# TÜRKİYE'S TRANSFORMATIVE POWER

2024
SUSTAINABILITY
REPORT

# CONTENTS

# ABOUT THE REPORT

As Beta Energy ve Teknoloji A.Ş. (Beta Energy), we have been adhering to the principles of sustainability since the day we were founded, and we place the values of equality, quality, corporate integrity, transparency and social responsibility at the center of our business processes. In our sustainability report, which we published for the first time this year, you can find details of our activities, areas of responsibility, our company's corporate and sustainability strategy, governance and performance.

Between January 1, 2024 and December 31, 2024, we are pleased to share our 2024 Sustainability Report, prepared in accordance with the GRI standards published by the **Global Reporting Initiative (GRI)**, with you, our valued stakeholders. You can see in which sections of our report GRI standards are addressed in the "GRI Content Index" table in the appendices.

Content Index - Essentials Service was performed on the Turkish version of the report. Greenhouse gas emissions for 2024 disclosed in the report are subject to verification audit by an independent organization in accordance with the requirements of **ISO 14064-1:2018 Standard.**

Unless otherwise stated, the data in our sustainability report reflects the performance of Beta Energy's activities for the year 2024.


**Contact**
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# MESSAGE FROM THE GENERAL MANAGER

## AS OF 2024, WE ARE PROUD TO REACH MORE THAN 80 COUNTRIES IN 6 CONTINENTS.

**Dear Stakeholders,**

As one of Türkiye's pioneers in the electrification sector, we are proud to reach 85 countries on 6 continents as the end of 2024. We shape the energy transformation of our country not only with our products but also with our approach based on sustainability and innovation. While contributing to Türkiye's technological breakthrough with our innovative solutions, we bear the responsibility of being a reliable and preferred brand on a global scale.

Sustainable energy production for future generations and environmental awareness are at the center of our way of doing business. We adopt an approach that supports domestic production and aims to increase competitiveness on a global scale.

2024 was a year in which we put sustainability at the center of our business and made significant strides. Accordingly, we established our sustainability strategy, policies and committees, and set our sustainability goals and actions in line with the United Nations (UN) Sustainable Development Goals (SDGs). We are pleased to present to you, our esteemed stakeholders, our first sustainability report, which covers our activities in 2024 and was prepared based on the principles of the Global Reporting Initiative (GRI) Standard.

**84**
million TL
2024 R&D
expenditure

With Europe's largest energy and technology campus project, **we will take our growth targets and global vision one step further.**

The importance of sustainability issues that require a holistic approach from environmental, social and governance perspectives is increasing every year. As Beta Energy, we have identified our material issues by evaluating the sectoral trends and stakeholder expectations that affect our business model and value chain in 2024.

In Beta Energy's growth and development strategies, we act with the aim of leaving a more livable world to future generations by ensuring the sustainable life cycle of our products and keeping our environmental and social responsibilities at the highest level. In this context, we emphasize our determination to build a sustainability-oriented future by setting a goal of procuring 100% of the energy used in our facilities from sustainable sources in line with SDG 13: Climate Action.

In the social dimension of sustainability, we prioritize the demands and needs of our operating region and contribute to local employment by focusing on the development of the local region.

Within the scope of SDG 8 Decent Work and Economic Growth, we see our employees as our most valuable capital and support their safety and well-being with the vision of being the employer of choice. In our 63,680 m² modern production facility, we carry out our activities in accordance with international quality and safety standards. We prioritize the health and safety of our employees and take occupational health and safety measures in accordance with international standards.

Within the scope of SDG 9: Industry, Innovation and Infrastructure, we continue to accelerate our R&D and innovation efforts without slowing down. In 2024, we spent approximately TL 84 million on R&D activities. This year, we plan to at least triple our production capacity in line with the principles of sustainable production with our Europe's largest energy and technology campus project under a single roof, which we are gradually commissioning. While continuing to produce value-added products, we will take our growth targets and global vision one step further.

In this process, we will always prioritize customer satisfaction along with employee satisfaction by maintaining our cooperation and quality-oriented approach.

As Beta Energy, we are determined to create sustainable value for our country and the world by continuously improving our environmental, social and governance performance with an approach that values our employees, prioritizes our customers and does not compromise on quality. In the future, we will maintain our leading position in the sector and continue to grow with new investments and projects.

I firmly believe that with the support of our valued stakeholders, we will carry Beta's success story forward day by day.

Yours sincerely,

**Hakkı Mert DAĞSUYU**
**Beta Energy General Manager**

# ABOUT BETA ENERGY

# ABOUT US


We believe that our strong and robust corporate structure will increase our competitive power and **carry us forward in our sustainability journey.**

As Beta Energy, we have been operating in the energy sector since 1997. We are proud to be one of the leading energy brands in Türkiye as a technology company specialized in the production of power, distribution and dry-type transformers that require high engineering according to the demands of our customers in our 63,680 m² modern facility located in Adana Hacı Sabancı Organized Industrial Zone. As Beta Energy, we realize our investments without compromising our innovative, quality-oriented, environmentally friendly and perfectionist approach, aiming to add value to the national economy and our employees.

With our customer-oriented approach, we accurately analyze the needs in the energy sector and aim to be an indispensable business partner in the sector by offering innovative and sustainable solutions. Our success is based on the principles of **reliability, transparency and traceability**; we always prioritize these values in our business processes.

We believe that our strong and robust corporate structure will increase our competitive power and carry us forward in our sustainability journey. Accordingly, we continuously update our governance structure and management systems and integrate sustainability into our governance systems. For this purpose, we established new policies, procedures, action plans and performance indicators (KPIs) for our company in 2025 through our Sustainable Management System and Sustainability Strategy. In addition, our quality management systems are carried out in accordance with ISO 9001, ISO 14001 and ISO 45001 standards, and our products are approved by international certificates such as CE and TSE.

| Product Category | 2024 Production Quantity | 2027 Sales Target |
|---|---|---|
| Transformers (Power, Oil-Immersed, and Dry-Type) | 5,696 units / 4,705 MVA | +19,000 MVA |
| Concrete Kiosks | 83 units | 1,000 units |
| HV Switching Systems | – | 45,000 units |

Our extensive product portfolio includes Dry Type Transformers, Distribution Transformers, and Power Transformers of various types and voltage levels, as well as a range of different Concrete Kiosk solutions. As of the end of 2024, we have also commenced the production of circuit breakers, disconnectors, and switchgear. We meticulously design our products to enhance the efficiency of power distribution systems and ensure the reliability of power transmission lines. Through continuous innovation and development efforts carried out at our R&D center, we take pride in delivering pioneering solutions to the industry.

Over the past three years, we have produced an average of 6,100 transformers annually, totaling 5,000 mVA. Of these, oil-immersed distribution transformers accounted for an average of 5,750 units and 3,500 mVA.

With our new factory, we aim to reach at least three times our current production capacity by 2027, when we expect to operate at full capacity. In line with our growth targets, we are taking strategic steps to strengthen our position in the sector. As of 2024, we have reached over 80 countries across six continents. In 2024, our total net sales amounted to TRY 2,987,576,575. We exported 52% of our products, with most of our sales made to the energy sector and industrial companies.

At Beta Energy, while enhancing our production and sales performance, we place sustainability at the core of our operations. Our R&D and innovation efforts are the primary driving force behind our ambition to transform the energy sector. Our R&D center and expert team members are dedicated to developing innovative solutions in areas such as energy efficiency, digital transformation, environmentally friendly production technologies, and materials development. In doing so, we not only improve the efficiency of our production processes but also minimize our environmental footprint.

To further strengthen our production capabilities and technological expertise, we are establishing the **Beta Energy and Technology Campus** in the Adana Hacı Sabancı Organized Industrial Zone, spanning an area of 120,000 m². With an investment of USD 130 million, this major facility is set to become Europe's largest integrated energy and technology campus under a single roof. With this new investment, we aim to triple our current production capacity and workforce. The facility is scheduled to commence full-scale operations in the final quarter of 2026.

Our vision for sustainable growth is shaped not only by technological innovation but also by our investment in human capital.

At Beta Energy, we see each of our employees as a "leader of their work" and are committed to supporting their continuous development. We build the foundation of our collective success on collaborative synergy and shared wisdom, working together toward our common goals. Guided by our core values—equality, quality, corporate integrity, transparency, and social responsibility—we move confidently toward a sustainable future.

In alignment with Türkiye's 2053 Net Zero target, we act with a strong sense of responsibility and lead the way in driving sustainable transformation in the energy sector through environmentally friendly projects. Through our investments in reducing carbon emissions, improving energy efficiency, and integrating renewable energy sources, we aim to contribute to our country's climate goals. At every stage of our production processes, we invest in eco-efficient technologies and embrace transparency as a fundamental principle.

In the energy world of the future, we continue our journey as an innovative, strong, and responsible brand by offering solutions that ensure both technological and environmental sustainability.

# MILESTONES

**1997**
Established as Gal-Sa Sıcak Daldırma Galvaniz Industry and Limited Company.

**2008**
Made our first export to Senegal.

**2013**
Our Beta Test Laboratory was accredited by TÜRKAK (Turkish Accreditation Agency).

**2015**
Produced our first TÜBİTAK-supported transformers.

**2017**
Became the 4th company in our region—and the first in our sector—to establish an R&D Center.

Received official certification as an R&D Center.

**2018**
Obtained ISO 9001, ISO 14001, ISO 45001, ISO 10002, ISO 50001 and ISO 27001 certifications.

Completed the installation of our rooftop solar power system (SPP) and began partially meeting our energy needs from solar energy.

**2020**
Became the first company to receive TEDAŞ (Turkish Electricity Distribution Corporation) compliance for dry-type transformers.

**2021**
Opened our European Office in Munich, Germany.

Became the main sponsor of Ada Sokağı Sports Club under the Beta Transformer brand.

**2022**
Commenced construction of the "Beta Energy and Technology Campus," set to become Europe's largest integrated energy and technology campus upon completion.

Exported to 52 countries.

Became the first company in the Turkish transformer sector to complete and validate carbon footprint reporting.

Earned the Basic Level Zero Waste Certificate.

**2023**
Exported to 66 countries.

Expanded our operations in Germany and Ukraine.

**2024**
Ranked 213th in the "Türkiye's Second Top 500 Industrial Enterprises" list by the Istanbul Chamber of Industry for the year 2023.

Established our Sustainability Committee.

Began production of concrete substations.

Established a distribution network in the U.S. through our dealership agreement with Transformex INC.

Became a Main Sponsor of Teknofest.

Opened our Technopark Office at Çukurova University.

Admitted into the Turquality Brand Support Program.

**2025**
Implementation of our Sustainability Management System.

Commissioning of the Beta Energy and Technology Campus.

Development of our corporate sustainability strategy.

# OUR VALUES, VISION AND MISSION

## Our Vision

To tell the story of Beta, Turkey's most successful energy brand, to carry Beta's signature to the whole world with its pioneering and innovative approach.

## Our Mission

To continue to be an indispensable business partner that analyzes the needs of the energy sector in the best way and offers the right solutions to its customers.

*For more information about our core values, please visit our website.*

## Our Values

### EQUALITY
Beta does not discriminate on the basis of age, race, belief, skin color, gender, language, nationality, marital status, sexual orientation, political opinion, disability or religion in all people and institutions it deals with in its business and social life.

### QUALITY
Beta takes it as a duty to produce the most accurate and high quality products by using all the requirements of science and technology, to improve its existing products and to prepare itself and all other stakeholders for the future.

### CORPORATE INTEGRITY
Beta embraces its values with all its employees and applies these values in a disciplined manner both inside and outside the organization.

### SOCIAL INSTITUTION
Beta and all its employees exhibit behaviors in accordance with Beta Culture not only in business life but also in social life, and take care to be present on behalf of Beta in cultural and social topics outside of work.

### RELIABILITY
Beta strives to carry the title of trustworthy in internal and external processes and strives to exhibit all necessary behaviors for the continuity of this situation.

### TRANSPARENCY
Beta acts transparently and openly in process management towards all stakeholders in business life and expects all stakeholders to exhibit the same attitude.

### SUSTAINABILITY
Beta pays attention to the principle of continuity in all steps it takes or will take, and works to be sustainable in line with the benefits of itself, its employees and external stakeholders.

### NATURE FRIENDLY
Beta is sensitive to produce environmentally sensitive products and assume the role of nature's protector in all business and social activities that it produces or invests in.

## OUR 2024 PERFORMANCE IN FIGURES

# IN 2024, WE TOOK SIGNIFICANT STEPS TOWARD ACHIEVING OUR SUSTAINABILITY GOALS.

**47**
Years of Industry Experience

**6**
Export to Continents

**80+**
Export to Countries

**3 Units**
Production Facilities

**63,680 m²**
Production Area

**7 Units**
Main Product Groups

**6,100 Units / 4,800 mVA**
Annual Transformer Production

**113 tons $CO_2e$**
Emissions Prevented

**2.5 MW**
Solar Energy Investment (Rooftop PV)

**USD 79.5 million**
Revenue

**USD 130 million**
New Investments

**549**
Employees

**263**
Suppliers

**TRY 84 million**
R&D Expenditures

**37.8%**
Women in STEM Roles[1]

[1] *STEM: Science, Technology, Engineering, and Mathematics*

# CORPORATE MEMBERSHIPS, COMMITMENTS AND AWARDS

## Corporate Memberships and Commitments

Mediterranean Exporters' Associations (AKİB)

Istanbul Mineral and Metals Exporters' Association (IMMIB)

The Chamber of Electrical Engineers (EMO)

Ankara Chamber of Commerce (ATO)

Turkish Electro Technology (TET)

Turkish Exporters Assembly (TIM)

Adana Chamber of Industry (ADASO)

Foreign Economic Relations Board (DEIK)

## Awards

**2024**
**Innovative Human Resources Association (YİNKADER) / Çukurova University / Alparslan Türkeş Science and Technology University**

### Employer Brand of the Year Award

We received the “Employer Brand of the Year” award at the Talent Summit 2024, jointly organized by Çukurova University, Alparslan Türkeş Science and Technology University, and the Innovative Human Resources Association (YİNKADER).

**2024**
**Organized Industrial Zones Supreme Organization (OSBÜK)**


**30th in Highest Sales Growth**

**41st in Highest R&D Spending**

**81st in Highest Export Volume**

**95th in Highest Overall Sales**

**25th in Highest Export Growth**

**Among the Top 18 Companies with the Highest Increase in Female Employment**

**93rd in Highest Increase in Total Employment**

**Ranked 5th Most Successful Company among all Organized Industrial Zones in Türkiye**

# TRANSFORMING OUR CULTURE

## CORPORATE GOVERNANCE

## OUR ORGANIZATIONAL AND CORPORATE STRUCTURE

# WE CONDUCT OUR OPERATIONS WITH A STRONG AND TRANSPARENT MANAGEMENT APPROACH.

At Beta Energy, we operate with a strong and transparent management approach. Our Board of Directors consists of three members: one Chairperson and two Board Members. Together, they determine the strategic direction of our company. The responsibilities, duties, and structure of our Board are documented under the **Board Member Nomination and Service Procedure,** covering roles at the Chairperson, independent member, and secretary levels.

The selection criteria for our Chairperson and Board Members are based on financial literacy, industry experience, and familiarity with global markets and legal regulations. The selection process is carried out in line with our documented procedures. Board Members are appointed for a term of up to three years, and may be re-elected following the same process.

Our decision-making processes are led by our **Executive Committee**, which comprises four members: the General Manager, two Board Members, and a Senior Executive responsible for technical matters. We do not include managers from other business functions on the Executive Committee, ensuring a focused and efficient governance model.z.

The Executive Committee oversees the preparation of strategic plans, monitors financial performance and budget targets, manages risks, enhances customer-oriented processes, and plans resource allocation. It also reviews the organizational structure, evaluates career planning and incentive systems, and supports continuous improvement. The Executive Committee convenes on a monthly basis.

We have six committees operating under the Executive Committee: the Audit Committee, Early Risk Identification Committee, Digital Transformation Committee, Investment Committee, Strategy Committee, and Sustainability Committee. Through these committees, we continuously monitor key performance indicators (KPIs) to contribute to the company's progress. We are committed to continuously improving our corporate governance and placing transparency and accountability at the heart of our corporate culture.

## Our Committees

**Executive Committee**

### Audit Committee

The Audit Committee, established in 2024, oversees the effectiveness of internal control, internal audit, and risk management processes, evaluates compliance with internal policies and procedures, manages independent audit processes, and ensures the accuracy of financial reports. Additionally, it supports the company's risk management strategies, enhancing the security of financial and operational processes. The Committee meets at least twice a year.

### Early Risk Identification Committee

Established in 2023, the Early Risk Identification Committee is responsible for reviewing the risk assessment tables prepared for the departments and identifying potential risks early to manage them. Furthermore, it strengthens the risk management processes, supporting the company's sustainable and secure structure. The Committee meets monthly.

### Digital Transformation Committee

The Digital Transformation Committee, established in 2023, is responsible for creating the company's digital transformation strategy, evaluating the adequacy of digital applications in processes, executing and tracking digitalization projects. It also examines best practices in the industry to evaluate their applicability within the company and manages the digital transformation policy. The Committee meets periodically and may seek external experts when necessary.

### Investment Committee

The Investment Committee, established in 2024, is responsible for ensuring budget compliance and tracking the percentage of return on investment (ROI) projections. It evaluates the effectiveness of investment decisions, supporting the company's financial goals. The Committee meets once a month.

### Strategy Committee

The Strategy Committee, established in 2024, is responsible for completing competitive analyses, carrying out product analyses, implementing social responsibility projects, conducting target country analyses, and developing strategies accordingly. It also follows up on the strategic plan's alignment to support the company in achieving its long-term goals. The Committee meets biweekly or as needed.

### Sustainability Committee

The Sustainability Committee, established in 2024, determines the company's sustainability strategy, ensures its implementation, and reports developments to the senior management. It evaluates the ESG (Environmental, Social, and Governance) risks and opportunities, supporting sustainable growth. The Committee manages sustainability projects, strengthens collaboration with stakeholders, and ensures the company's compliance with national and international sustainability standards. The Committee organizes training and communication activities to increase internal awareness. The Committee meets quarterly to monitor and direct the company's sustainability performance.

## OUR STRATEGY

# WE STRUCTURE OUR STRATEGIC MANAGEMENT PROCESSES SYSTEMATICALLY.

As Beta Energy, we structure our strategic management processes in a systematic manner, setting long-term goals based on concrete data-driven analysis and bringing them to life. We shape our strategic plans within a process framework that enables a two-way dialogue between senior management and departments, continuously revising them to adapt to ever-evolving market dynamics. We conduct our company's strategic planning in an integrated manner with our sustainability strategy, incorporating environmental, social, and governance (ESG) criteria that support long-term corporate growth into our strategy.

In line with the **Strategic Planning Procedure** we established in 2023, we implemented our first comprehensive strategic plan in 2024. This strategic plan, covering the years 2024-2028, is defined as a comprehensive roadmap that includes our company's goals, action plans, and performance criteria. We develop this plan to include stakeholder analyses, SWOT and PESTLE analyses, macroeconomic assessments, product and competitor analyses, customer structures, mission, vision and values, strategic goals and objectives, budgeting, performance indicators, and reporting processes. We implement this plan in an integrated manner with our sustainability strategy in line with our sustainable growth objectives.

The Strategy Team, which manages our strategic management processes, consists of the Human Resources and Administrative Affairs Group Manager, Project Development Manager, Corporate Communications Manager, Foreign Region Sales Manager, Financial Affairs Manager, and Management Systems and Process Development Manager. This team works directly under the General Manager and collaborates with the Strategic Planning Committee, which drives the strategic planning process. The Strategic Planning Committee oversees the creation and implementation of our plans and ensures coordination between senior management and departments.

