



2022  
SUSTAINABILITY  
REPORT

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## LIST OF ABBREVIATIONS

AFR	Accident Frequency Rate
ASR	Accident Severity Rate
BIST	Borsa İstanbul
CDP	Carbon Disclosure Project
CIS	Copper Indium Diselenide Solar Cell
CMB	Capital Markets Board
EPC	Engineering, Procurement and Construction
ESG	Environmental – Social – Governance
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GRI	Global Reporting Initiative
GÜNAM	Center for Solar Energy Research and Applications
GW	Gigawatt
I-REC	International Renewable Energy Certificate
ILO	International Labour Organization
IoT	Internet of Things
ISE	Fraunhofer Institut für Solare Energiesysteme
ISO	International Organization for Standardization
IT	Information Technologies
IT / OT	Information Technologies / Operational Technologies
KPIs	Key Performance Indicators
kWp	Kilowatt Peak
LCA	Life Cycle Analysis
M2	Square meter
MKK	Central Securities Depository & Trade Repository
MSCI	Morgan Stanley Capital International
MW	Megawatt
OHS	Occupational Health and Safety
PLC	Programmable Logic Controller
PV	Photovoltaic
RHRO	Respect Human Rights Organization
SDG	Sustainable Development Goal
SMS	Sustainability Management System
SPP	Solar Power Plant
STEM	Science, Technology, Engineering, and Mathematics
TÜBİTAK	Scientific and Technological Research Council of Türkiye
TWRE	Turkish Women in Renewables and Energy Network
UDHR	Universal Declaration of Human Rights
UN	United Nations
YEYKAD	Green Collar Women Association

# 01

## ABOUT THE REPORT

We are a global technology company driving energy innovation for a sustainable world.

Since our inception in 2014, at Smart Güneş Teknolojileri, we have directed our efforts towards harnessing the power of the sun, guided by a commitment to ethical, accountable, and responsible management practices.

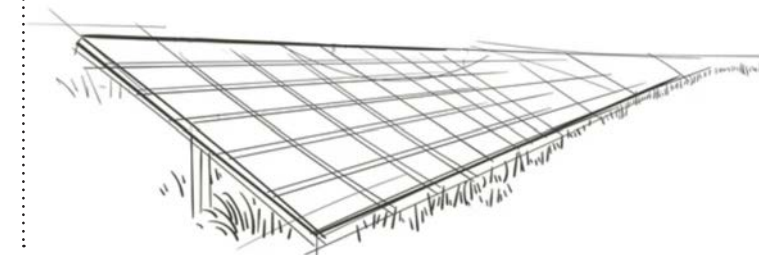
As we set out to bring a new vision to the energy sector and create a globally recognized Turkish brand as a green energy company, we share our sustainability strategy and practices in this area with you, our esteemed stakeholders, through our first sustainability report. Our report contains information concerning our sustainability initiatives and a breakdown of our performance in these areas. We hope that this report, in which we



share our practices in the social, environmental, and governance domains implemented during the period from January 1, 2022, to December 31, 2022, will further solidify the strong sense of trust between us and our stakeholders.

Our report has been prepared with the GRI Standards published by the Global Reporting Initiative (GRI). The data presented in our first sustainability report, published this year, has not undergone external auditing.

For any comments or questions regarding our report, please reach us at [sustainability@smartsolar.com.tr](mailto:sustainability@smartsolar.com.tr) for your feedback and inquiries.





## 02 MESSAGE FROM THE CHAIRPERSON OF THE BOARD

Dear Stakeholders,

The year 2023, a year filled with great excitement as we celebrate the 100<sup>th</sup> anniversary of our Republic, unfortunately, began with a devastating earthquake disaster that deeply shook our country. While it may be impossible to compensate for our losses, we are working to heal the significant wounds and repair the extensive damage wrought by this disaster through unity, solidarity, and resilience.

We started our activities in Türkiye in 2014 by establishing our first Solar Power Plant (SPP). Recognizing the dawn of the solar century, we have dedicated our efforts to solar energy and renewable technologies. In 2017, we inaugurated our first solar panel production facility in Gebze. On our journey to foster sustainable and inclusive development in our country, we have become one of the foremost solar technology companies, not just within Türkiye but also across Europe. The year 2022 marked a significant turning point, forming the foundation for our 2023-2027 Strategic Document themed "Faces to the Sun". In the first quarter of 2022, following our public offering, which was 9.5 times oversubscribed by a total of 101,755 investors, our remarkable demand and trading volume on Borsa İstanbul entitled us to be listed among the BIST 100 companies and subsequently the BIST 50 companies within the same year.

In 2022, the Company took significant and systematic steps in the field of sustainability. Aiming to cultivate exemplary practices in sustainability and environmental, social, and governance (ESG)

domains and to ensure their integration and dissemination throughout the entire Company. We initiated our Sustainability Management System (SMS) Project and formed our Sustainability Committee, shaping sustainability into a business model enriched with ESG dimensions. Under the coordination of this committee, we embarked on a journey to lead the industry in ESG, sustainability, climate objectives, circular economy, supply chain management, and business ethics.

Furthermore, we are actively pursuing initiatives in the field of hydrogen energy to contribute to our country's energy transformation efforts and bolster its renewable energy capacity. Through our partnership with Smart Holding, we have established "Smart Yeşil Hidrojen Teknolojileri A.Ş." to actively participate in the global hydrogen market, leveraging our country's abundant solar energy resources, robust industrial infrastructure, and skilled workforce. As a fully-owned subsidiary of our Company, we founded "Smart Solargize Yeşil Mobilite Enerji A.Ş." to spearhead research and initiatives in Smart Urbanism and Green Mobility and we have also introduced the Solargize brand. We continue to cater to the expanding community of electric vehicle owners in an environmentally responsible manner. This commitment is upheld through our electric vehicle charging network, which harnesses green energy generated from our I-REC certified solar power plants. To summarize, we are resolutely forging ahead with unwavering determination and a global vision to drive a green transformation in the energy sector. The

convergence of climate change, the pandemic, and the Russia-Ukraine conflict has prompted both the corporate world and governments to reevaluate their strategies in energy, technology, and economic policies. Simultaneously, concerns such as climate change, supply chain management, and digitalization are reshaping the global energy and energy technology sector, driving it towards a new trajectory. At Smart, we have the determination, vision, human resources, and motivation to realize this transformation. We will share our 2023-2027 strategy with you, our esteemed stakeholders, in 2023.

With the publication of this first report, we are highly pleased to have achieved a significant milestone in the field of sustainability. As Smart, we are pioneering green energy transformation. We are steadfast in our commitment to technology-driven value creation, aiming to propel our nation and its people towards a more advanced and environmentally sustainable future in this new century of our Republic. On behalf of our Company, I would like to thank our colleagues, business partners, and investors. I wish you an enjoyable reading experience as you explore our first Sustainability Report.

Sincerely,

**HALİL DEMİRDAĞ**

Chairperson of the Board



## MESSAGE FROM THE CHAIR OF THE SUSTAINABILITY COMMITTEE

Dear Stakeholders,

As Smart Güneş Teknolojileri, we are delighted to present our first Sustainability Report, offering a comprehensive overview of our sustainability and ESG vision, objectives, strategies, and initiatives. We are a dynamic and adaptable energy technology company, dedicated to crafting green, clean, carbon-free, and sustainable products, all while prioritizing the well-being of our people, society, employees, and stakeholders. As this is our first Sustainability Report, I would like to provide a brief insight into our journey towards pioneering the new energy landscape and agenda, which we, at Smart, have embarked upon:

The pandemic has once more underscored the imperative of fulfilling the fundamental needs of a burgeoning population without disrupting the ecological balance of nature. The 2015 Paris Climate Agreement, initially anticipated to establish binding action plans and climate change targets, has been reshaped by the

pandemic, ushering in what we now refer to as the "new normal", which encompasses not only climate change but also a broader agenda that includes digitalization and procurement processes. The "United Nations Sustainable Development Goals", comprising 17 objectives aimed at ensuring a minimum level of global development by 2030, have assumed even greater significance in the wake of the Covid-19 pandemic.

In the field of combating climate change, new trends have emerged that emphasize digitalization in production and services, technological advancements within the manufacturing industry, and enhancing productivity across the global economy. The disruption of production processes and international trade among nations during the pandemic resulted in a supply shock and significant interruptions within global supply chains. The risks of over-dependence on a distant country, and the additional costs and inefficiencies associated with extending value chains have

resulted in added social and environmental burdens such as long-distance carbon emissions.

Conversely, we observe that within the finance sector, sustainability concerns, including climate change, digitalization, and supply chains, are assigned varying degrees of importance. Numerous new criteria, encompassing aspects like environmental and sustainability management systems and policies, environmental and social rating systems integrated into lending procedures, supply chain security, business ethics, as well as alignment with Sustainable Development Goals, are now integral to lending and disbursement processes. These factors have gained prominence within the financial sector, leading to a growing proportion of green-themed loans and other sustainable financing instruments.

We meticulously monitored all these risks and potential costs as a unified whole to enhance our management of the evolving regulatory

landscape. We are aware of the evolving agenda, and we are in the process of constructing and reconfiguring our processes, strategies, and sustainability framework considering all these dynamic factors.

In the energy sector, where Smart operates, the aftermath of the Russia-Ukraine war has underscored the growing importance for countries and regions to attain self-sufficiency in energy and energy equipment production. Additionally, ensuring energy supply security in an environmentally sustainable, carbon-free manner, while considering the implications of climate change, has become a top priority. As a result, the energy sector has assumed a central role in addressing climate change within the framework of economic and social policies. This has led to the formulation of new energy visions that incorporate robust international targets and commitments. The European Union (EU) has taken proactive measures by establishing ambitious targets for solar, wind, and hydrogen energy as part of the Green Deal Targets. These initiatives aim to reduce the EU's reliance on natural gas. The EU Renewable Energy Plan, which targets an increase in renewable energy capacity to 1236 GW by 2030, is a key component of their vision to become a full energy-self-sufficient continent. Moreover, significant investment budgets have been allocated to ensure a sustainable, green, and independent energy supply. The US, on the other hand, has integrated the topics of energy security and climate change within the "IRA: Inflation Reduction Act". This approach aligns with Europe's strategy of addressing both energy

security and climate change in a unified manner. The US is also actively planning to domestically manufacture clean energy machinery and equipment, particularly in the field of solar energy to decrease dependence on other nations.

At Smart, we fully recognize the significance of the emerging business norms and the evolving energy agenda. We are aware of the pivotal role we play in the solar energy sector, contributing to the transformation of energy towards a greener future, which encompasses not only electricity but also a comprehensive shift towards green electrification across all energy domains. We maintain a vigilant watch on the evolution of these matters on both global and local scales, as well as anticipate the future landscape awaiting the business world in the years to come. At Smart, we formulate our sustainability strategy, goals, 2040 Net Zero Roadmap, digitalization initiatives, supply chain protocols, and business ethics standards with a comprehensive understanding of these dynamic forces in mind.

At Smart Güneş Teknolojileri, we have developed our medium and long-term strategic document. We have concluded our sustainability-themed materiality study, which involved both our internal and external stakeholders. As a green technology company that focuses on sustainability and climate change management, we have completed our corporate-themed materiality study aligned with the 2030 United Nations Sustainable Development Goals (SDGs). In this context, our material topics

include Gender Equality, Decent Work and Economic Growth, Industry, Innovation, and Infrastructure, Sustainable Cities and Communities, Responsible Production and Consumption, and Climate Action. We have crafted all the pertinent policy documents related to sustainability and have shared them with all our stakeholders. We have established an integrated sustainability management system that encompasses our Headquarters, Gebze, Dilovası, and Aliağa Facilities. Within this system, we have outlined the relevant procedures and processes. Our sustainability management system is designed to encompass all our employees and operates under the authority of the Board of Directors, with oversight and coordination facilitated by our Sustainability Committee. 2022 marked the inception of all these projects, and we are currently immersed in planning for our initiatives in 2023 and 2024. We are already very excited about the content we will present in our forthcoming Sustainability Report.

At Smart, while taking the lead in driving the green energy transformation, our paramount principle is to generate positive value that contributes to the sustainable development of our country, society, stakeholders, business partners, and employees. We believe that our sense of responsibility towards all our stakeholders, our commitment to creating enduring value, and our central focus on sustainability have been the pivotal factors in establishing us as a robust and influential player on both the national and global stage. These principles have not only made us a preferred business partner but also a trusted and reliable organization.

While we take pride in our achievements, we acknowledge the added responsibility to continually enhance our efforts and strive for excellence in sustainability, climate goals, digitalization, supply chain management, and business ethics. This imperative drives us as we progress towards our goal of becoming a global company.

On behalf of Smart Güneş Teknolojileri and our dedicated Sustainability Committee, we are delighted to introduce our first Sustainability Report for the year 2022, which encompasses our sustainability strategy, ESG agenda, targets, performance outcomes, and best practices. I wish you, our valuable stakeholders, a pleasant reading experience.

Sincerely,

**Hülya KURT**

Independent Board Member / Chair of the Sustainability Committee

## 04

ABOUT SMART  
GÜNEŞ  
TEKNOLOJİLERİ

Founded in 2014 in İstanbul, Smart Güneş Enerjisi Teknolojileri Araştırma Geliştirme Üretim San. ve Tic. A.Ş. (Smart Güneş Teknolojileri - Smart Güneş Teknolojileri) is a global technology company specializing in the renewable energy sector. In line with its mission to pave the way for a sustainable future, the Company is dedicated to developing cutting-edge solutions and conducting initiatives aimed at facilitating energy generation from renewable sources, thereby mitigating greenhouse gas emissions.

Smart Güneş Teknolojileri develops integrated solutions for the energy sector to achieve its low carbon target by offering solar energy solutions to commercial business partners in areas such as green hydrogen, storage systems and electric vehicle charging stations, as well as two main business lines consisting of photovoltaic (PV) module production and turnkey installation services for rooftop and land projects for electricity generation from solar energy. Smart Güneş Teknolojileri has rapidly emerged as a global player in the solar energy sector, thanks to its impressive capabilities. The Company operates from production facilities spanning 23,500 m<sup>2</sup> in Gebze and 10,000 m<sup>2</sup> in Dilovası. Furthermore, it maintains a presence in key international locations, including offices in Germany, Ukraine, Spain, and the Netherlands.

