Greenhouse Gas Emissions	tCO₂e Tonnes of Carbon Dioxide Equivalent
GJ Gigajoule (unit of energy)	TEDAŞ Türkiye Electricity Distribution Company
GRI Global Reporting Initiative	TEİAŞ Türkiye Electricity Transmission Company
GSM Global System for Mobile Communications	TESAB Türkiye Electricity Industry Association
IEA International Energy Agency	TFRS Türkiye Financial Reporting Standards
IFRS International Financial Reporting Standards	TC Transformer Centre
ILO International Labour Organization	TSR Total Shareholder Return
IMF International Monetary Fund	TSRS Türkiye Sustainability Reporting Standards
IPCC Intergovernmental Panel on Climate Change	TÜSİAD Türkiye Industry and Business Association
ISO International Organization for Standardization	UN SDGs United Nations Sustainable Development Goals
ISSB International Sustainability Standards Board	UN WEPs United Nations Women's Empowerment Principles
UAV Unmanned Aerial Vehicles	UNGC United Nations Global Compact
OHS Occupational Health and Safety	WBCSD World Business Council for Sustainable Development
KGK Public Oversight, Accounting, and Auditing Standards Authority	WRI World Resources Institute
KİSİD Global Compact Signatories Association	BoD Board of Directors
PPE Personal Protective Equipment	
KPI Key Performance Indicators	

01

INTRODUCTION



Pamukkale / Denizli



About the Report

The Adm Elektrik Dağıtım A.Ş. (Adm Elektrik) 2025 Sustainability Report aims to share with the public the company's sustainability approach and performance, together with its governance, strategy and targets relating to climate change risks and opportunities.

The report covers all activities of the company, which has no subsidiaries, between 1 January 2025 and 31 December 2025.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the requirements of the United Nations Global Compact Communication on Progress. It also presents Adm Elektrik's activities aligned with the United Nations Sustainable Development Goals (UN SDGs).

Unless otherwise stated or the context requires otherwise, the terms "Company", "we", "us" and "our" used in this report refer to Adm Elektrik.



All stakeholders may share their questions, opinions and comments regarding this report with the company at surdurulebilirlik@aydemenerji.com.tr



GENERAL MANAGER'S MESSAGE

Dear Stakeholders,

With your strength and support, we form an important part of the reliable and stable energy supply that lies at the heart of sustainable development. With this awareness, at Adm Elektrik we regard it as our priority to build a strong and resilient grid that is aligned with Türkiye's climate and development goals.

In Aydın, Denizli and Muğla, we deliver energy to 3.33 million people through 110,794 kilometres of lines and 2.42 million customers. This makes us one of the largest players in Türkiye's electricity distribution sector. In these three provinces, which experience the most intense seasonal population movements in our country, the population that rises two- to five-fold in the summer months and the demand fluctuations brought by agricultural irrigation are both a responsibility and a field of experience for us. While managing these dynamics specific to our region, we aim to create value by placing **Sustainable Development Goal (SDG) 7 Affordable and Clean Energy** and **SDG 13 Climate Action** at the centre, so as to also safeguard the needs of future generations.

With this understanding, in 2025 we placed the transformation of the energy infrastructure at the focus of our activities. **While we realised investments of TL 5.2 billion in 2025, we aim to invest a total of TL 9.9 billion in 2026. In the 2026–2030 period, in line with our investment plan totalling TL 49.3 billion**, we continue our work towards a flexible and digital grid that is ready for the energy system of the future, more resilient to the effects of climate change and able to adapt to new technologies.

Technology and innovation lie at the heart of our investments. Thanks to our SCADA system, we can monitor the lines and transformer substations in our three provinces from a single centre, in real time. This enables us to respond to outages faster and shorten outage durations. While rapidly implementing the National Smart Meter System (MASS) transformation, which began on 1 March 2026, we maintain an uninterrupted flow of data in rural locations without GSM coverage through our satellite-based meter reading system, a first in Türkiye.

Reducing the technical and non-technical loss rate is an important element of sustainable development, both through the reduction of greenhouse gas emissions and through the increase in energy distributed without any increase in additional generation capacity. We continue our work on reducing the loss rate in order to combat climate change and increase the efficiency of our grid. We are pleased to have closed 2025 at 6.37%, below EMRA's target of 6.63%.

Managing the risks created by climate change and minimising its effects is also a priority. In 2025, with our climate change mitigation and adaptation strategy, we were included in the leadership list with an A score in the CDP Climate Change category. In our new investment period, we plan to increase the budget we allocate to climate change mitigation and adaptation projects by 1.5 times.

All this investment and technological transformation can only be achieved with the support of our stakeholders. With the muhtar stakeholder teams we have established, we regularly visit the muhtars in our region, and thanks to our Call Centre Muhtar VIP Line we enable them to reach us within seconds. This close contact guides us in continuously improving our service quality. We also regard it as one of our most fundamental responsibilities to offer all our colleagues an inclusive, safe working environment that is open to development.

The safety and wellbeing of our employees and an inclusive and empowering working environment are another of our priorities. We are building an organisation in which everyone benefits from equal opportunities, within a culture in which our employees can develop the competencies they need now and in the future. In particular, we are working to spread an operational culture centred on occupational health and safety across the sector. Because we believe that at the foundation of a strong and sustainable grid lies a strong team that does its job safely.

I would like to thank our valued customers, business partners and regulatory authorities who place their trust in us, as well as all my colleagues for their dedicated work. I sincerely believe that together we will build a stronger, more resilient and more sustainable energy future.

Yours sincerely,

Emrah Kalkan
General Manager

“

**Energy for Life,
a Strong Grid for
a Sustainable
Future**



Developments in 2025

Global Outlook

In 2025, the continued slowdown in the US economy observed in the last quarter of 2024 was the determining factor in global growth, while stimulus-driven domestic demand growth in China and the ongoing strong growth momentum in India stood out as balancing factors. Accordingly, global growth in the first half of the year was 3.4%, close to the levels recorded in 2024.

The most significant development shaping the global economy during this period was the change in US foreign trade policy. Tariffs that targeted a limited group of countries and sectors in the first months of the year quickly expanded in scope and became a defining element of the global trading system. Retaliatory measures by major trading partners strengthened protectionist tendencies and, although trade remained buoyant thanks to front-loaded purchases, downward pressure built up on trade volumes as well as investment expectations. The partial postponement of tariff plans and the reduction of rates in the following months brought temporary relief to trade and financial conditions; however, persistent uncertainties kept the risks to the global trade outlook alive. Rising tariff tensions increased volatility in financial markets; the expected normalisation steps in monetary policy were postponed in some advanced economies, while temporary reversals were observed in capital flows to emerging market economies.

According to the forecasts in the International Monetary Fund (IMF) World Economic Outlook (WEO) Report of October 2025, the global economy is expected to grow by 3.2% in 2025 and 3.1% in 2026, following growth of 3.3% in 2024. The Turkish economy displayed strong growth performance in 2025 compared with a global economy that was struggling to recover. Global growth in the 2024–2026 period is thus following a path that is low compared with pre-pandemic averages but stable.

According to the forecasts in the OECD Interim Economic Outlook of September 2025, following growth of 3.3% in 2024, global growth is expected to be 3.2% in 2025 and 2.9% in 2026 amid rising tariffs and continuing policy uncertainty.

According to IMF forecasts, growth in advanced economies, which was 1.8% in 2024, is projected to be 1.6% in 2025 and 2026 amid tariff-related uncertainties. The US economy is expected to grow by 2% in 2025 and 2.1% in 2026, and the Euro Area by 1.2% in 2025 and 1.1% in 2026.



Developments in 2025

Türkiye Economy

In the first half of 2025, the balanced growth composition sustained by policies prioritising price stability was maintained; despite the slowdown in private consumption growth and the decline in public spending, the strong increase in fixed capital investment supported growth. On the other hand, continuing global uncertainties and protectionist tendencies caused net exports of goods and services to contribute negatively to growth. Within the framework of the Medium-Term Programme (2026-2028) targets, growth is expected to be 3.3% for 2025 as a whole, and the economy is forecast to grow by 3.8% in 2026.

Under the economic programme being implemented, the determined monetary policy focused on price stability, the macroprudential steps supporting the policy rate and the continued increase in reserves enabled the economy to show resilience against global uncertainties, slowing external demand and volatile global risk appetite. Türkiye's credit default swap (CDS) premium declined to around 250 basis points, approaching its level at the beginning of 2020, while the upgraded sovereign credit rating supported the positive outlook.

Exchange rate volatility declined and continued to converge towards the emerging market economies average. Together with geopolitical and external uncertainties, financial risk indicators are being monitored closely and the necessary measures are being taken.



Developments in 2025

Global Sustainability Agenda

The energy sector worldwide is going through a period in which the delicate balance between energy security, energy affordability and environmental sustainability, known as the “Energy Trilemma”, is being re-established. As the effects of climate change become increasingly evident, it is clear that the green transition needs to be accelerated.

Production models need to be redesigned. However, progress on the financing that must be transferred to developing countries for the green transition is very slow. Meanwhile, geopolitical developments threaten energy security, and those most affected are once again the developing countries.

Türkiye’s sustainability agenda is shaped not only by alignment with the Paris Agreement but also by developments relating to the Green Deal of the EU, its most important export market. The regulations under the Green Deal affect exporters both directly and indirectly. In particular, the Carbon Border Adjustment Mechanism is a regulation that will directly affect the operating costs and profitability of exporters.

Although the **Omnibus** package brought a partial softening of the Green Deal regulations, the **Carbon Border Adjustment Mechanism (CBAM)** was not affected. While this may be a significant advantage for sectors that are prepared for CBAM, for sectors and companies that have not yet acted on the green transition it may mean lower profit margins and even loss of market share.

Another factor shaping Türkiye’s sustainability agenda is the ESG criteria applied in accessing international funds. The “green finance” oriented approaches of international financial institutions make it critical to reduce emission intensity in energy generation processes and to use innovative technologies (carbon capture, biomass integration, etc.).



Developments in 2025

COP 30 and COP 31 Agenda

One of the most decisive events on the global sustainability agenda is the annual United Nations Conference of the Parties (COP).

The main agenda of **COP30**, held in Brazil in 2025, focused predominantly on the implementation of countries' nationally determined contributions (NDCs), increasing climate finance and strengthening adaptation targets with concrete indicators. Increasing financial flows, particularly to developing countries, and supporting "just transition" mechanisms were among the priority topics.

Thematic areas such as adaptation, cities, infrastructure, the circular economy and the bioeconomy also came to the fore at COP30, and the links between climate change and biodiversity, deforestation and the rights of local communities were addressed more strongly. Nevertheless, the failure to reach a binding consensus on phasing out fossil fuels was one of the most significant weaknesses of the summit. Although progress was made on finance, loss and damage mechanisms and global emission reduction targets, concrete and binding commitments remained limited.

An important outcome of the summit for Türkiye was the decision to hold **COP31** in Antalya. COP31, to be held in November 2026, is positioned as an "implementation

COP" focusing on the delivery of decisions taken at previous summits. The energy transition, the wider adoption of adaptation policies, loss and damage finance and support for vulnerable countries are among the prominent topics. Current debates centre on accelerating the phase-out of fossil fuels, closing the climate finance gap and the need for countries to turn their commitments into concrete action. The summit is expected to accelerate the "transition from commitment to implementation" in global climate governance.

The assessment of the new generation of nationally determined contributions (NDC 3.0), closing the emission reduction gap in line with the goal of limiting global warming to 1.5°C and making climate finance targets concrete will be addressed. In particular, operationalising the new climate finance goals (NCQG) agreed at COP30 and increasing the mobilisation of resources for developing countries are of critical importance.



Developments in 2025

Türkiye Sustainability Agenda

2025 was a significant turning point for the institutionalisation of the sustainability agenda in Türkiye. In particular, various regulations concerning sustainability reporting, climate policies and corporate compliance obligations entered into force or had their implementation frameworks clarified in 2025.

One of the most critical developments in terms of climate policy is Climate Law No. 7552, which entered into force on 9 July 2025. Together with its secondary regulations, this law establishes a comprehensive framework in areas such as greenhouse gas emission reduction, the emissions trading system (ETS), carbon credits and offsetting mechanisms. The draft ETS Regulation published in this context shapes the implementation principles of the system, and the relevant regulations are expected to enter into force gradually in 2026.

The first reports prepared in accordance with the **Türkiye Sustainability Reporting Standards (TSRS)**, which entered into force as of 2024, were published in 2025. In the first two implementation periods, the standards require the reporting of the impact of climate change-related risks and opportunities on companies' financials. As of 2026, the scope will be extended to sustainability-related risks.



About Adm Elektrik

As the first private sector organisation in Türkiye to hold an electricity distribution licence, Adm Elektrik has been operating in the provinces of Aydın, Denizli and Muğla since 2008. In its service area of 32,904 square kilometres in total, consisting of 3 provinces, 49 districts and 1,861 neighbourhoods, it provides 24/7 reliable and stable electricity distribution services to 2.42 million consumers and a population of 3.33 million. It plays an important role in the reliable and efficient supply of the energy needed by economic activities in the region, in particular industry, commerce and tourism.

With its Head Office in Denizli, Adm Elektrik conducts its operations through 3 regional directorates and 16 operation units. Serving its customers through fault, maintenance and repair teams, the call centre and meter reading units, the Company focuses on continuously improving service quality and customer satisfaction.

The Company has been a signatory to the United Nations Global Compact (UNGC), the most important and broadly supported sustainability initiative of the private sector, since 2021. It embraces the United Nations Women's Empowerment Principles, signed within Aydem Energy in 2022.



About Adm Elektrik

Our Service Area

We provide uninterrupted, high-quality energy distribution in **49** districts across the provinces of Aydın, Denizli and Muğla.

Aydın Regional Directorate

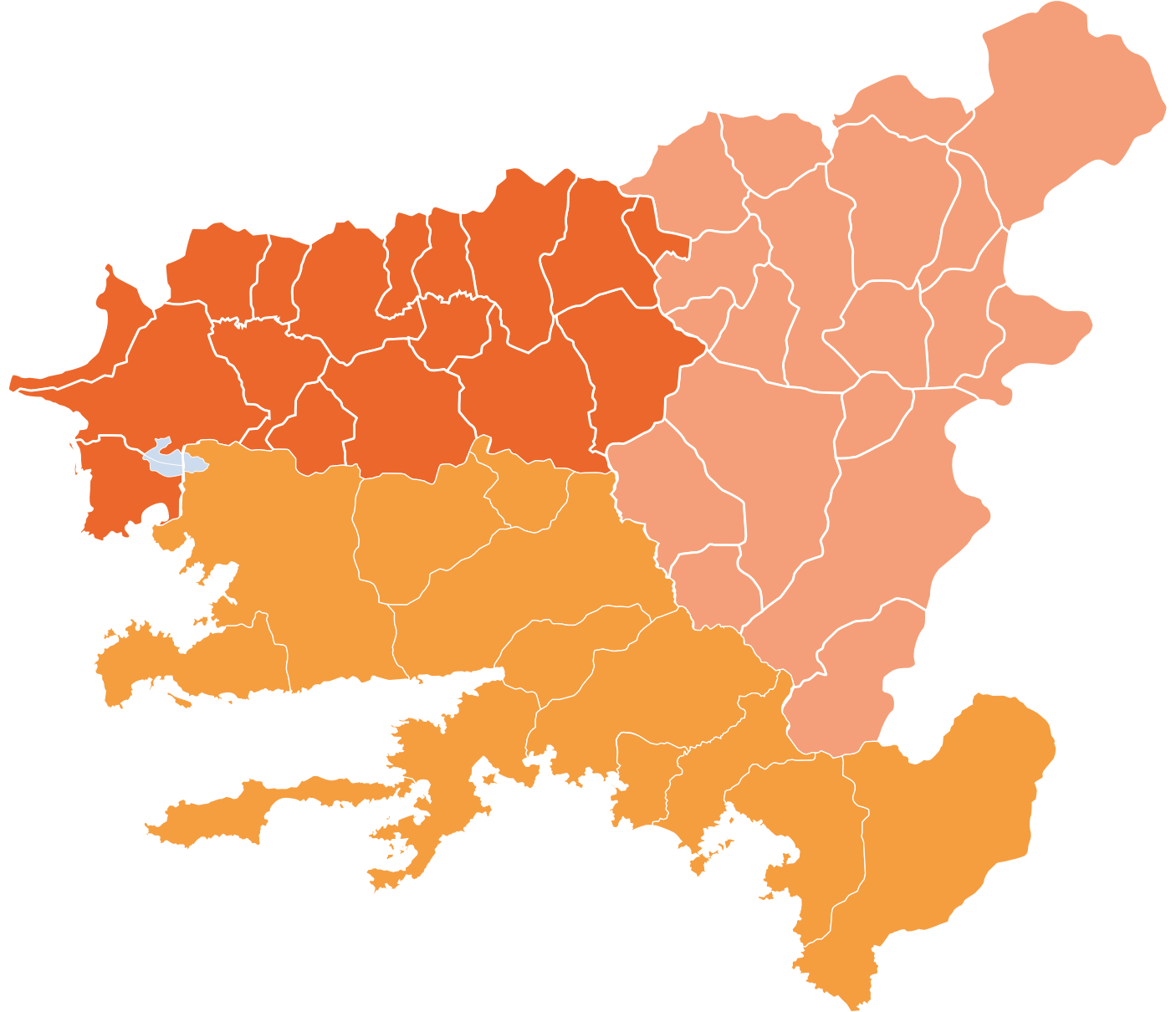
Merkez-İncirliova Operation
Nazilli-Kuyucak Operation
Kuşadası Operation
Didim Operation
Söke Operation
Çine Operation

Muğla Regional Directorate

Merkez-Yatağan Operation
Bodrum Operation
Milas Operation
Ortaca Operation
Fethiye Operation
Marmaris-Datça Operation

Denizli Regional Directorate

Merkez Operation
Acıpayam-Tavas Operation
Çal-Çivril-Çardak Operation
Sarayköy-Buldan Operation



About Adm Elektrik

Adm Elektrik at a Glance

We deliver sustainable energy distribution through our strong infrastructure, extensive service network and high-technology operations.