In our strategic planning process, we organize workshops, gather feedback from relevant departments, and carry out our strategy-setting stages with the participation of the entire organization. We consider our sustainability strategy as an integral part of this process and work in an integrated manner with actions that will minimize our company's environmental and social impacts.

When creating our strategic plan, we utilize internal data analyses, insights from our sales and marketing teams, international economic reports, and industry analyses. The IMF World Economic Outlook Report, World Bank Data, Ministry of Trade Data System, ITC TradeMap, exporter union reports, competitor analyses, and sectoral research form the foundation of our strategic plan.

We conduct target market analyses using import data, customer profiles, as well as competitor and product assessments. These analyses are further supported by environmental and social impact assessments in line with our sustainability goals.

## As part of performance management:

**We create operational process performance reports on a monthly basis.**

**We regularly track customer-based performance with our sales team.**

**We implement a quarterly reporting system for our R&D center.**

**We aim to increase our real-time analytical capacity by developing our production, costing, and management reporting processes.**

**By linking sustainability KPIs with our strategic objectives, we track metrics such as energy efficiency, carbon footprint reduction, circular economy, and supply chain sustainability.**

To spread our strategic plan across the company, we use visual materials and digital platforms, ensuring our units' access to strategic goals via the QDMS system.

Starting in 2024, we began developing our performance measurement infrastructure and established a new system to monitor the achievement of our goals.

By continuously improving our strategic management processes, we ensure the long-term success of our company, adapting to market dynamics and continuing our efforts to achieve sustainable growth. We structure our strategy with sustainability in mind, building a corporate structure that minimizes environmental and social impacts while supporting sustainable business models.

## CORPORATE RISK MANAGEMENT

# OUR RISK MANAGEMENT ACTIVITIES FOCUS ON ECONOMIC DEVELOPMENTS, GREEN TRANSFORMATION, AND CLIMATE RISKS ARISING FROM CLIMATE CHANGE.

As Beta Energy, we identify potential risks and opportunities, evaluate the impact of environmental, social, and governance (ESG) risks while ensuring the financial performance is maintained, and consider the interests of all our stakeholders. We evaluate the effects of these risks across our value chain.

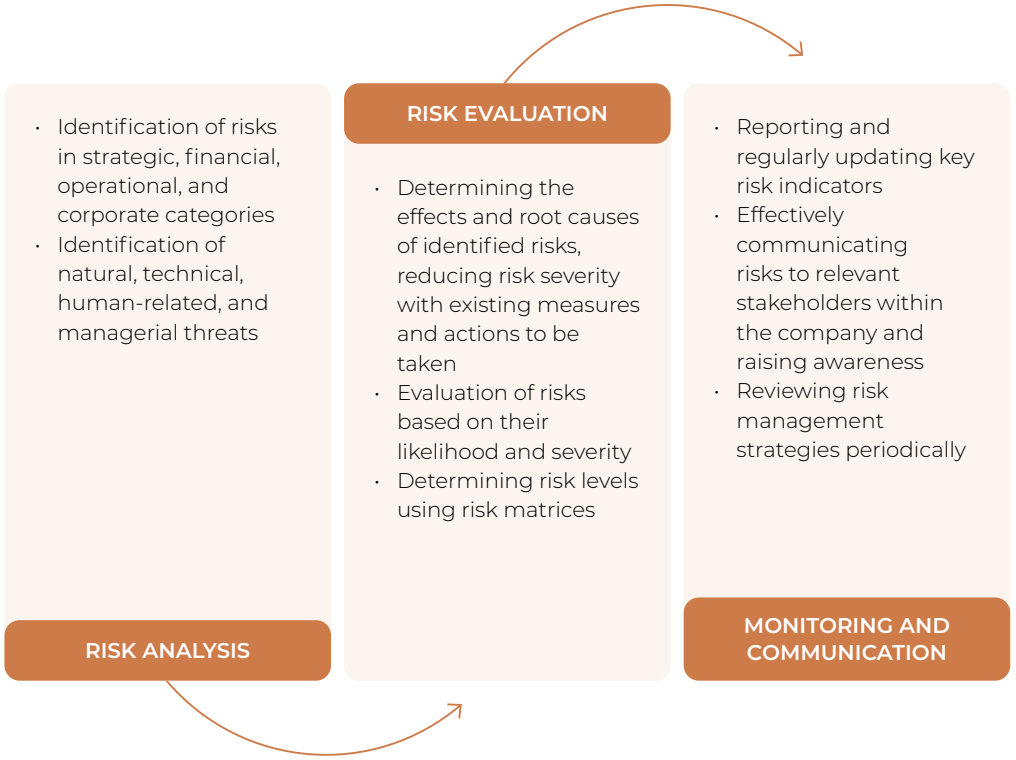
To strengthen our risk management strategies and minimize adverse impacts, we have established the **Audit Committee, Corporate Governance Committee, and Risk Early Detection Committee**. Through these committees, we proactively identify potential risks we might face, address risk management with a proactive approach, detect potential issues before they arise, and take necessary actions. We review our risk management systems at least once a year.

We have formed the Risk Early Detection Committee with members from various areas of expertise to ensure our organization's risk management processes are executed in the best possible way. In this way, we continue to effectively manage risks and build a strong and sustainable future.

The Committee, chaired by the General Manager, consists of the Manager of Management Systems and Process Development, Project Development Manager, Finance Manager, IT Manager, Overseas Sales, Human Resources and Administrative Affairs Group Manager, and an Independent Member.

**Our risk management activities focus on economic developments, green transformation, and climate risks arising from climate change.** By strengthening our energy efficiency policies and increasing our investments in renewable energy, we aim to minimize the negative effects of these risks. In response to the increase in geopolitical risks, we continue to prepare for national and international supply chain crises. To reduce the impact of global and regional uncertainties on our business processes, we are enhancing our supply management strategies. We closely monitor factors such as earthquakes, pandemics, and other natural disasters that may affect our business continuity and take necessary precautions to make our processes more resilient. We develop proactive approaches to raise awareness within the organization, establish effective control mechanisms, and ensure the sustainability of our operations.

The steps we take for risk management and early detection of risks are as follows:



# INTERNAL AUDIT AND INTERNAL CONTROL


At Beta Energy, we place great importance on our audit processes. Our company has an Audit Board, and we continue our work to assist the Executive Board. We initiated our internal audit activities in 2023 and have been conducting them continuously for two years. We hold meetings of our Audit Board twice a year based on a planned schedule, evaluate our processes, and work on improvements.

As part of our internal control processes, we regularly audit our departments, report audit findings and non-conformities in accordance with ISO 9001 and take necessary measures. In 2024, 21 of our departments were included in the internal control processes.

*You can access our Competition Policy here.*

## BUSINESS ETHICS AND COMPLIANCE

# WE VIEW ETHICAL VALUES AS THE CORNERSTONE OF OUR WAY OF DOING BUSINESS.

At Beta Energy, we consider ethical values as the cornerstone of our business practices, and we conduct our activities in line with the principles of transparency, honesty, and accountability. Our ethical guidelines establish the standards that our employees, business partners, and suppliers must adhere to, aiming to protect our corporate reputation, build trust-based relationships with our stakeholders, and create a sustainable business environment. By aligning business ethics with market dynamics, we integrate these values into all our processes, advancing in line with our sustainability strategy to minimize environmental and social impacts and support long-term growth with a robust corporate structure.

**Our Ethical Principles**

- We adhere to the principle of conducting business in a fair, honest, and transparent manner.
- We protect the rights of our employees and implement a zero-tolerance policy against discrimination and harassment.
- We take a zero-tolerance stance in the fight against bribery and corruption.
- We build trust-based relationships with our customers, suppliers, and business partners within an ethical framework.
- We prioritize information security and confidentiality, safeguarding personal and corporate data.
- We create a working environment based on respect and ethical values.

To ensure the effective implementation of ethical rules and the monitoring of compliance processes, our **Disciplinary and Ethical Honor Committee** is responsible for supporting our employees' adoption of ethical values and evaluating ethical violations. The Committee operates independently during the implementation of ethical rules, handles complaints and reports confidentially, and conducts a fair investigation process. We provide regular training to raise awareness about ethical issues within the company and offer guidance to our employees in ethical decision-making processes.

**Compliance Process and Violation Reporting**

We expect all our employees to fully comply with our ethical guidelines. If a situation is identified that contradicts our ethical rules, our employees or stakeholders have the right to report it to the Disciplinary and Ethical Honor Committee, either anonymously or openly. The confidentiality of reports is strictly maintained, and employees reporting violations can do so securely without facing any retaliation.

We continue to develop our company culture and ethical principles, working together with all stakeholders to create a sustainable business environment. We regularly review our compliance processes and organize training programs to raise awareness about business ethics and compliance policies. By managing these processes effectively, we maintain our presence as an ethical and trustworthy organization in the business world.

*You can access our Ethical Conduct Policy here.*

*You can access our Anti-Bribery and Anti-Corruption Policy here.*

## Ethics Line

To strengthen our ethics and compliance processes, we have implemented the Ethics Line. This reporting mechanism allows our employees and stakeholders to safely and confidentially report any situations they believe to be in violation of our ethical standards.

Reports submitted to the Ethics Line are evaluated in accordance with the principle of confidentiality by the Ethics Line Officer and are reported to the Ethics Committee, with responses provided as swiftly as possible. The identity and contact details of the reporting individuals are kept strictly confidential. Employees who wish to do so may submit reports anonymously and follow the process using the unique code provided to them.

### Access Channel to Ethics Line

etikhat@betaenerji.com

betaenerji.com/en/ethic/

## INFORMATION SECURITY

# WE MANAGE INFORMATION SECURITY STRATEGICALLY TO ENHANCE SUSTAINABILITY.

We manage our information security processes with a strategic perspective, aiming to maximize the sustainability of our systems. By integrating our Information Security Policy with our corporate strategies, we ensure business continuity and implement, update, and apply the necessary procedures to maintain data security at the highest level. We shape our information security strategy in accordance with the **ISO 27001 Information Security Management System** standards and manage it with a continuous improvement approach.

In line with our Information Security Policy, we are committed to protecting corporate information assets, preventing unauthorized access to information, ensuring the continuity of our business processes, and meeting legal requirements. We set our company's information security targets, maintain continuous improvement processes, and adopt proactive approaches against potential security risks.

**Within the scope of information security, we aim to:**

- **Transition to a fully digital working environment in company operations**
- **Minimize data breach incidents**
- **Increase our information security maturity level to over 85% by the end of 2026**

*You can access our Information Security Policy here.*

## SUSTAINABLE SUPPLY CHAIN MANAGEMENT

# AS PART OF OUR SUPPLIER DIVERSIFICATION STRATEGY, WE IDENTIFY A MINIMUM OF THREE DIFFERENT SUPPLIERS FOR EACH PRODUCT GROUP.

At Beta Energy, we plan our supply chain management end-to-end and manage our processes effectively at various levels of detail. In line with our **Sustainable Supply Chain Policy**, we conduct our supply chain processes in accordance with ethical, environmental, and social responsibility principles. With this policy, we aim to maximize the profitability of our supply chain while minimizing environmental impacts and contributing to social welfare.

We manage our supply chain in coordination with our Sales, Planning, Procurement, Logistics, and Quality departments. In supplier selection, we prioritize sustainability, quality, and business continuity.

For each project and proposal process, our Sales team obtains confirmation from the Planning team before submitting any offers, ensuring alignment with the production schedule. To respond quickly and efficiently to relevant projects, our Planning and Sales teams adopt a 24-hour turnaround time as a business practice.

We manage our procurement processes with a strategic approach, prioritizing quality, cost, lead times, and sustainability criteria in supplier selection. Within the scope of our Supplier Selection, Evaluation, and Performance Monitoring activities, we regularly audit our suppliers using a **"Supplier Evaluation Form"** and do not work with suppliers scoring below 64 out of 100.

While we audited 5 suppliers in 2023, we aim to increase this number to 20 by 2025.

At Beta Energy, we work with our suppliers in alignment with ethical and quality standards. We share quality specifications and conduct our operations within the framework of ethical guidelines. In supplier selection, we aim to build sustainable partnerships by evaluating environmental performance, occupational health and safety standards, human rights, and working conditions.

**In 2022, 100% of our procurements were sourced from local companies. In 2023, this ratio shifted to 95% local and 5% imported.**

In line with our corporate strategy, we aim to:

- Increase the proportion of suppliers evaluated against ESG (Environmental, Social, and Governance) criteria to 50% among our top 20 suppliers by 2030,
- Collect ISO certification data (ISO 9001, ISO 14001, ISO 45001) for all suppliers by 2027.

*You can access our Sustainable Supply Chain Policy here.*

In addition to the targets we have set, we aim to increase the number of suppliers included in audits, enhance the performance of our suppliers, raise the proportion of critical suppliers with business continuity plans, improve the redundancy rate of key suppliers, increase the procurement ratio from local manufacturers, and boost the local employment rate per facility.

To ensure business continuity in our supply chain, we implement a **"Supplier Diversification Strategy."** Within the scope of this strategy, we secure critical materials from alternative sources and designate a minimum of three suppliers from different countries for each product group. In the event of potential crises (such as war or pandemics), we evaluate alternative suppliers to maintain the uninterrupted operation of our processes.

In our supply chain, we utilize various transportation methods, including land, sea, and air freight, and plan alternative delivery methods by optimizing our logistics operations. In doing so, we develop contingency solutions to respond to potential logistical disruptions. Our logistics planning considers factors such as shipment type, estimated arrival time, transit duration, and the performance of logistics companies.

To make our logistics processes more efficient, we conduct systematic stock tracking in warehouse management and carry out regular inventory counts every three months. By closely monitoring stock levels of critical materials, we minimize lead times. Through the integration of production and warehouse management, we ensure seamless operations and enhance our operational efficiency.

# TRANSFORMING THE FUTURE

## OUR SUSTAINABILITY STRATEGY

## OUR SUSTAINABILITY APPROACH, STRATEGY AND GOVERNANCE

# WE AIM TO ENHANCE GLOBAL COMPETITIVENESS AND CREATE VALUE THROUGH SUSTAINABLE PRODUCTION.

As Beta Energy, while strengthening our competitiveness in the global market, we place sustainability at the core of our business model by adopting a production approach that respects the environment and natural resources. In this context, we have developed our first sustainability strategy aligned with the Sustainable Development Goals (SDGs), and we manage our sectoral operations with a long-term sense of responsibility, taking strategic steps toward a sustainable future.

We integrate our sustainability efforts with our business strategy. In this regard, in 2025, we are establishing our Sustainability Committee to ensure that our sustainability strategy and performance are effectively monitored and improved. The Committee will be responsible, on behalf of our General Manager, for the development, implementation, monitoring, and updating of our company's overall sustainability strategy and roadmap.

Chaired by our General Manager, the Sustainability Committee consists of 10 members. These members are selected from the following departments: Human Resources, Administrative Affairs, Financial Affairs, Procurement, Production Planning, Foreign Trade and Logistics, R&D, Quality Assurance, Sales and Marketing, Corporate Communications, Project Management, and Investor Relations.

Our Committee is tasked with defining sustainability strategies and policies in economic, governance, social, and environmental areas and integrating them into operations following management approval. It also bears the responsibility of developing projects to measure and improve sustainability performance. Moreover, the Committee is responsible for promoting a culture of sustainability, increasing awareness, and embedding sustainability into our company culture in line with Beta Energy's core values. Within our Quality Assurance Department, the Management Systems and Process Development unit is in charge of implementing sustainability efforts across the company and ensuring coordination among departments. This unit consists of two professionals, including one manager with experience in sustainability.

We shape our sustainability strategy in line with our long-term value creation approach. Taking into account the transformation of our sector, we build our strategy around transitioning to a low-carbon economy, adapting to climate change, reducing our environmental impacts, enhancing social benefit, and upholding principles of corporate governance.

In this direction, we pursue our goals through a culture of innovation and collaboration, and we contribute to sustainable development by fostering strong relationships with our stakeholders.

To enhance the effectiveness and transparency of our sustainability efforts, we regularly monitor our performance. In this regard, through the strategy work we carried out in 2025, we identified our sustainability performance indicators. We will share our sustainability performance with our stakeholders through our annual sustainability reporting and on our website.

Looking ahead, we will continue working to integrate best practices in sustainability into our business processes and remain committed to our vision of becoming a responsible and sustainable leader in our sector.

*You can access our Sustainability Policy here.*

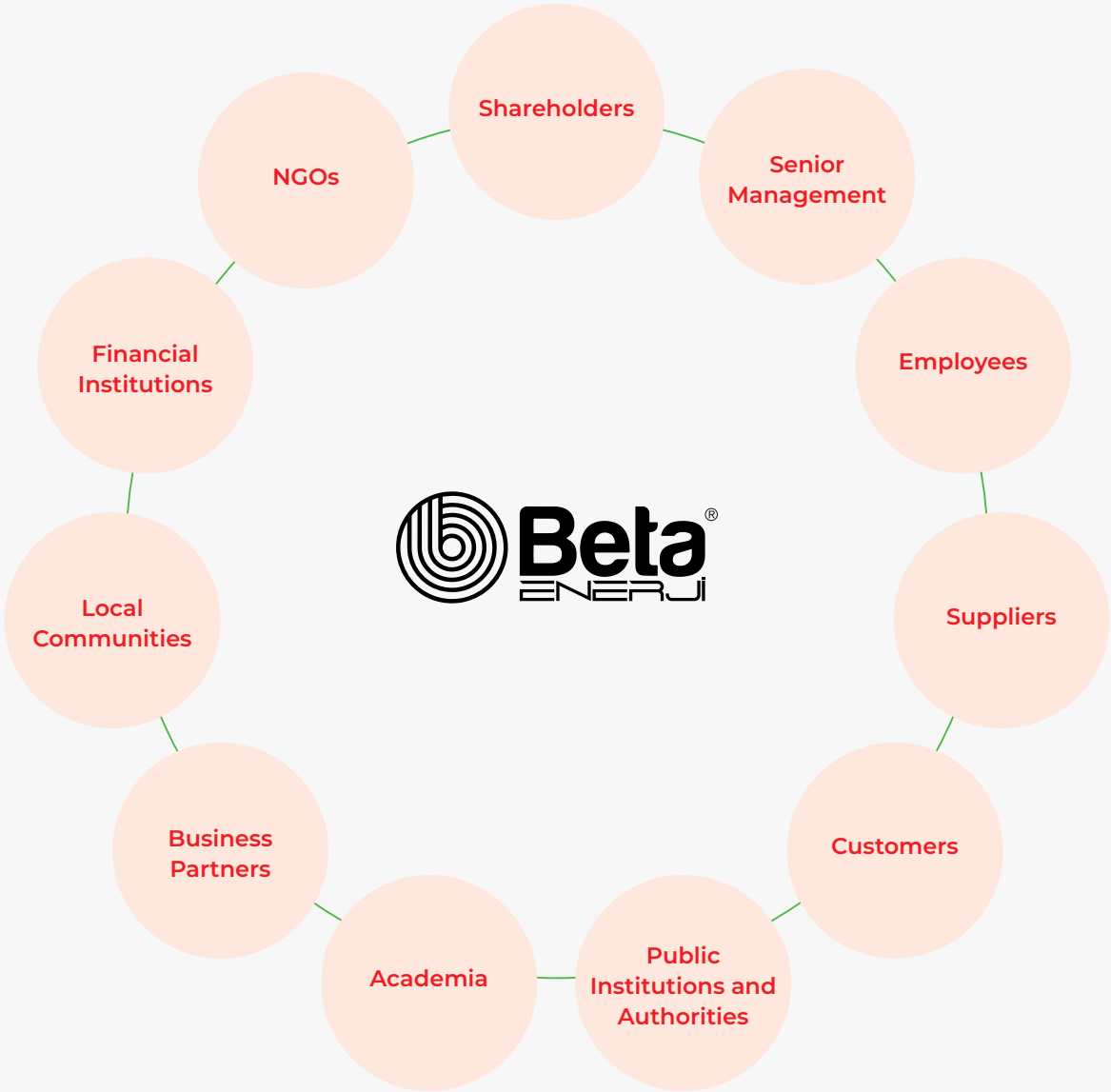
# MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT

## Our Key Stakeholders

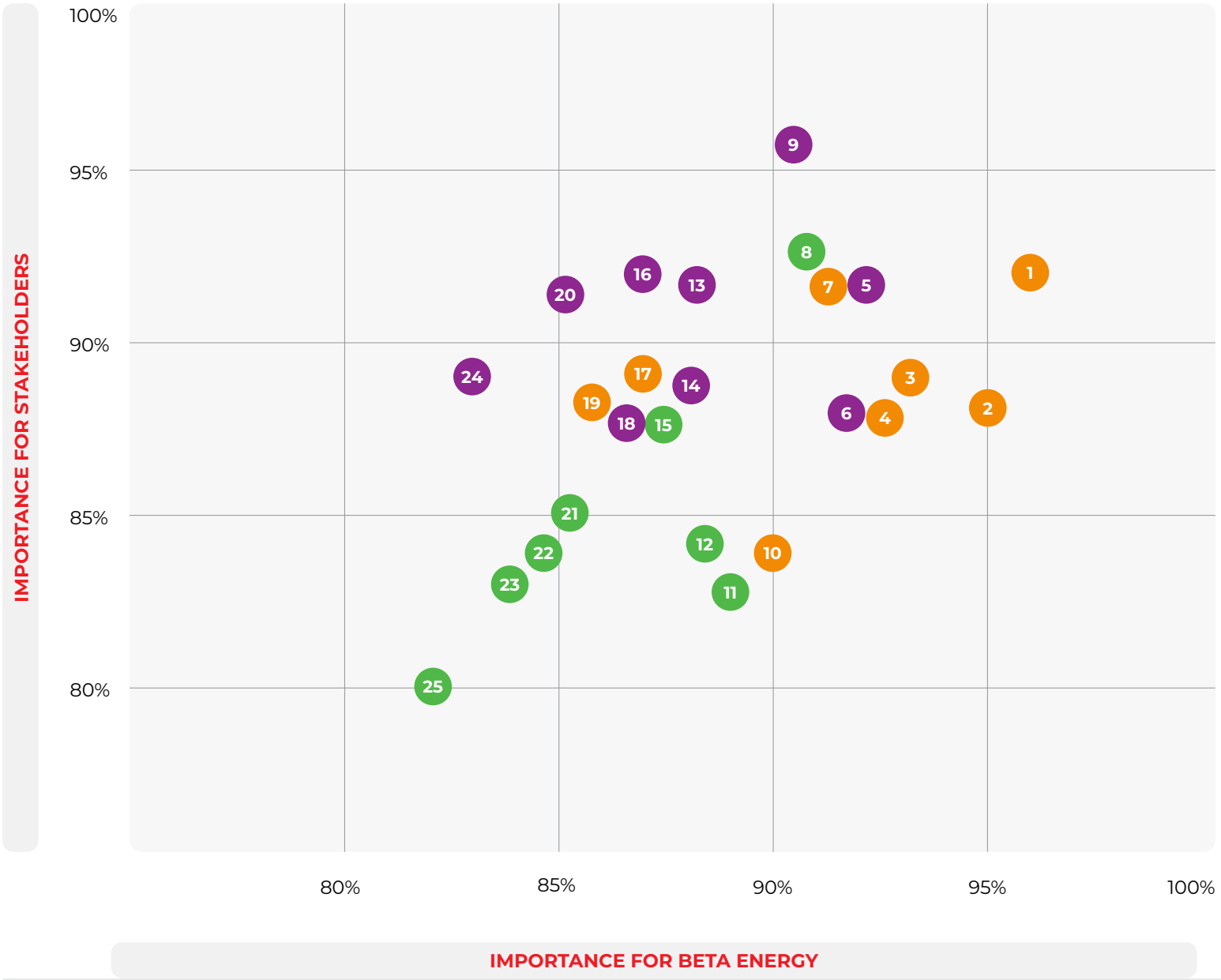
As Beta Energy, we conducted a comprehensive **materiality analysis** to identify the priority topics that form the foundation of our sustainability strategy and to better understand the expectations of our stakeholders. This study aimed to shape our long-term value creation journey by analyzing the environmental, social, and governance (ESG) impacts of our company.

As part of our materiality analysis, we identified **25 material topics** aligned with our company's strategic goals and business model. We shared these topics through a survey with a total of 133 internal and external stakeholders. Based on the results, we developed our materiality matrix, which constitutes the foundation of our sustainability strategy.

Our stakeholders are listed on the side without any ranking or prioritization.



## Beta Energy Materiality Matrix



## OUR SUSTAINABILITY GOALS

# IN LINE WITH OUR VISION OF BUILDING A SUSTAINABLE FUTURE, WE SET LONG-TERM STRATEGIC GOALS.

At Beta Energy, in line with our vision of building a sustainable future, we set long-term strategic goals. As a result of our materiality analysis and stakeholder engagement process, we have clarified the ESG areas we will focus on. Accordingly, we have established measurable, effective, and United Nations Sustainable Development Goals (UN SDGs)-aligned sustainability targets that are integrated with our business model.

In the table below, you can find the KPIs we have defined to measure our sustainability performance and monitor our progress.

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP – ENVIRONMENT** | | | | | |
| **Energy Management and Use of Renewable Energy** | Short Term (0–2 Years) | Increase the use of renewable energy. | 100% of production energy needs to be met from renewable sources by 2026. | · Installation of solar panels (SPP) at the new factory.<br>· Transition of all company vehicles to electric.<br>· Increase the number of gas and electric forklifts.<br>· Use of QR codes on transformers to reduce paper usage. |  |
| | Short Term (0–2 Years) | | Increase existing SPP capacity from 0.5 MW to 8 MW by the end of 2025. | · Investment in renewable energy.<br>· Implementation of energy efficiency projects in the factory, including additional SPPs in new factory investments.<br>· Ensuring SPPs are I-REC certified. | |
| **Greenhouse Gas Emissions** | Long Term (6+ Years) | Reduce greenhouse gas emissions. | 100% reduction in Scope 1 emissions by 2050, based on 2024 levels. | · Identify activities with highest emissions and implement emission reduction measures.<br>· Introduce low-emission fuels and electric vehicles in logistics.<br>· Improve operational efficiency.<br>· Purchase green electricity certificates.<br>· Increase use of electric vehicles and forklifts.<br>· Invest in renewable energy.<br>· Improve data quality in emission calculations. | |
| | Long Term (6+ Years) | | 100% reduction in Scope 2 emissions by 2050, based on 2024 levels. | | |
| | Medium Term (3-5 Years) | Participate in CDP reporting. | Participation in CDP reporting by 2026. | · Initiate reporting on climate change and water issues in line with CDP requirements.<br>· Establish data collection and verification processes in accordance with CDP criteria. | |
| | Medium Term (3-5 Years) | Commitment to SBTi. | Commitment to Science-Based Targets Initiative (SBTi) by 2030, with target approval. | · Set short, medium, and long-term emission reduction targets aligned with SBTi and submit for approval. | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP – ENVIRONMENT** | | | | | |
| **Greenhouse Gas Emissions** | Short Term (0-2 Years) | Reduce emissions through production efficiency measures. | Achieve a 10% increase in production efficiency by 2026. | • Apply lean production techniques and efficiency analyses.<br>• Install SAP Emissions Monitoring module. - Implement energy monitoring systems in data rooms of the new factory.<br>• Optimize process designs in the new factory (unit placement).<br>• Establish a “machine room” for compressors and other production units in the new factory.<br>• Integrate AI-supported systems to ensure business continuity. |  |
| | Medium Term (3-5 Years) | | Achieve a 30% increase in production efficiency by 2030. | | |
| | Long Term (6+ Years) | | Achieve a 50% increase in production efficiency by 2040. | | |
| | Short Term (0-2 Years) | | Reduce production waste by 10% by 2026. | • Train employees.<br>• Develop systems to recycle scrap materials and reintegrate them into the production process.<br>• Reduce transportation-related waste (using belt systems, experienced personnel, automated assemblies). | |
| | Medium Term (3-5 Years) | | Reduce production waste by 30% by 2030. | | |
| | Long Term (6+ Years) | | Reduce production waste by 50% by 2040. | | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP – ENVIRONMENT** | | | | | |
| **Natural Resource Efficiency** | Medium Term (3-5 Years) | Increase the use of recycled materials. | Increase the use of recycled materials by 20% by 2030, compared to 2024. | · Increase the use of recycled office and operational materials (paper, packaging, stationery, etc.).<br>· Request suppliers to use sustainable materials.<br>· Implement QR codes for customer test reports. |  |
| | Short Term (0-2 Years) | Reduce water consumption. | - | · Installation of water-saving technologies and water recovery systems. |  |
| | Medium Term (3-5 Years) | Increase water recovery rate. | - | · Establish rainwater collection and usage systems. | |
| | Medium Term (3-5 Years) | Reduce natural resource consumption. | - | · Increase digitalization projects (paperless office applications, e-signatures, etc.). |  |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP – ENVIRONMENT** | | | | | |
| **Waste Reduction** | Long Term (6+ Years) | Eliminate single-use plastics. | Completely phase out single-use plastics by 2030. | · Eliminate plastic cups, bottles, and packaging in offices and operations.<br>· Provide employees with reusable water bottles, cups, and cutlery.<br>· Prevent approximately 1 million sheets of paper waste annually through the Quality Management System.<br>· Implement QR codes on each transformer to display test reports, user manuals, and quality documentation. |  |
| | Long Term (6+ Years) | Increase the recycling rate of electronic waste. | Ensure 100% recycling of electronic waste by 2035. | · Send used electronic equipment (computers, phones, etc.) to recycling facilities.<br>· Reuse or donate electronic equipment that is still functional. | |
| **Circular Economy** | Medium Term (3-5 Years) | Increase the number of products with environmental product declarations (EPD). | Obtain EPD for 3 products by 2030. | - | |
| **Pollution Prevention** | Medium Term (3-5 Years) | Prevent light and noise pollution. | - | · Make office lighting systems energy-efficient and environmentally friendly.<br>· Implement acoustic panels and sound insulation systems to reduce noise levels.<br>· Use low-decibel machines.<br>· Use stone wool sandwich panels to provide inter-unit sound insulation.<br>· Use high ceilings. | |
| | Short Term (0-2 Years) | Obtain green certifications. | - | · Ensure the main office and social facilities are LEED certified by 2027. | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP – ENVIRONMENT** | | | | | |
| **Biodiversity Protection** | Short Term (0-2 Years) | Conduct biodiversity-related activities. | - | · Support or collaborate on at least one biodiversity-related project by 2030 (e.g., with universities, international institutions). |   |
| **Environmental Performance Sharing** | Medium Term (3-5 Years) | Increase sustainable products and services. | Ensure that all new product designs meet sustainability criteria by 2035. | · Perform LCA studies for certain products and obtain EPD certificates. |     |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - SOCIAL** | | | | | |
| **Customer Satisfaction** | Short Term (0–2 Years) | Increase customer satisfaction rate. | Raise customer satisfaction rate to 98% by 2026. | · Conduct regular customer satisfaction surveys to gather and analyze feedback.<br>· Actively use digital platforms (email, mobile applications, social media) to regularly inform customers about processes. |  |
| **Social Contribution** | Medium Term (3–5 Years) | Increase collaborations. | Establish partnerships with 3 high schools and universities annually.<br><br>Implement 3 social investment projects with municipalities, universities, and NGOs by 2030.<br><br>Implement 5 employee volunteering projects by 2030. | · Collaborate with universities and schools to involve youth in social projects.<br>· Develop joint projects with municipalities, public institutions, and NGOs.<br>· Develop social responsibility projects where company employees can volunteer. |  |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - SOCIAL** | | | | | |
| **Occupational Health and Safety** | Short Term (0–2 Years) | Zero fatal accidents. | - | • Provide regular OHS awareness trainings to employees.<br>• Conduct and update regular risk analyses in all operational processes.<br>• Create improvement plans to identify and eliminate potential hazards.<br>• Ensure full use of personal protective equipment (PPE) by all employees.<br>• Provide first aid training.<br>• Reduce errors and accidents with automation systems in the new factory.<br>• Prepare OHS Reports through corrective actions and OHS committee decisions and present them to Management monthly.<br>• Conduct cross-inspections in the new factory. |  |
| | | Reduce number of occupational accidents. | Reduce accident rate by 30% by 2030 compared to 2024 baseline. | | |
| | Short Term (0–2 Years) | Reduce number of lost-time injuries. | - | | |
| | Long Term (6+ Years) | Reduce accident frequency rate. | Reduce frequency rate below 1 and severity rate below 50 by 2035. | | |
| | Medium Term (3–5 Years) | Reduce number of employees with occupational diseases. | - | • Improve environmental factors such as noise, air quality, lighting.<br>• Conduct regular periodic health screenings for employees.<br>• Obtain Vocational Qualification Authority (MYK) certification for blue-collar employees according to production-specific tasks. | |
| | Medium Term (3–5 Years) | Provide OHS trainings to employees. | Increase average OHS training hours per employee by 60% by 2030 compared to 2024 baseline. | • Increase practical trainings for employees.<br>• Prepare customized OHS training modules according to employee roles.<br>• Provide expert trainings on specific topics such as working at heights, electrical work, and chemical exposure.<br>• Conduct post-training assessments and surveys to measure employee knowledge.<br>• Initiate ASAKAI meetings in the new factory to ensure OHS excellence.<br>• Integrate with Ministry of Labor's Occupational Health and Safety Information Management System (İBYS). | |
| | | Increase average OHS training hours per employee. | | | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - SOCIAL** | | | | | |
| **Diversity and Equal Opportunity** | Medium Term (3–5 Years) | Increase number of women in managerial positions. | Increase female manager ratio to 40% by 2030. | · Promote diversity in recruitment processes to ensure gender balance in upper and middle management roles. |   |
| | Medium Term (3–5 Years) | Increase number of women in STEM positions. | Maintain the number of women in STEM roles at or above 50%. | · Develop recruitment policies targeting female candidates to increase women employment in STEM fields. |   |
| **Employee Well-being** | Short Term (0–2 Years) | Increase employee satisfaction. | Raise employee satisfaction rate to 75% by 2026. | · Conduct at least one employee satisfaction survey per year to collect regular feedback. |   |
| | Medium Term (3–5 Years) | Attract young talents to the company. | Recruit 600 young talents to the organization by 2030.<br>Recruit 30% of new hires by 2030 through the new graduate program. | · Organize joint projects and talent programs with universities.<br>· Provide students with opportunities to gain experience through long-term internships and young talent programs.<br>· Support young employees in adapting quickly to corporate culture through mentoring and reverse mentoring programs. | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - SOCIAL** | | | | | |
| **Contribution to Local Economy** | Short Term (0–2 Years) | Increasing the rate of collaboration with local suppliers | Ensuring that at least 50% of the supply chain is sourced from local suppliers by 2027 | · Developing long-term collaborations with local suppliers |  |
| | Short Term (0–2 Years) | Increasing the local employment rate | Ensuring that at least 97% of total employees are locally hired by 2025 | · Prioritizing local employment in new recruitment processes | |
| **Sustainable Supply Chain** | Long Term (6+ Years) | Increasing the number of suppliers subject to sustainability audits | Including our top 20 suppliers in sustainability audits by 2030 | · Establishing, signing, and enforcing a Supplier Code of Conduct<br>· Integrating ethics compliance criteria into supplier evaluation processes<br>· Increasing the number of supplier visits |  |
| | Medium Term (3–5 Years) | Increasing the number of suppliers with ISO certification | Collecting data on ISO certifications (ISO 9001, ISO 14001, ISO 45001) of all suppliers by 2027<br><br>Achieving 100% compliance of suppliers with the company's ethical principles by 2030 | · Providing suppliers with training on quality processes | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - GOVERNANCE** | | | | | |
| **Sustainability Management** | Short Term (0–2 Years) | Initiation of the Sustainability Committee's activities | - | · Establishing a sustainability committee with representatives from internal departments<br>· Tracking sustainability targets through regular meetings |  |
| | Short Term (0–2 Years) | Establishment of a tracking system for sustainability targets | - | · Ensuring regular monitoring of all sustainability targets and implementing a performance measurement system by 2026 | |
| | Medium Term (3–5 Years) | Execution of sustainability initiatives with stakeholders | - | · Collaborating on sustainability projects with universities, NGOs, and public institutions<br>· Becoming a signatory of UNGC, WEPs, and TWRE by 2026 | |
| | Short Term (0–2 Years) | Compliance with newly issued or revised policies | Integrating environmental, social, and governance (ESG) issues into company policies by 2026 | - | |
| | Medium Term (3–5 Years) | Participation in LSEG ESG scoring | Inclusion in LSEG ESG scoring by 2026 and continuous improvement of the score | · Initiating data collection processes in line with LSEG ESG assessment criteria | |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - GOVERNANCE** | | | | | |
| **Business Ethics and Corporate Policies** | Short Term (0–2 Years) | Receiving reports on ethical misconduct from employees | - | · Establishing an “Ethics Lline” reporting mechanism to ensure transparent reporting of ethical violations in 2025<br>· Responding to reports within 3 business days |  |
| **Climate Change Risk Management** | Short Term (0–2 Years) | Completion of climate risk and opportunity analysis | Completion of climate risk and opportunity analysis for all operations by 2027 | · Initiating a climate risk assessment process aligned with the TCFD (Task Force on Climate-related Financial Disclosures) methodology<br>· Developing financial resilience scenarios against climate-related risks<br>· Improving corporate climate risk maturity through training programs |  |
| **Enhancing Sustainability Awareness** | Short Term (0–2 Years) | Organization of sustainability trainings for employees | Providing sustainability training to all employees by 2026 | · Developing internal sustainability training modulesIncreasing employee engagement through in-person trainings, workshops, and interactive sessions |  |

| Material Topic | Timeframe | Target | KPI | Actions | SDG |
|---|---|---|---|---|---|
| **STRATEGY AND ROADMAP - GOVERNANCE** | | | | | |
| **Digital Transformation** | Short Term (0–2 Years) | Increasing the use of IoT and data analytics | - | • Increasing the use of IoT (Internet of Things) and data analytics in operational processes by 2027 | |
| | Short Term (0–2 Years) | Transition to digital working environments in company operations | Achieving 70% transition to SAP system | • Initiating transition from existing infrastructure to SAP-based infrastructure, to be completed by 2026<br>• MES implementation – full process control through AI-supported cameras by 2027<br>• Installation of 5G or Wi-Fi 7 systems<br>• Installation of RFID systems by 2026 – to be used for personnel time management and employee location tracking in case of emergency<br>• Integration of announcement-door card systems, cameras, fire alarm and interconnected systems<br>• Replacing painting systems inside the plant with laser systems<br>• Establishment of IoT systems |  |
| **Data Security** | Long Term (6+ Years) | Prevention of data breach incidents | Achieving zero data breach/leakage incidents | • Regular phishing tests to be conducted for employees<br>• Utilization of automated software for phishing testing |  |
| | Short Term (0–2 Years) | Conducting data breach testing | Performing at least one data breach test annually | | |
| | Short Term (0–2 Years) | Increasing information security maturity level | Raising information security maturity level above 85% by the end of 2026 | • Regular employee training on data privacy and security<br>• Strengthening cybersecurity infrastructure<br>• Providing cybersecurity training to all employees by 2026 |  |
| | Short Term (0–2 Years) | Providing cybersecurity training for employees | Ensuring all employees receive annual cybersecurity awareness training | |  |

# TRANSFORMING THE ECONOMY

## OUR ECONOMIC PERFORMANCE

## OUR ECONOMIC PERFORMANCE

# WE SUPPORT THE TRANSITION TO A SUSTAINABLE ECONOMY THROUGH RENEWABLE ENERGY, DIGITALIZATION, AND ENERGY EFFICIENCY.

Our economic performance reflects not only the growth and profitability of our company but also our capacity to generate societal and environmental value. By contributing to economic sustainability, particularly through SDG 7: Affordable and Clean Energy, we aim to create long-term value for our stakeholders. In this context, we integrate economic growth with sustainability principles and strive to generate long-term value in the electrification sector. Through our strong financial structure, innovative business models, and efficient operations, we contribute to economic development not only for our company but also for our broader ecosystem. As we lead the transformation of our industry, we create a sustainable value chain for our investors, employees, suppliers, and society by using resources efficiently.