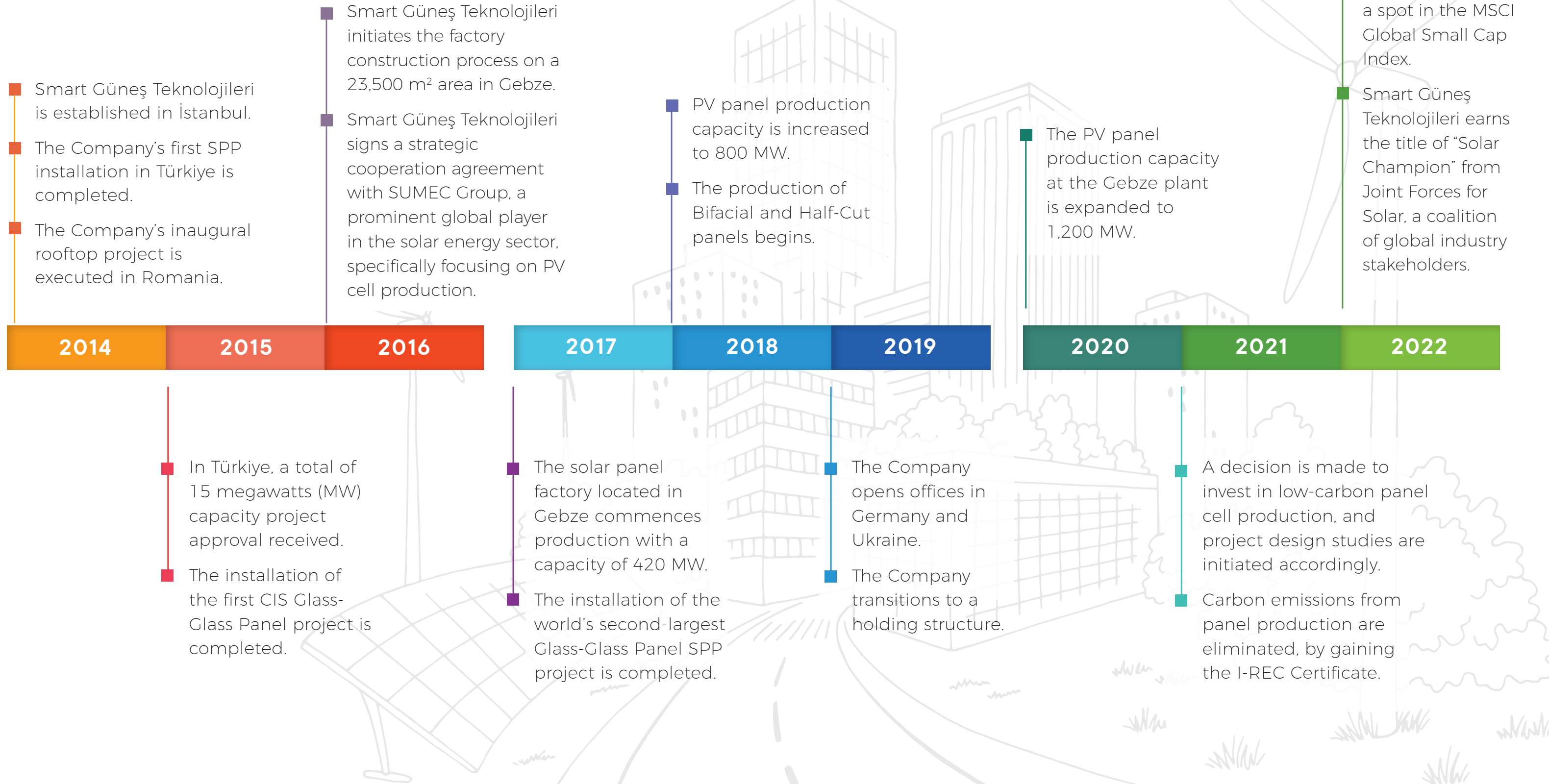
The Company is actively pursuing new investments, encompassing a total area of 58,309 m<sup>2</sup>, as part of the Aliğa PV Cell and Panel Integrated Production Facility project, set to commence operations in 2023. Upon the completion of these investments, it is anticipated that the annual solar panel



production capacity will reach 2.9 Gigawatts (GW), while the cell production capacity is expected to reach 2 GW by the fourth quarter of 2024. As of the end of 2022, Smart Güneş Teknolojileri has 744 employees.

Smart Güneş Teknolojileri commenced trading on Borsa İstanbul on March 24, 2022, and became part of the BIST100 Index starting from October 1, 2022. Furthermore, the Company has been included in the BIST50 Index as of 2023.

## Milestones

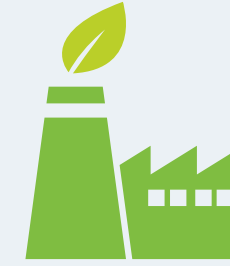




## Smart Güneş Teknolojileri in 2022



Under the ticker symbol SMRTC, the company joins the ranks of those listed in the BIST 100 Index in 2022 and achieves inclusion in the BIST 50 Index by the end of the year.



545.250 units  
Gebze facility  
.....  
40.000 units  
Dilovası facility

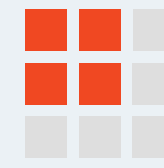
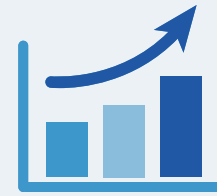
Total generation quantity:  
**585.250 panels**

A total revenue of TL

**2,2 billion**

A consolidated net profit of TL

**238,9 million**



More than  
**500**  
realized projects



**87 dealers**



Total PV panel production capacity:  
**1.700 MW**



Carbon neutrality is achieved in panel production with the acquisition of an **I-REC sertifikası** certificate

The Sustainability Committee is established.



**26 EPC projects** successfully completed with installed capacity of 96.39 MWp.



**744 employees**



**42 charging station**

investments receive support from the Ministry of Industry and Technology.



Additional solar capacity commissioned:  
**1.437,9 MW**



Investments of TL  
**167 million**  
in production facilities

# Our Mission, Vision, Values and Keys to Success

## Mission

Invest in renewable energy by harnessing advanced technology to create "value", all while striving for a greener future and maintaining a high-quality approach, and to make a meaningful impact and stand out in the field of sustainable development, taking into account the values and needs of our stakeholders.

## Vision

To become the company of the future by generating value through our innovative renewable energy and technology solutions.

## Values

- Innovation
- Continuous Improvement
- Solution-Orientedness
- Passion
- Common Sense
- Social Responsibility
- Understanding of Quality
- Agility
- Sustainability

Values At Smart Güneş Teknolojileri, we advance with unwavering confidence into the future, guided by our core values at every step we take. Our goal is to provide the best for both our internal and external stakeholders, striving to make meaningful contributions not only to our industry but also to our country.



## Our Keys to Success



### Understanding of Quality

Quality is at the forefront of our considerations, and we conduct all our operations, from panel production to shipment, with a commitment to the highest standards of quality. Our understanding of quality, which stems from our customer-centric approach, ensures that our products and services consistently meet expectations at the highest standards.



### Value Engineering

We adopt a value engineering approach throughout our operations, spanning from production to installation, to ensure that all our processes operate at peak efficiency. With this approach, we embody our perspective of contributing value to the sector by devising an engineering strategy aimed at optimizing the interplay between performance, quality, and cost. We create "value" for the future.



## 05

SUSTAINABILITY  
GOVERNANCE  
STRUCTURE AT  
SMART GÜNEŞ  
TEKNOLOJİLERİBoard of Directors and  
Organizational Structure

Smart Güneş Teknolojileri incorporates sustainability into its business processes through a robust and transparent management structure. This structure is committed to adhering to the principles of the United Nations Sustainable Development Goals, enabling the Company to work efficiently toward its objectives. The Board of Directors, serving as the highest governing body, consists of individuals with diverse expertise in various domains. They play a pivotal role in guiding the Company's strategic decision-making processes. The Board of Directors of Smart Güneş Teknolojileri, a publicly traded company, consists of 11 members. In 2022, 4 independent members served on the Board of Directors.

Beyond overseeing the management and administration of the Company, the Chairperson of the Board of Directors also holds primary responsibility for steering the Company in alignment with sustainability and corporate governance principles. The actions of Board of Directors members that might lead to conflicts of interest are scrutinized and communicated to shareholders during the General Assembly. Transactions involving related parties, which include members of the Board of Directors,

undergo independent audits to ensure their appropriateness, and the audit findings are duly reported. Ongoing related party transactions necessitate the approval of independent board members.

Three committees were formed with a specific emphasis on adhering to the Corporate Governance Principles set forth by the Capital Markets Board (CMB): Corporate Governance Committee, Audit Committee and Early Detection of Risk Committee. In addition to these committees, the responsibilities of the Nomination Committee and the Remuneration Committee, mandated by the regulations governing Corporate Governance Principles, are administered within the Corporate Governance Committee. Furthermore, in 2022, the Company established and initiated the operations of the Sustainability Committee. Through the efforts of the Committee, Smart Güneş Teknolojileri published its first Sustainability Policies in 2022.

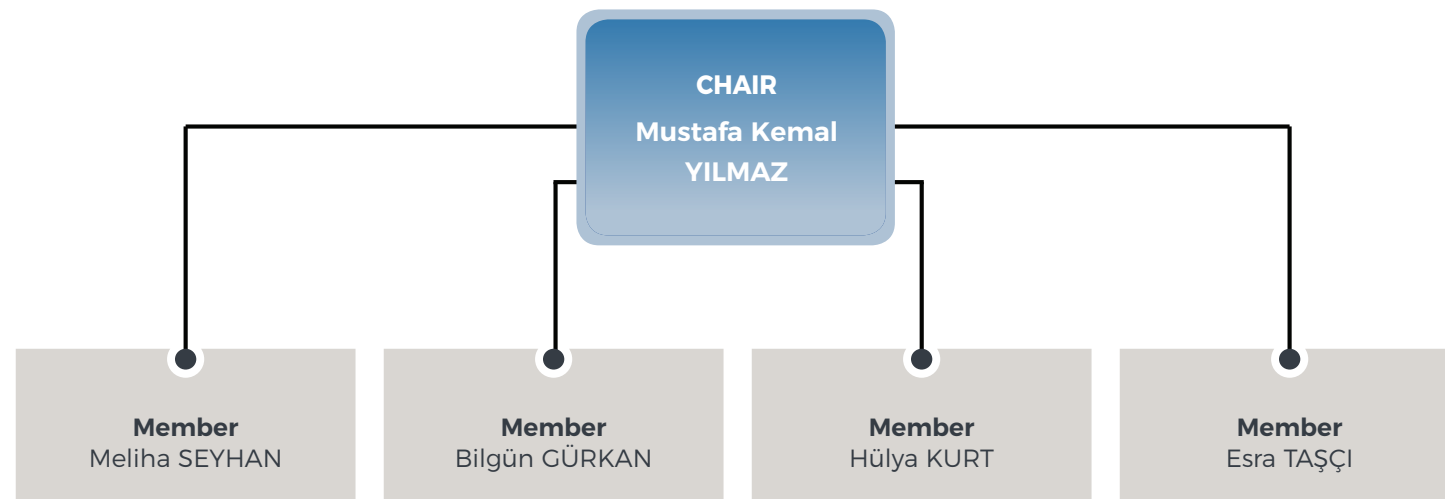
## Corporate Governance Committee

The Corporate Governance Committee was established with the purpose of assessing the implementation of corporate governance principles within the Company. In cases where full compliance is not achieved, the committee is tasked with identifying the underlying reasons and conflicts of interest that may arise as a result. Additionally, it provides recommendations to the Board of Directors for enhancing corporate governance practices and oversees the activities of the Investor Relations Department. The Committee consists of five people in total, including the chairperson and four members.

The Committee, which convened at necessary intervals, audited the Company's compliance with

the Corporate Governance Principles issued by the Capital Markets Board in 2022 in line with the duties assigned to it. In addition, the Committee investigated the reasons for the non-application of the principles and took remedial measures by identifying the non-compliance resulting from incomplete implementation.

The Corporate Governance Committee assumes the responsibilities of both the Nomination Committee and the Remuneration Committee. As part of these responsibilities, the Committee assists the Board of Directors in the identification and assessment of qualified candidates for both the Board of Directors and managerial roles with administrative responsibilities.



For more comprehensive information about the Board of Directors, you can visit our website's **Investor Relations** section, where you can also review our **Corporate Governance Principles Compliance Report**.

## Board of Directors



**Halil Demirdağ**  
Chairperson of the Board

Halil Demirdağ, who earned his degree in 1996 from Boğaziçi University's Department of Industrial Engineering, embarked on his professional journey as an entrepreneur while pursuing his university education. During this time, he engaged in international trade activities focused on consumer goods. Following the completion of his undergraduate studies, from 1996 to 2006, Demirdağ served as the founder and CEO of Everest Group Company, a family-owned business.

In April 2009, Halil Demirdağ took the initiative to establish Smart Güneş Teknolojileri Energy Investment Company in Sofia to invest in solar energy projects and solar energy technologies. Under his leadership, the company successfully executed numerous international solar energy investment projects and forged international partnerships. Building upon its role as an investor and its provision of turnkey installation services for SPP projects, Smart Güneş Teknolojileri has rapidly expanded into domestic photovoltaic solar panel production through the establishment of Smart Güneş Teknolojileri company. Furthermore, the company has played a pioneering role in the establishment of group offices not only in Türkiye but also internationally, including Bulgaria, Romania, Greece, Germany, Switzerland, and Ukraine. These developments have been driven by innovative investments and strategic partnerships in the international arena.

Halil Demirdağ, who currently serves as the Chairperson of the Board, is proficient in both English and Bulgarian.



**Hakan Akkoç**  
Vice Chairperson of the Board

Hakan Akkoç graduated from İstanbul Erkek High School in 1990. He obtained his bachelor's degree in Industrial Engineering from Boğaziçi University in İstanbul in 1996. Encouraged by his entrepreneurial spirit and a keen interest in global trade, Hakan Akkoç made multiple visits to Taiwan between 1992 and 1994. During this period, he established enduring commercial connections between the family company and Taiwan, focusing on the import of automotive spare parts.

In 1996, Hakan Akkoç embarked on his professional journey by founding Autodinamik Ltd (Sofia, Bulgaria). He initially started by importing and distributing automotive spare parts from a 30 m<sup>2</sup> retail store in Sofia. Through rapid expansion efforts, the company grew to operate from a 6,900 m<sup>2</sup> warehouse. Additionally, Autodinamik Ltd garnered a regular customer base of 3,000 buyers and offered a diverse range of 120,000 different products. Leveraging its online trade infrastructure, Autodinamik Ltd expanded its commercial footprint to include countries such as Germany, Italy, Spain, Brazil, and China. As a result of these efforts, the company achieved a cumulative turnover exceeding USD 50 million. Starting with investment projects in Bulgaria in May 2007, Hakan Akkoç has been actively involved as an investor in various SPP projects alongside Smart Güneş Teknolojileri Group (Sofia, Bulgaria) since April 2009. In 2016, Akkoç became a part of Smart Güneş Teknolojileri Group and currently holds the position of Vice Chairperson of the Board. He is fluent in English, German and Bulgarian.