110,794 km
Line Length



26,017
Transformers
11,447 MVA
Transformer Capacity



13,429
General Lighting
Installations



74
Licensed Generators
3,929
Unlicensed Generators



2.42 Million
Consumers



32,904 km²
Distribution Region Area



3.33 Million
Population



10.77 TWh
Energy Distributed



Vision

To be a world-class leading distribution company that adds value to life through its technology.



Mission

To provide high-quality, modern and environmentally friendly electricity distribution services.



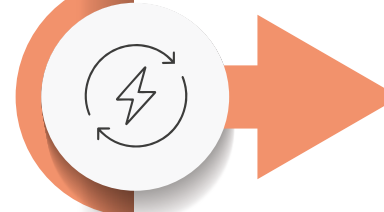
Responsibility

While carrying the organisation into the future by doing our job in the best possible way, we fulfil our responsibilities towards individuals, society, our country and the environment. We ensure that our work is carried out within the framework of our business ethics while delivering it on time and to the targeted quality. We adopt a transparent and accountable way of working that complies with procedures and rules. If we encounter an unethical or unfair practice, we make our voice heard. We take into account how our behaviour affects others.



Dynamism

We follow the needs of our colleagues and stakeholders that arise under changing conditions, and we make the necessary improvements in our working environment, our way of doing business and our products and services. With the steps we take, we lead the electricity sector and give direction to development and change in the sector. With the curiosity in our spirit, we try new ways to deliver products, processes and services more efficiently, faster and without error.



Touching Lives

"People" are at the centre of everything we do and every step we take. Continuous development, curiosity, our inquisitive spirit and the expertise we have gained over the years enable us to develop solutions that add energy and value to every moment of life. We enable our colleagues to express their different ideas, value their social needs and celebrate their successes together. We work to improve the quality of life of our stakeholders by correctly analysing their needs and expectations.



Milestones

1991

Assignment of Aydem Güneybatı Anadolu Enerji San. ve Tic. A.Ş. to carry out electricity distribution services in the provinces of Aydın, Denizli and Muğla

2000

Signing of the Implementation Agreement with the Ministry of Energy and Natural Resources

2001

Signing of the Transfer of Operating Rights Agreement with Türkiye Electricity Distribution Company (TEDAŞ)

2008

Completion of the transfer process under the Transfer of Operating Rights Agreement
Change of company name to Aydem Elektrik Dağıtım A.Ş.
Obtaining the "Distribution Licence" and the "Retail Sales Licence"
Actual takeover of the operating rights of the electricity distribution facilities in the provinces of Aydın, Denizli and Muğla for a period of 30 years

2009

Launch of **the New Home** for Storks project

2021

Becoming a signatory to the United Nations Global Compact (UNGC)
Great Place to Work® "Great Place to Work" Certification
Publication of the first GRI-compliant Sustainability Report
Publication of the verified carbon and water footprint report

2020

Launch of the **Aydem Equal Life** initiative

2018

Launch of the **Energy Hunters** project

2017

First carbon and water footprint calculation

2016

Integrated structure providing uninterrupted 24/7 service through all channels with the opening of the call centre

2015

Adoption of the company name Adm Elektrik Dağıtım A.Ş.

2013

Unbundling of distribution and retail sales activities

2022

Third place in the electricity sector in the Emerging Markets ranking with an "A1 Advanced Level" rating in the Environmental, Social and Governance (ESG) performance ranking
Becoming a signatory to the United Nations Women's Empowerment Principles (UN WEPs)
First disclosure in the Carbon Disclosure Project (CDP) Climate Change category

2023

A score in the CDP Climate Change category
Great Place to Work® Türkiye's 5th Most Innovative Company
2 gold, 1 silver and 2 bronze Stevie® awards at the Middle East and North Africa Stevie® Awards
Bronze award in the Communications/Public Relations Campaign of the Year – Corporate Responsibility category at the 20th Stevie® International Business Awards
Golden Compass Award in the Corporate Responsibility – Environment category at the 21st Golden Compass Turkish Public Relations Awards
Highest Investing Company in the Energy Sector Award at the Aegean Investment, Export, Innovation and Technology (EGE YİGİT) Awards organised by the Yeni Asır newspaper

2024

7 different awards at the 2023 Vision Awards of the League of American Communications Professionals (LACP)
TCFD Study

2025

A score in the CDP Climate Change category
Company Supporting Women's Entrepreneurship award at the Ege University Business Society
Crystal Collar Business Awards
Technology and Innovative Novelty Award at the 5th Aegean Investment, Export, Gastronomy, Innovation and Technology (EGE YİGİT) Awards organised by the Yeni Asır newspaper

Memberships

Adm Elektrik takes part in associations, institutes, unions and sectoral organisations operating at national and international level in order to contribute to the development of the sector, to follow good practices in the field of sustainability and to strengthen the sharing of information with its stakeholders. The company maintains membership relations and carries out joint work with leading organisations in the energy sector such as the Energy Digitalisation Association, the Electricity Distribution Services Association, the Aegean Industrialists and Business People Association, the Turkish Quality Association, the World Energy Council and the Turkish Standards Institution. In addition, it contributes to sustainability initiatives through international platforms such as the UN Global Compact and the Foundation for the Global Compact.

	United Nations Global Compact (UN Global Compact)		Aegean Industrialists and Business People Association (ESİAD)		AKUT
	Global Compact Signatories Association (KİSİD)		Energy Digitalisation Association (EDİDER)		Women's Empowerment Principles (WEPS)
	Electricity Distribution Services Association (ELDER)		Turkish Quality Association (KalDer)		Muğla Chamber of Commerce and Industry
	Turkish Electricity Industry Association (TESAB)		Turkish Industry and Business Association (TÜSİAD)		EURELECTRIC
	United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)		Energy Efficiency Association (ENVER)		Denizli Chamber of Industry
	Corporate Communicators Association		World Energy Council		Denizli Chamber of Commerce
	Aydın Chamber of Industry		Aydın Chamber of Commerce		

02

CORPORATE GOVERNANCE



Corporate Governance Approach

Adm Elektrik has established its organisational structure in line with corporate governance principles. Within the framework of the principles of transparency, traceability and accountability, it regularly shares its policies, activities and performance with the public.

In line with corporate governance principles, the company has separated its oversight and executive functions. Integrating risk management into its decision-making mechanisms, the company acts by evaluating financial, legal, operational and sustainability-related risks and opportunities in its short, medium and long-term strategies.

Adm Elektrik has established an Integrated Management System to ensure that its operational activities are carried out in accordance with national and international standards. The company holds ISO 9001 (Quality Management System), ISO 10002 (Customer Satisfaction Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System) and ISO/IEC 27001 (Information Security Management System) certificates.

Board of Directors

The highest governance body at Adm Elektrik is the Board of Directors. The responsibilities and functioning of the Board of Directors are set out in the Board of Directors Working Principles document. The positions of Chairman of the Board of Directors and General Manager are held by different individuals.

The Board plays a central role in setting strategic objectives, managing risks and overseeing company performance. Believing that different perspectives, sectoral competencies and gender balance in the management structure contribute to corporate success, the company supports an inclusive and diverse board structure in line with its **Board of Directors Diversity Policy**. With a rational and prudent approach to risk management, the Board oversees the establishment of the mechanisms needed to align the company's short-term interests, as well as its medium and long-term interests, with the priorities of the company and all its stakeholders. It regularly reviews the company's governance practices and focuses on sustainable growth by monitoring the needs of its stakeholders.

The attendance rate at Board of Directors meetings in 2025 was 100%.

The Board of Directors has Audit, Corporate Governance, Early Detection of Risk, Investment and Sustainability committees. All committees report their activities directly to the Board of Directors.



Board of Directors

Members of the Board of Directors

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

Having served for many years as a partner and executive in companies in the energy sector, Korkmaz was appointed Chairman of the Board of Directors of Adm Elektrik Dağıtım in 2008 and of Adm Elektrik in May 2013. Korkmaz currently serves as Chairman of the Board of Directors of Adm Elektrik Dağıtım and Adm Elektrik Dağıtım.

**Ahmet Bayramoğlu****Vice Chairman of the Board of Directors**

With nearly 20 years of experience in the energy sector, Ahmet Bayramoğlu has held various senior positions in the electricity distribution companies within Aydem Energy. He served as General Manager and Board Member of Adm Elektrik Dağıtım and Adm Elektrik Dağıtım. Bayramoğlu currently continues to serve as Vice Chairman of the Board of Directors of the Aydem Energy Electricity Distribution Companies.

**Emrah Kalkan****Board Member**

Emrah Kalkan graduated from the Department of Electrical and Electronics Engineering at Gazi University in 2008. Kalkan has approximately 20 years of experience in the energy sector. During this time, he has held responsibilities in the electricity distribution sector in areas such as operations, system operation, planning and technology management, and has served in various senior positions at Adm Elektrik Dağıtım under the Aydem Energy umbrella.

**Elmas Yaşar Bostancı****Board Member**

With professional experience in various positions in the energy sector since 2003, Bostancı was most recently appointed as General Manager and Chairman of the Board of Directors of Eti Maden İşletmeleri in 2016. Having previously served as a board member in various group companies of Aydem Energy, Bostancı has served as a Board Member of Adm Elektrik and Adm Elektrik since 2023.

Number of Board Members: 4

Board of Directors

Sustainability Competencies of the Board of Directors and Senior Management

The members of the Board of Directors are regularly informed by the Sustainability Committee about global and local developments in sustainability, as well as the company's sustainability-related risks and opportunities and its ESG agenda.

In 2025, in order to inform the members of the Board of Directors;

- A special "Sustainability Master Class" training was organised for senior management and Board members in 2024 in order to develop a strategic perspective on climate change and sustainability-related risks and opportunities. This training covered topics such as corporate risk management, resilience planning and strategic scenario analysis.
- In 2025, a briefing meeting was held for Board members on sustainability trends, current developments and the implications of the Climate Law.
- In December 2025, in preparation for the strategies of the coming period, Board members were briefed on the company's sustainability and climate change-related risks and opportunities, ESG ratings and current developments.



Energy Sector Experience

67%



Finance Sector Experience

33%



20 Years or More of Experience

100%

Board of Directors

Sustainability Committee

The Committee consists of the General Manager (Board member), the Aydem Energy HSE and Sustainability Group Director, the Distribution Group Planning Director, the Operations Director and the HSE and Sustainability Manager. Depending on the meeting agenda, the heads of the relevant units may be invited to the meeting. When the meeting agenda includes items on topics such as stakeholder engagement and social impact, the heads of the Human Resources and Corporate Communications units also attend the meeting. The Committee is chaired by the Aydem Energy HSE and Sustainability Group Director.

All resources and support required for the Committee to fulfil its duties are provided by the General Manager. The Committee may, at the invitation of the Committee Chair, invite department heads, subject-matter experts and consultants it deems necessary to its meetings and obtain their opinions.

The HSE and Sustainability Manager or a member appointed by the Committee assumes the responsibility of the "Committee Secretariat", reporting to the Committee Chair. The administrative organisation of the meetings, the preparation of presentations and the reports required by the meeting agenda, and the communication of meeting decisions are also the responsibility of the Committee Secretariat. The minutes of Committee meetings are approved by the Committee members and kept together with the Committee decisions. Information on the work of the Committee and the outcomes of Committee meetings is presented to the Board of Directors annually by the Committee Chair. The Committee convenes with an absolute majority and takes decisions by a majority of the members present at the meeting. All 3 meetings planned for 2025 were held.

At the three Committee meetings held during the reporting period, the sustainability strategy, the effectiveness of actions relating to climate change-related risks and opportunities, OHS performance and the projects developed to improve environmental and social impact were evaluated. The tools used by the Committee in monitoring and reporting sustainability risks include the GRI, the data sets prepared for reporting on climate change risks and opportunities, carbon and water footprint reports, internal and external audit reports, and near miss/unsafe condition reports. The monitoring and follow-up of audit findings and corrective actions are carried out through the QDMS platform. Whether the intended results and targets have been achieved by the set dates is evaluated regularly. Identified issues are communicated to the relevant units through the QDMS system, and the status of each action is recorded and tracked in the system.

The duties and responsibilities of the Committee as defined in its Working Principles are as follows:

- Managing sustainability priorities, ensuring integration with the strategy and monitoring targets;
- Reviewing and guiding progress on all matters, in particular sustainability-related policies, activities and processes;
- Prioritising and managing risks and opportunities arising from climate change;
- Planning activities to understand the sustainability-related needs of stakeholders;
- Evaluating feedback on environmental and social performance, energy consumption, waste management and environmental and social risks;
- Evaluating planning and taking decisions for the realisation of proposals that will ensure continuous improvement and development in environmental activities,
- Providing guidance for the continuous improvement of HSE performance, including proactive risk prevention, corrective and preventive actions, near misses, unsafe conditions and behaviours, and LTIs;
- Providing guidance on relations to be established with internal and external stakeholders;
- Evaluating KPI practices and related matters;
- Monitoring activities relating to critical success factors;
- Providing support on ESG principles and evaluating risk and opportunity analyses;
- Evaluating efforts to promote the HSE culture, planned management walks and audit results;
- Identifying, measuring, monitoring, recording, auditing and reporting the environmental and social risks and impact dimensions of the Company's operations;
- The sustainability report and ESG scorings.

Organisational Structure



Code of Ethics and Working Principles

Adm Elektrik aims to create sustainable value for its stakeholders by conducting all its operations in line with the principles of transparency, traceability, accountability and fair management. The company regards its understanding of business ethics as a fundamental element of its corporate culture.

The company has publicly disclosed its ethical rules and working principles, its stance on discrimination and its commitments in the areas of human rights, diversity, fair management and inclusion, covering its governance bodies, employees and business partners, in its **Human Rights Policy** and **Code of Ethics and Working Principles** documents.

In line with these policies, Adm Elektrik is committed to full compliance in all its activities with the universal human rights principles arising from the Constitution of the Republic of Türkiye and the international conventions to which Türkiye is a party. It adopts a zero-tolerance approach to all forms of discrimination, harassment and ill-treatment. The company aims to spread a working culture that respects people and society throughout its value chain.

The Internal Audit and Control Group Directorate, which reports directly to the Board of Directors, regularly audits compliance with the Code of Ethics and Working Principles defined within the company and monitors the effectiveness of control processes with a risk-based approach. Where a breach of the Code of Ethics and Working Principles is identified, the relevant disciplinary processes are initiated.

Ethics Committee and Ethics Line

All internal and external stakeholders of the company can submit reports to the ethics line via digital form, e-mail, telephone and post. All reports raised, including violations of the Code of Ethics and Working Principles as well as situations contrary to the applicable legislation and human rights violations such as discrimination, mobbing, bullying and harassment, are recorded, and all investigations into the allegations are carried out as soon as possible following receipt of the report.



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The Ethics Committee consists of the General Manager, the Human Resources Director / Human Resources Manager and the Legal Counsel. The functioning of the Ethics Committee, its decision-making processes, its relations with the Disciplinary Committees of the companies and its reporting practices are described in detail in the Disciplinary Practices Procedure.

Reports made to the ethics line are forwarded to the Ethics Committee by the Ethics Committee Representative. Once the Ethics Committee has completed its preliminary review, the investigation process is carried out by the teams of the Internal Audit and Control Group Directorate where deemed necessary. The confidentiality and anonymity of those making reports are protected, and the necessary measures are taken to ensure that the reporting person need not fear being adversely affected as a result of making a report.

In order to strengthen the ethical culture and raise awareness, Code of Ethics and Working Principles training is provided regularly every year to all employees through Aydem Academy.



Ethics Line

All reports submitted through the ethics line in 2025 were carefully evaluated, and no major **non-conformity** was identified.

Combating Anti-Competitive Behaviour and Compliance Processes

The Company conducts its activities within the framework of the principles of honesty, transparency, accountability and regulatory compliance, and regards competition law compliance as one of the fundamental elements of its understanding of sustainable corporate governance. In view of the importance of protecting fair competition for market confidence, corporate reputation, stakeholder relations and long-term value creation, competition law compliance processes are carried out by the Compliance Group Department under the coordination of the Legal and Compliance Group Directorate, with a proactive approach aimed at identifying, preventing and effectively managing risks at an early stage.

The Company conducts its compliance and risk management processes with a holistic approach within the framework of the Group's **Compliance Activities and Compliance Risk Implementation Policy** in particular, together with the relevant policies and procedures published within the Company and the control mechanisms established. In this context, new business models, strategic projects and practices are evaluated in terms of competition legislation and the relevant sectoral regulations; in line with the nature of distribution activities, care is taken not to discriminate between market participants, to offer equal conditions to equal parties, to protect competition-sensitive information and to avoid practices that could provide a competitive advantage to any market participant. In order to identify and prevent possible competition law risks at an early stage, different risk scenarios are addressed, and preventive and risk-mitigating measures are determined by operating the necessary opinion and approval mechanisms.

Risk areas are monitored taking into account changing legislation, sectoral developments and the Company's fields of activity, and existing processes and practices are reviewed where necessary. Where deemed necessary, new business, projects and activities are also evaluated by the Compliance Group Department in terms of competition law and energy market regulations, with the aim of identifying legal risks before transactions and practices are implemented.

Training and awareness activities form an important element of the competition law compliance approach. The activities carried out to ensure that employees recognise competition law rules and the risks they may encounter in their daily business processes address in particular relations with market participants, the obligation of non-discrimination, the protection of competition-sensitive information, contacts with competing undertakings and activities in which a dominant position may be involved. The aim is thus to enable employees to recognise possible risks at an early stage and to contact the Compliance Group Department when necessary.

In line with this approach, competition law compliance is treated not merely as a periodic control activity but as a continuous part of the Company's business processes and decision-making mechanisms, with the aim of strengthening the competition law compliance culture across the Company. The Company regards this approach as an integral part of its sustainability and corporate governance vision.



In 2025, no administrative and/or judicial sanctions or fines were imposed for violations of competition law regulations.