We manage our economic performance in alignment with our long-term growth and sustainable development goals, prioritizing strategic investments that enhance our competitiveness. Through renewable energy projects and innovations focused on digitalization and energy efficiency, we actively support the transition to a sustainable economy. While strengthening our business processes, we also aim to contribute to a low-carbon economy and lead the transformation of our industry.

The rapid increase in global energy production and consumption has significantly raised the demand for energy generation equipment. This trend directly affects the demand for transformers, which play a critical role in energy transmission and distribution. Global trends such as energy infrastructure modernization, accelerated urbanization, and digitalization require continuous innovation in transformer technologies.

Particularly, the shift toward renewable energy sources is a key factor shaping the electrification sector. The integration of electricity generated from renewable sources such as wind and solar energy increases the demand for transformers that ensure the efficient transmission of this electricity to the grid.

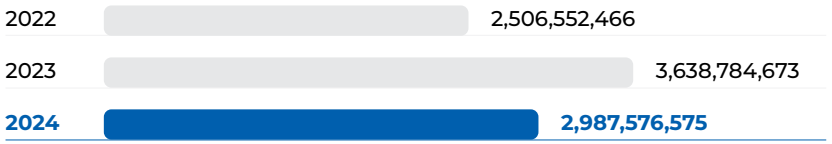
In 2024, we generated approximately TRY 2.99 billion in revenue through exports to 54 countries. Meanwhile, our total distributed economic value, comprising operating expenses and employee benefits, amounted to TRY 2.02 billion in the same year.

# WE CHANNEL OUR ECONOMIC STRENGTH TOWARD SUSTAINABLE ENERGY WITH SOCIAL AND ENVIRONMENTAL RESPONSIBILITY.

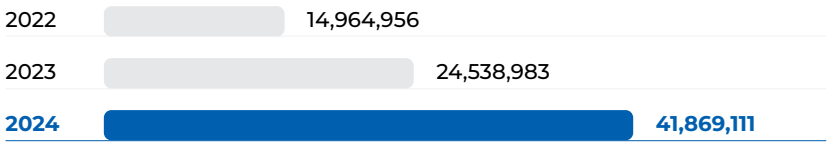
| Economic Value Generated (TRY) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Economic Value Generated (Revenue) | 2,506,552,466 | 3,638,784,673 | 2,987,576,575 |

| Economic Value Distributed (TRY) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Operating Costs | 1,878,813,531 | 2,246,615,630 | 1,980,831,318 |
| Employee Wages and Benefits | 14,964,956 | 24,538,983 | 41,869,111 |
| Taxes Paid to the Government | 620,807 | 29,590,568 | 13,561,350 |
| **Total** | **1,894,399,294** | **2,300,745,181** | **2,036,261,779** |

## Economic Value Generated (Revenue) (TRY)




## Employee Wages and Benefits (TRY)



## OUR INVESTMENTS

# WE STRATEGICALLY STEER OUR INVESTMENTS BY FOCUSING ON SUSTAINABLE GROWTH AND TRANSFORMATION.

As Beta Energy, we shape our investments with a strategic perspective to support our sustainable growth and lead the transformation of the electrification sector. In addition to our new factory investment, we aim to contribute not only to our company's sustainability but also to the broader sustainable development of the sector and the economy through projects in renewable energy, technological innovation, and operational efficiency. With the solutions we develop, we are not only transforming our business processes but also contributing to the sectoral transition toward sustainability.

While implementing new projects, we also prioritize enhancing the efficiency of our current operations. Our R&D and Project Management Department evaluates and prioritizes product development and innovation projects, and selected projects are submitted to our General Manager for approval. All company-planned investments are carried out following the approval of our General Manager and the Board of Directors.


**130**
million USD
Total
Investment
Value

In 2023, we invested TRY 229 million in the Beta Energy and Technology Campus. In 2025, we aim to increase this amount to at least TRY 3 billion.

As part of our new factory project in Adana, we are conducting a comprehensive investment that includes administrative and personnel buildings. In this project, we prioritize environmental factors such as energy efficiency, water conservation, and indoor air quality, ensuring that our buildings are designed in accordance with international standards. In line with our sustainability-focused approach, we aim to obtain **LEED Silver Certification** for these buildings and aspire to set a benchmark in our sector by constructing environmentally friendly, high-performance structures. To enhance the comfort and quality of life of our employees, we are also planning facilities such as accommodation and sports areas. Additionally, to promote sustainable transportation, we plan to install electric vehicle (EV) charging stations on the factory premises. In doing so, we aim to minimize our environmental impact by reducing transportation-related emissions. As part of this initiative, we plan to install approximately 15 EV chargers at 4 different locations on-site, primarily for use by our own fleet.

To support environmental sustainability by optimizing energy consumption, we design all our mechanical and electrical systems in accordance with international energy efficiency standards **(ASHRAE 90.1.2010)**.

The project will include the implementation of LED lighting systems, high-efficiency heating, cooling and ventilation systems, and renewable energy generation solutions. Through these measures, we aim to reduce our energy consumption and lower greenhouse gas emissions, thereby contributing to the transition toward a low-carbon economy.

To ensure the conservation of water resources, we plan to use plant species in our landscaping that are suited to the region's climate and soil conditions and that support biodiversity. In addition, we aim to minimize water usage by implementing rainwater harvesting and reuse systems, and we target over 30% savings in indoor water consumption by installing low-flow faucets and toilets. With these practices, we aim to reduce our environmental impact and set an example in sustainable water management within our sector.

In both the construction and operational phases of our factory, we prioritize the use of environmentally friendly, low-emission, and health-conscious materials. To create a healthy and ecological living environment on our premises, we plan to reduce the heat island effect by selecting light-colored surface materials.

Moreover, we give priority to the use of recycled and locally sourced materials to enhance resource efficiency. To prevent environmental harm during the construction process, we will ensure that construction waste is sorted and directed to appropriate recycling facilities.

We aim to reduce energy consumption by optimizing our production processes. In this context, we install dehumidifiers in ovens and shorten baking times. In oil-type transformer production, moisture sensors are used during baking, so the process continues only as long as needed. This prevents unnecessary energy use. In assembly processes, we use copper foil instead of copper. This helps prevent oil leaks and improves efficiency in production.

With the use of the **Beta Production Platform**, we improve the traceability of production processes, reduce oven times, and manage operations in a more systematic way. Modernizing the equipment used in the production line is an important step to make our processes more efficient and sustainable.

In the mechanical unit, we switched from gas metal arc welding machines to laser welding machines. This reduces energy consumption and increases the speed and precision of welding. We also added a height sensor to the cover robot to minimize downtime during production. This helps increase production capacity and quality. With the introduction of the boiler welding robot, we improve quality in mass production and increase the efficiency of capacity and welding processes. Improvements made to the spot welding machine allow more efficient welding in narrower spaces. To ensure the safe transport of corrugated sheet metal rolls, we designed locked lifting devices and improved occupational safety standards.

At Beta Energy, we aim to enhance operational efficiency and support sustainable growth by making digital transformation an integral part of our business processes. Through our investments in technology, we integrate innovative solutions into a wide range of operations, from production and supply chain management to data handling and sales processes.

The **RTO (Recipe Tracking) Program** offers a comprehensive software solution that enables more efficient monitoring of our product manufacturing processes. With this program, we digitally store production recipes and easily update and report materials and quantities listed within them. By continuously monitoring critical data such as material consumption, inventory levels, and production efficiency, we can instantly detect any deviations or issues.

To ensure that internal document management processes are carried out systematically and securely, we utilize the **EBA (Electronic Document Management System),** which enables effective storage, reporting, and analysis of documents. The Netsis ERP system, which streamlines the centralized management of finance, accounting, procurement, inventory, production tracking, and sales processes, allows for the analysis of production data and the optimization of cost calculations.

To strengthen our relationships with customers and dealers, we have launched the **Dealer Sales Portal**, which enables our dealers to place orders, monitor stock levels in real time, and receive price quotations through the platform. Furthermore, to provide error-free and efficient solutions in engineering and production processes, we have implemented the Parametric Design System, which generates automated design alternatives based on technical criteria to best meet customer needs. We are also planning a **SAP Integration** project to make internal processes more integrated and traceable, aiming to further improve business efficiency. Additionally, we have launched the Server Room Infrastructure Project to strengthen our IT systems and ensure data security. As part of this initiative, we have modernized our data center to ensure high availability, security, and scalability.

To support automation in our logistics processes, we use the **Pack Wall** software to determine the most suitable vehicles for loading. With these technology investments, we aim to accelerate our business processes, increase efficiency, and enhance customer satisfaction. On our digital transformation journey, we continue to adopt innovative solutions and constantly improve our processes.

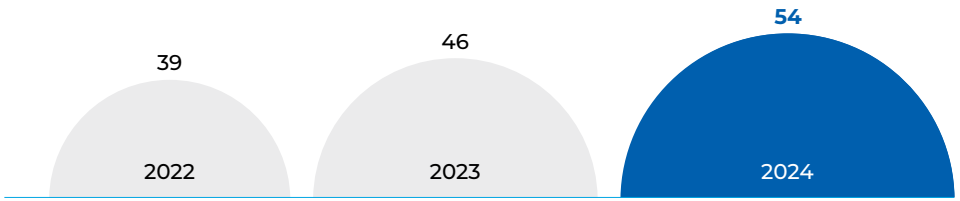
## R&D AND INNOVATION

# WE PLACE INNOVATION AND TECHNOLOGICAL ADVANCEMENT AT THE CORE OF OUR BUSINESS MODEL IN THE ELECTRIFICATION SECTOR.

At Beta Energy, we place innovation and technological advancement at the core of our operations in the electrification sector. In a constantly evolving global energy ecosystem, our R&D and innovation activities have become critical not only for supporting the growth of our company but also for strengthening our competitive position in the industry. With our strategy, **"Innovation at the Core: The Power of R&D,"** we continuously improve our products and processes while reinforcing our commitment to delivering sustainable and environmentally friendly solutions.

The main objective of our R&D investments is to develop more efficient, durable, and environmentally friendly energy solutions and to lead the way in next-generation technologies in this direction. Our engineering team accelerates innovation processes by using the latest technologies in the sector and offers innovative solutions that enhance the efficiency of energy systems. In the design and production of next-generation energy systems, we prioritize increasing energy efficiency, minimizing maintenance requirements, and reducing environmental impacts. In this context, with approximately TRY 84 million in R&D expenditures in 2024, we have expanded our R&D unit from 46 employees in 2023 to 54 employees as of the end of 2024.

### Number of R&D Employees (People)




| Ratio of R&D Expenditures to Revenue (%) | 2022 | 2023 | 2024 |
|---|---|---|---|
| | 0.0104 | 0.0113 | 0.0176 |

In 2026, we aim to complete our TÜBİTAK-supported project titled **Online Remote Monitoring and Fault Prediction of Thermal Behavior Using Image Processing Techniques and Deep Learning Algorithms in Power Distribution Transformers,** which is carried out in collaboration with university-industry partners. Within the scope of this project, thermal images will be analyzed to detect fault zones using artificial intelligence-based algorithms, and transformer components will be automatically classified through segmentation techniques. With CNN-based deep learning models, fault predictions will be performed with high accuracy, thereby increasing the reliability of transformers. This innovative approach aims to reduce maintenance costs while contributing to the sustainability of energy systems.

In 2022, within the scope of our **Design and Testing of High-Power Distribution Transformer in Compliance with EcoDesign 2021** project, we developed 20 MVA high-power distribution transformers aligned with EcoDesign Tier 2 criteria. As a result, we created an innovative design that reduces cost and labor time, lowers the error rate, and is less affected by raw material bottlenecks.

In line with EcoDesign objectives, we successfully addressed a significant R&D challenge by achieving a balance between reducing losses and lowering costs.

In 2023, through our project titled **Cost-Effective Medium Voltage Disconnector, Circuit Breaker, and Metal-Enclosed Modular Switchgear Design and Manufacturing**, we developed lightweight and compact metal-enclosed modular switchgears (MMMH) using SF6 gas-insulated circuit breakers and SF6 gas-insulated load break switches. The reduction in the size and weight of switching components led to a decrease in production costs, increased our competitive strength in the market, and enabled product differentiation. With these new designs, we have made modular switchgears more compact, lightweight, and cost-effective, thereby enhancing efficiency and optimizing costs in distribution systems.

In another project, we developed pad-mounted transformers for XLPE cables, in compliance with ANSI standards. The compact design integrates the high-voltage panel, low-voltage panel, fuse, and load break switch into a single unit, reducing the required installation space, lowering installation costs, and accelerating the setup process. As a result of the project, we developed a low-loss transformer aligned with EcoDesign criteria and possessing a high export potential.

In 2021, **CSP (Completely Self Protected)** technology was implemented to reduce the operational and maintenance issues of traditional transformers. CSP transformers isolate the distribution system by protecting themselves against secondary faults, lightning effects, and overloads, while also providing visual alerts in case of a malfunction. The CSP transformer design, developed for the first time within our company, laid the foundation for an R&D process aimed at smart transformers. These smart transformers monitor energy flow, enable real-time data transmission, and offer automation capabilities. The project aims to contribute to sustainable energy management by reducing $CO_2$ emissions and environmental impact. Furthermore, by targeting integration with smart grids, we plan to incorporate CSP transformers into smart grid systems upon successful implementation.

In a study conducted in 2020, we designed Türkiye's first three-phase, air-gapped, cast-resin dry-type shunt reactor to provide reactive power compensation in wind power plants. We achieved reactive power compensation at medium voltage levels in wind farms and increased system efficiency.

**A transformer with low losses and high export potential has been developed** in compliance with EcoDesign criteria.

With our **Solar Check** project, we are the first in Türkiye to use drone technology equipped with thermal cameras to detect malfunctions in solar panels and improve maintenance processes in a faster and more efficient manner. This innovative approach enables remote detection of potential thermal anomalies, efficiency losses, and malfunction conditions in the panels, thereby optimizing maintenance processes. Compared to traditional methods, this system offers a faster, more reliable, and lower-cost solution, contributing to sustainable energy production by enhancing the performance of solar power plants.

With the **Beta Production Platform** we launched in 2019, we increase the traceability of our transformer production processes and ensure operational efficiency. We track scrap entries through the system to prevent unnecessary material losses. Additionally, we monitor our production processes by categorizing them with different color codes, thereby strengthening our time management and decision support mechanisms. Furthermore, we ensure the systematic tracking of the start and end stages of our production processes, making the production duration traceable.

In addition, we focus on increasing efficiency and optimizing operational processes by applying lean manufacturing principles in our production processes.

To address inefficiencies experienced during the transportation of core limbs on pallets, we review existing arrangements and implement custom pallet designs to ensure more effective logistics management. With the new arrangement, each pallet is specially designed for a specific limb, increasing transport capacity and making the distribution process more organized. This helps reduce labor requirements, minimize time loss, and accelerate shipment processes. The improvements not only enhance operational efficiency but also provide financial savings, contributing to our company's sustainable growth.

At Beta Energy, we continue to stand out in the industry with our innovative engineering solutions and R&D investments. The original designs and technological innovations we develop are certified in compliance with national and international standards, adding value to the electrification sector. Our company has strengthened its position in transformer technologies with 1 approved patent and 3 approved utility models. These certifications are a clear indication of our commitment to technology and innovation and represent significant steps toward enhancing the reliability, efficiency, and sustainability of energy systems. We remain dedicated to developing new technologies that will make a difference in the sector in the years to come.

| Patent Number | Date | Product Name | Type |
|---|---|---|---|
| 2021/022155 | 31.12.2021 | A Pad-Mounted Transformer | Patent |
| 2020/06725 | 29.04.2020 | A Power Transformer | Utility Model |
| 2019/22225 | 30.12.2019 | Power Transformer | Utility Model |
| 2018/01350 | 31.01.2018 | A Cabinet for Transformers | Utility Model |

## PRODUCT RESPONSIBILITY AND CUSTOMER SATISFACTION

# WE AIM TO OFFER OUR CUSTOMERS HIGH-QUALITY, RELIABLE, AND SUSTAINABLE SOLUTIONS.

At Beta Energy, providing our customers with high-standard, reliable, and sustainable solutions is our top priority. In the design, production, and usage processes of our products, we prioritize safety, durability, and environmental compatibility, aiming to maximize customer satisfaction. In this context, we continuously improve not only the quality of our products but also our after-sales services, meticulously evaluating customer feedback.

Accordingly, we implement quality management systems across a broad spectrum, from customer satisfaction to environmental sustainability, from occupational safety to information security, and continuously improve our processes with the international certifications listed below:

- **ISO 9001:2015** – Quality Management System Certificate
- **ISO 10002:2018** – Customer Satisfaction and Complaints Management System Certificate
- **ISO 14001:2015** – Environmental Management System Certificate
- **ISO 27001:2022** – Information Security Management System Certificate
- **ISO 45001:2018** – Occupational Health and Safety Management System Certificate
- **ISO 50001:2018** – Energy Management System Certificate

We manage our customer satisfaction processes in line with our **Customer Satisfaction and Complaints Management Procedure**. At Beta Energy, we send a customer satisfaction survey via email following the delivery of our products. This survey is also publicly available on our corporate website to ensure accessibility for all customers. All customer satisfaction-related processes are managed in coordination with our Sales and Marketing department.


The results of the customer satisfaction surveys available on our website are compiled by our Management Systems and Process Development unit. The feedback received is evaluated by our Quality, Service & Maintenance, and Sales departments, reported to our General Manager, and necessary corrective actions or measures are taken accordingly. The survey results are consolidated into a Customer Satisfaction Analysis Report by the Management Systems and Process Development unit and shared with the Sales and Marketing department as well as our General Manager. Evaluation outcomes related to customer feedback are discussed during management review meetings.

In 2023, we conducted a brand recognition study in collaboration with a third-party organization and achieved a Net Promoter Score (NPS) of 52. Our target is to increase this score to 65 by 2030.

At Beta Energy, we are digitalizing the management of process quality control nonconformities to enhance quality in our production processes and strengthen operational efficiency. Previously managed manually, nonconformity notifications are now recorded, tracked, and managed through the EBA system in a digital environment.

This transformation allows us to manage the detection of nonconformities, follow-up, initiation of corrective actions, and reporting processes within an integrated system. As a result, we minimize time losses and errors caused by manual processes and utilize our workforce more efficiently. By storing all data transparently in digital format and conducting analyses, we identify which production points or suppliers are experiencing more frequent nonconformities, thereby accelerating improvement processes. This system enhances the traceability of process quality control activities, strengthens the effectiveness of corrective actions, and supports a systematic approach in quality management. Through improved reporting processes, we continue to make our production operations more efficient, sustainable, and high-quality.