**Havva Köroğlu**  
Vice Chairperson of the Board

Hava Köroğlu earned her degree in Geological Engineering from İstanbul Technical University in 2001. During her university years, she received recognition for her contributions to the 'Underground Mining Facility Geological Floor Plan Creation Project', both from her workplace and İstanbul Technical University.

Following her graduation, Köroğlu began her professional career and gained experience in sales and foreign trade operations across various sectors. Hava Köroğlu, who, with her accumulated knowledge and experience, particularly in the textile sector, successfully held the position of Türkiye Country Manager for the Spanish textile company Scor Equip S.L. at the age of 26, has also held managerial roles in various companies operating in sectors such as construction, lighting, paper, and energy. In 2015, she made the decision to continue her professional journey in the energy sector.

Through the establishment of Seg Elektrik, Hava Köroğlu has served as a solution partner for EPC companies in the solar energy sector. Her company has been involved in various areas including project design, mobilization, CCTV, weak current, and construction works. In 2018, Köroğlu became a part of Smart Holding and currently holds the position of Vice Chairperson of the Board at Smart Güneş Teknolojileri. Hava Köroğlu is actively involved in efforts to enhance female employment rates across all companies within the Holding. Additionally, she holds memberships in various professional, social, foundations, and associations. Hava Köroğlu is proficient in English and is married with two children.



**Borga Karagülle**  
Vice Chairperson of the Board

Borga Karagülle earned his bachelor's degree in International Business Administration from L'université Américaine de Paris in 2000. He initiated his career at Multimed Group Corporation, a petroleum company, where he served as an Assistant Production Manager. Between 2000 and 2004, he worked as International Trade Manager in the same group company. Karagülle then took on the role of Business Development Manager at Renovatio Group. In 2010, he transitioned to ET Solutions AG/Mel Solar Energy, a company specializing in renewable energy. In 2015, he assumed the position of Business Development Manager at ReneSola, a prominent solar energy company that is listed on the New York Stock Exchange and ranks among the world's largest in the industry. In 2018, Borga Karagülle joined Smart Güneş Teknolojileri group, where he currently holds the position of Vice Chairperson and Board Member. Additionally, he serves as the General Manager of Smart Solar Technology GmbH in Germany. Karagülle is fluent in English and French.



**İhsan Şafak Balta**  
Board Member

İhsan Şafak Balta graduated from İstanbul University's Faculty of Law in 1989. He completed his legal internship at the İstanbul Bar Association and is currently a self-employed lawyer registered with the İstanbul Bar Association. Between 2002 and 2017, Balta held managerial positions within the legal departments of institutions operating in the banking and finance sector. He has actively contributed as a member of the Board of Directors for various financial and real sector firms, both within Türkiye and on an international scale. He is a member of various professional and social foundations and associations.



**Filiz Avşar Aktaş**  
Board Member

Filiz Avşar Aktaş obtained her bachelor's degree in Business Administration from Marmara University's Faculty of Economics and Administrative Sciences in 2003. In 2023, she completed her master's degree in Energy Technologies and Management at Sabancı University. Between 2006-2011, Filiz Avşar Aktaş worked as an Operations Manager in the foreign trade and international logistics sectors. Additionally, she worked as a Project Coordinator in clustering projects conducted by the Ministry of Economy between 2012-2015.

In 2019, she started her career as an R&D and Government Incentives Specialist at Smart Güneş Teknolojileri and held the position of Secretary General between 2020-2022. She has been a Board Member since 2021. She currently serves as the Coordinator of the Chairperson's Office and Sustainability within the Company. Aktaş is married with one child and is proficient in English.



**Cem Nuri Tezel**  
Board Member

Nuri Tezel received his bachelor's degree in Finance from Marmara University and pursued further studies with an MBA at Leeds University. He began his professional career at Arthur Andersen İstanbul's Audit Department in 1996. He then advanced his career, serving as a Senior Manager at Ernst & Young and later as an Internal Audit Manager at Sabancı Holding. Nuri Tezel continued his career as a Finance Director at Enka Pazarlama from 2005 to 2007. Subsequently, he held the position of CFO at various organizations, including Sabiha Gökçen Airport, Soyak Holding, Assan Alüminyum, and Aksa Energy, a company listed on Borsa İstanbul, from 2008 to 2021. He is a member of İSMMMO, a founding member of the Corporate Risk Management Association (KRYD), and he served as a member of the DEİK Bahrain Business Council in 2017-2018. In 2016, 2018, and 2020, while serving as CFO, Nuri Tezel was recognized as one of the "50 Most Effective CFOs" by Fortune Türkiye. He also participated as a speaker in numerous international seminars in the field of finance during his career.

Cem Nuri Tezel has been serving as Vice Chairperson of the Board of Directors and Board Member Responsible for Financial Affairs at the Company since 2022. He is fluent in English and German.



**Prof. Dr. Mustafa Kemal Yılmaz**  
Independent Board Member

Mustafa Kemal Yılmaz graduated from Galatasaray High School in 1985. He obtained his bachelor's degree in Business Administration (English) from Marmara University's Faculty of Economics and Administrative Sciences in 1990. In 1993, he completed the Finance-Accounting Master's Program (English) at Marmara University. Between 1991 and 1994, he worked as a specialist at the Republic of Türkiye Prime Ministry Undersecretariat of Treasury, General Directorate of Banking and Foreign Exchange. In 1994, he started working at the İstanbul Stock Exchange. In 1998, he received his PhD degree from Marmara University, Institute of Banking and Insurance, Department of Banking. In 2004, he obtained the title of Associate Professor in the Department of Finance-Accounting. Yılmaz worked as a specialist at the İstanbul Stock Exchange Futures Market between 1994 and 2005, at the Risk Management Department between 2006 and 2007, and as Director of Special Affairs between 2007 and 2011. Between November and December 2006, he served as a representative of the Islamic Development Bank at the Tehran Metal Exchange and the Iran Agricultural Commodity Exchange. Between 2007 and 2013, he served as a consultant to the Capital Markets Sector Council of the Union of Chambers and Commodity Exchanges of Türkiye. Yılmaz served as Deputy General Manager of Borsa İstanbul between 2012 and 2016, as a Member of the Board of Directors of Takasbank between 2012 and 2013, as Vice Chairperson of the Board of Directors of Enerji Piyasaları İşletme A.Ş. between 2015 and 2016, and as a Member of the Board of Directors of MKK between 2013 and 2016. Since 2017, he has been working as a faculty member and Dean of the Faculty at İbn-i Haldun University Faculty of Management Sciences with the title of Professor, and he is married with 2 children.



**Hülya Kurt**  
Independent Board Member

Hülya Kurt graduated from Hacettepe University, Department of Chemical Engineering in 1988. In 1997, she completed the Business Administration Certificate program at Marmara University, and in 2000, she was awarded an Executive MBA from Koç University. Kurt started her career as an R&D and Project Engineer at Eczacıbaşı Vitra ceramic company. In 1995, she started working as a Project Engineer Specialist in the Engineering Department of the Industrial Development Bank of Türkiye, and after working in various positions, she continued as a Manager in charge of the department from 2008 onwards. Kurt also served as the Bank's Environment and Sustainability Coordinator between 2006 and 2016. In 2011, she led the establishment of a sustainability consultancy firm, Escarus - TSKB Sürdürülebilirlik Danışmanlığı A.Ş., within TSKB. Between 2011 and 2015, Kurt served as TSKB Engineering Manager and TSKB Sustainability Coordinator, as well as Executive Vice Chairperson of Escarus Board of Directors, and was appointed as Escarus General Manager in 2016. Between 2009 and 2016, she chaired the Working Group on the Role of the Finance Sector in Sustainable Development of the Banks Association of Türkiye and led the preparation of the Sustainability Guidelines project for the banking sector. In addition to being a member of TÜSİAD Finance Working Group and BIST Sustainability Platform, she also served as the Sustainability Advisor for the TSKB Green Bond project. Hülya Kurt also coordinated Türkiye's Sustainable Development Goals Project on behalf of the Ministry of Development. She has experience in climate change, sustainable development governance, climate change finance, green economy, energy, and energy transition.



**Meliha Seyhan**  
Independent Board Member

Meliha Sayhan holds a bachelor's degree in Accounting from Yıldız Technical University, a bachelor's degree in Business Administration from Anadolu University, and a master's degree in the Executive MBA program from Sabancı University. She participated in the "Leadership and Innovation" certificate program at MIT in the USA. Meliha Seyhan began her professional career at Gillette A.Ş. in 1991 in the cost accounting department. She held various roles within the company, including Plant Controller, Financial Analyst, and Reporting and Cost Accounting Manager in Türkiye, the Balkans, and the Medex Hub Region until 2005. She also served as the Project Leader for the Rönesas project, which was the largest financial reporting system project in Gillette's history, covering Türkiye, the Balkans, and Medex Hub countries, and was based in Boston, USA. In 2005, when Gillette A.Ş. was acquired by Procter & Gamble, Seyhan joined P&G and held various positions within the company. She served as System Simplification Manager, Customer Business Development Financial Team Manager, Corporate Accounting Group Manager, and Internal Control and Purchasing to Payments Group Manager during her tenure at P&G.

In 2010, she took on the role of CFO at Lila Group, a position that was newly established as part of the company's efforts to strengthen its institutional structure. During her time as CFO at Lila Group, Meliha Seyhan played a key role in driving systemic, structural, and organizational changes within the company's financial affairs unit. In 2017, she also took on responsibilities related to the Information Technologies department, spearheading efforts to renew the organization and facilitate digital transformation.

With 18 years of experience in global companies, Seyhan made the decision to leave Lila Group, a rapidly growing and institutionalized organization in Türkiye, in June 2021. Following her departure, she established ANKA Bütünsel Yönetim Danışmanlığı Limited Şirketi and began offering management and financial consultancy services to various companies. Meliha Seyhan is an active member of several NGOs, including TKYD, LEAD Network Türkiye, and Türkonfed. She also mentors women executives in the retail sector and teaches Financial Ethics courses at various universities as part of the "Ethical Leaders Academy" program.



**Bilgün Gürkan**  
Independent Board Member

Bilgün Gürkan graduated from İzmir Kız Amerikan High School and Boğaziçi University, Department of Business Administration. She later received her Executive MBA from INSEAD in 1998.

Gürkan started her professional career at the American Bank of Saudi Arabia (Samba Bank) in 1991. She joined ABN AMRO Bank in 1994, where he served as Country Head of Corporate Banking and Investment Banking until 2011. She continued her career as Head of Corporate Marketing Department at Standard Bank and served as Country Manager at Renoir Management Consulting Company between 2011 and 2015.

Since 2016, Bilgün Gürkan has established and managed the Bank of Bahrain and Kuwait (BBK) Representative Office in Türkiye. She has played an active role in providing financing to Türkiye's leading companies and banks from the Gulf countries during this time. In 2017, Bilgün Gürkan played a key role in establishing the TÜSİAD Gulf Countries Network and currently serves as the President of this network.

Gürkan has been the Chair of DEİK Türkiye Bahrain Business Council since 2020, and she also holds positions as a Board Member at 30 Percent and the International Women's Forum, and as a trustee of TEMA. She is married with 2 children and speaks English fluently.

## Senior Management



**Murat Mert**  
EPC Vice President

Murat Mert completed his high school education at Vehbi Koç High School in 1999 and graduated from 9 Eylül University, Department of Mechanical-Painting-Construction in 2002. He continued his education at Eastern Mediterranean University, where he earned a bachelor's degree in Mechanical Engineering in 2006. Between 2008 and 2010, he worked as a Field Engineer at a 2,000 MW Combined Cycle Power Plant in the United Arab Emirates. Subsequently, between 2010 and 2016, he joined Alstom Power Company and served as a Supervisor and Site Manager at various hydroelectric power plants. Afterwards, he assumed the position of Service Project Manager responsible for the MENAT region. In 2016, he worked as a Project Manager at EUM, a Danish company responsible for the installation of wind power plants. Between 2016 and 2020, he served as the Country Manager and Projects Director at Semi Energy FZCO, where he was responsible for developing, managing, and operating various projects in Africa and the Middle East with a total value of approximately EUR 700 million. He also set up the entire organization of the company's energy division. Since 2021, he has held the position of Vice President of EPC at the Company, reporting directly to the Chairperson of the Board.



**Dr. Papatya Ceylan Sözbir**  
Vice President of Technology Development

Papatya Ceylan Sözbir graduated from Pertevniyal Anatolian High School in 2002 and earned her degree in Physics from Yeditepe University, Faculty of Arts and Sciences in 2007. During her time at the university, she worked in the field of spectroscopy and published three papers before graduating. In 2013, Sözbir completed her PhD at Bowling Green State University, Center for Photochemical Science. During her PhD, she studied electron transfer dynamics affecting the efficiency of solar cells and published 6 papers. Between 2013-2014, she worked as Project Manager at 3B Telekom Hizmetleri Ltd. Şti. Sözbir worked as a consultant at Enerlab Enerji ve İletişim Hizmetleri A.Ş. between 2014 and 2015. In 2015, she began her career as an R&D Specialist at Smart Solar Araştırma Geliştirme Sanayi ve Ticaret Ltd. Şti Ar-Ge. In 2018, she served as an R&D Manager within the Company, which is a group company.



**Osman Şahin**  
Director of Sales and Channel Management

Osman Şahin graduated from Yıldız Technical University, Faculty of Engineering, Department of Electrical Engineering in 1990. In 1992, he completed the International Management Program (English) at İstanbul University. Between 1992 and 1994, he worked as a sales engineer at Telemecanique. He completed his military service as a reserve officer between 1994-1995. Between 1995 and 2010, he worked in various positions at Schneider Electric, including roles in Sales, Marketing, Services, and International Projects, where he also held mid-level management positions. Between 2010 and 2021, Şahin served as the Country Assistant General Manager and Central Asia Sales Director in the Central Asia organization of Schneider Electric, which was based in Baku, Azerbaijan. He has participated in many training programs in Türkiye and abroad. Most recently, he completed the Inspiring Leaders for Development Program at Singapore Management University in 2015. Osman Şahin currently holds the position of Director of Sales and Channel Management at the Company, and he is married with one child.



**Yaşar Esen**  
Business Development Director in charge of Project Development and Solar Energy Project Investments

Yaşar Esen graduated from Yıldız Technical University, Faculty of Engineering, Department of Electrical Engineering in 2008 and later pursued a degree in Business Administration at Anadolu University.

In 2008, he started working in the solar energy sector. Afterwards, he developed solar, wind, hydro, and geothermal projects and managed the installation of cogeneration plants. During this period, he managed a construction site in Italy. After completing his military service, Esen worked in various companies in the energy sector and played a role in developing 385 MW of solar energy and 250 MW of wind energy projects between 2012 and 2014. Starting in 2014, he took on the role of Business Development Manager at Hanwha QCELLS, one of the world's largest companies in the solar energy sector. During his time there, he successfully developed a total portfolio of approximately 185 MW of solar energy projects from inception to completion and oversaw the investment process. In 2017, following his experience as an entrepreneur in the energy and finance sectors, he joined ReneSola, another major player in the global solar energy industry, as a Business Development Manager.