Anti-Bribery and Anti-Corruption

The Company adopts a zero-tolerance approach to all forms of bribery and corruption. The Company explicitly rejects bribery, corruption, the obtaining of improper benefits, facilitation payments, kickbacks, abuse of influence, gift and hospitality practices intended to secure an advantage, and all similar unethical or unlawful behaviour. This approach reflects not only the Company's commitment to regulatory compliance but also its culture of clean business, its corporate reliability and its sense of responsibility towards stakeholders.

Employees are obliged to take all necessary measures to avoid conflicts of interest that could compromise their impartiality, provide benefits to themselves or their relatives, or create such an impression. Under the Group's **Anti-Bribery and Anti-Corruption Policy**, the Company has set strict rules and limits on gifts that may be given and received. These rules apply to all of the Company's management, employees and business partners.

In the donation and sponsorship activities carried out by the Company, the main purpose of donations and aid is to fulfil social responsibilities, meet social needs, support the public interest and develop awareness of corporate responsibility. Accordingly, projects that contribute to social development are supported. At the same time, the efficient use of company resources is observed, and donations and aid that are incompatible with corporate interests are avoided.

In assessing bribery and corruption risks, the level of management awareness, the sectors in which the Company operates, the structure of its products and services, competitive conditions, legal requirements, gift and hospitality practices, processes conducted with public institutions, charitable contributions and the effectiveness of accounting and financial control mechanisms are taken into account.

All internal and external stakeholders of the Company can submit their suspicions, findings and reports regarding bribery and corruption through the ethics line.



As of 2025, there are no administrative or judicial sanctions or fines relating to bribery and corruption against the company or the members of its Board of Directors.



Approach to Tax

Adm Elektrik fulfils its tax obligations in full by ensuring complete compliance with the applicable tax and related regulatory legislation. While conducting its activities in accordance with tax legislation, the company aims to assess and effectively manage tax risks.

The Tax and Finance Group Directorate has a broad area of responsibility, including the formulation of the tax strategy, the management of tax audits and responding to questions from stakeholders. All of its activities are conducted within the framework of ethical principles and full compliance with legal regulations.

The company's tax processes are regularly reviewed by the sworn-in certified public accountants whose services are retained, and its tax returns are audited. In addition, the company's financial statements are subject to independent audit every year.

All internal and external stakeholders can submit any opinions, concerns and reports regarding the company's tax policies or practices to the company's ethics line.



In 2025, no administrative and/or judicial penalties relating to tax legislation were imposed on the company.



Corporate Risk Management

Adm Elektrik's risk management plans and policies are the direct responsibility of the Board of Directors. In line with its Risk Management Policy, Adm Elektrik applies its risk management strategy, general principles and management principles in its business processes. Risk management has been integrated into daily activities and strategic planning in order to adapt quickly to changing market conditions.

The company's risk management approach not only minimises the threats it may face but also enables it to evaluate opportunities in its strategic planning and investment processes. The company's risk management processes are regularly reviewed and adapted to today's changing business conditions and competitive market dynamics.

Adm Elektrik's integrated management approach has made risk awareness part of its corporate culture. As a result, operational activities and strategic decision-making processes are conducted in line with the company's risk appetite, with the aim of protecting financial performance, corporate reputation and other critical elements of value.

Risk Appetite

Risk appetite is defined as the maximum acceptable and approved level of risk.

The acceptable level of risk appetite is determined by the Board of Directors and reviewed at least once a year, or more frequently if deemed necessary. Risk appetite is operationalised through the elements set out below:

- Risk matrix and risk levels,
- Defined limits and/or requirements,
- Key risk indicator (KRI) tolerance levels.



Corporate Risk Management

Risk Management Strategy

Within the scope of the risk management approach consisting of eight components, existing and potential risks that may affect the company's performance are identified, assessed and monitored. Actions are determined in line with risk-taking profiles and taken into account in decision-making processes. The processes are managed through continuous information sharing and integrated working with the relevant units and/or committees.

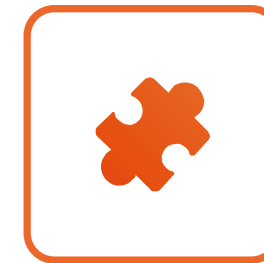
The risk management approach not only minimises the threats the company may face, but also provides the opportunity to develop innovative solutions by evaluating opportunities in strategic planning and investment processes.

Adm Elektrik's integrated management approach has made risk awareness an integral part of its corporate culture. In this way, all operational activities and strategic decisions are guided in line with the company's risk appetite, and critical elements such as financial performance and reputation are thereby safeguarded.

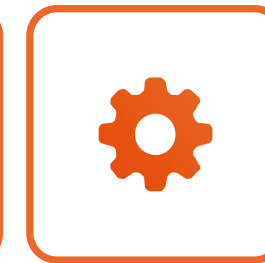
Adm Elektrik implements a comprehensive eight-step risk management strategy:

1. **Governance:** Risk management policies and procedures are established.
2. **Objectives:** Company objectives are clarified and the alignment of risk management activities is ensured.
3. **Event Identification:** Potential risks are identified proactively.
4. **Risk Assessment:** The magnitude and likelihood of risks are assessed and prioritised.
5. **Action:** Effective strategies for risks are developed and implemented.
6. **Control:** The effectiveness of risk management strategies is monitored through regular audits and evaluations.
7. **Information and Communication:** Risk management information is shared accurately and in a timely manner, and a transparent flow of information is ensured with internal and external stakeholders.
8. **Risk Monitoring:** The effectiveness of risk management processes is regularly reviewed and the necessary adjustments are made. All risk management processes are regularly monitored through performance indicators and key risk indicators.

Under the Adm Elektrik Risk Management Methodology, risks are classified into six main risk types.



Strategic Risks



Operational Risks



Employment, Security /
Business Continuity and
Environmental Risks



Regulatory Risks



Market Risks



Credit Risks

Corporate Risk Management

Management of Sustainability-Related Risks and Opportunities

The management of the company's sustainability and climate change-related risks and opportunities falls within the scope of the **Risk Policy** and the **Sustainability Policy**. The management of sustainability and climate change-related risks and opportunities is carried out through the coordinated activities of the teams responsible for risk management, compliance, sustainability and company operations.

Under the management of the Sustainability Committee, sustainability-related environmental and social risks and opportunities, and climate change-related physical and transition risks and opportunities, are addressed through their transmission channels. A risk inventory is created and subjected to stress tests using climate change scenarios, and risks and opportunities of financial materiality are identified and action plans are determined.

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Internal Audit System

The internal audit and control activities carried out within Adm Elektrik have a systematic structure designed to assess whether risk management, financial reporting, control and governance processes are carried out effectively, adequately, efficiently and in compliance with the applicable legal and internal regulations, and whether information systems are managed securely and reliably. Conducting its activities in this context with a risk-based approach, the Internal Audit Function reports the work it carries out to provide reasonable assurance to the Board of Directors, shareholders and other stakeholders to the Audit Committee, which consists of independent members, and operates as an independent and objective assurance function that derives its authority from the company's Board of Directors through the Audit Committee.

The Internal Audit Function also oversees that the objectives relating to compliance with the code of ethics and working principles defined within the company are appropriately defined and adequately and effectively achieved, and performs the activities within its area of responsibility. Accordingly, central and on-site internal audit activities were carried out within the company during the period in accordance with the Audit Plan.

The audit and control activities were found to be of a nature capable of providing a reasonable level of assurance for risk management, internal control and governance processes. Agreement was reached with Management on the actions to remedy the individual control deficiencies identified during the audits, and whether these actions were implemented on time was monitored periodically.

Under the 2025 audit plan, 7 central and on-site internal audits were carried out.



Information Security

In order to ensure information security and protect against cyber threats, Adm Elektrik applies the most up-to-date security protocols within the scope of the **ISO 27001 Information Security Management System** and raises the awareness of its employees in this area.

The company manages data confidentiality, integrity and availability within the scope of the standard and continuously improves its technical and administrative measures to ensure information security. By applying appropriate technical and administrative controls in the processes of obtaining, processing, transmitting and storing information, a strong protection infrastructure against cyber threats is established.

The Information Technology Unit provides 24/7 technical support services to ensure that user processes continue without interruption. The Information Technology team analyses process evaluations, technological developments and the needs communicated by business units, and ensures that innovative solutions are implemented.



03

SUSTAINABILITY



Sustainability Governance

Starting from the premise that economic, environmental and social sustainability cannot be achieved without governance, Adm Elektrik has built its sustainability approach on a transparent, traceable and accountable management structure. Having developed an organisation fully compliant with human rights, ethical values, laws and regulations, the company has been a signatory to the United Nations Global Compact (UNGC) since 2021.

Adm Elektrik documents its environmental and social commitments and its sustainability processes in order to integrate sustainability principles into its decision-making processes. To this end, it has published its **Sustainability Policy**. **The Sustainability Policy is supported by topic-specific policies and procedures such as the Environmental Policy, the Occupational Health and Safety (OHS) Policy and the Human Rights Policy.**

Ensuring that the company's decision-making processes are guided by its sustainability approach, and the improvement of its environmental and social performance, are monitored by the Sustainability Committee appointed by the Board of Directors. Detailed information on the Sustainability Committee can be found in the Board of Directors section of this report.

Matters such as the implementation of the sustainability strategy, the assessment of sustainability risks and opportunities, carbon and water footprint reporting, the preparation of sustainability reports, environmental management, and the monitoring and improvement of OHS performance are handled by the HSE and Sustainability Department. The team, which reports to the General Manager, also serves as the secretariat of the Sustainability Committee. In coordination with the Aydem Energy HSE and Sustainability Group Directorate, the team is responsible for coordinating the management of sustainability-related risks and opportunities, climate change in particular, the double materiality analysis, the assessment of the company's environmental and social impacts, the preparation of the sustainability action plan and the setting of the related targets. The team reports regularly to the General Manager and the HSE and Sustainability Group Directorate on sustainability and OHS activities.

Adm Elektrik has made the following commitments in its Sustainability Policy.

- To make the corporate sustainability perspective part of the company culture and to raise awareness in this area among both employees and stakeholders
- To take into account the economic, environmental and social dimensions of sustainability in all company activities and in the process of setting business objectives
- To comply with the 10 Principles of the United Nations Global Compact
- To combat climate change and to ensure that practices aimed at reducing water consumption are developed and implemented
- As a company that also distributes energy from renewable sources, to develop and implement practices that will also improve the amount of energy it consumes to carry out its activities
- To monitor environmental data such as energy consumption, greenhouse gas emissions and water use, and to share them transparently with the public
- To take into account, measure and evaluate the impacts on environmental, social, natural and cultural heritage in company activities and investments, while adhering to ethical rules
- To cooperate and coordinate with national and local governments in order to support the goal of sustainable cities and communities, and to support the planning and management of cities
- By adopting a sustainable supply chain approach, to guide its suppliers in complying with Adm Elektrik's sustainability strategy and expectations, and to reduce sustainability risks by adding ESG criteria to supplier audit processes
- To contribute to reducing inequalities through its activities, including by providing access to reliable and efficient energy
- To develop and implement practices that will bring about improvement in occupational health and safety, and to follow international performance criteria in this area
- To adopt ethical values, anti-bribery and anti-corruption and the other Corporate Governance Principles as company culture, and to encourage stakeholders in this regard

Sustainability Approach

Operating in the energy sector, which plays a critical role in sustainable development, Adm Elektrik shapes its sustainability approach in line with the relevant Sustainable Development Goals, in particular **SDG 7: Affordable and Clean Energy** and **SDG 13: Climate Action**.

While delivering stable and reliable energy to a population of 3.33 million, Adm Elektrik supports Türkiye's energy efficiency and net zero goal by minimising losses. The company sets a target and an action plan every year to reduce its technical and non-technical loss rate. In this way, it is possible both to contribute to Türkiye's net zero emission target and to increase the energy distributed without increasing generation.

The company has also adopted the mission of providing efficient, reliable and stable energy distribution by building a resilient grid infrastructure. In this context, it focuses on strengthening the grid infrastructure with innovative technological solutions and preparing it for the effects of climate change.

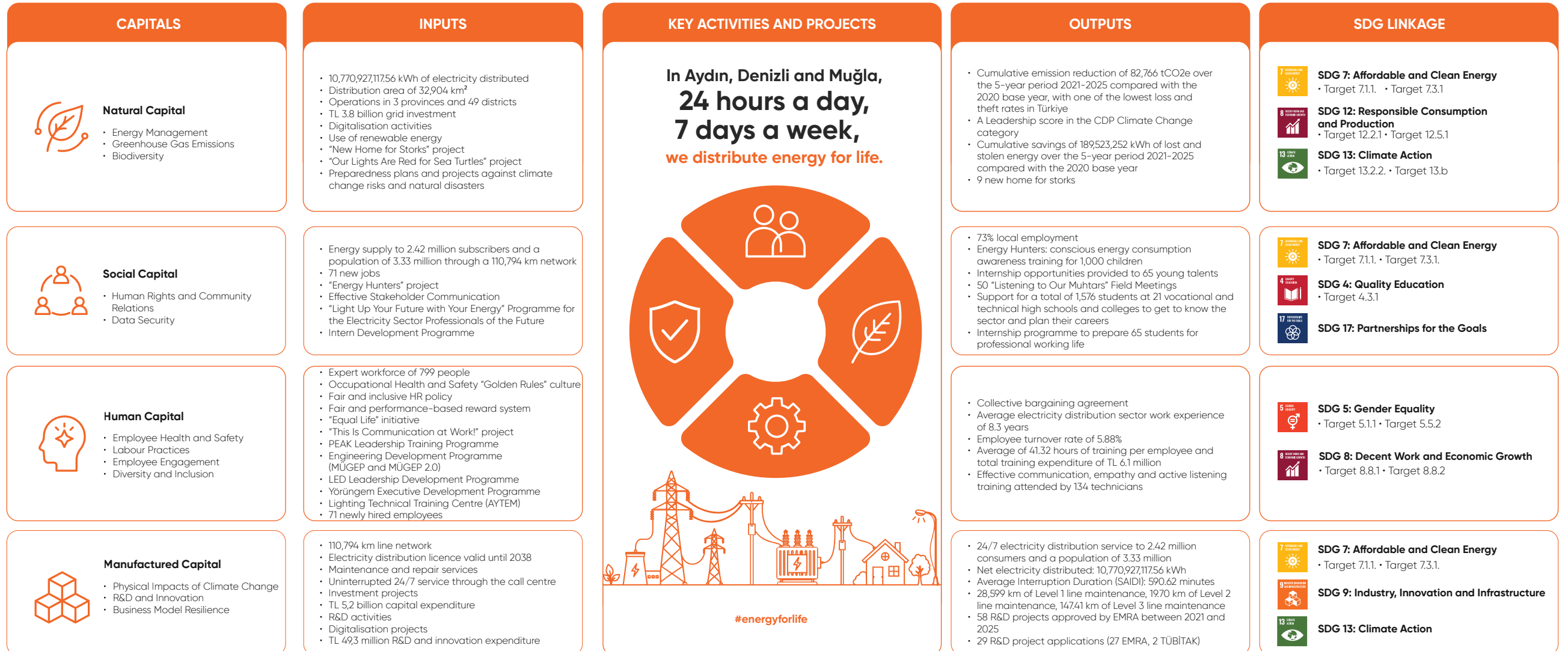
Adm Elektrik aims to create a safe, empowering and inclusive working environment offering equal opportunities for its 799 employees and its contractors. In this framework, the indicators under **SDG 8: Decent Work and Economic Growth** and **SDG 4: Quality Education** are also tracked in the company's KPIs. The company continues its efforts to build a workforce ready for new technologies and the needs of the future.

Under **SDG 5: Gender Equality**, Adm Elektrik supports women's employment, equal opportunities for women in the workplace and increasing the number of women managers through the Equal Life initiative it launched in 2020. Adm Elektrik signed the UN Women's Empowerment Principles (WEPS) in 2022.

A sustainable future is only possible through active cooperation between institutions and stakeholder communication. In line with **SDG 17: Partnerships for the Goals**, Adm Elektrik works in cooperation with sector players, regulatory authorities, local governments and non-governmental organisations, and supports new initiatives.



Value Creation Model



Double Materiality

When developing its business strategy, Adm Elektrik assesses its environmental and social impact across its value chain together with its sustainability risks and opportunities. To this end, the company uses Double Materiality Analysis.

Double materiality is one of the core concepts of the European Sustainability Reporting Standards (ESRS) developed by EFRAG (European Financial Reporting Advisory Group), and refers to companies assessing sustainability matters from a two-way impact perspective. According to EFRAG, double materiality requires a sustainability matter to be assessed simultaneously from the perspectives of impact materiality and financial materiality.

1. Impact Materiality

Assesses the significant positive or negative impacts that the company's activities have or may have on the environment and society.

2. Financial Materiality

Assesses the risks and opportunities that sustainability matters may create for the company's financial position, performance and future cash flows.

