

# Annex 3: Performance Indicators

## ENVIRONMENTAL PERFORMANCE INDICATORS

Energy Consumption	2021	2022	2023	2024
Total energy consumption (MWh)	43,342,048	38,141,793	33,014,062	36,681,225 ✓
Renewable energy consumption (MWh)	355,920	1,169,642	1,369,537	1,822,402 ✓
Purchased heat/steam/cooling (kg)	39,873	37,802	30,925	215,814 ✓

Savings and Reductions Based on Environmental Investments	2021	2022	2023	2024
Energy savings (MWh)	43,157	73,792	70,816	31,569 ✓
Greenhouse gas emission reductions (ton CO <sub>2</sub> e)	117,570	334,678	300,431	77,334 ✓

Greenhouse Gas Emissions (ton CO <sub>2</sub> e)	2021	2022	2023	2024
Scope 1	9,977,578	9,065,147	8,077,625	8,845,242 ✓
Scope 2 (market-based)	1,227,675	887,826	863,964	842,520 ✓
Total (Scope 1 and Scope 2 (market-based))	11,205,253	9,952,973	8,941,589	9,687,762 ✓
Scope 3	11,594,615	10,290,896	9,368,685	10,073,041 ✓
Total	22,799,868	20,243,869	18,310,274	19,760,803 ✓

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Air Emissions (kg)	2021	2022	2023	2024
NOx	36,759,565	28,042,536	19,566,984	11,419,470
SOx	10,962,819	3,650,508	3,548,438	3,794,691
Persistent organic pollutants (POP)	-	0.000124	0.42	-
Volatile organic compounds (VOC)	347,715	252,415	251,361	300,936
Hazardous air pollutants (HAP)*	11,183	850	252,103	258,367
Particulate matter (PM)**	301,282	306,490	120,020	640,410

  

Water Consumption (m³)	2021	2022	2023	2024
Water consumption	10,585,542	8,429,288	8,034,293	8,910,471 ✓
Water withdrawal	10,647,280	10,026,518	342,535,940	316,761,476 ✓
Water recycled and reused	23%	31%	38%	26% ✓
Total amount of discharged water	5,378,280	2,340,655	334,217,456	307,881,435 ✓

\* The HAP value was increased due to a calculation error at Brisa, and the 2023 data has been revised accordingly.

\*\* The PM value has been increased due to the new calculation methodology of Tufanbeyli power plant.

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Waste (ton)	2021	2022	2023	2024
Hazardous waste	8,206	10,625	10,436	19,240 ✓
Non-hazardous waste	34,555	41,819	44,843	53,813 ✓
Non-hazardous waste including ash waste	-	2,333,819	2,373,644	1,531,856 ✓
Total waste without ash waste	42,761	52,445	55,279	73,053 ✓
Total waste with ash waste	-	2,344,445	2,384,080	1,551,096 ✓
Percentage of waste reused and recycled	80%	78%	94%	57% ✓
Percentage of waste reused and recycled including ash waste	-	2%	2%	3% ✓
Plastic consumption	2,725	4,066	4,256	42,054 ✓

Intensity Indicators	2021	2022	2023	2024
Energy intensity (MWh/ million TL)	284.93	94.51	71.70	63.12 ✓
Greenhouse gas emission intensity (ton CO <sub>2</sub> e/ million TL)	73.66	24.66	19.42	16.72 ✓
Water intensity (m <sup>3</sup> / million TL)	70.11	24.78	17.45	15.09
Waste intensity (ton/million TL)	0.28	0.13	0.12	0.12
Waste intensity with ash waste (ton/million TL)	-	5.71	5.18	2.68

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## ECONOMIC PERFORMANCE INDICATORS

Total Environmental Investments and Expenditures (TL)	2021	2022 <sup>5</sup>	2023	2024
Mitigation investments	148,608,145	3,463,624,009	5,695,878,806	1,322,162,018 ✓
Transition investments	72,309,255	297,802,375	322,281,017	162,159,671 ✓
Enabler investments	255,505,514	1,290,404,438	3,494,471,303	2,738,903,905 ✓
Environmental expenditures mandatory by law	19,952,712	39,984,869	114,372,066	197,319,835 ✓
Environmental expenditures that are not required by law	14,407,163	62,933,911	239,866,027	398,492,817 ✓