Esen has been pursuing his career in the same sector for approximately 15 years. Throughout his career, he has been actively involved in various aspects of the solar energy sector and has contributed to the successful realization of numerous projects. Yaşar Esen joined the Smart Güneş Teknolojileri group 2 years ago and currently holds the position of Business Development Director, where he is responsible for Project Development and Solar Energy Project Investments.

## Sustainability Strategy, Policy and Targets

Smart Güneş Teknolojileri is guided by the slogan "Faces to the Sun" and has a mission to create sustainable value through advanced technology products and services in investment, engineering, and production processes. As one of the key players in Türkiye's Energy Transformation and Renewable Energy Sector, the Company established its Sustainability Committee in 2022. A sustainability strategy was developed and implemented by this committee.

The Sustainability Committee was established on April 7, 2022, with the purpose of overseeing the sustainability principles introduced by the Capital Markets Board's "Communiqué (II-17.1.a) Amending the Corporate Governance Communiqué (II-17.1)" (voluntary implementation), conducting environmental, social, and corporate governance studies within the Sustainability Principles Compliance Framework announced by the Board, formulating necessary policies, implementing and monitoring these policies, and conducting the required activities within the Sustainability Principles Compliance Framework in alignment with the Company's operations.

As the first step of this strategy, the "Smart Sustainability Management System Project" was initiated with the goal of "establishing sustainability as a business model and integrating it comprehensively into all processes of the Company".

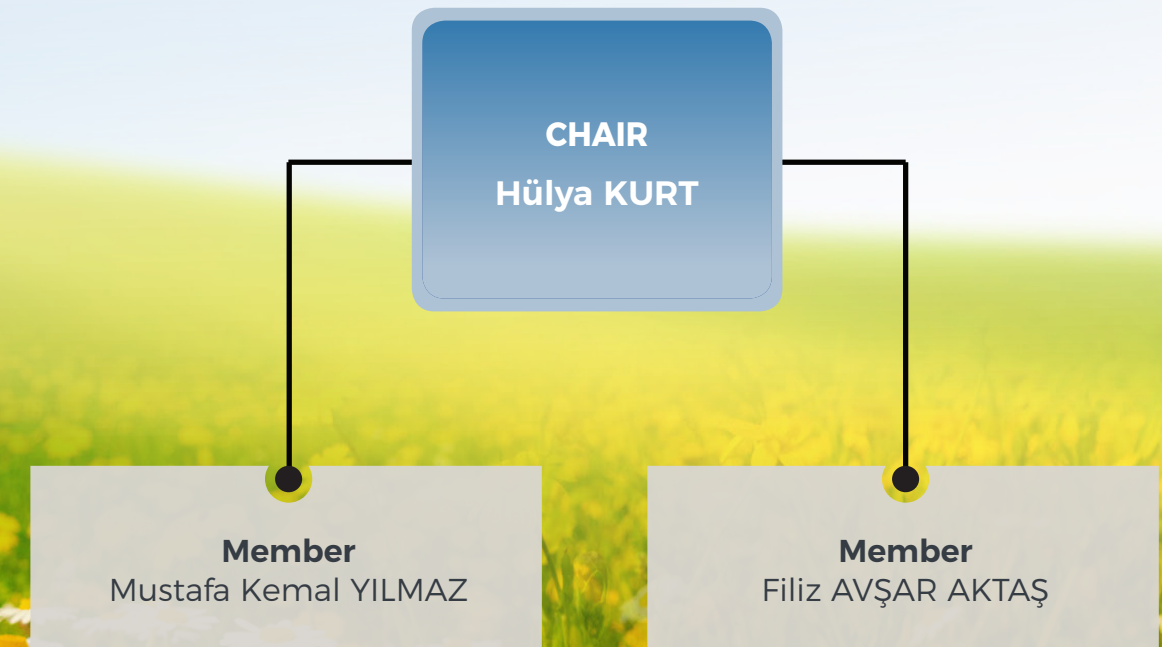
A sustainability roadmap has been designed, taking into account the best practices and relevant sustainability standards from around the world, particularly those operating in the same field as Smart Güneş Teknolojileri. In the first phase of the project, the establishment of the Sustainability Management System was initiated to align all company activities with the "Environment-Social-Governance (ESG)" axis. Sustainability Policies were formulated by considering the input and feedback from all Company stakeholders through a comprehensive stakeholder analysis study. To integrate ESG considerations into the Company's production activities, relevant processes will be established, and a dedicated working team will be defined.

The Company plans to organize capacity building training sessions on the structure and functioning of the Sustainability Management System. These sessions aim to equip all professionals at Smart Güneş Teknolojileri with the knowledge and tools necessary to integrate ESG goals and principles into their daily operations and decision-making processes.

One of the key sustainability priorities of the Sustainability Committee is to calculate the Company's carbon footprint and subsequently obtain ISO 14064 certification. In this context, a project is currently underway to calculate the

Company's carbon footprint and obtain the ISO 14064 Greenhouse Gas Emission Inventories and Verification Certificate. The work is expected to be completed by the end of the first half of 2023. This first sustainability report of the Company has been prepared in accordance with international reporting standards. Its purpose is to transparently and accountably communicate Smart Güneş

Teknolojileri' sustainability endeavors to its stakeholders. Detailed information on the Company's sustainability strategy can be found under the "[Sustainability Targets](#)" section of the report. The Sustainability Committee, led by Independent Board Member Hülya Kurt, is composed of three members, with one serving as the chairperson and the other two as members.





## Sustainability Approach

Since its establishment, Smart Güneş Teknolojileri has made a concerted effort to conduct its operations with a commitment to environmental sustainability and the preservation of the ecosystem. With a vision of achieving a sustainable future, Smart Güneş Teknolojileri leads the renewable energy sector both domestically and globally. It strives to implement cutting-edge technologies in its production processes and generates significant added value through business models that align with stakeholder expectations, contributing to Türkiye's sustainable development. In its journey, which commenced with the slogan "Faces to the Sun" in alignment with Türkiye's and the world's transition toward green technology-driven energy, sustainability has emerged as a cornerstone of Smart Güneş Teknolojileri' corporate philosophy. The Company has established clear sustainability priorities, and sustainability has been incorporated as a "strategic business model" within its framework.

Smart Güneş Teknolojileri Sustainability Policy was adopted and put into practice with the decision of the Company's Board of Directors dated November 23, 2022, and numbered 2022/46. This policy serves as a framework outlining how the Company approaches and integrates the concept of sustainability into its operations and strategies. In this context, the Company aims to contribute to the sustainable development of the countries it operates in by leveraging innovative and high-tech applications in the renewable energy technologies sector, its core business. In pursuit of this objective, the Company offers cost-effective, efficient, environmentally friendly, and clean energy products and services.

The Company upholds a continuous improvement approach and delivers integrated solutions through both realized and planned R&D investments. As a

company that pioneers technological advancements, Smart Güneş Teknolojileri continuously monitors developments in climate change, environmental conservation, green transformation, social inclusion, and sustainable development, and actively engages in relevant local and global initiatives. Considering the economic, environmental, and social impacts that contribute to value chain creation, the Company places a strong emphasis on resource efficiency in its production processes with ultimate goal of becoming a net-zero company as part of the commitment to combat the climate crisis. To achieve this, it offsets carbon emissions from its electricity consumption and meticulously calculates greenhouse gas emissions. Furthermore, the Company is actively engaged in developing various projects aimed at protecting biodiversity and reducing its overall environmental footprint.

Smart Güneş Teknolojileri actively engages in social responsibility projects that create tangible benefits for society, and it also prioritizes raising public awareness about sustainability. In 2020, the Company initiated the "Smart Solar Academy" project with the goal of increasing public awareness about clean energy, solar technologies, and related topics. Additionally, it collaborates with vocational schools and NGOs to implement projects focused on employment and promoting equality. The Company is committed to providing working environments that respect human rights and adhere to occupational health and safety standards. Furthermore, it has formulated policies that prioritize women, youth, and disadvantaged groups, all while embracing the principle of equal opportunity in employment.

For detailed and up-to-date information about Smart Güneş Teknolojileri [Sustainability Policy](#) you can visit the Company's website .

## Sustainability Targets

Smart Güneş Teknolojileri is formulating its sustainability strategy with the aim of achieving net-zero status by 2040. In the short term, the focus is on identifying areas of sustainability priorities, measuring them, and managing them through targeted initiatives. In the journey towards achieving net-zero status by 2040, the first milestone is establishing the Sustainability Corporate Architecture. Furthermore, the Company plans to publish a sustainability report covering its activities in 2022 to provide transparent disclosure of its sustainability initiatives to stakeholders. By transitioning sustainability processes to the SAP platform as part of the digital transformation initiative, the Company aims to enhance the monitoring of its overall sustainability performance through data-driven electronic systems.

In 2023, the Company plans to establish Responsible Supply Chain Management practices, which will involve conducting procurement processes with suppliers who adhere to environmental, social, and human rights standards in alignment with the Company's policies. Through the ISO 14064 Greenhouse Gas Calculation and Verification Management System study, the Company will create a greenhouse gas inventory and measure emissions generated from its operations. In 2023, the Company's facilities will be certified as green buildings with the LEED Certificate. The environmental impact of

photovoltaic panels will be assessed through a Life Cycle Assessment (LCA) for the products produced.

Among Smart Güneş Teknolojileri' sustainability targets for 2024 is the preparation of a CDP (Carbon Disclosure Project) report to transparently present its environmental performance to stakeholders. The Company also aims to be included in the BIST Sustainability Index and collaborate with an international rating agency. In parallel with these efforts, preliminary studies for the issuance of green bonds are planned to be launched in 2024, with the first green bond issuance scheduled for 2025. As for social goals, Smart Güneş Teknolojileri' gender equality efforts in the solar technologies sector will gain a new dimension by being included in the Bloomberg Gender Equality Index and receiving the Equal Opportunity Certificate.

In 2025, Smart Güneş Teknolojileri aims to obtain ISO 14046 Water Footprint and ISO 50001 Energy Management System Certificates, and it also plans to publish its first integrated report in the same year.

# Sustainability Roadmap

2023



Establishing the Corporate Architecture of Sustainability



Publishing the First Sustainability Report



Establishing the Responsible Supply Chain Management System



Obtaining the GHG Calculation and Verification Management System Certification



Transferring Sustainability Processes to the SAP Platform



Obtaining the 2023 LEED Certification



2040 Net-Zero Target

2024



Initial Reporting of the Carbon Disclosure Project



Joining the BIST Sustainability Index



Receiving the First ESG Rating from an International Rating Agency



Commencing Preparatory Work for Green Bond Issuance



Applying for Bloomberg's Gender Equality Index



Applying for Equal Opportunity Certification



Performing Life Cycle Analysis Calculations

2025



Water Footprint Calculation and Verification



Acquisition of the Energy Management System Certification



Publishing the First Integrated Report



Green Bond Issuance

2040



NET ZERO



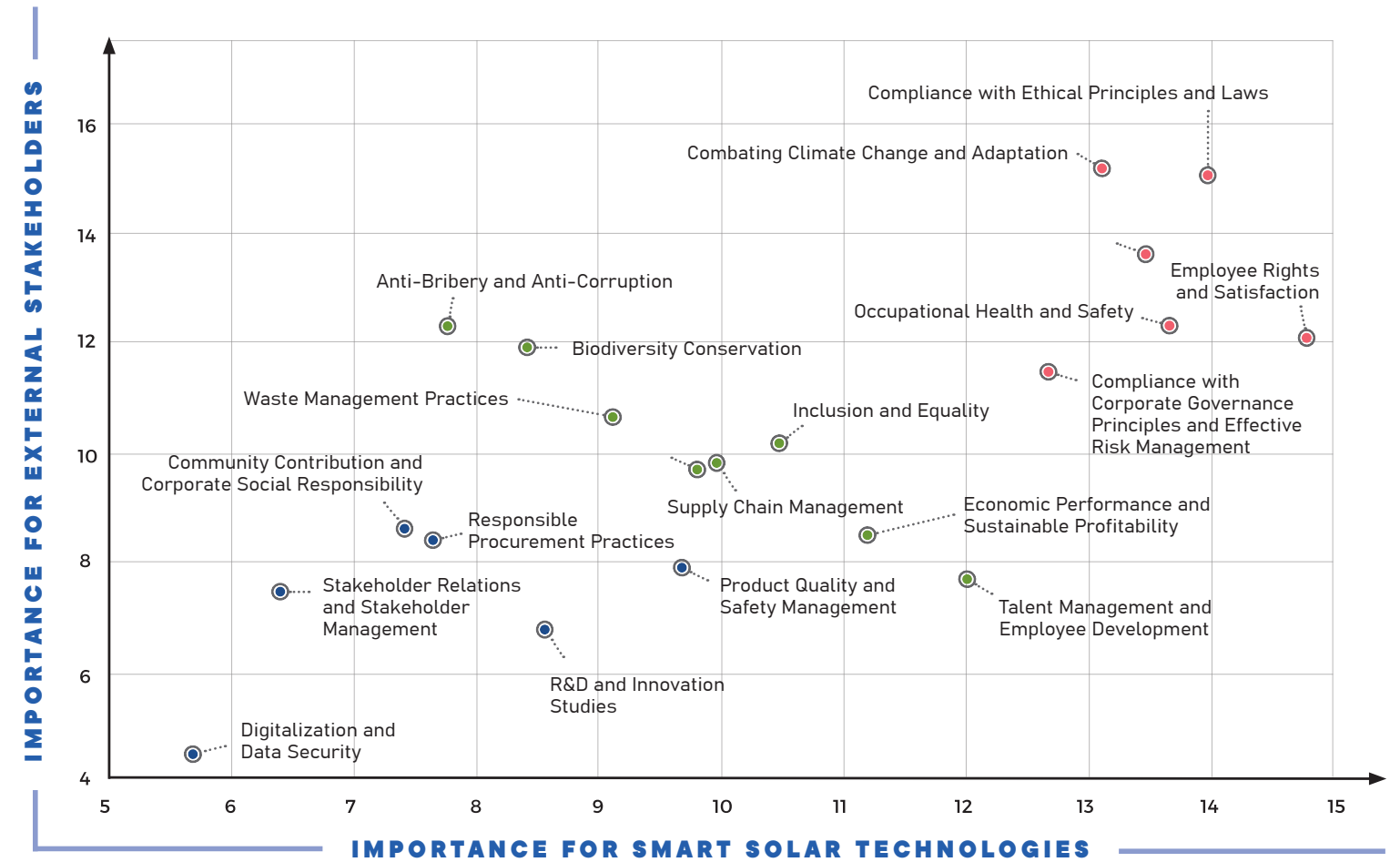
# Smart Güneş Teknolojileri Material Sustainability Topics and Stakeholder Engagement

Smart Güneş Teknolojileri has identified its ESG priorities by actively involving and gathering input from both internal and external stakeholders to determine its sustainability objectives. The materiality study conducted within the framework of the Sustainability Management System, aimed at creating shared value with both internal and external stakeholders throughout the entire value chain, encompasses four key stages.