The following steps were followed within the scope of the Double Materiality Analysis:

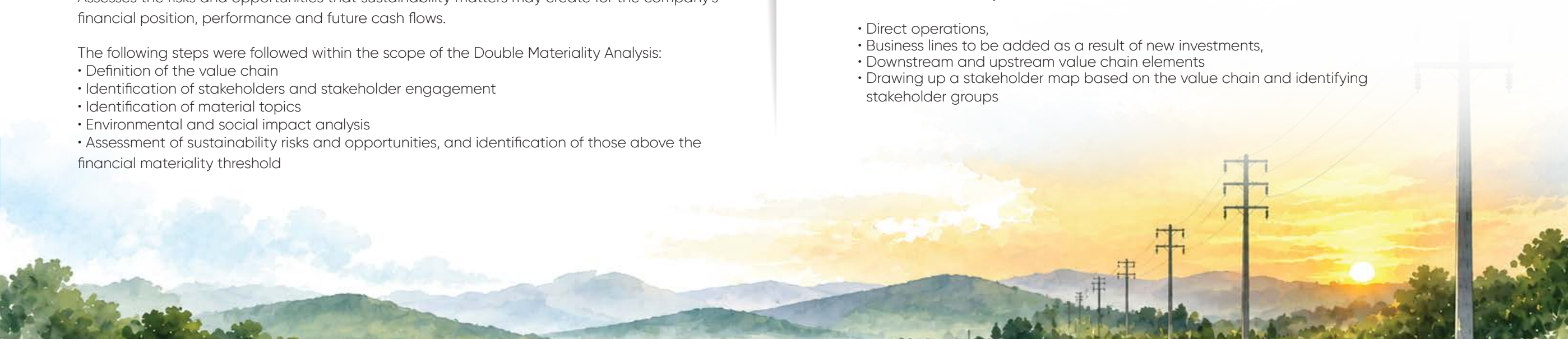
- Definition of the value chain
- Identification of stakeholders and stakeholder engagement
- Identification of material topics
- Environmental and social impact analysis
- Assessment of sustainability risks and opportunities, and identification of those above the financial materiality threshold

Determining the Company's Context and Mapping the Value Chain

Companies' environmental and social impacts and sustainability risks and opportunities can affect a company's financials not only through its direct operations but also by changing its supply chain and/or market conditions; for a comprehensive and holistic analysis of impacts and risks and opportunities, the company's value chain must first be defined, and how the elements of the value chain are affected by the company's activities and how they affect the company in terms of sustainability must be assessed.

In the first stage, operational boundaries were defined in order to assess Adm Elektrik's actual and potential impacts. The following elements were taken into account in the study.

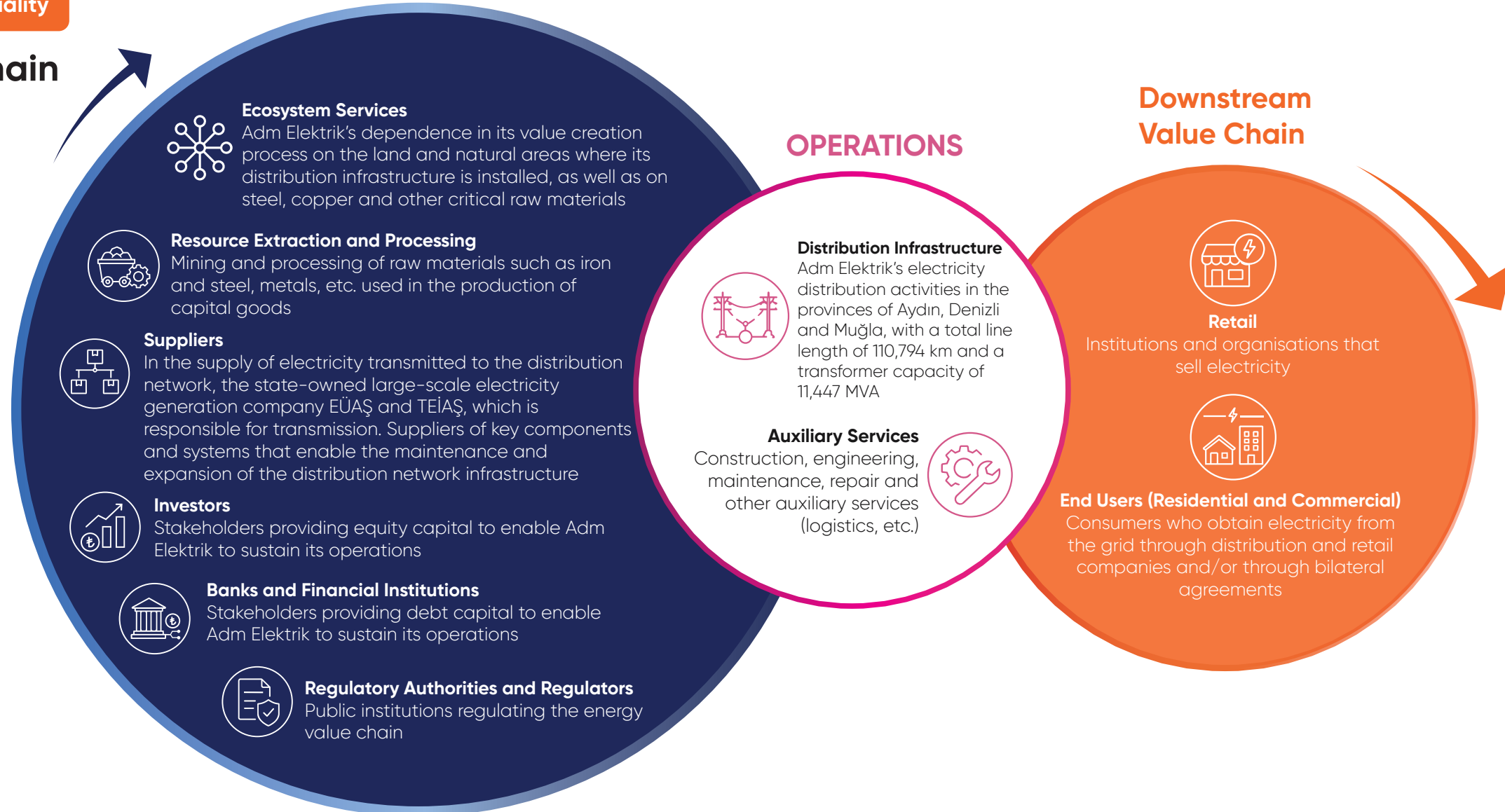
- Direct operations,
- Business lines to be added as a result of new investments,
- Downstream and upstream value chain elements
- Drawing up a stakeholder map based on the value chain and identifying stakeholder groups



Upstream Value Chain

Double Materiality

Value Chain



Double Materiality

Identification of Material Topics

Adm Elektrik assesses sustainability and climate change-related risk drivers, impacts and dependencies within a holistic and broad framework. In this context, the company addresses its actual and potential, positive and negative impacts on the economy, the environment and people across its value chain within a broad framework, including impacts on human rights.

To identify the material topics in its value chain, the company drew on sources such as past events, the work of global and local sector players, the SASB Industry Standards, ESRS, GRI, S&P, MSCI and the Guidance on the Industry-Based Application of TSRS 2, as well as expert opinions, and evaluated the results of peer analysis. As an additional layer, it also took into account conditions specific to Türkiye and sustainability-related risks.

Stakeholder Engagement and Management

Adm Elektrik operates a continuous, dynamic and integrated stakeholder communication mechanism in order to respond effectively to the needs and expectations of its stakeholders, adapt to changing conditions and create a transparent communication environment. After drawing up its stakeholder map, the company identified the most appropriate and effective communication methods, taking into account the characteristics of each stakeholder group. While this structure contributes to strengthening relations with stakeholders, it also supports the integration of the feedback obtained into decision-making processes and sustainability management. The stakeholder communication mechanism is regularly reviewed and updated.

Adm Elektrik maintains its interaction with its employees, whom it regards as one of its most important stakeholder groups, through multi-faceted communication tools. Direct contact is established with employees within the scope of the management walks carried out. Employee representatives attend the monthly Occupational Health and Safety Committee meetings and contribute to conveying employees' opinions and expectations on occupational health and safety to management. Matters other than occupational health and safety are addressed through direct meetings with the Human Resources unit and the General Manager. Employee satisfaction and suggestions are regularly evaluated at these meetings. Through the Enport Intranet Platform, employees can follow developments within the company and the group and obtain information about social events and announcements. E-mail communications and social events also support the continuity of interaction with employees.

In line with its understanding of transparency beyond its legal obligations, the company has been publishing sustainability reports since 2021 and regularly shares information about its activities through its corporate website. Corporate disclosures are made available to local and international stakeholders through the website.

Stakeholder Engagement and Management

Communication with public institutions and local governments is conducted through official correspondence, permit processes and regular reporting. The company also plays an active role within sector associations and platforms, contributing to legislative development processes and supporting the strengthening of public-sector cooperation through the opinions and suggestions it puts forward. Through the “Listening to Our Muhtars” meetings, launched to strengthen communication with local stakeholders, the regional needs and requests of muhtars are heard directly, and solution-oriented assessments on infrastructure and investment matters are carried out. Relations with suppliers and subcontractors are conducted through e-tender systems as part of tender and procurement processes. Collaborations with universities, research institutions and consultants focus on knowledge sharing, technical development and innovation. While relations with financial institutions are maintained through regular meetings and a transparent reporting approach, work carried out with non-governmental organisations, trade unions and sector associations contributes to creating social benefit and shared value.

Communication activities conducted through annual sustainability reports, press releases, sector meetings and congresses strengthen the relationship of trust the company has built with its stakeholders and support its goal of long-term value creation.

In order to develop rapid solutions to the needs of neighbourhoods and local communities, “**Listening to Our Muhtars**” Field Meetings were launched in 2025. While these meetings enable current stakeholder expectations and suggestions to be conveyed directly, they also increase coordination between local government and the company. As the meetings provide a direct flow of information from customers, rural areas and neighbourhoods, they feed not only efforts to improve service quality and efficiency, but also projects aimed at reducing environmental impact and protecting biodiversity.



Stakeholder Engagement and Management

Key Stakeholder Groups	Communication Channels	Frequency of Communication
Employees	Management Walks E-mail Employee Training Enport Intranet Social Events	Continuous Continuous Continuous Continuous Continuous
Public Institutions and Organisations and Local Governments	Sustainability Report Online and Face-to-Face Meetings E-mail, Telephone and Meetings Audits	Annual Continuous Continuous Continuous
Suppliers and Subcontractors	Sustainability Report E-mail, Telephone and Meetings E-Tender System	Annual Continuous Continuous
Customers	Customer Satisfaction Channels, Call Centre, Website Stakeholder Engagement Survey	Continuous Annual
Banks and Financial Institutions	Online and Face-to-Face Meetings Reporting	Continuous Instant
Universities and Research Institutions and Consultants	Online and Face-to-Face Meetings Congresses	Continuous Continuous
Trade Unions, Non-Governmental Organisations and Sector Associations	Sustainability Report Online and Face-to-Face Meetings	Annual Continuous
General Public	Press Releases, Meetings, Website Social Media Accounts Sustainability Report	Instant Annual

Results of the Stakeholder Prioritisation Analysis

Adm Elektrik conducted a stakeholder analysis in order to shape its sustainability strategy in line with stakeholder expectations and priorities. Within the scope of the study, the sustainability topics identified under environmental, social and governance (ESG) headings were evaluated using a 5-point Likert scale. The data obtained were analysed using the weighted average method to determine the priority levels of the sustainability topics.

The results of the stakeholder analysis were one of the key inputs in determining Adm Elektrik's material sustainability topics, and were taken into account in the processes of formulating the sustainability strategy, setting targets and conducting the double materiality assessment.

Priority Topics	Priority Ranking	Stakeholder Average
Occupational Health and Safety	Ensuring safe working conditions for employees and contractors	4.90
Climate Resilience	Grid and operational resilience against climate-related physical risks	4.83
Human Rights	Protection of human rights in operations and the value chain	4.75
Energy Efficiency	Reducing energy consumption and losses and increasing efficiency	4.65
Ethics and Transparency	Ethical conduct, transparency, accountability and anti-corruption	4.64
Energy Supply	Reliable and uninterrupted energy distribution and its relationship with operational and climate resilience	4.64
Biodiversity	Impacts of grid investment, maintenance and operation activities on biodiversity	4.64
Digital Grid Applications	Digitalisation, grid efficiency, resilience and the relationship with related technology/data risks	4.34
Gender Equality	Supporting equal opportunities and the prevention of discrimination among employees	4.16
Greenhouse Gas Emissions	Measuring, managing and reducing greenhouse gas emissions	4.08

Double Materiality

Determination of Time Horizons

The impacts of climate change and dependencies on the ecosystem expose companies to different risks in the short, medium and long term. Risks and opportunities therefore need to be assessed over the short, medium and long term.

Within the scope of Adm Elektrik's ESG risk and opportunity analysis, and directly linked to the planning periods used in the company's strategic decision-making processes, the short term has been defined as 0–1 years, the medium term as 1–3 years and the long term as 3 years and beyond.

While the short-term horizon focuses on determining operational priorities and improving existing processes, the medium-term horizon covers the planning of investment projects, the adoption of new technologies and the implementation of strategies towards sustainability targets. The long-term horizon covers the implementation of transformation projects across the value chain in line with the company's sustainable growth objectives and the realisation of its strategic vision.

Assessment of Impact Materiality

For the material topics identified, the potential positive and negative impacts that Adm Elektrik may create across its value chain in the short, medium and long term were defined qualitatively.

Potential and actual impacts were assessed taking into account their nature (positive, negative or both), the likelihood of their occurring and/or continuing to occur in the short, medium and long term, and the severity of the impact that may arise on the environment and/or society.

In assessing the impacts of the identified topics, in addition to the metrics recommended in the SASB Industry Standards, ERS and GRI, use was made of local and global environmental and social standards, the UN Universal Declaration of Human Rights, the ILO Conventions, the OECD Guidelines and the UN Guiding Principles on Business and Human Rights. The outputs of stakeholder consultations and stakeholder assessments of the material topics were also taken into consideration.

The results measured with the metrics and the stakeholders' assessments were evaluated in line with expert opinions, and the topics remaining above the impact materiality threshold defined on the basis of the median impact score were ranked in order of priority.

Double Materiality

Assessment of Sustainability and Climate-Related Risks and Opportunities

Sustainability and climate change-related risk drivers, impacts and dependencies expose companies to different risks and opportunities in the short, medium and long term. In assessing its sustainability and climate change-related risks and opportunities, the company took into account the impacts and financial materiality in the reporting period and over the short, medium and long term.

Sustainability-related risks and opportunities are assessed in three main steps.

Step 1: Determination of scenarios

The scenarios to be used in assessing risks and opportunities need to be selected so as to represent potential risks and uncertainties as comprehensively as possible. Accordingly, taking into account the expectations and guidance of the TSRS Standards and the CDP framework, it was considered appropriate to assess scenarios in which both potential transition risks and potential physical climate risks come to the fore, including a scenario aligned with the Paris Agreement. In addition, the availability of accessible model data was also taken into account in the assessment. The scenarios included in the final assessment were selected following evaluations by the Sustainability and Risk Management departments.

Risks and opportunities were assessed under three global warming levels and six scenarios: the RCP2.6 and NGFS Below 2°C, RCP3.4 and NGFS NDCs, and RCP6.0 and NGFS Current Policies scenarios, designated “Low-Emission”,

“Business-as-Usual” and “High-Emission” respectively. In order to diversify third-party data sources, the NGFS scenarios were mapped to the RCP scenarios on the basis of the “NGFS Climate Scenarios Technical Documentation v5.0” dated November 2024. In addition to these scenarios, the IEA’s Net Zero Emissions by 2050, Announced Pledges and Current Policies scenarios were also taken into account in assessing certain risks and opportunities, owing to data quality and accessibility.

The NGFS Below 2°C (RCP 2.6) scenario envisages early, strong and coordinated policy interventions to keep the rise in global temperature well below 2°C. In this framework, carbon pricing and regulatory instruments spread rapidly, the share of fossil fuels in the energy system declines rapidly, and low-carbon solutions such as renewable energy, energy efficiency, storage technologies and green hydrogen gain priority. In this scenario, while transition risks are high in the short and medium term, physical climate risks remain relatively limited in the long term; from a macroeconomic perspective, despite initially rising investment and adaptation costs, a more stable and resilient growth path emerges in the long term.

The NGFS NDCs (RCP 3.4) scenario is based on the assumption of a world in which the current Nationally Determined Contributions submitted by countries under the Paris Agreement are fully implemented. In this scenario, climate and energy policies strengthen gradually, the share of renewable energy increases and emission intensity decreases; however, the pace of transformation remains more limited compared with the Below

2°C scenario. While this leads to the presence of fossil fuels in the energy mix continuing for a longer period, it also causes physical climate risks to become more pronounced, particularly in the medium and long term. Although technological developments continue to advance around low-carbon solutions, they diverge between countries; in macroeconomic terms, while transition costs remain at more manageable levels, increasing physical risks and uncertainties put pressure on the long-term economic outlook.

In the NGFS Current Policies (RCP 6.0) scenario, it is assumed that only the policies currently in force continue and that no additional tightening of climate policy takes place. On this pathway, emissions continue to run at high levels, energy systems remain largely dependent on fossil fuels, and the diffusion of low-carbon technologies is limited. As a result, physical climate risks reach their highest level in this scenario; extreme weather events, drought and temperature increases have serious adverse effects on economic activities and infrastructure.

The NGFS NDCs scenario, being based on countries’ official commitments and the current policy reality, offers a reasonable middle path between the most optimistic and the most pessimistic scenarios, and is therefore used as the business-as-usual scenario.

Assessment of Sustainability and Climate-Related Risks and Opportunities

The NGFS NDCs scenario, being based on countries' official commitments and the current policy reality, offers a reasonable middle path between the most optimistic and the most pessimistic scenarios, and is therefore used as the business-as-usual scenario.

Step 2: Identification of risks and opportunities

In the process of identifying potential risks and opportunities that may affect the company's financial performance, financial position and/or cash flows, past risk and opportunity inventories, the SASB Industry Standards, the frameworks of ESG rating agencies such as S&P and MSCI, the EU Taxonomy Regulation in terms of physical climate risks, and the risk and opportunity disclosures of peer companies were reviewed.

The identified risk and opportunity drivers, the potential transmission channels through which these drivers may translate into financial impacts, the possible changes that may occur in the risk and opportunity drivers under each scenario, and the potential financial impacts these changes may create across Adm Elektrik's value chain in the short, medium and long term were defined qualitatively.

Step 3: Assessment of risks and opportunities

A feasibility analysis was carried out for each identified risk and opportunity driver to assess the suitability of qualitative or quantitative scenario analysis methodologies. In this context, the cost of internal and third-party data, modelling approaches and the maturity of the company's modelling capability were taken into account, and the opinions of the relevant departments and subject-matter experts were obtained accordingly. For each risk

and opportunity, internal and third-party data were collected, and where the necessary data were not available, the suitability of proxy data was assessed.