We also provide our customers with quick access to essential information such as user manuals, product details, quality certificates, and document requests through a system accessible via QR codes. By storing test documentation in digital format, we ensure ease of access and transparency.

We are digitalizing our corrective action processes to make them more efficient, transparent, and traceable. Previously managed through emails and verbal communication, these actions are now systematically tracked via the **QDMS Corrective Action Module**. This system allows us to assign all corrective actions to relevant departments, record each step throughout the process, and prevent closure before full completion. We eliminate dependency on individuals by managing the entire process through a centralized and efficient structure. With the new system, we eliminate time losses, improve data accuracy, and enable real-time monitoring of all activities. Thanks to its reporting feature, we continuously improve by analyzing which corrective actions have been implemented and identifying departments with a higher need for improvement. Through this transformation, we strengthen our quality management processes and continue integrating digital solutions into our operations in pursuit of operational excellence.

*You can access our Corporate Communication Policy here.*


At Beta Energy, we continue to improve our operational processes in line with lean manufacturing principles to enhance customer satisfaction and optimize our logistics operations. Previously, obstacles in internal shipment areas, such as transformer oil discharge processes overlapping with shipment zones and restricted access points, negatively impacted both operational efficiency and customer satisfaction. Through reorganization, we have removed these barriers, creating a more streamlined and uninterrupted shipping process for both suppliers and customers. As a result of these improvements, we now meet customer demands in a timely manner and provide safe and efficient delivery services, enhancing the overall customer experience.

To maintain order in material management and increase operational efficiency, we apply lean manufacturing principles. Previously, materials stored in disorganized tool cabinets led to extended search times and operational inefficiencies.

To eliminate material search time—previously up to 47 minutes per day—we developed a standard form titled **"5S Cabinet and Shelf Material List"** as part of the 5S organization methodology. Through this system, we categorize and store materials in designated areas and conduct weekly audits to maintain order. By incorporating employee feedback, we promote continuous improvement and minimize material search time. In doing so, we not only improve workforce efficiency but also reduce unnecessary internal transport and losses, contributing to our sustainability goals. This organizational improvement has resulted in a total annual time saving of 204 hours, allowing personnel to utilize their working hours more effectively.

## OUR TAX APPROACH

# WE AIM TO ACHIEVE SUSTAINABLE GROWTH AND LONG-TERM VALUE CREATION THROUGH A TRANSPARENT TAX POLICY.

At Beta Energy, we are committed to supporting sustainable growth and creating long-term value for all our stakeholders by adopting a transparent, fair, and responsible tax policy. We fully comply with all legal regulations in fulfilling our tax obligations.

Our tax management is the responsibility of our Financial Affairs Department. This department is tasked with monitoring changes in tax legislation, ensuring full compliance, and implementing the necessary actions accordingly. Our financial statements are regularly audited by independent auditors. In this context, we paid approximately TRY 13,561,350 in corporate income tax in 2024.

## CONTRIBUTION TO THE LOCAL ECONOMY

# WE CONSIDER LOCAL DEVELOPMENT AND VALUE CREATION WITH STAKEHOLDERS AS PART OF OUR RESPONSIBILITY.

At Beta Energy, we consider supporting economic development in the regions where we operate and creating value with local stakeholders as one of our core responsibilities. By promoting local employment, we contribute to the regional workforce and prioritize local suppliers in our supply chain.

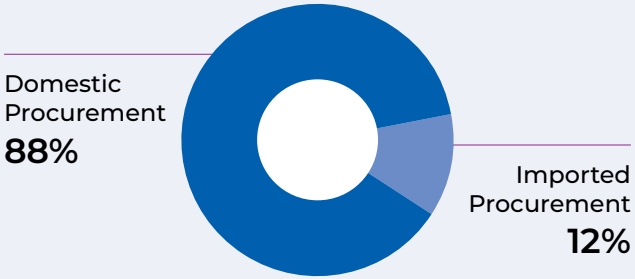
We increased our local supplier ratio from 85.6% in 2022 to 88.2% in 2023 and 2024. As of the end of 2024, 232 out of our total of 263 suppliers were local businesses.

### Number of Suppliers (Units)

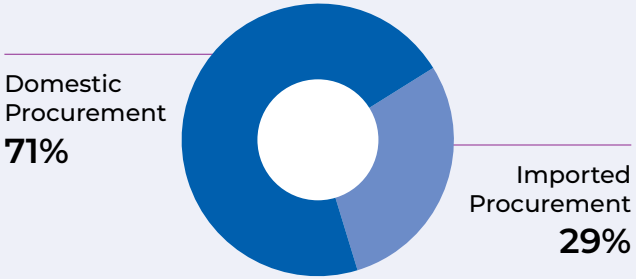
#### Imported Suppliers


#### Domestic Suppliers


### Supplier Ratio




### Procurement Cost Breakdown



# TRANSFORMING THE PLANET

## OUR ENVIRONMENTAL PERFORMANCE

## OUR ENVIRONMENTAL APPROACH

# WE BELIEVE IT IS EVERYONE'S RESPONSIBILITY TO LEAVE BEHIND A LIVABLE WORLD.

The World Economic Forum's **Global Risks Report 2025** identifies extreme weather events, biodiversity loss, ecosystem collapse, and natural resource scarcity as some of the most significant threats of the next decade. The direct and indirect impacts of climate change pose risks not only to the environment but also to economic and social stability.[2]

At Beta Energy, we are aware of our responsibility to the planet and the society we live in. We believe that ensuring a livable world for future generations is a collective duty. We consider reducing the environmental impact of our operations and protecting our natural resources as integral to our business model.

In line with this approach, we prioritize energy efficiency and the reduction of greenhouse gas emissions under SDG 13: Climate Action, while also monitoring and continuously improving our environmental performance in water and waste management.

Aligned with Türkiye's 2053 Net Zero Target, Beta Energy is committed to contributing to both global and national climate goals. We take an active role in the transition to a low-carbon economy by working to minimize our environmental impact.

[2] *(2025). The Global Risks Report 2025 – World Economic Forum*

*You can access our Climate Change Mitigation and Adaptation Policy here.*

As Beta Energy, we are dedicated to conducting our operations in line with sustainability principles and to minimizing our environmental footprint. In our efforts to combat and adapt to climate change, we embrace continuous improvement in accordance with international standards and best practices. In this context, we have systematized our environmental management processes by preparing the **Environmental Management Handbook** in line with the **ISO 14001 Environmental Management System Standard**. As part of our Environmental Policy published in 2025, we regularly review our environmental objectives and targets to ensure continuous improvement of our overall environmental performance.

These efforts are carried out by our Occupational Health, Safety, and Environment Department. The actions taken, as well as climate-related risks and opportunities, are assessed every three months and reported to our Sustainability Committee and Senior Management.

At our facility, we identify and implement necessary methods to minimize the environmental impact of our operations and ensure their continuity. We identify significant environmental aspects, develop strategies to reduce environmental impacts, and update our environmental management processes in line with regulatory changes. We undergo both scheduled and unscheduled audits by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye and other relevant authorities. We have not encountered any non-compliance issues or penalties as a result of these audits over the past three years.

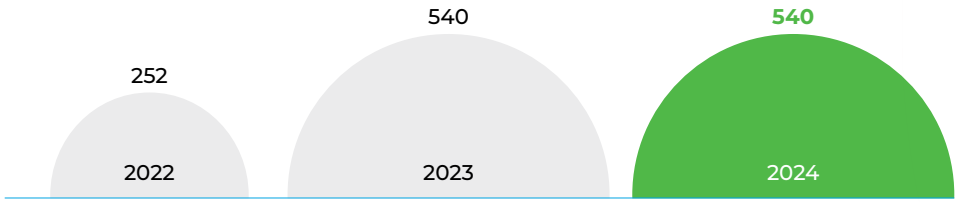

| Environmental Expenditures and Penalties (TRY) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Environmental Investments and Expenditures | 100,000 | 250,000 | 400,000 |
| Environmental Penalties | 0 | 0 | 0 |

*You can access our Environmental Policy here.*

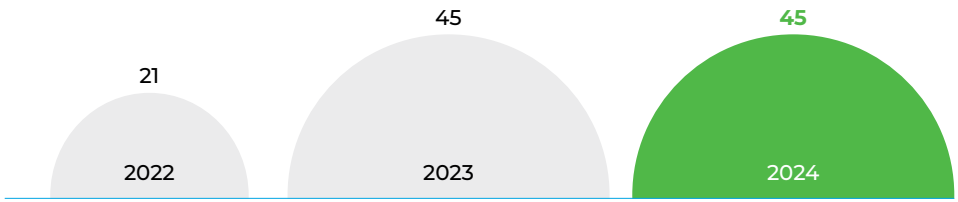
# WE ORGANIZE REGULAR TRAINING PROGRAMS TO ENHANCE OUR EMPLOYEES' ENVIRONMENTAL AWARENESS AND KNOWLEDGE.

## Environmental Trainings

### Environmental Training Hours




### Number of Participants (People)



## Lean Production Processes

At Beta Energy, we embrace **lean production principles** to enhance our operational efficiency, optimize resource use, and achieve our sustainable production targets. In this context, we have implemented several improvement projects aimed at reducing waste, improving occupational safety, and maximizing product quality throughout our production processes.

Through lean production practices, **we boost our operational efficiency, optimize costs, and take firm steps toward our sustainability goals.** Our environmentally friendly practices, occupational safety measures, and customer-oriented approach continue to differentiate us in the industry. As Beta Energy, we remain committed to continuously improving our production processes, maintaining the highest standards of quality, and achieving long-term sustainable success.

## Key Areas of Our Improvement Initiatives

**Shipment and Warehouse Management:** We reorganized our shipment area to enhance operational efficiency. By facilitating the entry and exit of our suppliers and customers, we accelerated our logistics processes. This improvement allowed us to ensure on-time deliveries, increase customer satisfaction, and optimize internal factory traffic.

**Production Process Optimization:** We enhanced the **oil draining and transfer processes** on the production line, minimizing operational interruptions. In addition, we support environmental sustainability by utilizing **renewable energy sources** in our operations.

**Material Management and 5S System:** To minimize the time spent searching for materials, we reorganized our warehouse and tool cabinets using the **5S methodology**. As a result, we utilize our workforce more efficiently and prevent unnecessary time losses.

**Polyvalence (Competency) Matrix:** We developed a **Polyvalence Matrix** to increase employee skills and ensure operational flexibility. This practice has reduced dependency on individuals in critical processes and helped secure business continuity.

**Standard Operating Procedures (SOPs):** We created **SOP documents** to make our production processes more systematic and error-free. These procedures have shortened the onboarding period for new employees and contributed to standardizing quality.

**Technological Advancements in Production:** By integrating **dehumidifiers and sensors** in our furnaces, we optimized the baking duration, achieved energy savings, and enhanced the quality of our production processes.

**New Equipment for Occupational Safety and Efficiency:** To make material handling processes safer and faster, we designed **lockable lifting apparatuses**. Additionally, we utilized **stud driving machines** to improve the quality of welding operations and minimize manual errors.

*You can access more detailed information about our lean production processes in the R&D and Innovation section.*

## ENERGY AND EMISSIONS MANAGEMENT

# WE MANAGE OUR ENERGY AND GREENHOUSE GAS EMISSIONS ACTIVITIES THROUGH OUR OCCUPATIONAL HEALTH, SAFETY, AND ENVIRONMENTAL DEPARTMENT.

Our energy activities are managed in compliance with both international and local standards. In this context, we received our **ISO 50001 Energy Management System** certification in 2018. To continuously improve our energy efficiency performance, we monitor and record our energy consumption. Our energy and emission management processes are handled through our Occupational Health, Safety, and Environmental Department under the frameworks of the **ISO 14001 Environmental Management System, ISO 50001 Energy Management System,** and our Environmental Policy. We report all related processes to the Sustainability Committee and Senior Management every three months.

| Energy Consumption (kWh) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Direct Renewable Energy Consumption | - | - | 167,139 |
| Direct Non-Renewable Energy Consumption | 3,688,628.71 | 3,892,082.64 | 3,964,741.86 |
| Gasoline | 27,687.10 | 79,796.80 | 72,407.62 |
| Natural Gas | 2,529,320.86 | 2,814,071.37 | 2,625,568.00 |
| Diesel | 1,131,620.75 | 998,214.47 | 1,286,766.24 |
| Indirect Renewable Energy Consumption | 559,059 | 272,887 | 144,971 |
| Indirect Non-Renewable Energy Consumption | 2,204,775 | 1,910,972 | 2,189,220 |

**167,139**
kWh
Direct Renewable Energy Consumption

We are proud to be one of the pioneering companies in our industry to receive the **“Energy Efficient Product Label.”**

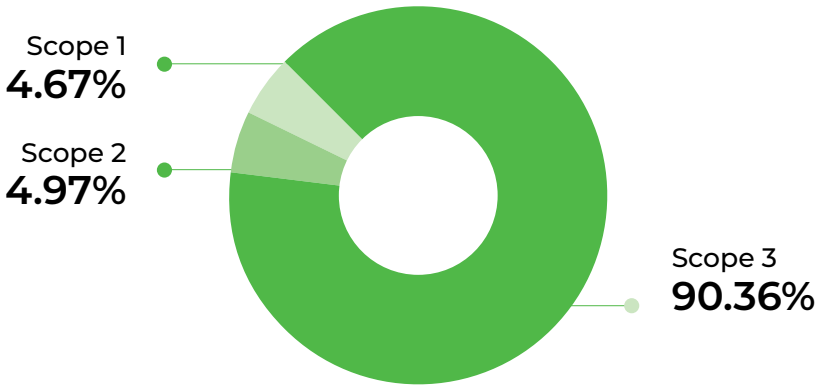
**Our Renewable Energy Usage Goals:**

- To meet 100% of our energy needs in production from renewable energy sources by 2026.
- To increase the current solar energy system (GES) capacity from 0.5 MW to 8 MW by the end of 2025.

**Since 2022, we have been calculating and verifying our greenhouse gas emissions in compliance with the ISO 14064 standard. We detail and categorize the emissions under Scope 1, Scope 2, and Scope 3.**

| Greenhouse Gas Emissions (Ton $CO_2e$) | 2024 |
|---|---|
| Scope 1 | 1,014.41 |
| Scope 2 | 1,077.62 |
| Scope 3 | 19,607.76 |
| **Total** | **21,699.79** |

## Greenhouse Gas Emissions Distribution – 2024 (Ton $CO_2e$)




We aim to achieve a 100% reduction in Scope 1 and Scope 2 emissions by 2050, using 2024 as the base year. In this direction, we have developed comprehensive action plans to support emission reduction. As part of our R&D efforts, we focus on selecting raw materials with a low carbon footprint, developing designs that are easier and more efficient to manufacture, increasing the use of recyclable materials, and adopting safety-focused design concepts to minimize the risk of failures.

We prioritize renewable energy sources and minimize the use of fossil fuels by optimizing our production processes.

**In transportation and logistics management,** we minimize environmental impact by optimizing sourcing and delivery processes. We prioritize sourcing products from the closest transformer factory, use design software to maximize loading efficiency of transport vehicles, and implement QR code systems to digitize traceability, thus reducing paper usage and associated emissions.

To increase efficiency, we conduct internal audits and develop alternative logistics routes to ensure the continuity of our sales processes during crises.

**Under service life management,** we implement preventive maintenance to extend the lifespan of our transformers, reduce the risk of environmentally harmful failures, and improve energy efficiency through dynamic loading models and optimized cooling systems tailored to ambient and load conditions.

We continue to adopt innovative approaches and invest in sustainable energy solutions to achieve our carbon footprint reduction goals.

*You can access our ISO 14064 certification here.*

## Our Energy and Emissions Management Projects

### Rooftop Solar Power Plant Project

At Beta Energy, we are committed to meeting a significant portion of our energy demand through renewable sources and strengthening our sustainable production approach through continuous investment. Our solar power plant, established in 2017 with an installed capacity of 572 kW, currently enables us to meet 80% of our electricity consumption from renewable energy. Between 2020 and 2023, energy generated from our solar systems demonstrated high efficiency and consistent performance, underlining our dedication to sustainable energy goals. To increase our renewable energy capacity, we aim to meet 100% of our energy needs through renewable sources at the **Beta Energy and Technology Campus**, where a new rooftop solar power plant will become operational in 2025. In line with this vision, we remain committed to expanding our investments in renewable energy and minimizing our carbon footprint.

### Energy Efficiency Project

As part of our green transformation, we are implementing a comprehensive project focused on enhancing operational efficiency, reducing our carbon footprint, and using resources more effectively. The project involves improving production line efficiencies, reducing waste and scrap, optimizing stock management, and refining quality control processes. We have increased line efficiency from 14% to 55%, resulting in a 50% reduction in energy consumption and an annual savings of TRY 213,668. By reducing semi-finished stock levels by 60%, we achieved TRY 6,447,000 in annual savings. Quality improvements led to a 20% reduction in error rates. Additionally, workforce productivity was increased through line balancing studies, contributing to TRY 2,350,000 in annual gains. Standardization of production processes via 5S and SOP implementations also improved workplace safety and yielded TRY 314,000 in savings per year.


### IoT-Based Smart Logistics Systems

At our new factory, we are establishing an IoT system to enhance the efficiency, safety, and sustainability of our production processes. All machines and equipment will be interconnected, allowing real-time data collection and analysis to optimize manufacturing. This system will increase efficiency in areas such as energy consumption, remote monitoring, and maintenance management while minimizing breakdowns and downtime. By leveraging IoT technologies, we aim to achieve energy savings, manage production lines more effectively, and maximize workplace safety—thus advancing our overall sustainability goals.

### Energy-Efficient Data Transmission with 5G and WiFi 7

At the Beta Energy and Technology Campus, we aim to implement 5G and WiFi 7 technologies to create a faster, safer, and more efficient communication infrastructure. These systems are expected to provide high-speed and reliable connectivity while consuming less energy, reduce unnecessary energy use caused by connection losses, and enhance cybersecurity—thereby minimizing data loss and the need for reprocessing.

## WATER MANAGEMENT

# AT BETA ENERGY, WE CONSIDER THE SUSTAINABLE USE OF WATER AND THE PRESERVATION OF WATER RESOURCES AS FUNDAMENTAL COMPONENTS OF OUR OPERATIONS.

According to Aqueduct[3] data from the World Resources Institute (WRI), by 2050, economies representing 31% of global GDP, equivalent to USD 70 trillion, are expected to face high water stress. More than half of this risk is concentrated in just four countries: India, Mexico, Egypt, and Türkiye.

We manage our water and wastewater operations under the **ISO 14001 Environmental Management System and our Environmental Policy**, overseen by our **Occupational Health, Safety and Environment (HSE) Department**. All processes related to water management are reported to our Sustainability Committee and top management on a quarterly basis.

No industrial wastewater is generated at our facilities; all wastewater originates from domestic use. We ensure full compliance with legal regulations through the Wastewater Discharge Permit obtained from the Adana Hacı Sabancı Organized Industrial Zone.

To prevent unnecessary water consumption, we regularly conduct water usage analyses and implement process improvements and optimizations. In the short term, we aim to reduce water losses by applying routine maintenance and inspection systems that ensure quick detection and repair of leaks. These efforts are designed to enhance water efficiency while reducing our environmental impact and operational costs.

At our current facility, we actively use rainwater harvesting systems to collect and reuse water for toilet flushing, cleaning, and landscape irrigation—thereby reducing our consumption of potable water. At the **Beta Energy and Technology Campus**, scheduled to become operational in 2025, we aim to further strengthen these practices by implementing additional rainwater harvesting systems.