## SOCIAL PERFORMANCE INDICATORS

Employees by Category	2021		2022		2023		2024	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Total number of employees	14,118	33,687	15,218	34,687	15,969	35,137	16,988 ✓	37,351 ✓
Employees covered by collective bargaining agreements	4,321	18,496	3,022	17,485	3,047	16,137	3,353	16,186
Number of employees with disabilities	246	986	274	1,032	304	986	323	994
Number of foreign employees	1	15	–	14	40	240	48,218	216,809
Number of full-time employees	–	–	15,173	34,659	15,872	34,939	16,644	35,612
Number of part-time employees	–	–	45	28	65	48	61	41

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	2021		2022		2023		2024	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
<b>Employees by Age</b>								
30 and younger	3,556	6,995	4,010	7,409	4,385	7,879	4,181	8,005
30-50 years old	10,404	25,529	10,990	25,849	11,237	24,794	10,658	24,554
50 and older	158	1,163	218	1,429	264	1,540	497	2,352
<b>Number of New Hires</b>								
Under 30	2,008	3,668	2,788	3,300	3,240	4,432	3,145 ✓	4,060 ✓
30-50 years old	818	1,567	1,306	1,789	1,475	2,142	1,675 ✓	2,362 ✓
Over 50	4	57	18	71	31	111	73 ✓	262 ✓
<b>Number of Employees Who Left</b>								
Total number of employees who left	2,015	3,569	2,089	3,719	3,064	5,516	3,923 ✓	7,714 ✓
Number of employees leaving - under 30	923	1,300	962	1,561	1,506	2,079	1,975 ✓	3,046 ✓
Number of employees leaving - 30-50 years old	1,068	2,023	1,094	1,938	1,484	2,953	1,803 ✓	4,073 ✓
Number of employees leaving - over 50	24	246	33	220	74	484	145 ✓	595 ✓
Number of employees left voluntarily	1,329	2,223	1,621	2,613	2,261	3,422	2,406	4,259
Voluntary employee turnover rate	0.09	0.07	0.11	0.08	0.14	0.10	0.14	0.11
Total employee turnover rate	0.14	0.11	0.14	0.11	0.19	0.16	0.23 ✓	0.18 ✓

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	2021		2022		2023		2024	
<b>Maternal/Paternal Leave</b>	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Number of employees granted maternal/paternal leave	749	1,775	798	1,894	539	1,727	892 ✓	1,658 ✓
Number of employees who returned to work after maternal/paternal leave	682	1,775	755	1,894	464	1,580	873 ✓	1,650
Ratio of employees who returned to work after maternal leave (%)	90%		95%		86%		98% ✓	
<b>Training</b>	2021		2022		2023		2024	
Total training hours	1,508,379		1,644,186		1,623,084		1,764,301 ✓	
Average training hours per employee	32		33		32		32 ✓	
Ethics training	1,425		12,432		15,692		15,844 ✓	
Sustainability training	21,118		14,700		29,036		45,490 ✓	
Diversity and inclusion training	18,476		21,078		10,638		5,713 ✓	
Anti-Bribery training	8,890		36,770		11,245		35,593 ✓	
Average training cost per person (person/hours)	1,425		2,765		4,951		7,523 ✓	

## Annex 3: Performance Indicators

Occupational Health and Safety Indicators (Employees)	2021	2022	2023	2024
Number of fatalities	3	1	2	3 ✓
Number of incidents*	518	547	698	2,083 ✓
Number of occupational diseases	16	9	6	9 ✓
Incident rate (IR)**	0.89	0.87	1.18	16.11
Lost day rate (LDR)**	11.83	7.26	7.28	7.88 ✓
Absentee Rate (AR)****	-	-	-	0.28 ✓
Injury-related Absenteeism	5,387	4,573	4,319	5,349 ✓
OHS training hours	496,915	568,651	570,615	492,583 ✓
Average OHS training hours per employee	10	11	11	9

Number of Employees by Nationality	2023	2024
Türkiye	51,095	50,613 ✓
Germany	2	13 ✓
Indonesia	-	1,117 ✓
Netherlands	2	3 ✓
Spain	-	135 ✓
Thailand	1	361 ✓
USA	1	738 ✓
Other	5	1,359 ✓
Total	51,106	54,339 ✓

\* The total number of incidents increased in the reporting period as Enerji Enerji disclosed all incidents instead of reporting only critical ones.

\*\* Increased due to the higher number of reported incidents.

\*\*\* The 2023 data was revised due to a calculation error.

\*\*\*\* AR= (Total lost days/Total working days)x10