For the risk and opportunity drivers deemed suitable for quantitative assessment, the approach was shaped according to the transmission channels. Accordingly, the models built assessed the potential financial impacts of net risks in absolute monetary values and as ratios of the relevant financial indicator. The results of these models should be used not as forecasts or predictions, but as an assessment of potential futures. In this framework, it should be borne in mind that the effects of all actions taken and/or that could be taken to manage the risks cannot be captured.

In identifying the risks and opportunities that could reasonably be expected to affect its financial prospects in the future, the company drew on past events, the work of global and local sector players, industry guides, scenario analyses, the Climate Disclosure Standards Board (CDSB) Framework Application Guidance for the SASB Industry Standards, and the Guidance on the Industry-Based Application of TSRS 2.

For risks and opportunities that could not be assessed quantitatively owing to insufficient data and/or high uncertainty, a qualitative assessment was carried out using interviews with the relevant subject-matter experts and the results of desk research based on sectoral and thematic reports.



Double Materiality

Topic	Category	Actual / Potential	Upstream Value Chain						Operations		Downstream Value Chain		Time Horizon
			Ecosystem Services	Resource Extraction and Processing	Suppliers	Investors	Banks and Financial Institutions	Regulatory Authorities and Regulators	Distribution Infrastructure	Auxiliary Services	Retail	End Users (Residential and Commercial)	
 Climate Change	 Negative Impact	Actual		Greenhouse Gas Emissions					Greenhouse Gas Emissions				   Short, medium and long term
	 Positive Impact	Actual							Energy Management				   Short, medium and long term
	 Risk	Potential							Grid Resilience				   Short, medium and long term
	 Risk	Actual							Forest Fires				   Short, medium and long term
	 Risk and Opportunity	Potential							Electrification and Distributed Energy Resources				  Medium and long term
 Biodiversity and Ecosystems	 Negative Impact	Potential	Biodiversity and Ecosystem Management						Biodiversity and Ecosystem Management				   Short, medium and long term
 Workforce	 Risk	Potential							Occupational Health and Safety				   Short, medium and long term

 Positive Impact  Negative Impact  Risk and Opportunity  Risk

 Short Term  Medium Term  Long Term



04

ENVIRONMENTAL PERFORMANCE

Environmental Management

At Adm Elektrik, environmental performance is managed within the framework of the **Environmental Policy** and **Sustainability Policy**, on the principle of full compliance with legal regulations and continuous improvement. The company implements the ISO 14001:2015 Environmental Management System and is certified under it. It reports its carbon footprint in accordance with the ISO 14064 Greenhouse Gases Standard and the GHG Protocol, and its water footprint in accordance with the ISO 14046 Water Footprint Standard, and has them verified by independent bodies.

This management system covers the areas of environmental management, climate resilience, energy and resource efficiency, water management, waste management, sustainability training and biodiversity. Activities relating to the assessment of environmental aspects and impacts, the development and management of measures to reduce environmental impacts, and reporting are carried out under the leadership of the Health, Safety, Environment and Sustainability Department.

The team is responsible for coordinating sustainability targets and reports to the General Manager. Work is also carried out in coordination with the Health, Safety, Environment and Sustainability Group Directorate.

In addition to its periodic sustainability reports, the company discloses its CDP Climate Change response and its UNGC Communication on Progress.

Stakeholder visits are carried out as part of the company's environmental and social sustainability activities. At these meetings, information is exchanged with stakeholders and environmental and social projects are evaluated. In 2025, 8 sustainability stakeholder visits were carried out. In 2025, 150.50 person-hours of training were provided to Adm Elektrik employees and 226.50 person-hours to the employees of contractor companies on waste management, the environment and sustainability.

In line with its vision for the future, Adm Elektrik carries out various projects to reduce its environmental impact:



The Carbon-Cutting Lines project is being continued in order to reduce energy losses in the distribution network and lower Scope 2 emissions.



Through twin transition projects carried out to increase operational efficiency and reduce greenhouse gas emissions, the focus is on digitalising grid operations and developing monitoring systems.



As part of the green transition, the use of electric passenger vehicles in the company fleet is prioritised. Fossil fuel consumption is being reduced by electrifying the platforms of platform vehicles.



Contributions are made to sector-wide work on topics such as reducing greenhouse gas emissions in the distribution sector, biodiversity and the integration of alternative technologies.



Energy Management

Adm Elektrik has made minimising energy losses in the distribution network the focal point of its energy management and has launched the **Carbon-Cutting Lines** project. The processes for monitoring and reducing energy losses in the distribution network are led by the Market Operations Department and the Metering Systems and Energy Loss Control Department. The operational activities carried out by the Construction Works Department, the Maintenance Department and the System Operation Department, together with the projects developed by the Technology Investments and R&D Department, contribute to increasing efficiency. Activities are carried out with the aim of going beyond the annual targets set by EMRA for the energy performance of the network; the annual targets are broken down by operation and monitored on a monthly basis. The following work has been carried out to prevent technical losses and electricity theft in the distribution network:

Selection of the correct conductor type and cross-section

Transformer optimisation and reactive power compensation

Keeping the voltage at the correct level and phase balancing work

Modernising the network through maintenance work and new investments

Developing smart meter and remote meter reading (AMR) systems and increasing their use in the field

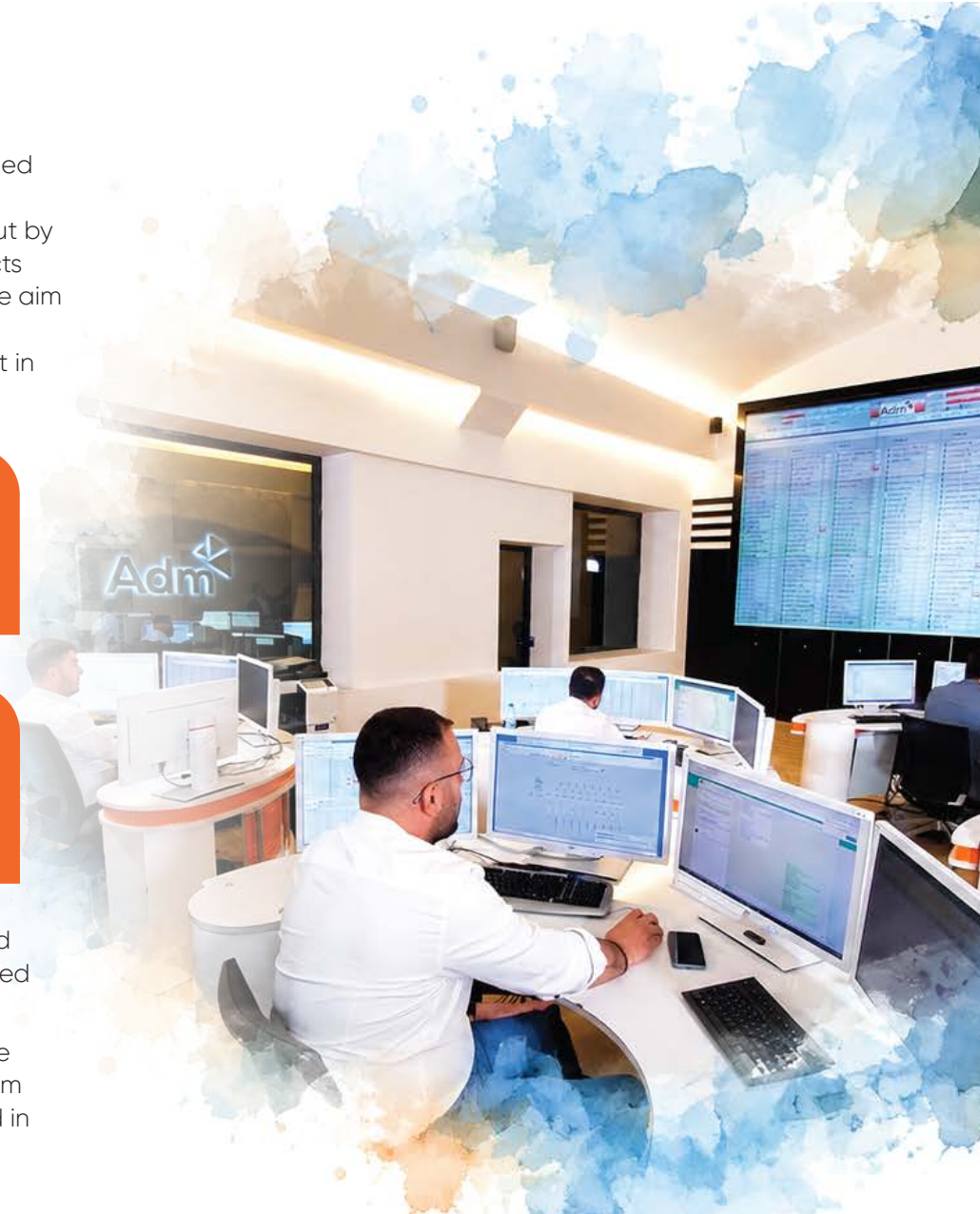
Expanding the underground network

Identifying suspicious consumption points through consumer profiling using data processing methods, effective field inspections and the application of legal sanctions

Effective use of reporting channels

In addition to this work, various other activities are carried out to increase energy and resource efficiency. LED luminaires are preferred when replacing luminaires in our offices, and projects are developed to increase resource efficiency. Resource consumption is monitored regularly and work is carried out to identify areas with savings potential.

In order to increase efficiency in grid and field operations, work has been carried out on the use of portable cable testing devices, the expansion of the network's SCADA integration, the wider deployment of fault indicators across the network, the field monitoring system and satellite-based meter reading applications. Thanks to these efficiency practices, the travel requirements of various vehicles used in field operations have been reduced, contributing to a reduction in fossil fuel consumption.



Greenhouse Gas Emissions Management

Within the framework of its **Environmental Policy** and **Sustainability Policy**, Adm Elektrik aims to reduce greenhouse gas emissions arising from its activities through energy efficiency, resource efficiency and electrification. Every year, the company calculates its greenhouse gas emissions in accordance with the ISO 14064 standard and the GHG Protocol, has them verified by independent accredited bodies and shares them with the public. Energy and resource efficiency targets and greenhouse gas emissions are monitored by the Sustainability Committee.

The operational monitoring of emission management activities, carbon footprint calculations and reporting processes are carried out by the Health, Safety, Environment and Sustainability Department in coordination with the Health, Safety, Environment and Sustainability Group Directorate.

Adm Elektrik has been reporting to CDP Climate Change since the 2021 reporting year. In the most recent period, in which 2024 activities were reported, the company’s success in the field of climate change was confirmed with an A-Leadership rating.

As part of its sustainability and decarbonisation strategy, Adm Elektrik focuses on energy and resource efficiency and new environmentally friendly technologies.

Efforts to Reduce Scope 1 and 2 Emissions

Adm Elektrik has identified energy efficiency as the first step in its decarbonisation roadmap. It is also working with sector representatives to develop solutions for reducing sulphur hexafluoride.

The **Carbon-Cutting Lines** project was developed to address energy losses in the distribution network, the company’s most significant source of emissions. Thanks to the efficiency gains achieved under this project over the 5-year period 2021–2025, cumulative energy savings of 189,523,252 kWh were achieved and 82,766 tonnes of carbon dioxide equivalent emissions were avoided compared with the 2020 reference year.

Mobile combustion emissions were reduced by electrifying part of the vehicle fleet.

Greenhouse Gas Emissions	Unit	2023	2024	2025
Scope 1	tCO ₂ e	1,977.45	2,905.28	2,301.92
Scope 2	tCO ₂ e	237,787.15	262,267.39	318,684.66
Scope 3*	tCO ₂ e	87,010.89	48,222.99	41,363.44
Total Greenhouse Gas Emissions**	tCO ₂ e	326,775.49	313,395.66	362,350.02
Intensity	tCO ₂ e/GWh* of energy distributed	34.06	29.60	33.64

*Purchased services are not included in Scope 3 emissions.

**The calculations include CO₂, CH₄, N₂O, SF₆ and HFC gases. As there is no biomass combustion or biodegradation-based process in our activities, no biogenic CO₂ emissions arise. Biogenic CO₂ emissions were therefore not reported separately in the reporting period.

Water Management

Water management processes are conducted within the framework of the ISO 14046 Water Footprint Standard and full compliance with the relevant legislation. Mains water and groundwater are consumed for office activities and landscaping. The wastewater generated is discharged into the sewerage system of the relevant municipality. Sensor taps in washrooms and employee awareness training contribute to water efficiency.

Water Footprint

The company adopts a systematic assessment approach to identify its water-related impacts. Although no industrial wastewater is generated, water footprint calculations are carried out in accordance with the ISO 14046 Water Footprint Standard, taking into account mains water and rainwater consumption, and the calculations are verified by independent verification bodies.

Water Footprint	Unit	2023	2024	2025
• Blue	m³/year	19,741.68	15,554.36	14,991.92
• Green	m³/year	44,267.23	43,208.89	27,172.84
• Grey	m³/year	15,793.34	12,443.48	13,492.73
• Intensity	m³ blue water / number of employees	24.34	19.54	16.89



Sustainable Water Management
We continuously improve our processes for the protection and efficient use of water resources.



Efficiency and Savings
We carry out our activities within the scope of water efficiency.



Monitoring and Improvement
We continuously improve our water management performance through regular measurement, analysis and reporting.

Waste Management

Waste management activities are carried out in compliance with the relevant legislation and the ISO 14001:2015 Environmental Management System standard. The company implements the Zero Waste Management System in its Head Office and Regional Directorate buildings and holds Zero Waste Certificates approved by the Ministry of Environment, Urbanisation and Climate Change.

The operational monitoring of waste management activities is carried out by the Health, Safety, Environment and Sustainability Department, the Distribution Group Administrative Affairs and Fleet Department, and the Distribution Group Materials, Logistics and Inventory Department.

Waste management is carried out in accordance with the waste management hierarchy and the principles of circularity. In this context, priority is given to preventing waste generation and evaluating reuse solutions.

The company conducts life cycle analysis in order to prevent waste generation and identify circularity opportunities. Through the proper management of maintenance, fault repair and network operation processes, the long service life of the electrical switchgear in use is ensured.

PLANNED PROJECTS



Adm Elektrik plans the following projects to take its waste management to the next level in the coming period:

- Minimising paper consumption
- Reducing toner consumption through black-and-white printing
- Reducing single-use plastics

Waste Management Processes

Office waste is managed in compliance with the Zero Waste Management System. Waste reduction activities are carried out, and recyclable waste and waste batteries are separated at source according to colour codes. Waste collected separately at source is accumulated in temporary storage areas and delivered to licensed waste processing facilities.

Reuse solutions are evaluated for dismantled materials from the electricity distribution field. Waste switchgear is temporarily stored in accordance with its hazard class and sent to licensed waste processing facilities.

Medical waste generated in the infirmaries is sent to licensed medical waste processing facilities in the relevant province.

Waste transport and disposal services are procured from companies holding a valid licence from the Ministry of Environment, Urbanisation and Climate Change. All transactions relating to the transport and disposal of waste are monitored through the National Environmental Information System, and the relevant transport and disposal records are kept in the system. The vast majority of waste is directed to recovery processes under R codes. Some 97.9% of the 8,316.02 tonnes of waste generated in 2025 was sent for recovery.



Biodiversity Management

Adm Elektrik manages biodiversity with a sense of responsibility for minimising its impacts on the environment and supporting the sustainability of natural life. The company's impacts on biodiversity include topics such as bird migration routes, habitat loss, land use, ecological corridors, impact on forest areas and climate change impact. Biodiversity impacts are systematically assessed and action is taken to reduce them.

The management, monitoring and reporting of biodiversity-related environmental impacts are carried out by the Health, Safety, Environment and Sustainability Department. At the strategic level, the development of policies supporting biodiversity and the setting of targets are coordinated in line with senior management's sustainability vision.

In power line and distribution infrastructure projects, planning processes are managed by analysing ecosystem sensitivities and areas critical for biodiversity. Using analyses supported by Geographic Information Systems, protected areas, natural habitats and migration routes are identified, and investment strategies sensitive to environmental impacts in these areas are developed. In new projects, alternative routes are evaluated in order to protect natural habitats. Field work is carried out to minimise the impacts of existing power lines on biodiversity, and infrastructure solutions compatible with natural habitats are developed.

Bird Protection Plan, Ornithological and Ecological Risk Assessment and Biodiversity Action Plan Studies

Prepared in line with the criteria for the conservation of biological diversity and the sustainable management of living natural resources, in order to identify the impacts of company activities on natural life, assess these impacts and determine the measures that will reduce negative impacts to acceptable levels.



Biodiversity Management

New Home for Storks

Work under the **New Home for Storks** project, first implemented in 2009, continued in 2025. Under the project, special nesting platforms are installed at the tops of electricity poles so that storks can nest safely, providing them with safe habitats.

Every year before the migration season, technical maintenance of the special nesting platforms is carried out; stork nests are cleaned and inspected, and insulation work is carried out on electricity distribution lines close to the nests. Insulation and investment work is carefully planned taking into account migration routes, stork density and nesting areas.

During the nest inspections carried out before the migration season with the participation of company employees, plastic bags, string and similar non-natural materials that could threaten the health of storks and their chicks are removed. Once the technical teams have completed their inspections of the special nesting platforms and the insulation work, the storks' access to safe and healthy habitats is supported.

Taking into account the tendency of storks to nest in the same locations every year, where electricity poles that are decommissioned and scheduled for removal following investment work previously carried a special nesting platform, the existing situation is preserved and the poles are retained solely to serve as stork nests.

The effects of climate change on the behaviour and migration habits of storks are also being observed together with stakeholders. It is considered that changes such as the reduction of water sources along migration routes may lead storks to prefer different routes and new nesting areas. Accordingly, 9 new nesting platforms were created where needed for storks that choose new locations within the service area.

Through the **New Home for Storks** project, which contributes to the protection of natural life and the support of biological diversity, work continues to strengthen the harmony between people and nature in the regions where the company operates.