In the initial stage of the study, sustainability topics relevant to the Company's field of activity were identified through an assessment analysis. After identifying the relevant sustainability topics, the Company proceeded to identify internal and external stakeholder groups.

The Smart Sustainability Stakeholder Survey was then shared with these groups. The internal stakeholders of the Company (Company employees) consist of senior managers and intermediate-level managers. On the other hand, the external stakeholders encompass a wider range of groups, including customers, government agencies, suppliers, financial institutions, NGOs, and academia. Based on the responses received from stakeholders, the sustainability topics have been categorized into different priority levels: "very high priority", "high priority" and "priority". As an output of this study, a matrix of material issues has been created and linked to the Sustainable Development Goals (SDGs).

Based on the materiality study, the list of prioritized issues, their relationship with the SDGs, and their contribution to the SDGs are as follows:



### Very High Priority

- Compliance with Ethical Principles and Laws
- Employee Rights and Satisfaction
- Combating Climate Change and Adaptation
- Energy and Resource Management
- Occupational Health and Safety
- Compliance with Corporate Governance Principles and Effective Risk Management

### High Priority

- Talent Management and Employee Development
- Economic Performance and Sustainable Profitability
- Inclusion and Equality
- Supply Chain Management
- Customer Satisfaction Approach
- Waste Management Practices
- Biodiversity Conservation
- Product Quality and Safety Management
- Anti-Bribery and Anti-Corruption

### Priority

- R&D and Innovation Studies
- Responsible Procurement Practices
- Community Contribution and Corporate Social Responsibility
- Stakeholder Relations and Stakeholder Management
- Digitalization and Data Security
- Product Life Cycle Assessment

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Combating Climate Change and Adaptation						●	●				●	●	●				
Compliance with Ethical Principles and Laws								●				●					●
Compliance with Corporate Governance Principles and Effective Risk Management								●				●					●
Anti-Bribery and Anti-Corruption								●				●					●
Energy and Resource Management						●	●		●			●	●	●	●		
Waste Management Practices						●			●		●	●	●	●	●		
Biodiversity Conservation							●				●	●	●	●	●		
Occupational Health and Safety			●					●		●		●					
Employee Rights and Satisfaction					●			●		●							
Inclusion and Equality					●			●		●							
Talent Management and Employee Development				●	●			●		●							
Supply Chain Management								●				●					●
Responsible Procurement Practices								●		●	●	●	●	●	●		●
Customer Satisfaction Approach								●	●		●	●					
Community Contribution and Corporate Social Responsibility	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●
Stakeholder Relations and Stakeholder Management										●		●					
Economic Performance and Sustainable Profitability								●				●					
Product Quality and Safety Management								●	●		●	●					
Product Life Cycle Assessment							●	●	●			●	●				●
R&D and Innovation Studies							●	●	●		●	●					
Digitalization and Data Security								●	●								

The Company's operations aim to contribute to all relevant SDGs, with a particular focus on accessible and clean energy, decent work and economic growth, gender equality, industry, innovation and infrastructure, responsible production and consumption, sustainable cities and communities, and climate action.

## 5 GENDER EQUALITY



Attain gender equality and empower women and girls universally.

## 8 DECENT WORK AND ECONOMIC GROWTH



Promote inclusive and sustainable growth and generate meaningful employment opportunities for everyone, fostering full and productive employment with decent working conditions.

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Develop robust infrastructure, promote sustainable industrialization, and enhance innovation capabilities.

## 11 SUSTAINABLE CITIES AND COMMUNITIES



Create inclusive, safe, resilient, and sustainable cities and human settlements.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Establish sustainable patterns of production and consumption.

## 13 CLIMATE ACTION



Take immediate measures to address climate change and its consequences.

**SDG 5: Gender Equality**

Smart Güneş Teknolojileri is a pioneer in promoting gender equality in the sector in which it operates. The Company boasts a female employment rate of 49%, surpassing the sector average of 15% for women in the

renewable energy sector, as reported in the 2022 Gender Equality in the Energy Sector Report by GIZ and TWRE (Turkish Women in Renewables and Energy Network). It aims to achieve gender equality in management positions, as evidenced by its 45% female membership rate in the Board of Directors. Smart Güneş Teknolojileri joined the Green-Collar Women Association (YEYKAD), an inclusion movement within the energy sector, with a specific focus on the renewable energy sector. It actively engages in business association activities aimed at promoting inclusivity within the energy sector. The Company initiates projects that offer training, internship, and scholarship opportunities to young women pursuing studies and careers in STEM.

**SDG 7: Affordable and Clean Energy**

Smart Güneş Teknolojileri actively invests in technology development and industrial initiatives to contribute to the achievement of Sustainable Development Goal 7, which aims to ensure universal access to affordable, reliable, and modern energy

services by 2030. Developing technologies in the renewable energy sector have the potential to create alternative energy sources and improve overall efficiency in the industry. The green transformation in the energy sector is of paramount importance in the fight against climate change and in ensuring that energy is not only clean but also affordable and readily available. The Company engages in technology, engineering, application, and investment activities to enhance energy supply security in Türkiye by reducing external energy dependence and to expedite the global green transformation of the energy sector.

It also plans to promote sustainable development and a circular economy on a global scale by sending second-hand solar panels to developing countries when existing power plants undergo renovations or capacity increases. The support provided will enhance these countries' energy independence by increasing their renewable energy production and self-sufficiency capacities.

**SDG 8: Decent Work and Economic Growth**

This goal was set to promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage micro-, small- and medium-sized enterprises, including

through access to financial services. Promoting stable, inclusive, and sustainable economic growth, along with achieving full and productive employment and decent work for all, is a central focus of the United Nations SDGs.

In 2022, as global energy crisis-related issues and economic challenges stemming from the pandemic persisted, Smart Güneş Teknolojileri initiated a monthly energy assistance program to minimize the impact of these challenges on its employees in both the world and Türkiye. In 2023, the decision was made to continue and expand these assistance programs further. The investment in the Solar Cell and Solar Panel Integrated Production Facility in Aliağa aims to foster the development and expansion of the solar technologies ecosystem in İzmir while creating employment opportunities for over 1,000 individuals. Upon the completion of all planned investments in Aliağa, it is estimated that the total number of employees will reach approximately 2,000.

**SDG 9: Industry, Innovation and Infrastructure**

Innovative solar solutions make production processes more efficient and cost-effective. This contributes to the development of industrial infrastructure and enhances innovation capacity.

Smart Güneş Teknolojileri is a key stakeholder with an innovative approach to inclusive and sustainable industrial transformation, offering pioneering technologies and robust infrastructures. As the solar panel manufacturing industry experiences rapid growth in Türkiye and globally, the Company plays a pivotal role in establishing high-quality, reliable, and long-lasting infrastructures. In alignment with the 2030 Sustainable Development Goals, the Company strives to enhance the industrial sector's contribution to employment and national income, considering the specific conditions of the country. The clean energy generated at the Company's solar power plants plays a crucial role in reducing greenhouse gas emissions resulting from panel production activities, thereby supporting environmentally friendly production practices. Efficiency has been significantly improved, and greenhouse gas emissions have been reduced through the Company's digital transformation efforts.



## SDG 11: Sustainable Cities and Communities



In line with this goal, which is an important guideline for making cities and human settlements inclusive, safe, resilient, and sustainable, Smart Güneş Teknolojileri implements Rooftop SPP projects to establish independent and distributed energy systems. In this way, the creation of dwellings and settlements that generate their own electricity is supported and encouraged.

More than 1,000 MW of projects have contributed to the transition of 2,200,000 households to clean energy.

In parallel with the rapid increase in the number of electric vehicles in Türkiye and around the world, as well as technological developments in this field, Smart Güneş Teknolojileri has initiated efforts to provide Solargize Electric Vehicle Charging Solutions to its customers. Solargize aims to offer customers "innovative charging solutions powered by renewable energy". In this context, Smart Güneş Teknolojileri established the subsidiary Smart Solargize Yeşil Mobilite A.Ş. in November 2022 with 100% capital ownership. In addition to electric vehicle charging solutions, Smart Solargize also develops projects related to smart city concepts. The aim is to establish electric vehicle charging infrastructure and stations for single or multiple users in urban and intercity locations, as well as in private and public parking areas, making them more accessible to electric vehicle users. Solargize's product range will not be limited to vehicle charging stations; the company is also designing smart hybrid systems for households to more effectively utilize solar energy, and has special stations in the works for charging heavy vehicles like buses. The goal is to leverage advanced technology to foster more livable, sustainable, and innovative cities while simultaneously striving to make these cities self-sufficient, sustainable, and achieve a net-zero status.

## SDG 13: Climate Action



Climate change refers to long-term changes in climatic conditions around the world. The primary driver of climate change is the elevation of greenhouse gas concentrations in the atmosphere, resulting from escalating emissions. Consequently, it results in a surge in worldwide temperatures, elevated sea levels, more frequent and severe extreme weather occurrences, diminished water supplies, and deteriorating ecosystems.

Climate justice underscores the importance of addressing climate change through fair and equitable means. Climate change disproportionately impacts developing countries and economically disadvantaged communities. These communities bear a greater burden of the adverse effects of climate change and often have fewer resources and capabilities compared to developed countries, which bear less responsibility for the issue. Climate justice seeks to address these inequalities and provide assistance and support to disadvantaged communities disproportionately affected by climate change. An equitable approach to addressing climate change involves ensuring the participation of all stakeholders in the fight against climate change, promoting a fair distribution of resources, and providing the necessary support to communities to help them cope with the impacts of climate change.

In the battle against climate change, renewable energy, and specifically solar energy, is recognized as a sustainable and low-carbon energy source.

Smart Güneş Teknolojileri contributes to the fight against climate change through its investments in solar energy technologies. It supports its customers in producing green and low-carbon energy with the PV machinery, equipment, and components it manufactures. In addition, trainings, publications, and informational activities are provided to raise awareness of clean energy. Scheduled to be completed in 2023, the Sustainability Management System will integrate Key Performance Indicators (KPIs) such as greenhouse gas emissions, energy consumption, water consumption, human resources, social assistance, women's employment, diversity and inclusiveness, etc., in line with existing targets and international standards (UN SDG, GRI, CDP, etc.). The sustainability goals set by the Company and included in employee performance evaluation criteria aim to contribute to ESG principles.

## Business Ethics and Compliance

Smart Güneş Teknolojileri embraces the values of integrity, honesty, and transparency as integral components of its corporate culture in all its activities and interactions with stakeholders. The Company conducts all its activities and transactions in strict adherence to ethical principles, national and international standards, as well as the applicable laws and regulations within the regions and industries it operates in. Furthermore, it consistently provides accurate, comprehensive, and easily comprehensible information to institutions and organizations in a timely manner. In 2022, there were no reported violations of the law in the areas of business ethics, compliance, and human rights within the Company's operations.

Full compliance with human rights, in accordance with the Company's policies and ethical principles, is a crucial aspect of all business processes and activities. The Company enforces a zero-tolerance policy against all forms of discrimination, including diversity based on factors such as religion, language, race, gender, marital status, sexual orientation, age, and ethnic origin. All employees are offered equal employment, equal work and equal pay opportunities.



The Company does not tolerate any practices that may lead to irregularities such as child labor and forced labor, and it does not make any concessions in this regard. Smart Güneş Teknolojileri fosters a working ecosystem that prioritizes the comfort, health, safety, and productivity of its employees, while also upholding human rights within the organization. The Company has established a feedback system that allows employees to communicate their suggestions, criticisms, and opinions on all matters to their managers and senior management. It has also established management models that comply with the law and social ethical principles, value people, and are based on ethical rules.

As a reflection of the business processes carried out in compliance with human rights, the Company was awarded the "Program of Respect Human Rights at Work" certificate valid for 2023-2024 following the audit conducted at the Gebze plant in June 2022. The Respect Human Rights Organization (RHRO) works to ensure that the provisions and resolutions of the Universal Declaration of Human Rights (UDHR) and the conventions and recommendations of the International Labour Organization (ILO) are enacted as a reference for insight and practice. The RHRO strives to emphasize that, in accordance with the laws of each country, it is the duty of free individuals to defend and protect certain achievements that have been made through the sacrifices of previous generations.

You can find detailed information about Smart Güneş Teknolojileri's **Human Rights Policy** and **Code of Ethics** on the Company's website.





## Anti-Bribery and Anti-Corruption

Smart Güneş Teknolojileri upholds principles of justice, equality, accountability, transparency, and ethical conduct in all its activities and maintains a strict zero-tolerance policy against bribery and corruption. The Anti-Bribery and Anti-Corruption Policy reflects the Company's commitment to combat corruption and bribery. It outlines the principles that all parties within the Company must adhere to, promoting compliance with universal rules, professional ethics, and ethical principles. The Company ensures that all business processes are conducted in accordance with ethical standards, as outlined in its Anti-Bribery and Anti-Corruption Policy, which applies to all employees and stakeholders. Smart Güneş Teknolojileri places a strong emphasis on compliance with legal regulations and anti-corruption laws in all its dealings with suppliers during procurement processes. The Anti-Bribery and Anti-Corruption Policy has been formally documented and made publicly available.

Detailed information about Smart Güneş Teknolojileri **Anti-Bribery and Anti-Corruption Policy** can be found on the Company's website.



## Risk Management and Internal Audit

The Risk Management Committee was established on April 1, 2021, with the purpose of institutionalizing the risk management approach, particularly during the 2021 public offering activities to contribute to the formulation of Company strategies and to establish a systematic procedure that can be implemented throughout the organization. The Early Detection of Risk Committee was established under the Board of Directors with the primary objective of identifying risks that could potentially jeopardize the Company's development and continuity and to take the necessary measures.