**In line with our commitment to minimizing our water footprint, we have set the following reduction and recovery targets:**

- To reduce total water consumption by 15% by 2026 and 20% by 2030, compared to the 2024 baseline.
- To increase our water recovery rate to 70% by 2030.

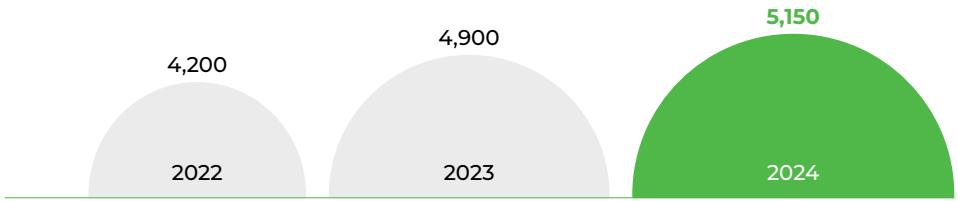
We are also implementing initiatives to reduce employee-related water use. Through employee training programs and awareness campaigns, we aim to improve individual water use habits and promote a culture of water conservation across the company.

[3] *World Resources Institute (2023). Aqueduct 4.0*

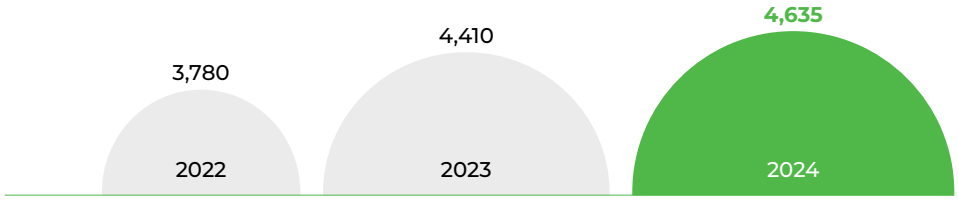
At Beta Energy, we remain committed to managing all processes related to sustainable water use and wastewater management effectively. We will continue to advance in water saving and recovery through innovative solutions and operational excellence.

## Water Consumption Data

### Water Consumption (m³)




### Domestic Wastewater* (m³)




** Wastewater figures refer to domestic wastewater only.*

## WASTE MANAGEMENT AND CIRCULAR ECONOMY PRACTICES

# WE ADOPT A CIRCULAR ECONOMY APPROACH TO USE LIMITED RESOURCES EFFICIENTLY.

We embrace the circular economy approach as a fundamental element of our operations to ensure the efficient use of limited natural resources in our ecosystem. At Beta Energy, we manage all waste generated from our operations in accordance with our **Environmental Policy and Waste Management Procedure**. We have established a Zero Waste Management System in line with the Zero Waste Regulation and have been awarded the **Basic Level Zero Waste Certificate**.

We track all waste digitally through the **MOTAT (Mobile Waste Tracking System) and the Zero Waste Information System**. More than 95% of the waste generated by our operations is directed to recycling or recovery processes, reflecting our commitment to minimizing environmental impacts.

To further strengthen our waste management practices, we have developed a **Waste Management Plan** covering the 2023–2025 period. This plan includes detailed assessments of current and potential waste streams, classification by type and source, and processes for proper segregation, storage, transport, and final disposal. To enhance the effectiveness of our waste management system, we conduct regular analyses, improve infrastructure, and organize awareness training programs for our employees.

| Waste Type (ton) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Hazardous Waste | 9.00 | 0.88 | 2.90 |
| Non-Hazardous Waste | 511 | 672 | 1,125 |
| **Total Waste** | **520** | **672.88** | **1,127.90** |

| Waste Amount (ton) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Recovered Hazardous Waste | 0 | 0 | 0 |
| Recovered Non-Hazardous Waste | 0 | 0 | 0 |
| Disposed Hazardous Waste | 9 | 0.88 | 2.90 |
| Disposed Non-Hazardous Waste | 511 | 672 | 1,125 |
| **Total Waste** | **520** | **672.88** | **1,127.90** |

## Our Waste Reduction Targets

Complete phase-out of single-use plastic by 2030.

Ensure 100% recycling of electronic waste generated from production processes by 2035.

## Our Circular Economy Implementation Targets

Increase the use of packaging made from recyclable materials by 10% each year until 2030.

Increase the number of products in our portfolio with Environmental Product Declarations.

## Our Waste Management Projects


### Digitalization Efforts

**We have fully digitized test reports, user manuals, and quality certificates for our transformers, making them accessible via QR codes.** Through this innovative step, we prevent the consumption of approximately 1 million sheets of paper annually, achieving significant environmental savings. With digital transformation, we aim to use natural resources in the most efficient way and contribute to a sustainable future by minimizing our environmental impacts.

### Preventing Chemical Waste with Laser Technology

At the Beta Energy and Technology Campus, we plan to implement a chemical waste prevention project using laser technology. By replacing traditional coating systems with **laser surface treatments**, we aim to eliminate chemical use and hazardous waste. This initiative targets zero need for paints and chemical coatings, while also reducing environmental impacts, facilitating waste management, and lowering energy consumption and emissions.

### Donation Campaign

We donate our electronic devices that have not reached the end of their useful life but are no longer actively used to educational institutions. This approach supports sustainability and encourages reuse of devices. In doing so, we contribute to meeting the technological needs of educational institutions and aim to reduce the environmental impact of electronic waste.

## BIODIVERSITY

# WE CONTINUE OUR EFFORTS TO MINIMIZE POTENTIAL IMPACTS ON BIODIVERSITY.

At Beta Energy, we continue our efforts to minimize the potential impacts of our operations on biodiversity. By assessing biodiversity risks, we aim to identify our potential impacts on ecosystems and develop action plans accordingly. **Our target is to support or collaborate on at least one biodiversity-related project, either internally or externally (with universities, international institutions, etc.), by 2030.**

In the upcoming period, we will shape our efforts to develop strategies for protecting natural life, collaborate with stakeholders, and implement sustainable practices. By considering the conservation of biodiversity as an integral part of our sustainability approach, we aim to fulfill our responsibilities in this area.

*You can access our Biodiversity Policy here.*

# TRANSFORMING LIVES

## OUR SOCIAL PERFORMANCE

## OUR SOCIAL PERFORMANCE MANAGEMENT

# WE EVALUATE THE SUCCESS OF OUR EFFORTS THROUGH THE VALUE WE CREATE FOR SOCIETY, STAKEHOLDERS, AND EMPLOYEES.

At Beta Energy, we measure the success of our efforts not only by our economic, environmental, and governance performance but also by the value we create for society, stakeholders, and employees. With this awareness, we are committed to continuously improving our social performance and fulfilling our responsibilities toward society, our stakeholders, and our employees. While designing future business models, we continue to create and advance value for our employees and the society in which we live, guided by our human-centered approach, one of our most important sources of capital. In doing so, we draw inspiration from our employees, stakeholders, and society.

Reporting directly to our General Manager, our Human Resources Department oversees employee rights and working conditions through our **Human Rights Policy** and **Human Resources Policy**. Approved by our General Manager, our Human Resources Policy and associated procedures govern processes such as employee rights, remuneration, performance management, and career development. We protect and manage employee rights in accordance with current legal regulations and employment contracts. We adopt international standards and prioritize the protection of human rights.

With a transparent, fair, and innovative approach, we always prioritize our employees and invest in enhancing the competencies and skills of those who aim to be leaders in their roles. We support their continuous development. The health, safety, and well-being of our employees are fundamental priorities for our company. In this regard, we provide training to build awareness and skills not only in technical and behavioral competencies but also in occupational health and safety, supporting our employees in developing themselves within a safe and efficient working environment.

Our social responsibility projects are managed by our Human Resources and Marketing departments under the supervision of our senior management and General Manager in line with our social governance principles.

The **Beta Academy Platform**, which we plan to launch in 2025, will enable us to visibly track the reach, progress, and impact of our social responsibility projects.

In 2025, we conducted a stakeholder engagement survey to comprehensively evaluate our company's sustainability priorities in line with stakeholder expectations. This survey served as an important feedback mechanism to improve our environmental, social, and governance performance. Stakeholder feedback guided our strategic decision-making processes and helped us better analyze the expectations within our value chain. Accordingly, we place importance on maintaining continuous engagement with our internal and external stakeholders and integrating their feedback into our business processes for every strategic decision we make.

*You can access our Human Resources Policy here.*

*You can access our Human Rights Policy here.*

*You can access our Stakeholder Engagement Policy here.*

## EMPLOYEE SATISFACTION

# WE ESTABLISH THE NECESSARY MECHANISMS TO SUPPORT THE PERSONAL AND PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES.

As the foundation of our company, we prioritize ensuring that our employees work in a happy, harmonious, collaborative environment free from discrimination and in which they feel engaged with their work. To help employees fully exercise their rights, we ensure complete compliance with legal regulations and employment contracts and establish the necessary mechanisms to support their personal and professional development. From recruitment to career progression and compensation policies, we uphold a strict non-discrimination approach at every stage of our human resources processes. We maintain the confidentiality of our employees' personal data and only use it in compliance with legal regulations. In all our workplaces, we aim to eliminate all physical and psychological risks in order to provide a safe and healthy working environment.

We view employee feedback and suggestions as an integral part of our corporate culture. In 2024, we conducted a 66-question **Employee Satisfaction Survey** to measure satisfaction and continuously improve the working environment. A total of 330 employees—including both white-collar and blue-collar personnel—participated in the survey. Through this survey, we gathered employee opinions on job satisfaction, working conditions, relationships with managers, and the overall work environment. As a result, our overall employee satisfaction rate was measured at 73.8%. The feedback obtained from the survey has helped us respond more effectively to employee expectations and identify areas for improvement that will enhance workplace motivation and engagement.


**73.8%**
Employee Satisfaction Rate

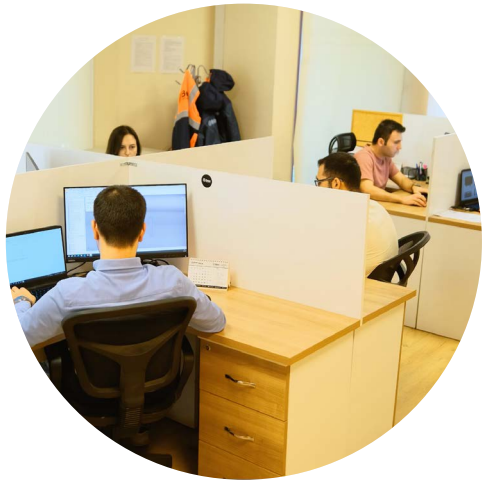
We aim to boost employee motivation by offering various career and development opportunities to enhance employee satisfaction and support sustainable business success. To reduce work stress, strengthen team spirit, and create a positive working environment, we organize various events and activities, such as International Women's Day celebrations and birthday parties. We believe that our company events help strengthen the bond among our employees and will contribute to enhancing our achievements.

We manage our compensation processes with transparency, fairness, and a competitive approach, adhering to business ethics principles. **Our Compensation Policy** provides a foundational framework for determining the benefits offered to employees while offering comprehensive additional benefits to improve their quality of life. By embracing the principle of equal pay for equal work, we ensure that our employees' efforts are fairly rewarded. Through our compensation and benefit practices, we aim to increase employee motivation and support work-life balance.

We reward employees for their valuable suggestions that contribute to the company, their dedication, and the successes they achieve on a project basis. Under the **BETA Additional Salary** program, we provide an annual bonus payment to our employees. In addition, employees who receive promotions are given service plaques and gold awards based on their years of service as a thank you for their contributions to Beta throughout their careers.

In the digital world, we place great importance on communication and new ideas. Therefore, we have launched the Next Generation Communication program in our company. Through this program, employees can easily submit their ideas and feedback via QR codes. If an employee has a method they want to improve or a new idea they want to implement to work more efficiently, they can fill out forms via the **Akıl Küpü QR code**. With the Next Generation Communication program, we aim to make our communication processes faster, healthier, and more organized.

As part of the digital transformation of HR processes, we have started building the infrastructure for the **HRweb Digital HR Solutions** platform. Through this platform, we aim to manage all employee experience and HR processes, including career and performance management, development and training plans, and tracking company-wide goals. This application also allows us to weight the targets and competencies in performance evaluations according to the employees' level and job category.



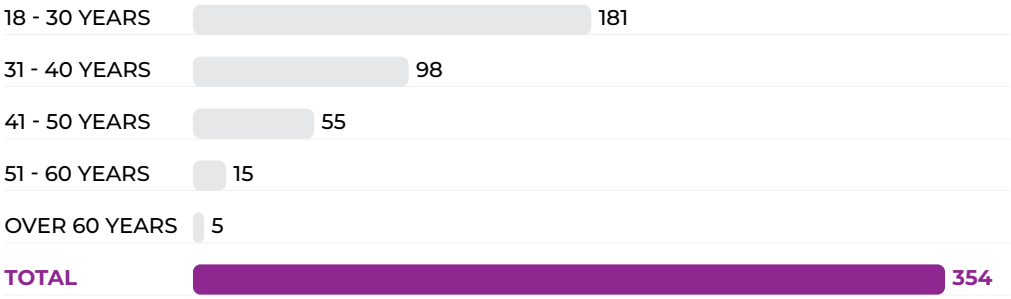
| Employment and Turnover (People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| **New Hires - Total** | **165** | **234** | **351** |
| White Collar | 38 | 36 | 82 |
| Blue Collar | 127 | 198 | 269 |

| | | | |
|---|---|---|---|
| **Terminations – Total** | **44** | **188** | **193** |
| White Collar | 8 | 35 | 35 |
| Blue Collar | 36 | 153 | 158 |

| Employee Distribution by Gender (People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Men - Hired | 154 | 208 | 296 |
| Men - Left | 40 | 172 | 169 |
| Women - Hired | 11 | 26 | 55 |
| Women - Left | 4 | 16 | 22 |
| **Total** | **378** | **421** | **549** |

| Employees on Maternity/Paternity Leave (People) | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| | Female | Male | Female | Male | Female | Male |
| Employees Eligible for Maternity or Paternity Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Taking Maternity or Paternity Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Returning to Work After Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Remaining at Work for at Least 12 Months After Return | 0 | 10 | 0 | 9 | 0 | 23 |

## Total Number of Employees Hired by Age Group (Persons)




## TALENT MANAGEMENT AND CAREER DEVELOPMENT

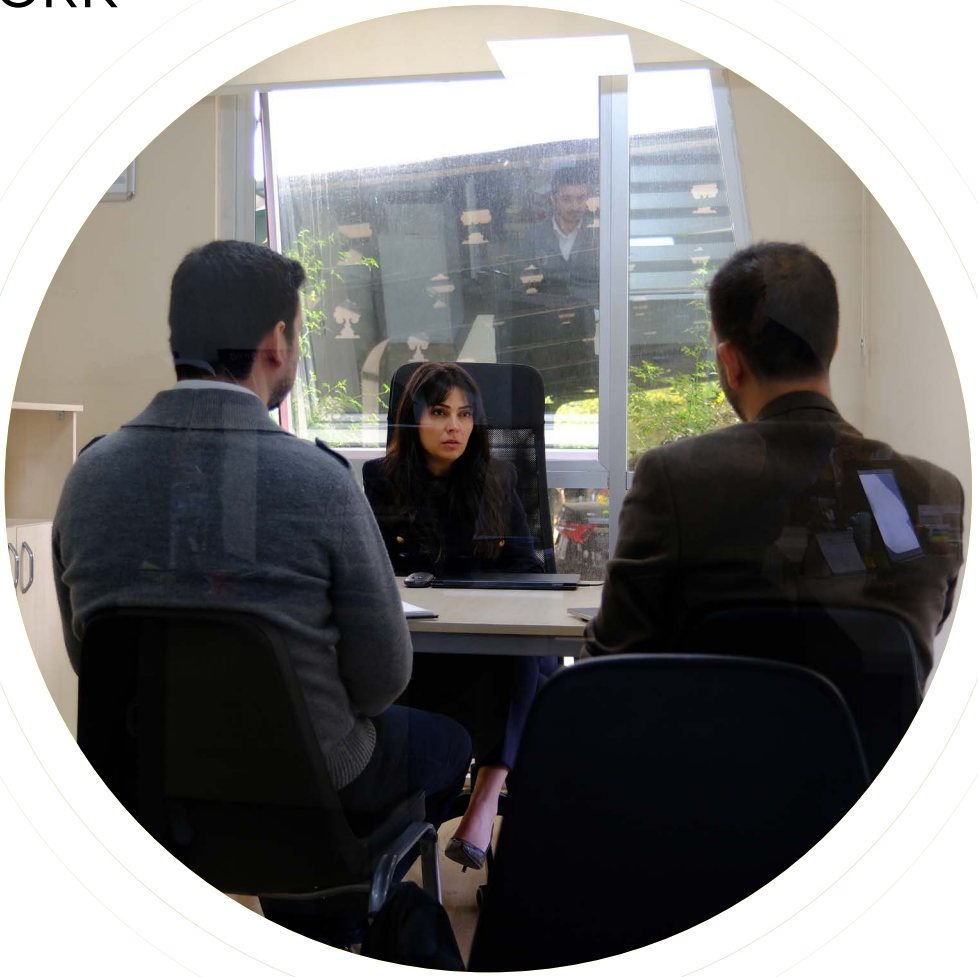
# WE IMPLEMENT THE PROCESS OF TRAINING PLANS WITHIN THE FRAMEWORK OF THE “TRAINING PROCEDURE.”

As Beta Energy, we continuously invest in developing our employees’ competencies and supporting their careers. In this way, we are progressing towards building a strong employer brand and becoming a preferred company for new generations. By focusing on the productivity of our human resources, we support the development of our employees, provide the necessary resources for training, prioritize internal promotions, encourage participation with an open communication environment, and adopt a fair and objective approach.

At Beta Energy, we determine the human resource needs in line with our company’s policies and strategies, based on the qualifications and competencies required for the job. For newly hired employees, we implement an orientation process that supports their rapid adaptation to the company culture and work environment. With our orientation program, we aim to accelerate the process by ensuring that our employees get to know our corporate culture, understand our business, and learn our working methods.

To enhance the practical and theoretical knowledge of our employees, help them acquire job-related skills, and support their technical and behavioral competencies, our Human Resources department prepares an **“Annual Training Plan.”** The implementation of the training plans, created in line with performance evaluation results and career plans, is carried out within the framework of the **“Training Procedure.”**

Performance evaluation activities, which contribute to improving the productivity of our employees and supporting their career development, are conducted through coordinated efforts between the Human Resources Department and managers. These evaluations, based on competency, are conducted once a year in January, following the determined criteria, under the **“Performance Evaluation Procedure.”**



**981**
hours
Personal Development Training

**545**
hours
Environmental Training

The training needs identified based on evaluation results, as well as processes such as career planning and compensation management, are tracked through our HRweb digital HR application, with the goal of guiding our employees' development journey.

In line with our new investments and sustainable growth strategies, we have started working on creating a "sustainable human resources" model through internal talent development programs. With projects we have developed, primarily Beta Academy, we aim to contribute to qualified workforce employment, demonstrating our commitment to SDG 4 Quality Education and SDG 8 Decent Work and Economic Growth.