Biodiversity Management

Our Lights Are Red for Sea Turtles

Adm Elektrik implemented the “Our Lights Are Red for Sea Turtles” project in cooperation with Pamukkale University and the Directorate for the Protection of Natural Assets of the Ministry of Environment, Urbanisation and Climate Change of the Republic of Türkiye, in order to contribute to the protection of the natural life cycle of sea turtles and coastal ecosystems. The project aims to reduce the adverse effects of artificial lighting on sea turtles, particularly during the nesting period and the period when hatchlings make their way to the sea.

The project, whose pilot implementation was carried out in 2025 at Karaot Beach in the Fethiye district of Muğla, was extended to the Fethiye Kocaçalış Beach area in 2026. Under the project, street lighting along the coast was converted to red light technology, which sea turtles perceive at a lower level. The aim is thus to reduce the adverse effects of artificial lights on the nesting behaviour of adult sea turtles and the orientation of hatchlings towards the sea. The application also enables the lighting service in the area to be maintained without interruption.

The project contributes to the sea turtle conservation work carried out by the Ministry of Environment, Urbanisation and Climate Change of the Republic of Türkiye. The effects of the application are monitored systematically through nest numbers, nesting behaviour and the success of hatchlings in reaching the sea. The long-term effects of the project are planned to be demonstrated through monitoring studies to be carried out in the coming years as well.



05

ECONOMIC PERFORMANCE



Economic Performance

While providing uninterrupted, safe and stable electricity distribution services to approximately 3.33 million users in our licence region covering the provinces of Aydın, Denizli and Muğla, Adm Elektrik measures its economic performance not only by financial growth but also by its infrastructure investments, digital transformation and the added value it provides to the value chain.

Economic Value

In line with the regulated structure of the electricity distribution sector, the revenue model and capital expenditure are managed in full compliance with the implementation period targets set by the Energy Market Regulatory Authority (EMRA). Infrastructure investments made for grid modernisation, underground cabling, capacity increases and the integration of renewable energy sources (solar and wind power plants) into the grid directly support local employment, suppliers and the economic development of the region served.

The revenues generated throughout 2025 were distributed through payments to suppliers, employee benefits and wages, taxes paid to the public sector and community investments. A large part of the direct economic value generated was reinvested in green and digital investments that will increase grid resilience, laying the foundations of a climate-resilient energy infrastructure.



Denizli/Pamukkale

R&D and Innovation

Adm Elektrik develops projects in areas such as digitalisation, energy efficiency, smart grids, AI-supported systems and renewable energy integration. In the 2021-2025 period, 58 R&D projects approved by EMRA were carried out. These projects focus in particular on critical topics such as the modernisation of the grid infrastructure, demand management, reducing outage duration and improving the customer experience. The projects developed include the detection and classification of faults in MV and LV networks using distributed/edge computing methods, pilot applications of dynamic line rating (DLR) on overhead lines, and demand management through consumer perception management.

In 2025, applications were submitted for 29 new R&D projects, and important steps were taken to expand the company's R&D activities. The projects developed by Adm Elektrik under its R&D strategy include innovative solutions such as a cable fault locator for the medium voltage underground electricity network, smart robotic systems for unmanned inspection and control at distribution centres, and AI-supported voice control and command systems for electricity distribution buildings. Demand balance controller devices, smart electro-magnetic MV fuse systems and modular transformer development projects also contribute to making the company's energy infrastructure more resilient. Within the scope of R&D activities, the aim is to make energy management processes smarter, more efficient and more sustainable by increasing the use of digitalisation and automation technologies. E-mobility projects, innovative energy storage solutions and AI-supported grid monitoring systems are being carried out as part of the energy transition. The company does not limit its R&D projects to technological developments alone; through the collaborations it has developed with sector stakeholders, universities, research centres and technology companies, it puts innovative solutions into practice within a wider ecosystem.

Going beyond traditional methods in grid management, R&D activities are shaped around the decarbonisation, decentralisation and digitalisation of energy. Projects supported by the EMRA R&D Fund and national/international funding sources (EUREKA, Horizon Europe, etc.) continue to grow through university-industry collaborations and technology-focused initiatives.



Smart Grid Technologies: Development of domestic devices that pinpoint medium voltage (MV) underground cable faults, and modular transformer solutions,



Autonomous Operations: Smart robotic systems providing unmanned inspection at distribution centres and AI-supported voice/visual control systems,



Grid Resilience: Demand balance controllers and smart electro-magnetic MV fuse systems against extreme weather events have been developed.

Partnership with the academic world is reinforced through innovative projects carried out with institutions such as Sabancı University, Özyeğin University and OSTİM Technical University, and the outputs obtained are shared with sector regulators.

Number of projects approved by EMRA in the 2021-2025 period: **58**

Number of R&D project applications in 2025: **29** (27 EMRA, 2 TÜBİTAK)

Digitalisation and Smart Grid Transformation

Adm Elektrik prioritises digital transformation in order to make its energy distribution processes more efficient, safer and more sustainable. By integrating technological innovations into its operations, it both improves service quality and strengthens the resilience and flexibility of the grid infrastructure. The digitalisation strategy is designed to optimise energy management processes, make business processes more effective and improve the customer experience.

The company is modernising its operational processes through investments in technological infrastructure such as smart grid systems, remote monitoring and automation solutions, data analytics and digital security systems. Thanks to SCADA (Supervisory Control and Data Acquisition) systems, GIS (Geographic Information Systems) and digital twin technologies, the energy infrastructure is monitored in real time, and maintenance and repair processes are carried out faster and more efficiently. SCADA systems make it possible to detect outages in the grid instantly, while enabling remote intervention and thereby increasing continuity of supply.

Digital meters and smart metering systems make it possible to monitor energy consumption in real time and minimise energy losses. Thanks to digital systems, consumer data are managed more transparently, billing processes are simplified and energy saving is encouraged. Remote monitoring is carried out through smart meter reading systems, preventing technical and non-technical losses.

Cybersecurity is treated as one of the critical components of the digitalisation process, and all digital infrastructure is

secured within the framework of the ISO 27001 Information Security Management System. In order to protect the energy infrastructure against cyber threats, data security measures are continuously updated, and vulnerabilities are identified and the necessary actions taken.

Adm Elektrik is making its operations smarter and more predictable by using artificial intelligence and big data analytics technologies. Machine learning-supported systems detect anomalies in the grid and optimise maintenance processes through fault prediction models. In this way, preventive maintenance processes are strengthened and unexpected outages are prevented.

Digitalisation processes are also used to improve the customer experience. Thanks to online service platforms, mobile applications and digital customer support systems, subscribers can complete their transactions faster and more easily, reducing the need for call centres while increasing customer satisfaction.



Digitalisation and Smart Grid Transformation

Digitalisation Targets

Fully Self-Healing Grid: To increase the coverage rate of the self-healing grid, which enables the grid to restore its own supply in the event of a fault without the need for human intervention, to 35% by the end of 2026.

AI-Based Predictive Maintenance: To roll out across the entire licence region machine learning models that predict the fault risk of field equipment before it materialises; to maintain sector leadership in the SAIDI (outage duration) and SAIFI (outage frequency) indices.

100% Digital Channels in Customer Experience: To achieve the paperless operation target by increasing the proportion of customer requests, fault notifications and connection processes handled through digital channels (Mobile Application, AI Assistant, e-Government).

Carbon-Neutral Digital Operations: To minimise Scope 2 emissions arising from digitalisation by optimising the energy efficiency of data centres and data transmission infrastructure.

Digital Training and Competency Development

The successful realisation of the opportunities offered by technology is only possible through the digital literacy and competencies of our human resources. Within the "Adm Digital Academy" established for this purpose:

Digital Transformation for Field Teams: Continuous field training is provided to field personnel for the effective use of mobile workforce management (WFM) systems and augmented reality (AR)-based maintenance tools.

Data Analytics and AI Literacy: Certificate programmes focused on Data Science, Python, Business Intelligence (BI) and Data Security are organised for our engineering and administrative staff.

Cybersecurity and Data Privacy: Regular cybersecurity awareness simulations and training are provided to all our employees in order to protect critical energy infrastructure.



06

SOCIAL PERFORMANCE

Social Performance

Adm Elektrik aims to create a working environment in which its employees feel valued, develop a commitment to the company culture and contribute with a sense of belonging. Accordingly, Human Resources strategies are shaped by an approach that encourages employee engagement, brings out individual and corporate potential, is based on the principles of transparency and fairness, and supports continuous learning and development.

Human resources processes, which are the responsibility of the Human Resources Directorate reporting directly to the General Manager, are conducted within the framework of the **Code of Ethics and Working Principles** and the **Human Rights Policy** and the related procedures.

Processes relating to working conditions and the working environment, together with occupational health and safety activities, are managed by the HSE and Sustainability Department, which reports directly to the General Manager, under the **OHS Policy** and the ISO 45001 standard.

While encouraging the achievements of its employees, the company supports them in acting with team spirit and in line with common goals. Believing that the energy of its employees is the fundamental source of the company's growth and sustainable success, it regards its human resources as its most valuable asset.



Human Rights Policy

In all its activities and its supply chain, Adm Elektrik bases itself on full compliance with the Constitution of the Republic of Türkiye and the United Nations Universal Declaration of Human Rights, to which Türkiye is a signatory. In line with its Human Rights Policy, Adm Elektrik focuses on building a workforce committed to ethical values, environmentally conscious and innovative, and on spreading this understanding to its supply chain and the communities within its sphere of influence. Clearly setting out its stance against child labour, the company shows zero tolerance for child labour within its organisation and its supply chain.

Adm Elektrik's approach to human rights, ethics and sustainability has been built on the principles of the United Nations Global Compact (UN Global Compact) and integrated into all business processes. In this framework, practices aimed at preventing child labour are carried out in line with internationally recognised human rights standards as well as national legislation.

In this context, the fundamental labour standards of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the OECD Guidelines for Multinational Enterprises are among the key international references shaping our approach. These international standards form the basis of the organisation's policies in areas such as the prevention of child labour, the prevention of forced labour, the elimination of discrimination and the development of responsible supply chain practices.

Under its Human Rights Policy, Adm Elektrik has committed;

- Not to allow discrimination among its employees under any circumstances and to provide all employees with equal rights in matters such as remuneration, performance evaluation and employment,
- To support the empowerment of women in the workplace and women's employment,
- To improve gender balance in our company's decision-making mechanisms and to increase the proportion of women on our company's board of directors and in senior management,
- To accept and value the age, religious, racial and cultural differences of all its stakeholders,
- Not to allow child labour in its operations or at any stage of its supply chain,
- Not to allow forced and compulsory labour under conditions that do not comply with laws and regulations at any stage of its operations,
- To prevent any situation that would impede its employees' exercise of their right to freedom of expression in the workplace, and to allow cooperation with non-governmental organisations,
- To respect its employees' right to collective bargaining and freedom of association,
- To create healthy, ergonomic, safe and satisfying working conditions for its employees,
- To be a socially reliable employer for its employees,
- To create an environment suitable for working parents that takes into account its employees' work-life balance,
- Not to tolerate incidents such as ill-treatment, mobbing and harassment in the workplace.

Diversity, Equal Opportunity and Inclusion

Under its **Human Rights Policy**, Adm Elektrik aims to create a working environment that supports diversity, equality and inclusion. While ensuring that all its employees benefit fairly from rights and opportunities, the company acts on the principle of zero tolerance for all forms of discrimination based on language, religion, race, ethnic origin, gender, age and other personal characteristics.

The company positions diversity as a strategic strength in achieving corporate goals. It regards different approaches and different cultures as an asset, and treats diversity as an important element in strengthening company performance.

The equal opportunity approach has been integrated into all Human Resources processes. In recruitment procedures, the principle of "the right person for the right job" is observed, and candidate evaluations are carried out independently of personal characteristics, focusing entirely on talent and competence. In this context, gender-neutral CVs are used. Objective tools such as personality inventories and general aptitude tests are used in candidate selection to ensure that the most suitable candidates are identified. The company applies the principle of **"equal pay for equal work"** within its organisation.

Efforts to support gender equality have been carried out systematically under the **"Equal Life"** initiative since 2020. Through the initiative launched in 2020, the company's culture, organisation, human resources processes, training and communication strategies are addressed and transformed from

a gender equality perspective. Through monthly online meetings, academics, activists and representatives from the business world are brought together for awareness-raising events. Under Equal Life, a transformation is being carried out from a gender equality perspective in every area, from recruitment processes to training programmes and from physical conditions to corporate messages.

Adm Elektrik does not permit any form of discrimination and places respect for human rights and equal opportunity at the foundation of all its activities. This approach is shaped in line with the Human Rights Policy and the commitments under the United Nations Global Compact.

The principle of equal opportunity is taken as the basis in all human resources practices, including recruitment, remuneration, performance management, training and career processes, and decisions are made on the basis of objective criteria.

A zero-tolerance policy is applied against discrimination, harassment and similar inappropriate behaviour, and secure channels are operated through which employees can report ethical violations. Reports are evaluated in accordance with the principles of confidentiality and impartiality.

In 2025, 6 employees took parental leave. All 6 employees who took parental leave in 2025 returned to work after their leave, and the return-to-work rate was 100%.



Equal Life

*All our energy
for equality*

Talent Management and Career Development

In line with the company's strategy and objectives, employees' technical and behavioural competencies are developed to enable them to increase their potential. The individual development plans determined within the scope of performance evaluation processes are shaped in alignment with corporate sustainability objectives.

Adm Elektrik implements a transparent and effective Performance Management System in order to measure its employees' contribution to company objectives objectively and fairly. Under this system, which is based on employees' competencies and business results, employee performance is evaluated at least once a year.

The Performance Management System is built on two fundamental elements: "Objectives" and "Competencies". The process begins with the company's strategic objectives, priorities and corporate competencies being shared with all employees according to their positions and seniority. Each employee determines, together with their manager, how they can contribute to company objectives and sets their individual objectives. It is essential that objectives are measurable and concrete. Corporate competencies are evaluated by observing employees' attitudes and behaviour in business processes and influence the final performance result.

Objectives that enable employees to identify their development areas and enhance their professional skills are prioritised during the process. The feedback process, an important element of performance management, is actively applied at the objective-setting and evaluation stages.

The performance evaluation results obtained from the system provide input to human resources processes such as employee development planning, training needs analysis, remuneration management, and promotion and rotation decisions. The Performance Management System not only measures individual success but also contributes to employees' career development, supporting the company's sustainable growth and success.

Adm Elektrik's being part of a well-established and large group provides wide-ranging opportunities for employees' career development. New positions within the company and the Group are opened primarily to applications from within the group. In this way, employees have the chance to consider career opportunities not only at Adm Elektrik but also at group companies. In addition, through rotations to different departments, employees have the opportunity to gain competencies in different divisions and units and develop their careers.

How Does Our Energy Match Yours?

- ▶ With your responsive outlook that touches lives
- ▶ With your sense of responsibility
- ▶ With your dynamism
- ▶ With your innovative approach



Continuous Development and Training Programmes

Adm Elektrik implements a structured training procedure to support the professional and personal development of its employees.

The training programmes are delivered through two channels: classroom and online training. These programmes, carried out in cooperation with Aydem Academy, internal trainers and external training institutions, enable employees to acquire the competencies needed to progress on their career ladder. Training is provided under 6 main headings: Professional Development, Personal Development, Leadership, Occupational Health and Safety, Mandatory and Orientation. A Training Evaluation Survey is conducted at the end of each training session in order to measure the added value of the training and collect employee feedback.

The Leadership Development Programme, launched in 2024, supports the leadership processes for the career plans of middle and senior managers.

In 2025, 4 employees obtained Vocational Qualifications Authority (MYK) certificates.



Plaques of appreciation were presented by General Manager Emrah Kalkan to the internal trainers who share their knowledge and field experience, in recognition of their contributions.



Remuneration Policy

Adm Elektrik manages its remuneration processes meticulously in line with its Human Resources Policy and acts in adherence to the principle of equality. Working with a global and independent remuneration consultant, the company applies a fair remuneration system based entirely on performance analyses. A working environment in which everyone can feel secure has been created by preventing discrimination based on factors such as gender, language, religion, race, sect, belief, nationality or marital status. In line with the principle of equal pay for equal work, it manages its workforce policies fairly and transparently.

The remuneration policy is implemented within the framework of a fair, transparent and sustainable approach, taking into account job descriptions, the level of responsibility of the position, competency requirements, market conditions, internal pay equity and organisational needs. The principle of equality is taken as the basis in pay and fringe benefit practices, and employees are evaluated according to their duties, competencies and the responsibilities they assume, regardless of their gender. For this reason, no distinction is made in terms of remuneration between women and men working in the same or equivalent positions.

The company applies a performance management system that clearly defines KPIs for each employee and department. Promotions and bonuses are determined through evaluations based on these indicators. These indicators are designed in alignment with the company's strategic objectives.

Adm Elektrik respects employees' rights to form trade unions, to join or not to join a trade union and to participate in collective bargaining processes, and supports the exercise of these rights within the framework of the applicable legislation and international labour standards. It adopts an approach that guarantees employees' freedom of association and does not tolerate any discrimination, pressure or obstructive practice on account of trade union activities. Collective labour relations and collective bargaining processes are conducted in accordance with the provisions of the relevant legislation, within a framework of mutual respect, constructive dialogue and cooperation. Employees' rights to form and join trade unions and to bargain collectively are supported.

Adm Elektrik expects contractor employees to be remunerated in accordance with the applicable legislation. In this context, payroll and wage payment records are checked, and compliance with the minimum wage and the related legal obligations is monitored. Where practices contrary to legislation or likely to adversely affect employee rights are identified, the relevant contractor is requested to take corrective action and the remediation of the non-conformity is monitored. Legal compliance criteria are also taken into account in contractor performance evaluations.

Employee Satisfaction

Prioritising the motivation of its employees and their sense of belonging in the workplace, Adm Elektrik aims to ensure that they feel valued both professionally and socially. Through various events shaped around the company culture and values, employees are encouraged to come together, and their social interaction is supported in addition to increasing their work motivation. The diversity, equal opportunity and inclusion practices and projects carried out by the company also form a fundamental element of employee satisfaction.