The Corporate Risk Management Handbook and Early Detection of Risk Committee Duties and Working Principles have been identified and documented. The Company conducts assessments of the current

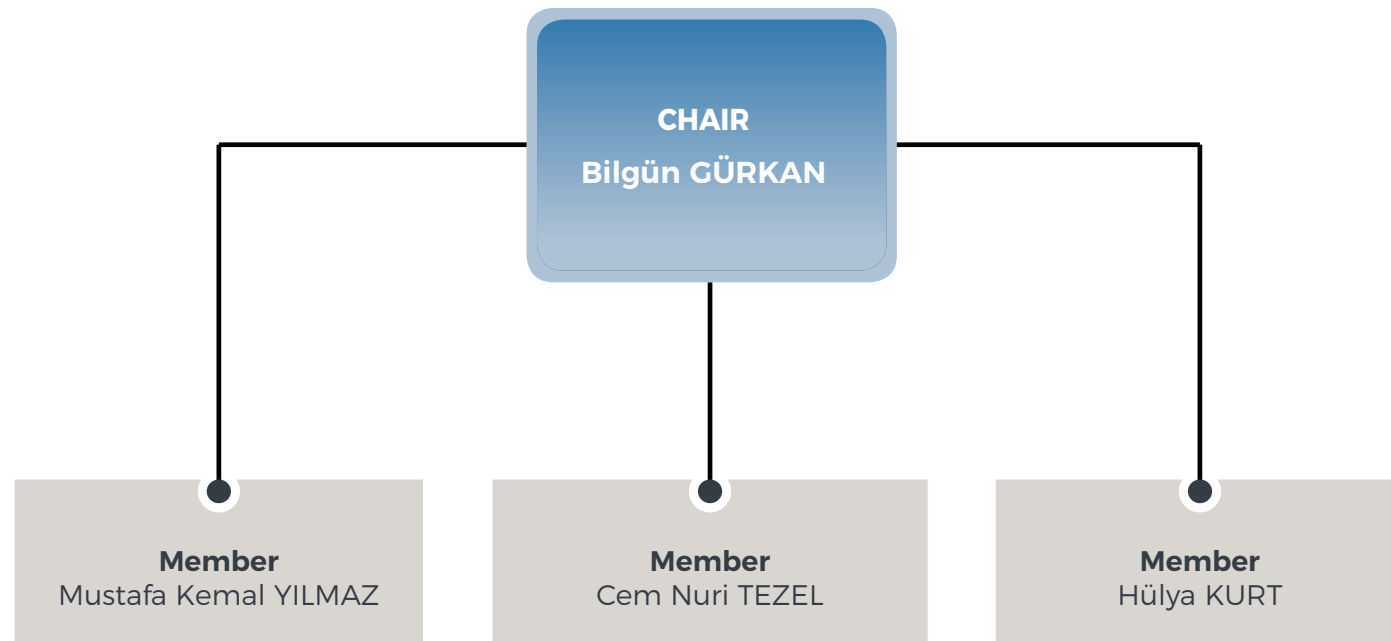
situation to identify potential risks and then formulates action plans to mitigate these risks. These action plans are presented to senior management for approval through the Early Detection of Risk Committee. The Company conducted Corporate Risk Inventory workshops where it prepared "Environmental Dimension Impact Analyses" that are evaluated within the scope of ISO 14001 Environmental Management System. Root causes and existing controls that may cause environmental risks have been identified. While no specific risk was identified under the social risk heading, the Company evaluated social responsibility projects within the employer brand risk group. The Company implements risk management practices systematically and prudently, taking into consideration its governance structure and internal audit activities.



## Early Detection of Risk Committee

The Early Detection of Risk Committee has been established to proactively identify operational, strategic, financial, and compliance risks that could pose a threat to the Company's existence, development, and continuity. The Committee's responsibilities encompass implementing necessary measures to mitigate identified risks, formulating policies for effective risk management processes, and overseeing the management and reporting of identified risks in alignment with the Company's risk tolerance profile.

The Committee is comprised of a total of four members, including one chair and three members, and its formation and authority are established in accordance with the Company's Articles of Association and relevant legal regulations. The Committee convenes regularly to assess the current situation, anticipate potential risks, and recommend solutions through reports submitted to the Board of Directors.



## Audit Committee

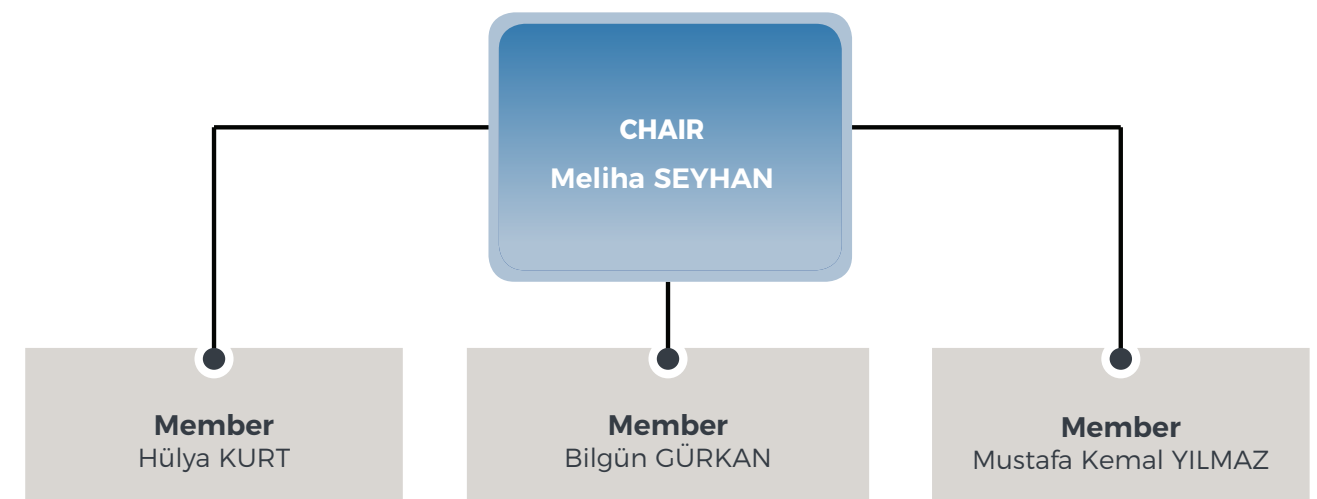
The Audit Committee was formed to oversee various aspects of the Company's operations, including the functioning of its accounting and reporting systems, compliance with relevant laws and regulations, disclosure of financial information to the public, independent auditing, and the effectiveness of its internal control system. The Audit Committee is composed of four members, including a chair and three members. All of these members are selected from among the Independent Board Members.

The Committee collects the input of the Company's responsible executives and independent auditors regarding the accuracy and compliance of the annual and interim financial statements with the accounting principles followed by the Company. It then compiles these assessments and presents them in written reports to the Board of Directors.

The Committee conducts research regarding the selection of the independent audit firm and presents its findings to the Board of Directors after preliminary approval. The Audit Committee's

responsibilities include reviewing the compliance of financial statements and disclosures with legal requirements and international accounting standards. It oversees the effectiveness of the Company's accounting system, the public disclosure of financial information, and the independent audit process. Additionally, the Committee examines and resolves complaints related to these matters, ensuring transparency and adherence to financial regulations.

The Committee meets at least once every three months upon invitation of the Committee Chair. When deemed necessary, the Audit Committee may invite managers, internal auditors, and independent auditors to its meetings for their input. The Committee may also decide to seek external consultancy services. Throughout the 2022 activity period, the Committee was briefed on periodic audit activities and made decisions regarding potential adjustments to the audit scope and modifications to the annual plan, as needed, during their meetings.



## Management Systems Practices

### ISO CERTIFICATES\*

**ISO 9001 Quality Management System**

**ISO 14001 Environmental Management System**

**ISO 45001 Occupational Health and Safety System**

**ISO 14064 Greenhouse Gas and Emissions Management System**

\*The mentioned Management System certificates pertain to the Gebze facility, where Smart Güneş Teknolojileri conducts its panel production activities.



## R&D, Innovation and Digital Transformation

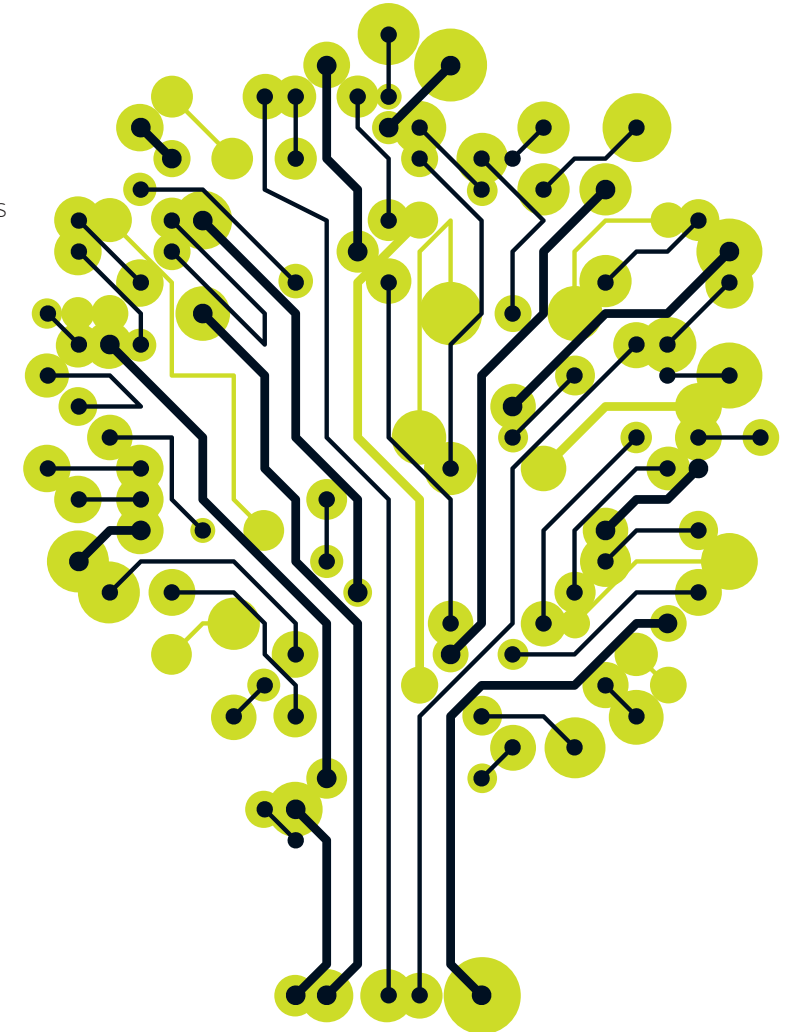
### R&D and Innovation

The solar energy sector holds significant potential for both Türkiye and the global community to achieve climate objectives and facilitate green transformation. The Company has maintained its momentum in research and development activities, alongside its solar panel production, since the establishment of the R&D Department in 2018. The department's primary goal is to stay at the forefront of the solar energy sector by closely monitoring advancements in terms of technology, design, and materials, while also offering innovative and optimizing solutions. The department leverages its technical expertise in the solar energy sector to actively contribute to the innovation process. Through collaborations with institutes and academic organizations like TÜBİTAK, GÜNAM, and Fraunhofer ISE, both nationally and internationally, it integrates itself into the broader innovation ecosystem in solar technologies.

The Company has focused its efforts in the solar energy sector on improving the efficiency of solar cells. In 2018, the department made its first patent application for a novel distance-controlled composite material designed to enhance the efficiency of photovoltaic cells. Smart Güneş Teknolojileri, having secured the required approval

for the TÜBİTAK 1501 project, initiates internal projects alongside its applications for international calls in the solar energy sector.

Projects carried out in the R&D Department by the end of 2022 are as follows:



## Projects carried out in the R&D Department:

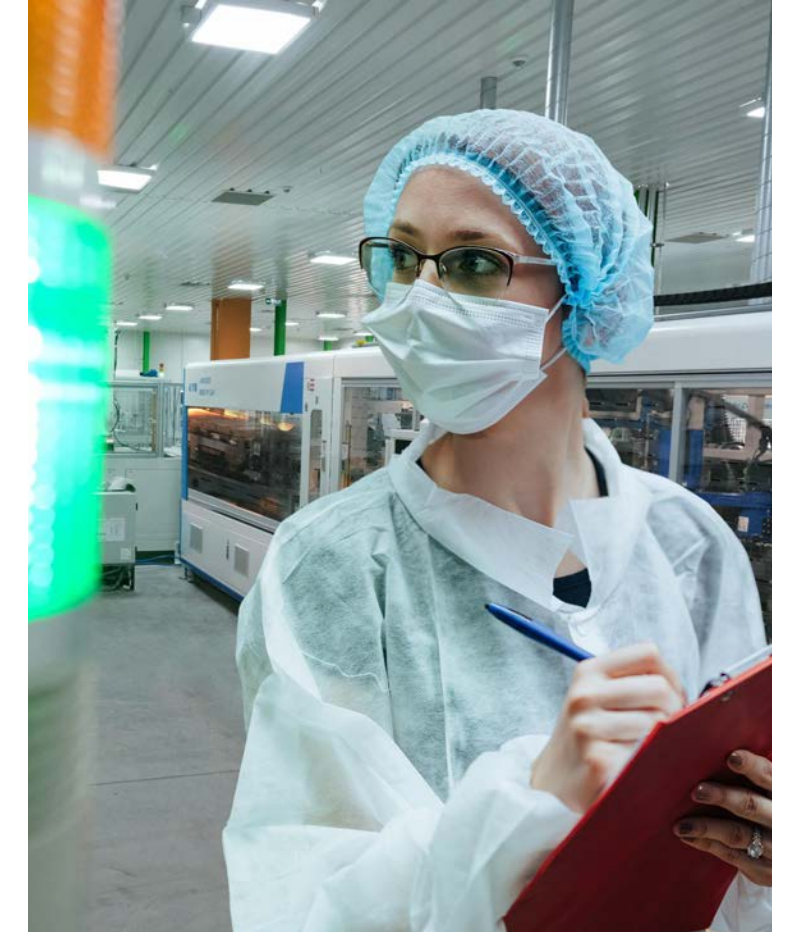
- 1** The **TÜBİTAK 1501-Development of Distance Controlled Plasmonic Structures Increasing Cell Efficiency Project** is focused on designing the optimal system to generate robust plasmon resonance and maximize its efficiency on the cell, and to scale up the structure designed at the cell level to module dimensions, making it easily applicable.
- 2** The objective of the **Marine Solar Panel Design and Smart Maritime System Project** is to develop robust solar panels capable of withstanding heavy sea conditions, design a new construction system to withstand mechanical loads, design the necessary electrical and mechanical equipment for the system, develop a measurement and control system for the solar panel system, and integrate this system into the existing maritime systems used on ships.
- 3** The aim of the **Panel Quality Enhancement through Image Processing on the Production Line Project** is to enhance solar panel quality by minimizing issues related to busbar-ribbon soldering, often arising from human or equipment errors, and to extend the lifespan of solar panels and optimize their efficiency on the production line while reducing problems in the field caused by connection losses due to such errors.
- 4** The **PV Based, Portable, Green Hydrogen and Fuel Cell System Project** aims to harness solar energy to produce hydrogen, which is considered the future energy carrier, in a portable and accessible manner. As part of this project, a practical green hydrogen solution is provided, utilizing solar energy to meet the demand for electricity in areas where it's not readily available. The system is designed to be portable and adjustable, allowing for optimization of the system size, which sets it apart from existing structures.