In 2024, we provided a total of 12,466 person-hours of training to 517 employees, including 388 blue-collar and 129 white-collar workers. Of these training hours, 6,176.50 hours were dedicated to professional development, 981 hours to personal development, and 4,860 hours to Occupational Health and Safety (OHS) training.
As part of our efforts to increase sustainability awareness, one of our priorities for 2024, we provided 545 hours of environmental training to our employees. We aim to increase the per-person training hours by 15% in 2025, following a 10% increase compared to the previous year.

| Training Contents (Hours) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Professional Development | 7,713 | 7,435 | 6,176.50 |
| Personal Development | 940 | 1,755 | 981 |
| OHS | 60 | 1,980 | 4,860 |
| Other (e.g., Leadership) | 0 | 82 | 448 |
| **Total Training Hours** | **8,713** | **11,252** | **12,466** |

## DIVERSITY, EQUITY AND INCLUSION

# INCREASING FEMALE EMPLOYMENT AND SUPPORTING WOMEN IN ESTABLISHING A STRONG PRESENCE IS OUR PRIORITY.

In line with the principles of diversity, equality, and inclusion outlined in our Human Resources Policy, we aim to create a working environment that values the skills and experiences of each individual, respects differences, and ensures no employee is excluded. In all our processes and operations, including recruitment, promotions, transfers, rotations, training, disciplinary rules, and termination of employment, we act in accordance with the United Nations Universal Declaration of Human Rights and UNGC principles. In line with our Human Resources Policy and Ethics Guide, we do not tolerate any form of discrimination. In 2024, we did not receive any reports of discrimination cases.

The 549 employees at our company create a more dynamic and inclusive work environment with their diverse cultures, genders, age groups, and experience levels. We believe diversity is not only a value but also a strategic advantage, and we use it to foster a culture that promotes innovative thinking.

By the end of 2025, we will initiate the necessary actions to solidify our commitment to gender equality and women's empowerment by becoming a signatory to the WEPs. Additionally, we are continuing preparations to collaborate with the Turkish Women in Renewable Energy and Energy Sector (TWRE).

Increasing female employment and supporting women in securing a stronger position in the workforce are among our priorities. In 2024, the number of female employees increased by 35% compared to the previous year, reaching 13.48% of our total workforce and 36.9% of our white-collar employees. Our goal is to increase the proportion of female executives to 40% by 2030. To achieve this, we are increasing diversity in recruitment processes to ensure gender balance in senior and middle management roles. Additionally, it is one of our priorities to maintain the percentage of women in STEM positions at 50% or higher.

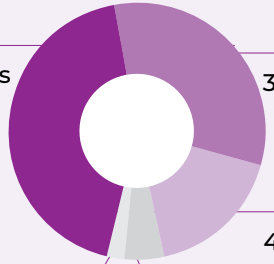
| By Employment Type | 2022 | 2023 | 2024 |
|---|---|---|---|
| White Collar - Female | 34 | 37 | 59 |
| White Collar - Male | 66 | 79 | 101 |
| Blue Collar - Female | 8 | 15 | 15 |
| Blue Collar - Male | 270 | 290 | 374 |
| **Total** | **378** | **421** | **549** |

| By Contract Type | 2022 | 2023 | 2024 |
|---|---|---|---|
| Permanent - Female | 42 | 52 | 74 |
| Permanent - Male | 334 | 367 | 474 |
| Fixed-Term - Female | 0 | 0 | 0 |
| Fixed-Term - Male | 2 | 2 | 1 |
| **Total** | **378** | **421** | **549** |

| Workforce (Other Groups) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Foreign - Female | 0 | 0 | 1 |
| Foreign - Male | 7 | 8 | 12 |
| Disabled - Female | 0 | 0 | 0 |
| Disabled - Male | 8 | 11 | 13 |

# INCREASING FEMALE EMPLOYMENT AND SUPPORTING THEIR STRONG PRESENCE IS OUR PRIORITY.

## Employees by Age



18 - 30 Years
**235**
43%

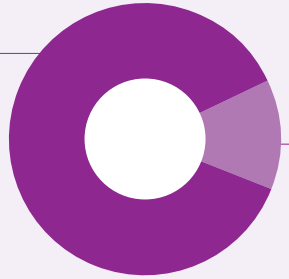
31 - 40 Years
**178**
32%

41 - 50 Years
**96**
17%

51 - 60 Years
**28**
5%

Over 60 Years
**12**
2%

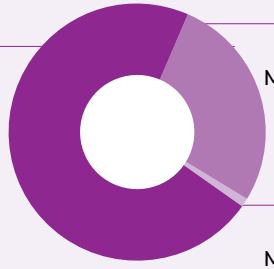
## Employees by Gender



Male
**475**
87%

Female
**74**
13%

## Employees by Category



Other
**388**
71%

Middle Management
**149**
27%

Top Management
**6**
1%

## OCCUPATIONAL HEALTH AND SAFETY

# WE PRIORITIZE THE PROTECTION OF OUR EMPLOYEES' HEALTH AND SAFETY.

At Beta Energy, protecting the health and safety of our employees, customers, and all stakeholders in our supply chain is a top priority. To achieve this, we rigorously implement our **Occupational Health and Safety (OHS) Policy** and closely follow the legal regulations in the OHS field. In line with our commitment to comply with national and international standards in occupational health and safety, we hold the **ISO 45001 Occupational Health and Safety Management System Certification**. This certification strengthens our commitment to effectively manage OHS risks and protect employee health. The ISO 45001 Management System plays a critical role in helping our company achieve its OHS objectives. The management, monitoring, and planning of necessary actions related to occupational health and safety in our company is the responsibility of the OHS Committee.

Our **OHS Committee** consists of 9 employees: OHS Specialist (Coordinator), Workplace Doctor, Employee Representative, Employer Representative, Employer Authorized Person, Employer, Operations Manager, and 2 members. Under the leadership of our OHS Committee, we hold regular monthly meetings where we make and implement various decisions regarding OHS. In this process, we ensure continuous improvements through regular inspections and risk assessment studies conducted at our factory. Additionally, we carry out our monthly general audits without fail and report them to our OHS Committee. All activities carried out throughout the year are recorded and followed up through the annual work plans and evaluation reports prepared.

*You can access our Occupational Health and Safety Policy here.*

We record all work accidents and conduct root cause analyses. In our regular meetings, we evaluate accidents, identified hazards, and risks, make decisions for improvement actions, and implement them.

To manage occupational health and safety risks quickly and efficiently, we utilize digital solutions. In this regard, we use the Near Miss QR Code application, allowing our employees to easily report hazardous situations or risks they encounter. With this system, we can detect risks early, assess all hazards with a near-miss approach, and quickly plan the necessary actions. Thus, we create a safe working environment and make the reporting process more accessible for our employees.

We regularly conduct OHS training sessions to increase our employees' awareness and competency in occupational health and safety. To ensure that our OHS culture is adopted by all our teams, we inform our employees about the applicable standards and safety procedures. In 2024, we conducted 1,749 hours of OHS training, significantly enhancing our employees' safety awareness. In the upcoming period, we aim to make OHS training more systematic, further strengthening our safety-oriented corporate culture, and ensuring the active participation of all employees in this process.

| Occupational Health and Safety Training (Number of People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Number of Employees in the Company | **350** | 420 | 564 |

| Occupational Health and Safety Training (Person*Hours) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Company Employees | 1,090 | 1,309 | 1,749 |

| Workplace Accidents | 2023 | 2024 |
|---|---|---|
| Near Misses (Ramak Kala) | 0 | 14 |
| Lost Time Injury Count | 29 | 35 |
| Lost Time (Days) | 262 | 778 |
| Lost Time-Free Injury Count | 11 | 19 |
| Lost Time Injury Rate (Number of Accidents × 1,000,000) / Total Working Hours | 309.93 | 290.96 |
| Fatal Accidents | 0 | 0 |
| Severity Rate (SR) (Lost Days × 1,000) / Total Working Hours | 2,787.20 | 6,197.50 |
| Occupational Disease Rate (Number of Occupational Diseases × 1,000,000) / Total Working Hours | 0.00 | 0.00 |

As part of our social sustainability strategy, we have defined KPIs and action plans in the field of Occupational Health and Safety (OHS) to prevent workplace accidents and ensure a safe working environment. In line with our goal to reduce the accident rate by 2030, using 2024 as the baseline year, we regularly conduct and update risk assessments across our operational processes and develop improvement plans to identify and eliminate potential hazards. We also prioritize the proper and consistent use of personal protective equipment (PPE) by all employees. Furthermore, improving environmental factors such as noise, air quality, and lighting, as well as conducting regular health screenings, play a vital role in the prevention of occupational diseases.

## CORPORATE SOCIAL RESPONSIBILITY

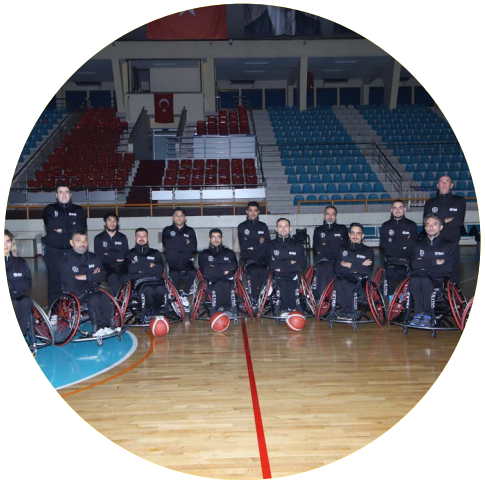
# WE CARRY OUT SOCIAL RESPONSIBILITY PROJECTS TO CONTRIBUTE TO SUSTAINABLE DEVELOPMENT.

As Beta Energy, we carry out various social responsibility projects with the aim of adding value to society, creating a positive impact in the environment we are located in, and contributing to sustainable development. Through our projects in different areas such as education, health, environment, and sports, we aim to enhance the welfare of society. By cooperating with local communities, we continuously develop new projects to create solutions tailored to their needs and to promote awareness of social responsibility. As a people-oriented company, we continue to increase our contribution to society day by day through social responsibility activities that our employees voluntarily participate in and support. In this regard, we see the UN Sustainable Development Goals and our motto **"We Produce Happiness with Our Energy"** as guiding principles, and we design our social development and social projects accordingly.

In the projects we implement, we not only aim to provide short-term contributions but also attach importance to ensuring their long-term sustainability.

As Beta Energy, we take steps to discover and support talents. In this context, **Beta Academy** was launched in collaboration with Çukurova University Technopark to discover talents growing in our region and to support individuals in need. Within the scope of the program, we cooperate with the departments within the engineering faculty of Çukurova University to identify talented individuals, equip them with special training, and transfer our corporate culture. As of 2025, by employing 25 graduates of the program in suitable positions within our company, we aim to make a long-term contribution to the professional development of young talents.


*You can access our Donations and Assistance Policy here.*





In 2024, we became the main supporter of **Çukurova University's 1.5 Adana Rocket Team**, which competed in the "Rocket Competition – Challenging Mission" category at the Teknofest event. Through this support, we aim to encourage the development of young engineers and increase their interest in technology.

Within the scope of our collaboration with the Foundation for the **Education of Children Desiring to Read (TOÇEV)**, we purchase the gifts we send to our external stakeholders on special occasions from TOÇEV, which contributes to the education of girls. With this collaboration, we aim to support equal opportunities in education and help girls continue their educational lives.

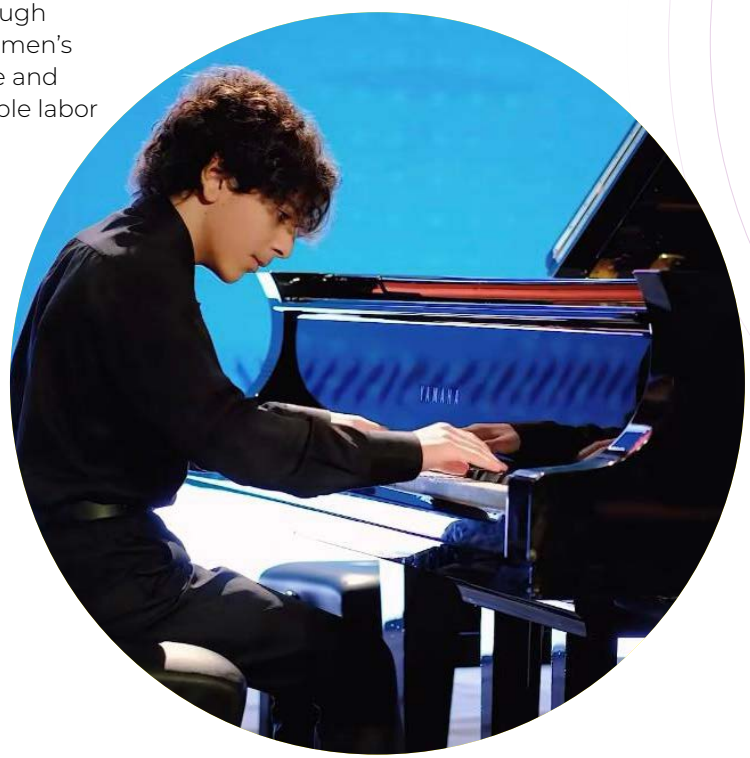
Through the collaborations and sponsorships we carry out, we support the development of disadvantaged groups and lead the way in enabling their sustainable inclusion in society. In this regard, we aim not only to touch individuals' lives but also to create a transformation in which they can, in the future, support other disadvantaged individuals like themselves. With this understanding, we support the **Beta Energy Adana Disabled Sports Club**, providing the necessary conditions for talented disabled individuals with potential to become professional athletes. In 2024, we contributed 2 million TL in financial aid to the club, supporting the physical and technical development of the athletes. Thus, we are proud to contribute to social equality by supporting the empowerment and success of individuals with disabilities through sports.

In 2021, we became the main supporter of the **Adasokağı Sports Club**, aiming to empower girls through sports and offer them equal opportunities on the path to their dreams. By supporting Adasokağı Sports Club, which strives to stand on its own feet, we see it as our responsibility to share in their dreams and make their success sustainable. As an institution aware of the challenges a team may face in reaching its goals, we believe that Adasokağı will achieve even greater success through its own determination and our support. We believe that Adasokağı, which rose to the Turkish Handball Federation Women's Super League in the 2022–2023 season, will achieve long-term success with its youth infrastructure, and we are proud to stand by them on this journey.

As Beta Energy, in addition to providing benefits to society through the energy we produce, we also value contributing to the success of future generations. In one of our projects aimed at supporting the development of women's sports and encouraging girls' participation in sports, we became the jersey sponsor of the **Adana 5 Ocak Demirspor U-17 Women's Football Team**. By supporting girls' access to equal opportunities, we aim to contribute to progress in gender equality.

As Beta Energy, in alignment with Sustainable Development Goal 5: Gender Equality, we continue to support projects that promote women's employment. Increasing women's participation in the workforce, supporting their economic independence, and promoting gender equality are among our primary goals. In line with this objective, we participated in the **"Women of the Century of Türkiye – Women's Employment System, İş Pozitif"** event organized by the Ministry of Labour and Social Security of the Republic of Türkiye and the Turkish Employment Agency (İŞKUR) in 2024. Through such projects, we support women's participation in the workforce and thus contribute to a sustainable labor structure.

Supporting art and artists, and promoting cultural development hold an important place in Beta Energy's sustainability approach. In this context, we were the Main Supporter of the International **Rhapsody Piano Festival** organized in collaboration with Çukurova University in 2023 and 2024. Through the festival, we aim to contribute to the dissemination of art, enhance public cultural awareness, and support the broader reach of art within society.



# APPENDICES

# ECONOMIC PERFORMANCE INDICATORS

| Economic Value Generated (TRY) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Revenues | 2,506,552,466 | 3,638,784,673 | 2,987,576,575 |

| Economic Value Distributed (TRY) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Operating Expenses | 1,878,813,531 | 2,246,615,630 | 1,980,831,318 |
| Employee Benefits | 14,964,956 | 24,538,983 | 41,869,111 |
| Benefits to the Government | 620,807 | 29,590,568 | 13,561,350 |
| **Total Distributed Economic Value** | **1,894,399,294** | **2,300,745,181** | **2,036,261,779** |

| R&D Employee Count (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Annual | 43 | 60 | 60 |
| Year-end | 39 | 46 | 54 |

| R&D Expenditures to Revenue Ratio (%) | | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| | | 0.0104 | 0.0113 | 0.0176 |
| **Patent Number** | **Date** | **Product Name** | | **Type** |
| 2021/022155 | 31.12.2021 | Ground-Mountable Transformer | | Patent |
| 2020/06725 | 29.04.2020 | A Power Transformer | | Utility Model |
| 2019/22225 | 30.12.2019 | Power Transformer | | Utility Model |
| 2018/01350 | 31.01.2018 | A Cabinet for Transformers | | Utility Model |

| Supplier Count (Units) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Imported Suppliers | 33 | 28 | 31 |
| Domestic Suppliers | 196 | 211 | 232 |

| Supplier Ratio (%) – 2024 | 2024 |
|---|---|
| Foreign Procurement | 12% |
| Domestic Procurement | 88% |

| Procurement Cost Ratio (%) – 2024 | 2024 |
|---|---|
| Foreign Procurement | 29% |
| Domestic Procurement | 71% |

# ENVIRONMENTAL PERFORMANCE INDICATORS

| **Environmental Expenditures and Penalties (TRY)** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Environmental Investments and Expenditures | 100,000 | 250,000 | 400,000 |
| Environmental Penalties | 0 | 0 | 0 |

| **Environmental Trainings** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Environmental Trainings (hours) | 252 | 540 | 540 |
| Number of Participants (people) | 21 | 45 | 45 |

| **Energy Consumption** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Direct Renewable Energy Consumption | - | - | 167,139 |
| Direct Non-Renewable Energy Consumption | 3,688,628.71 | 3,892,082.64 | 3,964,741.86 |
| Gasoline | 27,687.10 | 79,796.80 | 72,407.62 |
| Natural Gas | 2,529,320.86 | 2,814,071.37 | 2,625,568.00 |
| Other | 1,131,620.75 | 998,214.47 | 1,286,766.24 |
| Indirect Renewable Energy Consumption | 559,059 | 272,887 | 144,971 |
| Indirect Non-Renewable Energy Consumption | 2,204,775 | 1,910,972 | 2,189,220 |

| **Greenhouse Gas Emissions (Ton $CO_2e$)** | **2022** | **2023** | **2024*** |
|---|---|---|---|
| Scope 1 | 894.07 | 754.23 | 1,014.41 |
| Scope 2 | 970.10 | 915.36 | 1,077.62 |
| Scope 3 | 1,620,705.23 | 1,796,722.97 | 19,607.76 |
| **Total** | **1,622,526.40** | **1,798,392.56** | **21,699.79** |

** Category 5.1 Emissions from Use of Sold Products were not included in the 2024 emissions inventory calculation.*

| **Greenhouse Gas Emissions Distribution – 2024 (Ton $CO_2e$)** | |
|---|---|
| Scope 1 | 4.67% |
| Scope 2 | 4.97% |
| Scope 3 | 90.36% |

| **Water Quantities ($m^3$)** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Water Consumption | 4,200 | 4,900 | 5,150 |
| Wastewater Amount | 3,780 | 4,410 | 4,635 |

| **Waste Type (ton)** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Hazardous Waste | 9 | 0.88 | 2.90 |
| Non-Hazardous Waste | 511 | 672 | 1,125 |
| **Total Waste** | **520** | **672.8** | **1,127.90** |

| **Waste Amount (ton)** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Recovered Hazardous Waste | 0 | 0 | 0 |
| Recovered Non-Hazardous Waste | 0 | 0 | 0 |
| Disposed Hazardous Waste | 9 | 0.88 | 2.90 |
| Disposed Non-Hazardous Waste | 511 | 672 | 1,125 |
| **Total Waste** | **520** | **672.8** | **1,127.90** |