When there are changes in operational processes, employees' opinions are obtained through workshops, meetings or surveys before decisions are finalised.

At Adm Elektrik, full-time employees are offered various additional fringe benefits and social support practices in addition to their legal entitlements. In this context, practices such as the following are provided.

- Life insurance,
- Complementary/private health insurance,
- Birth and marriage allowances,
- Service incentive bonus,
- Bonus payments,
- Performance bonus,
- 1 day of birthday leave to be used on birthdays,
- 1 day of relocation leave for moves made at the employee's own request,
- 7 days of social leave per year, which can be used for matters such as official procedures, a child's first day of school, illness or accompanying a relative,
- Annual leave entitlement in addition to the periods stipulated in the Labour Law,
- Bereavement leave with extended scope and a duration of up to 5 working days in the event of the loss of a close relative

The Adm Elektrik Basketball Team won the title of "Undefeated Champion" by defeating its final opponent 34-33 in the final match of the 2025 Season of the Denizli Companies Basketball League, organised in cooperation with the Denizli Chamber of Industry (DSO) and the Denizli Basketball Development Association (DEBAGED).



Occupational Health and Safety Management

An Occupational Health and Safety Management System that ensures the systematic management of occupational health and safety is implemented at Adm Elektrik. Compliance with all legal requirements under the Occupational Health and Safety Law No. 6331, the Labour Law No. 4857 and the related regulations and communiqués is ensured, and in addition to the legal requirements, the system has been established and certified on the basis of the internationally recognised ISO 45001 Occupational Health and Safety Management System Standard. Under the **Occupational Health and Safety Policy**, updates are tracked through legal compliance monitoring tables, and regulatory changes are communicated to employees by the relevant units.

The identification, assessment and control of risks and continuous improvement activities are carried out within the scope of this system.

The Occupational Health and Safety (OHS) Management System implemented has been developed to cover all employees, activities and workplaces. Adm Elektrik requires not only its own employees but also contractor companies to comply fully with OHS processes.

Adm Elektrik conducts all its activities with a proactive OHS management approach, continuously improves safe working environments and treats employee health and safety as an integral part of its business processes. The OHS culture is continuously developed through innovative projects and technology-based solutions.

The Pincident OHS Software programme is used in the Company in order to increase the effectiveness and efficiency of occupational safety management processes. Thanks to the software, which covers all OHS processes, transactions are carried out faster and without error, and operational risks are identified more accurately through instant or short/medium-term analyses of the data collected, enabling more effective measures to be taken. The system covers all employees and contractors. Field inspections and hazard and near miss reports can be submitted instantly by employees thanks to this software, and actions are assigned to the relevant persons and followed up for near miss/hazard reports.



Occupational Health and Safety Management

Risk Management and Preventive Practices

In order to manage occupational health and safety risks effectively at Adm Elektrik, systematic hazard identification and risk assessment processes covering both routine and non-routine activities are applied. Routine processes include regular field inspections, periodic risk assessment updates, safety observations and job hazard analyses. Non-routine processes cover special situations such as new equipment or method changes, maintenance and repair activities, project-based work, accident and incident investigations, analyses of incident, near miss and unsafe condition and behaviour reports, and emergency drills. All employees, including contractor employees, report the potential hazards they observe in the field through the Near Miss / Unsafe Condition and Behaviour Module via the digital/mobile OHS software.

The process is carried out by Risk Assessment Teams consisting of personnel in positions such as process owner, unit manager, team leader and employer's representative, together with employee representatives, under the leadership of a professional staff of Class A Occupational Safety Specialists and Occupational Physicians who are legally required and certified by the Ministry of Labour. Risk assessments are carried out on an activity basis and specific to each workplace, taking into account chemical, physical, ergonomic, biological and psychosocial risk factors. The hazards identified are analysed and prioritised according to likelihood and severity criteria, and control measures are planned. In the process, the hierarchy of controls approach is taken as the basis for eliminating, reducing and controlling risks.

The risk assessments prepared are regularly reviewed and updated in line with changes in activities, the commissioning of new equipment and methods, occupational accidents, near miss incidents and field observations, and their consistency with field realities is checked. In addition, risk assessment documents are updated at set intervals and their consistency with field realities is checked. The quality of these processes is assured through regulatory compliance, regular internal audits, review meetings and performance indicators.



Risk Management and Preventive Practices

Employee participation is treated as one of the fundamental elements of risk management. Our employees can easily report unsafe conditions, near miss incidents and non-conformities relating to occupational health and safety through the Pincident OHS software system. The unsafe condition, unsafe behaviour and near miss reports submitted by employees are evaluated by the relevant managers and the OHS unit and referred to the responsible units so that the necessary actions can be taken. The follow-up of the corrective and preventive actions taken is carried out systematically through the Pincident OHS software programme, and near miss reports are encouraged and rewarded in order to increase employees' contribution to the safety culture. In addition, employees' suggestions are evaluated through Occupational Health and Safety Committee meetings, field feedback, behaviour-based observations and regular communication activities, with the aim of improving OHS performance in line with the principle of continuous improvement. In our organisation, employees are encouraged to contribute to the safety culture, and no retaliation, disciplinary action or adverse treatment is applied to employees for hazard reports made in good faith. The rights of employees who make reports are protected, and their feedback is regarded as an opportunity to improve occupational health and safety performance.

The Occupational Health and Safety Committee meets regularly once a month on a regional basis with the participation of committee members and managers. The Committee plays an active role in the processes of evaluating OHS performance, analysing occupational accidents and near miss incidents, monitoring legal requirements and determining the preventive actions to be taken. In line with the decisions taken at Committee meetings, corrective and preventive actions are planned, responsible units are designated and implementation processes are regularly followed up. It meticulously monitors these health and safety elements not only within the company but also for all stakeholders. The company also closely monitors the occupational health and safety processes of contractor companies, and requires each company to establish an OHS Committee and hold regular meetings. By actively participating in these meetings, the company effectively manages employer-subcontractor relations and contributes to the improvement of OHS processes.

Open communication and a participatory safety culture are encouraged at Adm Elektrik, and it is essential that employees are able to make reports without experiencing any adverse consequences. This approach is guaranteed by our organisation's code of ethics and OHS policies, and employees are encouraged to contribute to a safe working environment.



Risk Management and Preventive Practices

When occupational accidents occur, the incident is immediately recorded and a detailed incident investigation process is initiated with the participation of the relevant managers, the OHS Unit and the technical teams. Within the scope of the investigation, root cause analyses are carried out to identify the factors that led to the accident.

In this process, not only the apparent causes of the accident but also equipment, working method, organisation, training, supervision and behavioural factors are comprehensively evaluated. In addition, scene investigations, employee statements, photo and video records, equipment checks and the related technical records are included in the analysis process. As a result of the evaluations, corrective and preventive actions are determined to prevent the recurrence of similar occupational accidents, and those responsible and target completion dates are defined and followed up through the Pincident OHS Software. The effectiveness of the actions determined is monitored through field inspections and performance indicators; in line with the lessons learned, risk assessments, work instructions and training content are updated, supporting the continuous improvement approach.

Video Confirmation

In order to confirm that the employee has taken the necessary safety precautions before starting critical and hazardous work and to ensure that the work is carried out safely, our organisation has a live video confirmation system in place for fault repair and maintenance activities. In the video confirmation system, the personnel assigned to field operations connect to the control centre by video and show the safety precautions taken in the work area, the required personal protective equipment and the readiness of team-based protective and warning equipment, and work permission is granted according to their suitability. If the work is deemed hazardous or the precautions taken are assessed as insufficient, permission for the work is not granted, additional precautions are requested and the findings are reported to unit managers. Likewise, work not covered by the live video confirmation system is recorded in the system offline by the Fault Repair and Maintenance Teams, evaluated by the control centre, and the compliance of the team and the individual with OHS rules and the organisation's instructions is measured and reported to their immediate supervisor and senior managers.



Occupational Health and Safety Management

Audits, Inspections and Training

At Adm Elektrik, the Occupational Health and Safety (OHS) Management System is implemented so as to cover all employees. In this context, permanent employees and contractor employees working in the field are included in the system, and OHS rules apply to all employee groups.

The OHS management system is regularly evaluated through internal and external audit processes. In this context, all employees work within a system that has undergone internal audits and/or independent external audits.

In 2025, a total of 13,543 inspections were carried out under the OHS management system by the OHS Unit and the Life Safety Committee. Through these inspections, the effectiveness of the system was evaluated and continuous improvement activities were planned.

Training is planned in accordance with the provisions of the Regulation on the Procedures and Principles of Occupational Health and Safety Training for Employees, and is delivered taking into account employees' duties and the risks they may encounter. In addition, return-to-work training is provided to employees who have suffered an occupational accident, in order to reinforce safe working habits during the return-to-work process and contribute to preventing similar incidents.

Employees are regularly provided with general occupational health and safety training and job-specific technical and operational OHS training appropriate to their fields of activity and job descriptions. Training is delivered under four main headings: general topics, health topics, technical topics, and job- and workplace-specific risks.

The general training content includes information on labour legislation, employees' legal rights and responsibilities, workplace cleanliness and order, and the legal consequences of occupational accidents and occupational diseases. Health topics cover the causes of occupational diseases, prevention principles, biological and psychosocial risk factors, first aid practices, the harms of addictive substances and technology addiction.

Technical training covers chemical, physical and ergonomic risk factors, manual lifting and handling, flash fires and explosions, fire and fire protection, the safe use of work equipment, working with display screen equipment, electrical risks and protection methods, the causes of occupational accidents, health and safety signs, the use of personal protective equipment, safety culture, and emergency, evacuation and rescue practices.

In job- and workplace-specific training, taking into account the results of the risk assessment, employees are informed about the general hazards and risks of the activities, the workplace emergency plan, hot work, confined space work, working at height, fire, radiation, explosion protection, working with carcinogenic or mutagenic substances, the use of equipment carrying special risks, and safety practices relating to chemical and biological agents.

Job-specific training for employees engaged in hazardous activities is renewed periodically and supported with practical content. In addition, contractor employees are required to complete the necessary OHS briefing and orientation processes before entering the field.

The Digital Workshop Virtual Reality (VR) Application developed by Türkiye Electricity Distribution Company (TEDAŞ) is used in our organisation so that field employees can learn hazardous operations on electricity distribution networks in a safe environment. The system contains more than 250 challenging scenarios that offer field employees a highly realistic simulation experience and, focusing on Occupational Health and Safety (OHS) rules, enables high-risk fault, repair and maintenance operations to be learned before going out into the field.

Training is delivered by competent occupational health and safety professionals; attendance is recorded regularly and the effectiveness of the training is monitored through evaluation processes. Through these practices, the aim is to continuously improve the level of knowledge and awareness of our employees on occupational health and safety.

Occupational Health and Safety Management

The following activities are carried out in order to ensure the continuity of the occupational health and safety culture;



Behaviour-based field inspections and one-to-one life safety talks are carried out.



Management OHS Walks are organised in order to strengthen the occupational health and safety culture, promote safe working behaviour and increase safety-focused communication with employees.



HSE Briefing Meetings are held for contractor companies, at which expectations on occupational health and safety matters are shared and evaluated.



Near miss, hazard and non-conformity reports are encouraged, supporting employees' active participation in OHS processes.



Through the Training Portal, employees have continuous access to legally mandatory training as well as technical and personal development training.



Weekly Toolbox talks raise awareness of field risks, safe working methods and current OHS topics.



The Video Confirmation System ensures that critical work steps in the field begin in compliance with OHS rules, supporting safe working practices and monitoring compliance with standards.



Occupational accidents and near miss incidents that occur are examined using the root cause analysis method, and the effectiveness of the corrective and preventive actions determined is followed up.



OHS performance is regularly monitored and reported to management within the scope of field inspections, training, non-conformities and corrective actions.



In order to keep OHS awareness alive, posters, banners, digital screen content and corporate communication posts are prepared and shared with employees.

Occupational Health and Safety Management

Accident Management and Continuous Improvement

When occupational accidents occur, an accident investigation team is formed with the participation of the OHS unit and the relevant managers in order to examine the incident in detail, and the accident investigation process is carried out. The causes of the accident are evaluated using root cause analysis methods, and direct and indirect causes are identified.

Corrective and preventive actions are established for the non-conformities identified as a result of the accident investigation, and those responsible and deadlines are determined and followed up through corporate applications (QDMS) or the OHS software programme. The effectiveness of the actions taken is checked regularly, and the findings obtained are shared with the relevant employees and contractors in order to prevent the recurrence of similar incidents. All processes are recorded and monitored within the scope of the Occupational Health and Safety Management System.

Health Services and Employee Support Programmes

The occupational health services provided within the company are structured to protect employees' health, detect work-related health risks early and contribute to eliminating hazards. In this context, periodic health surveillance, pre-employment medical examinations, monitoring of at-risk groups, exposure assessments and the monitoring of health records are carried out by the occupational physician and the occupational health unit. The early detection of work-related health problems, the prevention of occupational diseases and the correlation of working environment risks with health data are also among the core functions. The physical, chemical and ergonomic risks to which employees may be exposed are assessed, and the necessary health surveillance and examinations are planned. This is ensured by the services being delivered by a full-time authorised occupational physician and full-time health staff in accordance with the relevant legislation, the regular keeping of health records, the conduct of periodic evaluations and the integration of health surveillance results into OHS activities.

Employees' access to these services is guaranteed through occupational physician practices, periodic examination planning, field visits, infirmary services in the provinces and our Employee Health Surveillance Procedure. In addition, employees are encouraged to report health problems, and referral processes to the relevant health institutions are operated where necessary.

In addition to physical health, the Good Life Application, which includes wellbeing services such as psychological support, dietitian and ergonomics consultancy, is made available to employees in order to support their mental and social wellbeing.



**Clinical Psychologist /
Psychological Counsellor**



**Doula /
Lactation Consultant**



**Parenting Counsellor /
Child Development Specialist**



**Physiotherapist /
Personal Trainer**



Family Counsellor

Occupational Health and Safety Management

Golden Rules Campaign

As part of evaluating the effectiveness of the “Golden Rules” project, launched in 2024 with the aim of developing the OHS culture in a sustainable manner, the applicability of and level of compliance with the 6 fundamental rules covered by the project in the field were monitored and measured through inspections in 2025.

OHS at Our Contractors

Adm Elektrik’s occupational health and safety approach covers not only the company’s direct employees but also all supplier and contractor employees. The company takes systematic and proactive measures to eliminate or reduce the impact of risks in its value chain. In this context;

- OHS obligations are clearly defined in supplier and contractor contracts.
- The OHS documentation and personal protective equipment of contractors who will work in the field are checked before they start work.
- In addition to contractor OHS activities, field inspections, workplace environment monitoring and management walks are carried out.



Occupational Health and Safety Management

Behaviour-Based OHS Theatre with Family Participation

As part of the Occupational Health and Safety Week events, a special script based on the company's activities was prepared in May 2024 to raise employee awareness, and an OHS-themed theatre performance was staged by a professional team. In 2025, Behaviour-Based OHS theatre events with family participation were held in our three operating regions to raise the OHS awareness of employees and their families. This event was an important step in reinforcing OHS awareness and drawing the attention of employees and their families to safety matters.

Adopting an approach that prioritises employee health and safety, Adm Elektrik makes a difference in the sector with its comprehensive OHS projects. While innovative projects and software increase the effectiveness of processes, practices that strengthen employee participation continuously improve the OHS culture.

"Life Safety First, You First" Workshop

Under the "Life Safety First, You First" approach, which forms the company's most fundamental business culture, a comprehensive corporate safety workshop was held with the participation of all employees.



Corporate Social Responsibility

Adm Elektrik carries out a wide range of social responsibility activities focused on education, the environment and professional development in order to contribute to social development in the regions where it operates and to raise the awareness of future generations about the energy sector.

Energy Hunters

The **Energy Hunters Project**, which supports children in gaining awareness of energy efficiency, the effective use of resources and environmental consciousness at an early age, continued in 2025. Under the project, children are helped to acquire sustainability awareness at an early age through fun and interactive content appropriate to their age groups.

In line with protocols and collaborations with District Governorates and District Directorates of National Education, and with the support of district municipalities, widely attended education and awareness events were organised. The Energy Hunters Theatre performed in **15 schools reached 1,750 students**. By reaching families as well as children, the project helped to carry energy efficiency awareness beyond the school environment into homes and daily life practices.

"Energy Hunters" became the energy sponsor of the Sandras Sky Observation Events; under the project, children and little explorers were instilled with energy literacy and an awareness of saving.

ENERJİ AVCILARI



Corporate Social Responsibility

Young Energy Vocational High School Project and Young Energy Programme

Through the **Young Energy Vocational High School Project** and the **Young Energy Programme**, young people are enabled to learn about the electricity distribution sector, occupational health and safety, professional competencies and career opportunities, while being helped to develop their theoretical knowledge through practical training.

Under the **Young Energy Vocational High School Project**, vocational high school students were given training specific to the electricity distribution sector on occupational health and safety practices, field processes and operational processes. Through technical training, practical work and meetings with sector professionals, students were enabled to reinforce their theoretical knowledge with sector practices and to get to know business processes closely while still in education. Under the **Light Up Your Future with Your Energy Project**, 21 schools were visited and a total of 1,576 students were reached, 650 in Aydın, 580 in Denizli and 346 in Muğla, strengthening school-industry cooperation.

Under the **Young Energy Programme**, activities were carried out to increase young people's technical and professional awareness of the energy sector, enable them to explore career opportunities and benefit from the knowledge and experience of sector professionals.

While contributing to young people's professional development through the programme, the aim was to develop the qualified human resources that the energy sector will need in the future.

University–Industry Collaborations

Work is carried out with universities and vocational schools in Adm Elektrik's service area to enable young people to get to know the energy sector closely, combine their academic knowledge with sector practices and establish direct contact with the business world. Throughout the year, students studying in engineering faculties, in particular Electrical and Electronics Engineering, Faculties of Economics and Administrative Sciences, Faculties of Communication and Vocational Schools are brought together through events such as talks, seminars, student meetings, career days and competitions.