- 5** The objective of the **New Generation Organic Solar Cell Donor Material Synthesis Project** is to develop and synthesize donor materials compatible with new-generation acceptor groups, to design highly efficient and stable organic solar cells using the new donor material and to establish a non-toxic and easily manufacturable process through the new synthesis method.
- 6** The goal of the **Albedo Effective Polymer Film Synthesis Project** is to enhance module efficiency through the development of an albedo-effective polymeric film. The film developed in this project aims to mitigate efficiency losses by minimizing heat buildup and radiation.



In 2023, the Company plans to continue its cell investments as part of its research on p-type TOPCon cells and the gettering process. In 2024, the plan is to activate the cell line and collaborate with Fraunhofer ISE to design a new TOPCon cell.

The Company aims to add value to the sector through its R&D center, which extends beyond its R&D department, and to bolster Türkiye's presence in the global solar energy industry while promoting the growth and sustainability of the national economy.



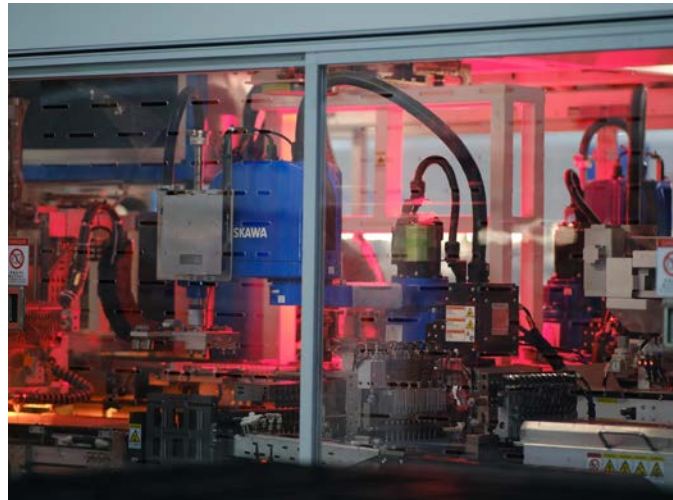
## Digital Transformation

To enhance Information Technologies (IT), business operations, as well as the delivery of IT services, the Company prioritizes advanced technology solutions and products, carefully selecting them based on a cost-benefit optimization strategy. Smart Güneş Teknolojileri' IT teams achieve digital transformation by staying up-to-date with innovative technologies. The Company's digitalization efforts are aimed at meeting customer expectations and improving efficiency. Accurately identifying technology needs and implementing the necessary solutions are crucial for ensuring business continuity, seamless integration, and maintaining information security. In this context, preparations have been initiated to implement a SAP project aimed at monitoring the Company's sustainability indicators and processes more effectively. It is foreseen

that these preparations will be completed and commissioned in 2023.

In May 2022, an agreement was signed for Cloud, Security, Infrastructure, and Business Continuity Services with a hybrid cloud provider offering Tier-4 level services, which are the highest level in world standards. This agreement marked the beginning of an end-to-end transformation project within the Company's IT systems. Through this project, the Company delivers effective and value-added support and services to all stakeholders, with a particular focus on its customers. In the 2022 activity period, the Company did not encounter any incidents of data leakage, data loss, or cybersecurity issues.

The **End-to-End Transformation** Project;



supports investments in world-standard IT and infrastructure systems and robust data analytics applications at the Dilovası Production Facility, commissioned in the third quarter of 2022, and across all locations, ensuring uninterrupted and efficient production operations. By utilizing real-time data obtained through PLC (Programmable Logic Controller) and IoT (Internet of Things) devices, error rates are reduced, maintenance costs are lowered, and capacity is managed efficiently. In late 2022, Smart Güneş Teknolojileri initiated the Warehouse Management System (WMS) project to efficiently manage operations spanning from goods acceptance to the shipment process.

This project addresses the growing workload resulting from evolving and changing order and sales channels. The objective of this project is to enhance warehouse operations by optimizing the placement and picking processes by analyzing the most efficient use of warehouse space based

on work orders and material characteristics. Additionally, this project offers accurate, real-time visibility of stock levels, allowing for more reliable forecasting of incoming order supply and optimizing all operations within the supply chain.

### Digital Transformation 'Roadmap' Project

Another significant step towards digitalization undertaken by Smart Güneş Teknolojileri is the "Digital Maturity Assessment and Strategy Roadmap"

project initiated by the Company. Through this initiative, the Company conducted an analysis of its current digital maturity baseline and formulated a digital strategy roadmap.



## 06

ENVIRONMENTAL  
APPROACH

## Environmental Approach

Environmental sustainability is a crucial element of Smart Güneş Teknolojileri' overall sustainability strategy. Since its inception, Smart Güneş Teknolojileri has been committed to supporting a sustainable future through its products and services by considering the environmental impact of its production activities and all its operations and developing green technology.

Smart Güneş Teknolojileri operates by integrating ESG perspective and principles into its value chain and business processes, in addition to providing added value to the renewable energy sector and supporting sustainable transformation. In line with its vision and mission, the Company focuses on minimizing environmental impacts, protecting the ecosystem, contributing to Türkiye's sustainable development, and continuing domestic and national production selflessly.

Smart Güneş Teknolojileri has established an Environmental and Climate Change Policy that provides a framework for activities aimed at reducing environmental impact and mitigating climate change. In accordance with the principles outlined in the Environmental and Climate Change Policy, the Company is dedicated to monitoring and consistently enhancing its environmental performance, optimizing resource

utilization, decreasing its carbon footprint, mitigating environmental and climate change-related risks, and conducting its operations in adherence to legal regulations.

Detailed information about Smart Güneş Teknolojileri' **Environmental and Climate Change Policy** can be found on the Company's website.

The Company uses green energy technologies, emphasizing value engineering and striving for optimal process efficiency. This approach is aligned with its values, which are in harmony with sustainable development goals, aiming to protect and enhance all life forms on Earth. Smart Güneş Teknolojileri, which closely follows technological advances and is a pioneer in the sector, improves its position in the sector in the national and international arena by developing business models based on stakeholder values. The Company manages all its operations in accordance with pertinent environmental legislation, regulations, and national as well as international standards. Its products and services serve as a guiding force in the energy transformation efforts of all its business stakeholders.

The Company provides products and services centered around green technology and low-carbon energy production to contribute to the battle against climate change. In 2022, the

revenue generated from environmentally friendly energy generation practices increased by 160% compared to 2021, totaling approximately TL 2.2 billion.

Currency (TL)	2020	2021	2022
Revenue generated from environmentally friendly energy generation practices	579,697,636	846,114,782	2,199,508,538



To reduce its environmental footprint and ensure compliance with national and international laws and regulations, the Company has obtained ISO 14001 Environmental Management Systems Certification.



Regular improvements are made in waste management and resource utilization to minimize the negative environmental impacts of the Company's operations. Factory production waste is reused and reintroduced into the economy by reducing and preventing pollution at the source. Circular economy principles are applied in the Company's production processes to align with these objectives. The Company plans to promote sustainable development and a circular economy on a global scale by sending second-hand solar panels to developing countries when existing power plants undergo renovations or capacity increases.



## Management of Greenhouse Gases

In addition to its contributions to combating global climate change and reducing greenhouse gas emissions in energy production through clean technologies, Smart Güneş Teknolojileri aims to achieve net-zero emissions by 2040. **The Company has developed a roadmap and outlined all the necessary steps to reach its net-zero emissions target.**

Embracing a responsible and sustainable production approach, the Company achieved zero greenhouse gas emissions from electrical energy consumption in its management and factory buildings in 2022, thanks to its I-REC certification. The International REC Standard (I-REC) is a globally recognized standard established by the International REC Standard Foundation. It serves as a framework to track the origin of energy and provide proof of its consumption, specifically energy generated from renewable sources, in any country worldwide. The I-REC Certificate, also known as a Renewable Energy Certificate or Green Energy Certificate, is a document that verifies that a certain amount of electricity is generated from renewable energy sources, ensuring the traceability and confirms the attributes of the renewable energy.

In accordance with the decision made by EMRA on February 23, 2023, Smart Solargize Yeşil Mobilite Enerji A.Ş. has been granted a charging network operator license for a period of 49 years. With this investment, the aim is not only to produce safe and clean energy but also to zero the carbon footprint that will arise as a result of the activities of the planned Solar Cell and Solar Panel Integrated Production Facility. The Company continues its activities as a significant

innovation and technology production center within the solar technologies ecosystem. Thanks to the initiatives undertaken in this field, the potential of solar energy, which is among the clean and sustainable energy sources, is utilized more efficiently. In addition to the more efficient utilization of solar energy thanks to the highly efficient technologies within the Company, the adaptation and resilience to climate change are increased through improved cell and module efficiencies, reduced costs in renewable energy, and strengthened infrastructures. New employment opportunities are created in the rapidly growing solar energy sector, contributing to Türkiye's green energy transformation. Investments in renewable energy ensure energy security and reduce the share of power plants based on fossil fuels, which emit greenhouse gases into the atmosphere, in energy production. Solar energy supports energy independence, strengthens energy infrastructure, and enhances societies' ability to adapt to the energy transition.

As part of its efforts to combat climate change, the Company implements policies aimed at enhancing resource efficiency throughout its value chain. Accordingly, greenhouse gas emissions from production are calculated, emission reduction targets are established, and projects are developed to achieve these targets. Taking 2021 as the baseline year, the Company has started to calculate Scope 1 and Scope 2 greenhouse gas emissions. In 2021, the calculated Scope 1 emissions were 146.71 tCO<sub>2</sub>e, and the Scope 2 emissions were 22,603.04 tCO<sub>2</sub>e. The emission calculation studies for 2022 are currently in progress, and the results will be shared with the public at a later date.

Carbon Emissions in 2021 (tCO <sub>2</sub> e)	Scope 1	Scope 2
	146.71	22,603.04

## Energy Management

Smart Güneş Teknolojileri incorporates energy management practices into its operations as part of its commitment to achieving its sustainability goals. As a forward-thinking company, Smart Güneş Teknolojileri increases its investments to reduce its carbon footprint through efficient

energy management, enhance operational efficiency, and contribute to a more sustainable ecosystem.

Electricity consumption data for the last 3 years is given in the table below.

Electricity Consumption	Unit	2020	2021	2022
Electricity	kWh	5,982,990	7,876,591	7,569,730



Furthermore, alongside the projects that have already been implemented to decrease electricity consumption stemming from the Company's operations, consumption linked to I-REC certificates are also being eliminated. The table reflects an upward trend, which aligns with the expansion of production capacities and the addition of new production facilities in

response to the Company's growth. Alongside the Company's consistent and rapid growth initiatives, it is concurrently implementing SPP investments and effective energy management efforts, which further support its carbon-zero objectives. Through effective energy management, the Company aims to both mitigate the adverse effects of climate change and optimize resource utilization.

## Water Management

It is projected that Türkiye's annual per capita water availability, currently at 1,519 m<sup>3</sup>, will decrease to 1,069 m<sup>3</sup> by 2050, leading to potential water scarcity issues. Hence, the efficient utilization of water resources and ensuring access to limited freshwater sources are imperative for sustainability. Smart Güneş Teknolojileri conducts its operations with a strong focus on responsible water use, recognizing its significance in safeguarding the ecosystem, supporting agricultural production and food security, and fulfilling industrial and commercial requirements. While there is currently no water consumption within the scope of the production process, the Company is actively conducting studies to develop innovative production and recycling methods focused on resource efficiency in anticipation of the planned Aliğa cell and wafer investments in order to reduce water usage and promote sustainable practices.

At present, the Company's water usage is limited to domestic water consumption. In 2022, the Company utilized 5,116 m<sup>3</sup> of water from the municipal water supply network, and this water was subsequently discharged into the municipal wastewater channel.



<sup>1</sup> Various factors, including a growing population, industrial processes, agricultural irrigation, and urban expansion, contribute to the pollution and depletion of limited water resources. Climate change is further exacerbating the availability of water resources, as it leads to an increase in the frequency and severity of extreme weather events such as droughts, floods, and storms. According to the Ministry of Environment, Urbanization, and Climate Change, countries with less than 1,000 m<sup>3</sup> of usable water per capita per year are considered to be facing water scarcity issues.



## Waste Management

The Company places a strong emphasis on waste reduction across all of its operations, promoting recycling and reuse to establish an efficient waste management process. It follows the waste hierarchy principle in its processes, prioritizing prevention, reduction, reuse, recycling, energy recovery, and proper disposal of waste. The principles of waste separation and reduction at the source, recycling, reuse, and responsible disposal are implemented throughout the value chain in accordance with these guidelines.

Acknowledging that waste management is a shared responsibility, we collaborate with stakeholders to foster a culture of waste reduction and responsible waste handling. Regular trainings are offered to employees to promote the implementation of circular economy principles.

Waste management involves the proper storage, transportation, and disposal of both hazardous and

non-hazardous waste generated during production and operational processes, all in compliance with the Waste Management Regulation. Waste management processes at Smart Güneş Teknolojileri are managed by the Environment Department. Hazardous wastes are appropriately stored in designated hazardous waste temporary storage areas, categorized with relevant waste codes. Non-hazardous wastes are separated based on their types and collected at waste stations designated with specific waste codes. Hazardous wastes are collected by a licensed company, treated using the R12<sup>2</sup> method for recovery, and stored using the R13<sup>3</sup> method before being sent to another licensed company for disposal. Non-hazardous wastes are collected by a licensed company and processed for recovery and recycling in accordance with the R12 code.

<sup>2</sup> Processing waste to undergo any of the R1 to R11 waste recovery processes as stipulated in the Waste Management Regulation: Utilization as a primary fuel or for energy production (R1), Solvent reclamation or reproduction (R2), Reclamation/recycling of organic materials not used as solvents, including composting and other biological conversion processes (R3), Reclamation/recycling of metals and metal compounds (R4), Reclamation/recycling of other inorganic materials (R5), Reproduction of acids or bases (R6), Recovery of components used for pollution abatement (R7), Recovery of catalyst components (R8), Re-refining or other reuse of oils (R9), Land reclamation resulting in ecological improvement or agricultural benefit (R10), Utilization of waste from processes R1 to R10 (R11).

<sup>3</sup> Temporary storage of waste on-site prior to undergoing any of the treatments outlined in R1 to R12 (temporary storage within the area where the waste was generated, excluding collection).

The waste recovery figures for the past three years are as follows: 360,236 kg in 2020, 759,600 kg in 2021, and 884,487 kg in 2022.