# SOCIAL PERFORMANCE INDICATORS

| Employment and Turnover (People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| **New Hires - Total** | **165** | **234** | **351** |
| White Collar | 38 | 36 | 82 |
| Blue Collar | 127 | 198 | 269 |

| | | | |
|---|---|---|---|
| **Terminations – Total** | **44** | **188** | **193** |
| White Collar | 8 | 35 | 35 |
| Blue Collar | 36 | 153 | 158 |

| Employee Distribution by Gender (People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Men - Hired | 154 | 208 | 296 |
| Men - Left | 40 | 172 | 169 |
| Women - Hired | 11 | 26 | 55 |
| Women - Left | 4 | 16 | 22 |
| **Total** | **378** | **421** | **549** |

| By Age Group | 2024 |
|---|---|
| **Hired – Total** | **354** |
| 18 – 30 Years | 181 |
| 31 – 40 Years | 98 |
| 41 – 50 Years | 55 |
| 51 – 60 Years | 15 |
| Over 60 Years | 5 |
| **Departed – Total** | **180** |
| 18 – 30 Years | 108 |
| 31 – 40 Years | 44 |
| 41 – 50 Years | 26 |
| 51 – 60 Years | 9 |
| Over 60 Years | 0 |

| Employees on Maternity/ Paternity Leave (People) | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| | Female | Male | Female | Male | Female | Male |
| Employees Eligible for Maternity or Paternity Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Taking Maternity or Paternity Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Returning to Work After Leave | 0 | 10 | 0 | 9 | 0 | 23 |
| Employees Remaining at Work for at Least 12 Months After Return | 0 | 10 | 0 | 9 | 0 | 23 |

| Training Contents (Hours) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Professional Development | 7,713 | 7,435 | 6,176.50 |
| Personal Development | 940 | 1,755 | 981 |
| OHS | 60 | 1,980 | 4,860 |
| Other (e.g., Leadership) | 0 | 82 | 448 |
| **Total Training Hours** | **8,713** | **11,252** | **12,466** |

| Training Investments (All Trainings) | | | | |
|---|---|---|---|---|
| **By Employee Category** | **Unit** | **2022** | **2023** | **2024** |
| Mid-Level Managers | Person*Hour | 940 | 1,726 | 1,825 |
| Mid-Level Managers | Person | 100 | 116 | 129 |
| Other Employees | Person*Hour | 7,773 | 9,527 | 10,641 |
| Other Employees | Person | 278 | 305 | 388 |
| **Total** | | **8,713.00** | **11,252.50** | **12,466.00** |

| By Employment Type | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Blue-Collar | Person*Hour | 28 | 31 | 27 |
| Blue-Collar | Person | 278 | 305 | 388 |
| White-Collar | Person*Hour | 9 | 15 | 14 |
| White-Collar | Person | 100 | 116 | 129 |
| **Total** | | **8,713.00** | **11,252.50** | **12,466.00** |

| By Gender | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Male | Person*Hour | 22 | 25 | 22 |
| Male | Person | 336 | 369 | 475 |
| Female | Person*Hour | 7 | 8 | 4 |
| Female | Person | 42 | 52 | 74 |
| **Total** | | **29.03** | **32.99** | **26.40** |

| By Employment Type (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| White-Collar – Female | 34 | 37 | 59 |
| White-Collar – Male | 66 | 79 | 101 |
| Blue-Collar – Female | 8 | 15 | 15 |
| Blue-Collar – Male | 270 | 290 | 374 |
| **Total** | **378** | **421** | **549** |

| By Contract Type (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Permanent – Female | 42 | 52 | 74 |
| Permanent – Male | 334 | 367 | 474 |
| Fixed-Term – Female | 0 | 0 | 0 |
| Fixed-Term – Male | 2 | 2 | 1 |
| **Total** | **378** | **421** | **549** |

| Workforce by Gender (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Male | 336 | 369 | 475 |
| Female | 42 | 52 | 74 |
| **Total** | **378** | **421** | **549** |

| Workforce by Gender (%) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Male | 88.89 | 87.65 | 86.52 |
| Female | 11.11 | 12.35 | 13.48 |
| **Total** | **100** | **100** | **100** |

| Workforce by Age Group and Gender (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Age 18–30 – Female | 18 | 37 | 39 |
| Age 18–30 – Male | 152 | 154 | 196 |
| Age 31–40 – Female | 19 | 25 | 27 |
| Age 31–40 – Male | 106 | 117 | 151 |
| Age 41–50 – Female | 5 | 4 | 8 |
| Age 41–50 – Male | 55 | 58 | 88 |
| Age 51–60 – Female | 1 | 1 | 0 |
| Age 51–60 – Male | 17 | 20 | 28 |
| Over 60 – Female | 0 | 0 | 0 |
| Over 60 – Male | 5 | 5 | 12 |
| **Total** | **378** | **421** | **549** |

| Workforce – Other Groups | 2022 | 2023 | 2024 |
|---|---|---|---|
| Foreign – Female | 0 | 0 | 1 |
| Foreign – Male | 7 | 8 | 12 |
| Disabled – Female | 0 | 0 | 0 |
| Disabled – Male | 8 | 11 | 13 |

| By Employee Category (Person) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Top Management – Female | 0 | 0 | 0 |
| Top Management – Male | 5 | 5 | 6 |
| Mid-Level – Female | 34 | 34 | 54 |
| Mid-Level – Male | 63 | 74 | 75 |
| Other – Female | 8 | 12 | 18 |
| Other – Male | 253 | 277 | 370 |
| **Total** | **378** | **421** | **549** |

| Occupational Health and Safety Training (Number of People) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Number of Employees in the Company | 350 | 420 | 564 |

| Occupational Health and Safety Training (Person*Hours) | 2022 | 2023 | 2024 |
|---|---|---|---|
| Company Employees | 1,090 | 1,309 | 1,749 |

| Workplace Accidents | 2023 | 2024 |
|---|---|---|
| Near Misses (Ramak Kala) | 0 | 14 |
| Lost Time Injury Count | 29 | 35 |
| Lost Time (Days) | 262 | 778 |
| Lost Time-Free Injury Count | 11 | 19 |
| Lost Time Injury Rate (Number of Accidents × 1,000,000) / Total Working Hours | 309.93 | 290.96 |
| Fatal Accidents | 0 | 0 |
| Severity Rate (SR) (Lost Days × 1,000) / Total Working Hours | 2,787.20 | 6,197.50 |
| Occupational Disease Rate (Number of Occupational Diseases × 1,000,000) / Total Working Hours | 0.00 | 0.00 |

# GRI CONTENT INDEX

| | |
|---|---|
| **Statement of use** | Beta Enerji has reported the information cited in the GRI content index for the period from January 1 to December 31, 2024, with reference to the GRI Standards. |
| **GRI 1 used** | GRI 1: Foundation 2021 |

| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **GRI 1: TEMEL 2021** | | |
| **GRI 2: General Disclosures 2021** | 2-1 Organizational details | 1.1 About Us | 6 |
| | 2-2 Entities included in the organization's sustainability reporting | 1.1 About Us | 6 |
| | 2-3 Reporting period, frequency and contact point | 1.1 About Us | 6 |
| | 2-4 Restatements of information | - | This report represents the first sustainability report of our company and does not include any restatements of information from previous reporting periods. |
| | 2-5 External assurance | - | The report has not been externally assured. |
| | 2-6 Activities, value chain and other business relationship | 2.7 Sustainable Supply Chain Management | 23 |
| | 2-7 Employees | 6.4 Diversity, Equity and Inclusion | 77 |
| | 2-8 Workers who are not employees | 6.4 Diversity, Equity and Inclusion | 77 |
| | 2-9 Governance structure and composition | 2.1 Our Organizational and Corporate Structure | 14 |
| | 2-10 Nomination and selection of the highest governance body | 2.1 Our Organizational and Corporate Structure | 14 |
| | 2-11 Chair of the highest governance body | 2.1 Our Organizational and Corporate Structure | 14 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 2.1 Our Organizational and Corporate Structure | 14 |
| | 2-13 Delegation of responsibility for managing impacts | 3.1 Our Sustainability Approach, Strategy and Governance | 26 |
| | 2-14 Role of the highest governance body in sustainability reporting | About the Report<br>2.1 Our Organizational and Corporate Structure | 2<br>14 |
| | 2-15 Conflicts of interest | 2.5 Business Ethics and Compliance | 20 |
| | 2-16 Communication of critical concerns | 2.5 Business Ethics and Compliance | 20 |
| | 2-17 Collective knowledge of the highest governance body | 2.1 Our Organizational and Corporate Structure | 14 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| **GRI 2: General Disclosures 2021** | 2-18 Evaluation of the performance of the highest governance body | 2.1 Our Organizational and Corporate Structure | 14 |
| | 2-19 Remuneration policies | 6.2 Employee Satisfaction | 72 |
| | 2-20 Process to determine remuneration | 6.2 Employee Satisfaction | 72 |
| | 2-21 Annual total compensation ratio | - | Confidentiality Constraints<br>This information is confidential, and Beta Enerji reserves the right not to disclose it publicly due to confidentiality constraints. The necessity and scope of disclosure will be assessed in accordance with the company's confidentiality policies. |
| | 2-22 Statement on sustainable development strategy | 3.1 Our Sustainability Approach, Strategy and Governance | 26 |
| | 2-23 Policy commitments | 1.1 About Us | 6 |
| | 2-24 Embedding policy commitments | 1.1 About Us | 6 |
| | 2-25 Processes to remediate negative impacts | 6.1 Our Social Performance Management | 71 |
| | 2-26 Mechanisms for seeking advice and raising concerns | 2.5 Business Ethics and Compliance | 20 |
| | 2-27 Compliance with laws and regulations | 2.5 Business Ethics and Compliance | 20 |
| | 2-28 Membership associations | 1.5 Corporate Memberships, Commitments and Awards | 11 |
| | 2-29 Approach to stakeholder engagement | 3.2 Materiality Matrix and Stakeholder Engagement | 27 |
| | 2-30 Collective bargaining agreements | 6.2 Employee Satisfaction | 72 |

# GRI CONTENT INDEX

| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **MATERIAL ISSUES** | | |
| **GRI 3: Material Topics 2021** | 3-1 Process to determine material topics | 3.2 Materiality Matrix and Stakeholder Engagement | 27 |
| | 3-2 List of material topics | 3.2 Materiality Matrix and Stakeholder Engagement | 27 |
| | **Sustainability Management** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.1 Our Sustainability Approach, Strategy and Governance<br>3.2 Materiality Matrix and Stakeholder Engagement | 27<br>26 |
| | **Financial Performance** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>4 Transforming the Economy<br>4.1 Our Investments<br>4.4 Our Tax Approach | 27<br>42<br>45<br>55 |
| **GRI 201: Economic Performance 2016** | 201-1 Direct economic value generated and distributed | 4 Transforming the Economy | 42 |
| | 201-4 Financial assistance received from government | 4 Transforming the Economy | 42 |
| **GRI 203: Indirect Economic Impacts 2016** | 203-1 Infrastructure investments and services supported | 4.1 Our Investments | 45 |
| | 203-2 Significant indirect economic impacts | 4.1 Our Investments | 45 |
| **GRI 207: Tax 2019** | 207-1 Approach to tax | 4.4 Our Tax Approach | 55 |
| | 207-2 Tax governance, control, and risk management | 4.4 Our Tax Approach | 55 |
| | 207-3 Stakeholder engagement and management of concerns related to tax | 4.4 Our Tax Approach | 55 |
| | **Business Ethics and Corporate Policies** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>2.5 Business Ethics and Compliance | 27<br>20 |
| **GRI 205: Anti-corruption 2016** | 205-1 Operations assessed for risks related to corruption | 2.5 Business Ethics and Compliance | 20 |
| | 205-2 Communication and training about anti-corruption policies and procedures | 2.5 Business Ethics and Compliance | 20 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **Climate Change Risk Management** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>2.2 Corporate Risk Management | 27<br>18 |
| | **Raising Awareness on Sustainability** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.3 Talent Management and Career Development | 27<br>75 |
| | **Customer Satisfaction** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>4.3 Product Responsibility and Customer Satisfaction | 27<br>52 |
| **GRI 416: Customer Health and Safety 2016** | 416-1 Assessment of the health and safety impacts of product and service categories | 4.3 Product Responsibility and Customer Satisfaction | 52 |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | - | No incidents of non-compliance concerning the health and safety impacts of products and services were identified during the reporting year. |
| | **Product Quality** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>4.3 Product Responsibility and Customer Satisfaction | 27<br>52 |
| **GRI 417: Marketing and Labeling 2016** | 417-1 Requirements for product and service information and labeling | 4.3 Product Responsibility and Customer Satisfaction | 52 |
| | **Energy Management and Use of Renewable Energy** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.2 Energy and Emissions Management | 27<br>62 |
| **GRI 302: Energy 2016** | 302-1 Energy consumption within the organization | 5.2 Energy and Emissions Management | 62 |
| | 302-2 Energy consumption outside of the organization | 5.2 Energy and Emissions Management | 62 |
| | 302-3 Energy intensity | 5.2 Energy and Emissions Management | 62 |
| | 302-4 Reduction of energy consumption | 5.2 Energy and Emissions Management | 62 |
| | 302-5 Reductions in energy requirements of products and services | 5.2 Energy and Emissions Management | 62 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **Occupational Health and Safety** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.5 Occupational Health and Safety | 27<br>79 |
| **GRI 403: Occupational Health and Safety 2018** | 403-1 Occupational health and safety management system | 6.5 Occupational Health and Safety | 79 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 6.5 Occupational Health and Safety | 79 |
| | 403-3 Occupational health services | 6.5 Occupational Health and Safety | 79 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 6.5 Occupational Health and Safety | 79 |
| | 403-5 Worker training on occupational health and safety | 6.5 Occupational Health and Safety | 79 |
| | 403-6 Promotion of worker health | 6.5 Occupational Health and Safety | 79 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 6.5 Occupational Health and Safety | 79 |
| | 403-8 Workers covered by an occupational health and safety management system | 6.5 Occupational Health and Safety | 79 |
| | 403-9 Work-related injuries | 6.5 Occupational Health and Safety | 79 |
| | 403-10 Work-related ill health | 6.5 Occupational Health and Safety | 79 |

| | | | |
|---|---|---|---|
| | **Management of Environmental, Social and Governance (ESG) Risks** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>2.2 Corporate Risk Management | 27<br>18 |

| | | | |
|---|---|---|---|
| | **Disclosure of Environmental Performance** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5 Transforming the Planet | 27<br>57 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **Reduction of Greenhouse Gas Emissions** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.2 Energy and Emissions Management | 27<br>62 |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | 5.2 Energy and Emissions Management | 62 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 5.2 Energy and Emissions Management | 62 |
| | 305-3 Other indirect (Scope 3) GHG emissions | 5.2 Energy and Emissions Management | 62 |
| | 305-4 GHG emissions intensity | 5.2 Energy and Emissions Management | 62 |
| | 305-5 Reduction of GHG emissions | 5.2 Energy and Emissions Management | 62 |
| | **Sustainable Supply Chain** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>2.7 Sustainable Supply Chain Management | 27<br>23 |
| | **Social Contribution** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.6 Corporate Social Responsibility | 27<br>81 |
| **GRI 413: Local Communities 2016** | 413-1 Operations with local community engagement, impact assessments, and development programs | 6.6 Corporate Social Responsibility | 81 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | - | There are no activities with significant actual or potential negative impacts on local communities. |
| | **Efficient Use of Natural Resources** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.5 Water Management | 27<br>65 |
| **GRI 303: Water and Effluents 2018** | 303-1 Interactions with water as a shared resource | 5.5 Water Management | 65 |
| | 303-2 Management of water discharge-related impacts | 5.5 Water Management | 65 |
| | 303-3 Water withdrawal | 5.5 Water Management | 65 |
| | 303-4 Water discharge | 5.5 Water Management | 65 |
| | 303-5 Water consumption | 5.5 Water Management | 65 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
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| | **Diversity and Equal Opportunity** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.4 Diversity, Equity and Inclusion | 27<br>77 |
| **GRI 405: Diversity and Equal Opportunity 2016** | 405-1 Diversity of governance bodies and employees | 6.4 Diversity, Equity and Inclusion | 77 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 6.4 Diversity, Equity and Inclusion | 77 |
| **GRI 406: Non-discrimination 2016** | 406-1 Incidents of discrimination and corrective actions taken | 6.4 Diversity, Equity and Inclusion | 77 |
| | **Digital Transformation** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>4.2 R&D and Innovation | 27<br>49 |
| | **Employee Well-being** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.2 Employee Satisfaction | 27<br>72 |
| **GRI 401: Employment 2016** | 401-1 New employee hires and employee turnover | 6.2 Employee Satisfaction | 72 |
| | 401-3 Parental leave | 6.2 Employee Satisfaction | 72 |
| | **Data Security** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>2.6 Information Security | 27<br>22 |
| **GRI 418: Customer Privacy 2016** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | - | There were no confirmed complaints regarding breaches of customer confidentiality or loss of customer data during the reporting year. |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **Employee Development** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>6.3 Talent Management and Career Development | 27<br>75 |
| **GRI 404: Training and Education 2016** | 404-1 Average hours of training per year per employee | 6.3 Talent Management and Career Development | 75 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 6.3 Talent Management and Career Development | 75 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 6.3 Talent Management and Career Development | 75 |
| | **Waste Reduction** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.4 Waste Management and Circular Economy Practices | 27<br>67 |
| | **Circular Economy** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.4 Waste Management and Circular Economy Practices | 27<br>67 |
| **GRI 301: Materials 2016** | 301-1 Materials used by weight or volume | 5.4 Waste Management and Circular Economy Practices | 67 |
| | 301-3 Reclaimed products and their packaging materials | 5.4 Waste Management and Circular Economy Practices | 67 |
| **GRI 306: Waste 2020** | 306-1 Waste generation and significant waste-related impacts | 5.4 Waste Management and Circular Economy Practices | 67 |
| | 306-2 Management of significant waste-related impacts | 5.4 Waste Management and Circular Economy Practices | 67 |
| | 306-3 Waste generated | 5.4 Waste Management and Circular Economy Practices | 67 |
| | 306-4 Waste diverted from disposal | 5.4 Waste Management and Circular Economy Practices | 67 |
| | 306-5 Waste directed to disposal | 5.4 Waste Management and Circular Economy Practices | 67 |

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| GRI Standard | Disclosure | Report Section | Page Number, Source, and/or Direct Answers |
|---|---|---|---|
| | **Pollution Prevention** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.3 Water Management<br>5.4 Waste Management and Circular Economy Practices | 27<br>65<br>67 |
| | **Contribution to the Local Economy** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>4.5 Contribution to the Local Economy | 27<br>56 |
| **GRI 204: Procurement Practices 2016** | 204-1 Proportion of spending on local suppliers | 4.5 Contribution to the Local Economy | 56 |
| | **Biodiversity Conservation** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | 3.2 Materiality Matrix and Stakeholder Engagement<br>5.5 Biodiversity | 27<br>69 |

## LEGAL DISCLAIMER

The 2024 Sustainability Report of Beta Energy ve Teknoloji A.Ş. has been prepared solely for informational purposes, and the information contained herein has been obtained from reliable and accurate sources relevant to the reporting period. However, the content presented in this report should not be interpreted as a representation, warranty, or commitment of any kind. While Beta Energy ve Teknoloji A.Ş. has exercised due diligence to ensure the highest level of accuracy of the information included, it does not guarantee that the content is complete or unalterable. The Company notes that the data, analyses, and interpretations provided in this report may evolve over time and are subject to updates due to external factors.

 Beta Energy ve Teknoloji A.Ş. remains committed to transparently sharing its strategic goals and commitments on sustainability with the public and continues to update its reports annually, guided by a principle of continuous improvement and accountability.

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