At these events, knowledge and experience are shared on the fields of activity of the electricity distribution sector, areas such as digitalisation, sustainability and innovation, and career opportunities in the sector's different disciplines.

Thanks to the collaborations established with universities and vocational schools, university–industry interaction is strengthened while young talents are brought together with energy sector professionals.



Corporate Social Responsibility

Supporting Young People's Career Journeys

As part of Adm Elektrik's support for gender equality and the development of young people, mentoring programmes are carried out with various institutions and organisations. Through this work, the interaction between education, the business world and the professional mentoring ecosystem is strengthened, while the career development and equal opportunities of young people and young women are supported.

The **Career Angels Programme** carried out with **Ege University** aims to strengthen young people's access to professional networks and to spread the culture of mentoring. Under the programme, university students have the opportunity to receive mentoring from experienced professionals from the business world. The mentoring sessions held help students to shape their career goals, get to know the business world closely and develop their professional networks.

In the project carried out with the **Turkish Association of University Women (TÜKD)**, support is provided for mentoring processes aimed at supporting the education and career journeys of girls and young women.

Under the collaborations with **EMCC Türkiye / EMCC Aegean Region**, young people are encouraged to benefit from the experience of professionals through the **ESİAD My Mentor Programme**.

Social Solidarity and Volunteering

In line with its approach of strengthening social solidarity and spreading employee volunteering, Adm Elektrik encourages employees' voluntary participation in social responsibility projects in addition to corporate support. Projects are developed and supported to increase employee participation in work focused on social benefit and to spread the culture of volunteering within the organisation.

Throughout 2025, social solidarity and volunteering activities were carried out with **LÖSEV – the Foundation for Children with Leukaemia**. Through activities carried out at different times of the year, contributions were made to the work of **LÖSEV**.

Sustainability

Under the **My Coast Is Clean** project, an internal and external stakeholder meeting was held at Marmaris İçmeler Harbour in partnership with the İçmeler Neighbourhood Muhtar's Office, the Marmaris Environment Club and the Marmaris Afforestation and Nature Association. With the participation of the Adm Elektrik volunteer team, İçmeler beach and the coves and shores of Keçi Island were cleared of waste.

07

APPENDICES



Reporting Guide

INDICATOR	SCOPE
ENVIRONMENTAL	
Energy Consumed (MWh)	
Natural Gas	Refers to the amount of natural gas consumed during the reporting period, tracked through invoices received from service providers (12 months).
Coal	Refers to the amount of coal consumed during the reporting period, tracked through invoices received from service providers (12 months).
Electricity	Refers to the amount of electricity purchased during the reporting period, tracked through invoices received from service providers (12 months).
Diesel	Refers to the amount of diesel consumed during the reporting period, tracked through invoices received from service providers (12 months).
Greenhouse Gas Emissions (tonnes CO ₂ e)	
Scope 1	Refers to direct greenhouse gas emissions from sources under the control of Adm Elektrik during the reporting period. - Fuel use - Company vehicles - On-site process emissions
Scope 2	Electricity consumption and electricity losses and theft have been taken into account.
Scope 3	The emission categories in the 15 sub-categories defined in the GHG Protocol have been taken into account. Calculations were made in accordance with the GHG Protocol. The categories included in the calculations are as follows: 3.1. Purchased Goods and Services 3.2. Capital Goods 3.3. Fuel- and Energy-Related Activities 3.4. Upstream Transportation and Distribution 3.5. Waste Generated in Operations 3.6. Business Travel 3.7. Employee Commuting 3.8. Upstream Leased Assets 3.9. Downstream Transportation and Distribution 3.10. Processing of Sold Products 3.11. Use of Sold Products 3.12. End-of-Life Treatment of Sold Products 3.13. Downstream Leased Assets 3.14. Franchises 3.15. Investments

Environmental Performance Data

Total Direct Energy Consumption

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Diesel consumption	kWh	6,671,975	5,732,290	10,605,939	3,882,865
Petrol consumption	kWh	395,604	241,015	232,381	1,150,659
Natural gas consumption	kWh	474,774	469,937	765,614	760,484
Total energy consumption (electricity)	kWh	2,454,434	1,970,298	2,783,864	1,887,055

Water Use

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Well water	m³	5,300.0	0.0	2,400.0	0.0
Mains water	m³	7,777.0	19,701.0	12,989.9	12,759.9
Freshwater (≤1,000 mg/L total dissolved solids)	m³	13,136.3	19,741.7	15,554.4	12,812.9
Total wastewater discharge	m³	11,769.3	15,793.3	12,443.5	11,531.6

Waste

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Total amount of waste	tonnes	23,970.44	22,511.32	3,311.38	8,316.02
R-coded non-hazardous waste	tonnes	23,241.83	21,796.62	2,870.17	7,945.46
R-coded hazardous waste	tonnes	728.58	714.69	441.20	311.16

Emissions Management

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Direct greenhouse gas emissions (Scope 1)	tonnes CO ₂ e	1,909	1,977	2,905	2,302
Indirect greenhouse gas emissions (Scope 2)	tonnes CO ₂ e	243,844	237,787	262,267	318,685
Indirect greenhouse gas emissions (Scope 3)	tonnes CO ₂ e	69,322	87,011	48,223	41,363
Greenhouse gas emission intensity	tonnes CO ₂ e/GWh of energy distributed	33.20	34.06	29.60	33.64

Environmental Performance Data

Expenditure on Environmental Activities and Investments

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Measurement and analysis costs	TL	75,000.00	135,000.00	767,500.00	1,097,500.00
Total waste costs	TL	25,545.95	36,430.56	84,425.07	178,147.50
Certification and permit expenses	TL	300,524.00	222,545.94	1,558,025.43	2,088,978.21
Consultancy and training costs	TL	132,500.00	899,500.00	1,661,673.00	1,589,333.00
Investment costs	TL	0.00	0.00	0.00	25,500.00
Amount of fines received under environmental regulations	TL	0.00	0.00	0.00	0.00

Environmental Accident Report

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Total number of leak and spill incidents	units	0	1	0	0
Total amount of leaks and spills	tonnes	0	3	0	0

Environmental Training

ENVIRONMENTAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Total Training Time	(person*hours)	1,939.50	654.75	473.75	377.00
Company employees	(person*hours)	1,801.00	537.00	448.00	150.50
Contractor/supplier employees	(person*hours)	138.50	117.75	25.75	226.50

Social Performance Data

Talent and Professional Development Training

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Talent and Professional Development Training (Total Number of Participants)	Persons	701	648	732	855
Women	Persons	151	120	154	223
Men	Persons	550	528	578	632
Talent and Professional Development Training (Total Hours)	Person*hours	15,161.00	10,993.00	8,006.00	13,847.00
Women	Person*hours	2,215.00	2,676.00	2,033.00	3,322.00
Men	Person*hours	12,946.00	8,317.00	5,973.00	10,525.00
Talent and Professional Development Training Hours per Employee	Hours/person	17.92	12.71	10.17	18.49
Women	Hours/person	12.80	15.38	12.17	19.60
Men	Hours/person	19.24	12.04	9.63	18.18

Other Training

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Employees receiving leadership training	Persons	78	95	142	117
Women	Persons	14	18	47	37
Men	Persons	64	73	95	80
Employees receiving mentoring	Persons	0	4	0	0

Employees Receiving Training on Preventing Harassment, Mobbing, Coercion and Violence

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Employees Outside Management Positions	Persons	130	56	14	84
Managers	Persons	35	2	0	3
Training on Preventing Harassment, Mobbing, Coercion and Violence	Person*hours	330	116	28	174

Social Performance Data

OHS Statistics

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Recordable incident frequency	TRIFR	1.31	0.00	2.48	2.48
Lost time incident frequency	LTIFR	0.65	0.00	1.86	1.24
Occupational disease rate	%	0	0	0	0
Number of fatal occupational accidents - Direct employment	Persons	0	0	0	0
Number of fatal occupational accidents - Contractor	Persons	0	0	0	0

Injury Rate

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Direct employment	TRIFR	1.31	0.00	2.48	2.48
Contractor employees	TRIFR	15.39	20.33	28.00	22.76

Total Number of Occupational Accidents

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
White-collar employees	Persons	0	0	1	1
Blue-collar employees	Persons	2	0	3	3
Contractor employees	Persons	71	81	85	68

OHS Training Provided to Employees

SOCIAL PERFORMANCE DATA	UNIT	2022	2023	2024	2025
Direct employment	Person*hours	14,658.25	14,130.25	10,556.75	15,151.75
Contractor employees	Person*hours	18,283.75	14,851.25	23,320.75	19,692.75
Total hours of disaster and emergency training - Direct employment	Person*hours	1,569.00	2,170.00	1,062.00	1,032.00

Employee Demographics

Total Workforce and Direct Employment

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Total workforce	Persons	2,752	2,443	2,487	2,362
Direct Employment	Persons	773	811	796	799
Women	Persons	156	160	169	172
Women	%	20.18%	19.73%	21.23%	21.53%
Men	Persons	617	651	627	627
Men	%	79.82%	80.27%	78.77%	78.47%

Contractor Employees

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Indirect Workforce	Persons	1,979	1,632	1,691	1,563
Women	Persons	100	90	102	88
Men	Persons	1,879	1,542	1,589	1,475

Direct Workforce by Contract Type

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Indefinite-term employment contract	Persons	765	810	796	799
Temporary employment contract	Persons	8	1	0	0

Direct Workforce by Education Level

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
No formal education	Persons	0	0	0	0
Primary education	Persons	0	0	0	0
High school	Persons	7	3	1	1
Secondary education	Persons	249	245	234	222
Associate degree	Persons	169	171	181	183
Bachelor's degree	Persons	346	372	346	362
Master's degree	Persons	2	20	34	31

Employee Demographics

Direct Workforce by Age Group

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
18-29	Persons	186	227	175	158
18-29	%	24.06%	31.93%	21.98%	19.77%
30-39	Persons	349	367	358	364
30-39	%	45.15%	51.62%	44.97%	45.56%
40-49	Persons	219	98	237	252
40-49	%	28.33%	13.78%	29.77%	31.54%
50-59	Persons	16	16	23	23
50-59	%	2.07%	2.25%	2.89%	2.88%
60+	Persons	3	3	3	2
60+	%	0.39%	0.42%	0.38%	0.25%

Number of Employees Receiving Regular Performance Evaluation Feedback

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Senior Management Structure	Persons	6	4	4	3
Women	Persons	0	0	0	0
Men	Persons	6	4	4	3
Middle Management Structure	Persons	23	22	24	23
Women	Persons	4	4	5	5
Women (%)	%	17.39%	18.18%	20.83%	21.74%
Men	Persons	19	18	19	18
Men (%)	%	82.61%	81.82%	79.17%	78.26%
Employee turnover	%	3.88%	2.22%	7.66%	5.88%
New employee hires	Persons	119	142	73	71
Employees leaving	Persons	59	94	90	95
Number of voluntary leavers	Persons	17	14	29	13
Number of employees dismissed by the company	Persons	42	80	61	82

Employee Demographics

Number of Employees Taking Parental Leave

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Women	Persons	5	11	9	6
Men	Persons	0	0	0	0

Number of Employees Returning from Parental Leave

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Women	Persons	6	7	11	6
Men	Persons	0	0	0	0

Number of Employees Still Employed 12 Months after Returning from Parental Leave

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Women	Persons	6	6	9	4
Men	Persons	0	0	0	0

Total Number of Employees with Disabilities

EMPLOYEE DEMOGRAPHICS	UNIT	2022	2023	2024	2025
Women	Persons	11	11	12	12
Men	Persons	11	14	12	12
Workforce Covered by Collective Bargaining Agreements	Persons	372	396	393	393

Statement of use	Adm Elektrik Dağıtım has reported in accordance with the GRI Standards for the period 01/01/2025 - 31/12/2025.
GRI 1	GRI 1: Foundation 2021
GRI Sector Standard Applied	None.
For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.	

GRI Standard	Disclosures	Page Number / Direct Reference
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 23
	2-2 Entities included in the organisation's sustainability reporting	Page 5
	2-3 Reporting period, frequency and contact point	Page 5
	2-4 Restatements relating to the previous period's report	There are no restatements.
	2-5 External Assurance	No external assurance has been obtained.
	2-6 Activities, value chain and other business relationships	Page 12-14, 38
	2-7 Employees	Page 61-76
	2-8 Workers who are not employees	Page 61-76
	2-9 Governance structure and composition	Page 19-22
	2-10 Appointment and selection of the highest governance body	Page 19-22
	2-11 Chair of the highest governance body	Page 19-22
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 19-22
	2-13 Delegation of responsibility for managing impacts	Page 19-22
	2-14 Role of the highest governance body in sustainability reporting	Page 19-22

GRI Standard	Disclosures	Page Number / Direct Reference
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Page 26
	2-16 Communication of critical concerns	Page 39-42
	2-17 Collective knowledge of the highest governance body	Page 19-21
	2-18 Evaluation of the performance of the highest governance body	Page 19-21
	2-19 Remuneration policies	Page 66
	2-20 Process to determine remuneration	Page 66
	2-21 Annual total compensation ratio	Not disclosed in accordance with Adm Elektrik's confidentiality policy.
	2-22 Statement on sustainable development strategy	Page 35-36
	2-23 Policy commitments	Page 24-27
	2-24 Embedding policy commitments	Page 24-27
	2-25 Processes to remediate negative impacts	Page 24-27
	2-26 Mechanisms for seeking advice and raising concerns	Page 25-27
	2-27 Compliance with laws and regulations	There are no fines or sanctions
	2-28 Membership associations	Page 17
	2-29 Approach to stakeholder engagement	Page 39-41
	2-30 Collective bargaining agreements	Page 36
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 37-42
	3-2 List of material topics	Page 45
	3-3 Management of material topics	Page 37-45
Biodiversity		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Page 52-54

GRI Standard	Disclosures	Page Number / Direct Reference
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Page 52-54
	101-3 Access and benefit-sharing	Page 52-54
	101-4 Identification of biodiversity impacts	Page 52-54
	101-5 Locations with biodiversity impacts	Page 52-54
	101-6 Direct drivers of biodiversity loss	Page 52-54
	101-7 Changes to the state of biodiversity	Page 52-54
	101-8 Ecosystem services	Page 52-54
Contribution to the Local Economy and Society		
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 56-59
	201-2 Financial implications and other risks and opportunities due to climate change	Page 56-59
	201-3 Defined benefit plan obligations and other retirement plans	None.
	201-4 Financial assistance received from government	Page 57
Market Position		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	At Adm Elektrik, the standard entry level wages of all employees are above the local minimum wage.
	202-2 Proportion of senior management hired from the local community	All members of senior management at Adm Elektrik are citizens of the Republic of Türkiye.
Business Ethics and Corporate Governance		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 26
	205-2 Communication and training about anti-corruption policies and procedures	Page 26
	205-3 Measures taken regarding corruption	Page 26

GRI Standard	Disclosures	Page Number / Direct Reference
Ethics and Compliance		
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Page 25
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	Page 27
	207-2 Tax governance, control, and risk management	Page 27
	207-3 Stakeholder engagement and management of concerns related to tax	Page 27
	207-4 Country-by-country reporting	Page 27
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 48
	302-2 Energy consumption outside the organisation	Page 48
	302-3 Energy intensity	Page 48
	302-4 Reduction of energy consumption	Page 48
	302-5 Reductions in energy requirements of products and services	Page 48
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 50
	303-2 Management of water discharge-related impacts	Page 50
	303-3 Water withdrawal	Page 50
	303-4 Water discharge	Page 50
	303-5 Water consumption	Page 50

GRI Standard	Disclosures	Page Number / Direct Reference
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 49
	305-2 Energy indirect (Scope 2) GHG emissions	Page 49
	305-3 Other indirect (Scope 3) GHG emissions	Page 49
	305-4 GHG emissions intensity	Page 49
	305-5 Reduction of GHG emissions	Page 49
	305-6 Emissions of ozone-depleting substances (ODS)	Page 49
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Page 49
Waste		
GRI 306: Waste 2020	306-1 Water discharge by quality and destination	Page 51
	306-2 Waste by type and disposal method	Page 51
	306-3 Significant spills	Page 51
	306-4 Transport of hazardous waste	Page 51
	306-5 Water bodies affected by water discharges and/or runoff	Page 51
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 62-67
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 62-67
	401-3 Parental leave	Page 63
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 68-76

GRI Standard	Disclosures	Page Number / Direct Reference
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	Page 68-76
	403-3 Occupational health services	Page 68-76
	403-4 Worker participation, consultation and communication on occupational health and safety	Page 68-76
	403-5 Worker training on occupational health and safety	Page 68-76
	403-6 Promotion of worker health	Page 68-76
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 68-76
	403-8 Workers covered by an occupational health and safety management system	Page 68-76
	403-9 Work-related injuries	Page 68-76
	403-10 Work-related ill health	Page 68-76
Training and Development		
GRI 404: Training and Development 2016	404-1 Average hours of training per year per employee	Page 64-65
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Page 64-65
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 64-65
Workplace Practices		
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 63
	405-2 Ratio of basic salary and remuneration of women to men	Page 63
Non-discrimination		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were identified during the reporting period.

GRI Standard	Disclosures	Page Number / Direct Reference
Freedom of Association and Collective Bargaining		
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	Page 36, 62, 66
Child Labour		
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Adm Elektrik does not employ child labour under any circumstances.
Forced and Compulsory Labour		
GRI 409: Forced and Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	No incidents of forced or compulsory labour were identified in 2025.
Rights of Local Communities		
GRI 411: Rights of Local Communities 2016	411-1 Incidents of violations involving the rights of indigenous peoples	No incidents of violations were identified in 2025.
Public Policy		
GRI 415: Public Policy 2016	415-1 Political contributions	Adm Elektrik has adopted the principle of impartiality and carefully maintains its impartiality through its policies on this matter.

Contact

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Trade Registry Number: **10813**

Company Registration Date: **16.09.1991**

MERSIS No: **109 004 6353**

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The entire report was prepared by in-house teams of the Company.

Adm
**SUSTAINABILITY
REPORT**

2025