Type of Waste	Unit	2020	2021	2022
Hazardous Waste	Kg	9,981	22,021	10,803
Non-Hazardous Waste	Kg	350,256	737,580	1,066,644
<b>Total Waste</b>	<b>Kg</b>	<b>360,237</b>	<b>759,601</b>	<b>1,077,447</b>

By Disposal Method	Unit	2020	2021	2022
Recovery	Kg	360,236	759,600	884,487
Disposal	Kg	1	1	3
Landfill (Waste Site)	Kg	-	-	192,960



The Company has implemented a zero-waste system in accordance with the Zero Waste Regulation and has obtained a Zero Waste Certificate. Non-hazardous wastes generated during the processes are collected, transported to a licensed company, and recycled.

The table below presents the yearly breakdown of waste sorted by type.

Non-Hazardous Waste	Unit	2020	2021	2022
Waste Glass	Kg	67,570	94,760	77,294
Waste Paper	Kg	201,710	202,700	258,380
Waste Plastic	Kg	8,880	133,480	134,970
Waste Metal	Kg	9,960	12,270	12,180
Copper, Bronze, Brass	Kg	8,690	5,250	2,210
Wood Waste	Kg	53,110	289,120	381,200
Household Waste	Kg			192,960
Waste Aluminum	Kg	-	-	7,450
Electronic Waste	Kg	336	-	-
<b>Total Waste</b>	<b>Kg</b>	<b>350,256</b>	<b>737,580</b>	<b>1,066,644</b>

Hazardous Waste	Unit	2020	2021	2022
Liquid Waste	Kg	-	10,070	-
Contaminated Waste	Kg	-	890	3,905
Contaminated Packaging	Kg	600	1,620	4,880
Waste Battery	Kg	1	1	3
Sealants	Kg	9,380	9,440	2,000
<b>Total Hazardous Waste</b>	<b>Kg</b>	<b>9,981</b>	<b>22,021</b>	<b>10,788</b>

## Biodiversity

Biodiversity plays a critical role in maintaining ecosystem health and resilience, while also providing essential ecosystem services such as maintaining air and water quality, nutrient cycling, and regulating climate. Biodiversity loss poses a significant threat to these essential services and the survival and well-being of various species, including human beings who rely on these services.

The Company strives to safeguard biodiversity and reduce its ecological impact by adhering to both national and international standards, as well as best practices in its activities.

The effects of planned investments on biodiversity, the environment, and ecosystems are evaluated during the project's design phase, and measures are taken to mitigate these impacts throughout construction, implementation, operation, and post-operation stages. As a company with significant project development capabilities in the energy sector, encompassing project development, engineering, procurement, operation,

and maintenance, Smart Güneş Teknolojileri conducts comprehensive assessments of the impacts of all its projects on biodiversity throughout the entire project lifecycle.

In Türkiye, SPPs are typically installed on marginal lands. Therefore, the Company avoids the use of chemicals that could harm the natural ecosystem during the installation process of the power plants and ensures that the architectural layout of the projects minimizes any loss of vegetation and habitat.

In accordance with the relevant environmental legislation, the Company refrains from engaging in any project that lacks Environmental Impact Assessment (EIA) certificates marked as "Positive" or "Not Required". Additionally, it actively seeks to implement measures to protect migratory birds, wildlife, flora, and fauna, particularly in terrestrial sites.



## Environmental Awareness Activities

The Sustainability Committee initiated the Sustainability Management System Project, with the objective of incorporating ESG principles and practices into the Company's operational processes. The project aligns with the Company's objective of ingraining sustainability as a core business practice and strives to enhance overall performance by seamlessly integrating sustainability principles into its operational processes. Apart from this initiative, the Company is also actively engaged in the European Union BEST for Energy Project, conducted in collaboration with the İzmir Development Agency (İZKA) and the Energy Industrialists and Business Association (ENSİA). As part of this project, Smart Güneş Teknolojileri is actively working on calculating its carbon footprint and obtaining ISO 14064 Greenhouse Gas Emission Inventories and Verification Certification. The Company has implemented policies and procedures for green procurement and responsible sustainable supply chain management across all its operational areas. After the completion of the SMS project, there are plans to initiate a new project aimed at integrating responsible supply chain practices within the Company and taking proactive measures to ensure a sustainable supply chain in alignment with international standards and legal regulations. In all activities where value is collaboratively generated with business partners across the value chain, business conduct is enhanced by taking into account the impacts

related to ESG factors. The Company embraces an approach aimed at heightening sustainability awareness among its business partners and all relevant stakeholders, with the goal of fostering sustainability and circularity in all its processes.



**Smart Güneş Teknolojileri achieved the distinction of being the first and sole domestic solar panel manufacturer to join the alliance among companies operating in the PV solar energy sector, as determined by the Ultra Low-Carbon Solar Alliance.**

The Alliance unites organizations that are dedicated to achieving ultra-low carbon PV production with the aim of making significant contributions to the reduction of greenhouse gas emissions.



## 07

SMART GÜNEŞ  
TEKNOLOJİLERİ  
SOCIAL  
APPROACH

Smart Güneş Teknolojileri plays a pivotal role in Türkiye's transition to green energy and sustainable development by employing innovative technologies in its manufacturing processes. The Company is committed to generating shared value by acting responsibly towards all stakeholders during its operations. Smart Güneş Teknolojileri actively contributes to employment in Türkiye's renewable energy sector and adheres to policies that comply with legal regulations in its recruitment processes and working arrangements. The Company also implements policies aligned with the principles of diversity, inclusion, and equality to ensure a fair working environment for its employees. It has set a new standard for female employment in the solar energy sector, with 49% of its workforce being female.

Smart Güneş Teknolojileri aims to maximize the competence and potential of all employees by providing equal opportunities in human resources and career management processes. To integrate the Company's sustainability goals into all processes and corporate culture while raising awareness, training sessions are organized, and employees actively participate in sustainability initiatives. Launched in 2020, the "Smart Solar

Academy" project partners with vocational schools and non-governmental organizations to conduct educational initiatives, employment programs, and awareness campaigns addressing climate change, renewable energy resources, solar technology, and the principles of the circular economy.

Smart Güneş Teknolojileri places a strong emphasis on considering social impacts when formulating strategies, setting targets, making investment decisions, and executing all operations. The Company is committed to responsible management principles with the goal of enhancing product and service quality, increasing customer satisfaction, and contributing to a sustainable future through shared value creation and a heightened sense of social responsibility.

Smart Güneş Teknolojileri places a strong emphasis on transparency and accountability in all its interactions with stakeholders and openly shares its strategic priorities, decisions, and activities with its stakeholders.



## Employment, Diversity and Inclusion

Smart Güneş Teknolojileri demonstrates leadership by recognizing the value of increasing female employment in the energy sector, where the representation of women is low. In order to contribute to gender equality and an inclusive work life, the Company prioritizes equal opportunities, remuneration and equal rights for male and female employees.

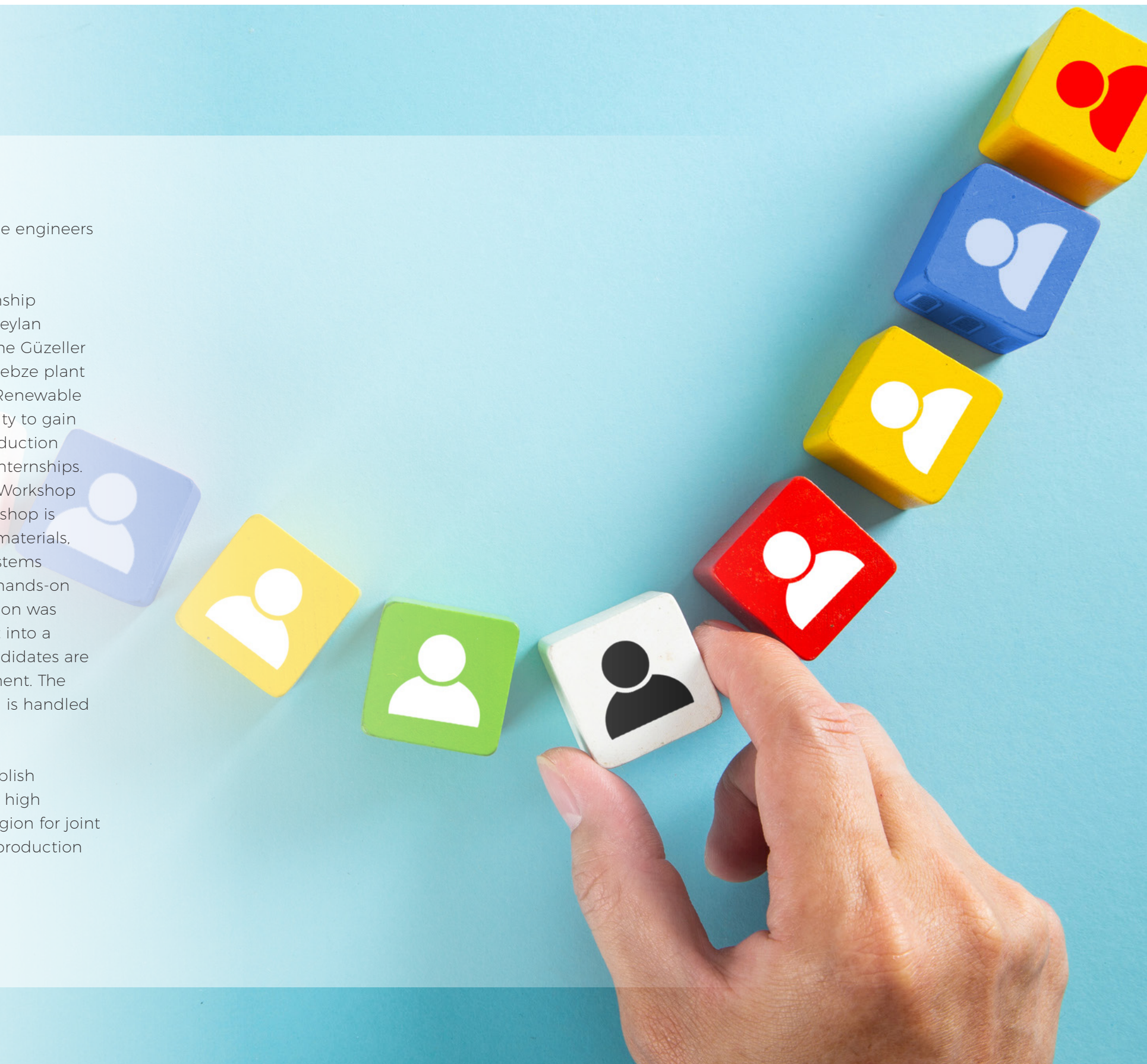
Smart Güneş Teknolojileri adheres to a Code of Business Ethics that places a high value on equality and justice in all decision-making processes and activities. These principles guide the Company's interactions with its stakeholders. The Company has a zero-tolerance policy for discriminatory behavior based on factors such as religion, language, race, and gender.

In accordance with the Company's commitment to equality and its management approach, the share of female employees reached 49% in 2022. The share of female executives on the Board of Directors is 45%. Disadvantaged employees constitute 3% of the Company's workforce. Smart Güneş Teknolojileri is dedicated to enhancing female employment and reinforcing female representation in leadership roles. In 2022, the Company joined the Green-Collar Women's Association, the first organization in the energy sector to focus on inclusivity and sustainability. It

also prioritizes the recruitment of female engineers and blue-collar candidates.

Each year, the Company provides internship opportunities to students from Adem Ceylan Private Final Technical High School in the Güzeller Organized Industrial Zone, where the Gebze plant is situated. Students from the school's Renewable Energy Department have the opportunity to gain hands-on experience in solar panel production and develop their careers during their internships. In October 2022, a Smart Solar Energy Workshop was established at the school. The workshop is equipped with solar panel production materials, functioning solar panels, and energy systems equipment, offering students valuable hands-on experience in the field. In 2023, a decision was made to upgrade the workshop project into a mini manufacturing facility. Female candidates are also given priority in internship recruitment. The employment of interns after graduation is handled with care and consideration.

The initial steps are being taken to establish collaborations with technical vocational high schools and universities in the Aliağa region for joint projects related to the new integrated production facility under construction.



# Employee Rights and Development

## Human Resources Policy

Smart Güneş Teknolojileri strives to attract a conscious workforce with a global perspective, creativity, and high-tech production capabilities, individuals who are committed to contributing to a greener future. In pursuit of this objective, the Company upholds its employees as its most valuable asset, guided by the motto "Your Energy is Our Energy". Within the framework of the Company's vision and policies, it promotes gender equality through an inclusive approach, opposes all forms of discrimination, and strives to foster a work environment that upholds human rights and values. To this end, the Company is dedicated to creating equitable and just practices in recruitment, career advancement, promotions, work-life balance, compensation, and additional benefits.

Within the Company, employees are encouraged to explore and cultivate their innovative concepts and creativity, fostering a productive work environment. Professionals are actively encouraged to participate

in talent management programs, where they can confidently share their suggestions and perspectives. Feedback received from employees through suggestion and complaint mechanisms is carefully reviewed.

A zero-tolerance approach is embraced towards all forms of discrimination and harassment, whether verbal, physical, sexual, psychological, or emotional, in the workplace among employees. Measures are in place to establish a communication mechanism for reporting potential harassment cases, which are then thoroughly investigated through objective evaluation and appropriate sanctions, if necessary. In this regard, policies and procedures are currently being developed as part of the SMS project, and efforts are ongoing in this regard.

Detailed information about Smart Güneş Teknolojileri **Human Resources Policy** can be found on the Company's website.



## Employee Development

Under the framework of the Human Resources Policy, the Company supports the personal and professional development of its employees. This involves implementing cutting-edge human resources practices to recruit and maintain a highly skilled workforce equipped with the required competencies. The "Energy Process at Work" orientation program is designed to help every new employee smoothly transition into the organization. The Company assesses and monitors employee performance while evaluating it based on objective criteria. High-performing employees are duly recognized and rewarded for the value they contribute.

Smart Güneş Teknolojileri conducts career planning by taking into account the growth potential of current employees, whether it be for promotions, transfers, rotation practices, or newly available positions. Career plans are reviewed by department managers and the Human Resources Department at least once a year.

The performance evaluation process is conducted through active discussions between employees and their managers, during which performance and development targets for the next activity period are established. Within this framework, a comprehensive career and development plan is formulated for employees, and their progress is tracked through periodic interim evaluation meetings.



## Performance Management Project :

### SMARTEST

As part of the SMARTEST project, initiated in April 2022, the Company aims to establish equitable wage structures linked to performance, identify training needs, and enhance the management of promotion and career advancement processes.

Objectives of the project are as follows:

- ✓ Link Company strategies with long-term goals and annual budget,
- ✓ Ensure consistent and balanced adoption of the Company's primary objectives throughout the organization,
- ✓ Set sub-unit goals that align with the Company's primary objectives,
- ✓ Inform individuals at all organizational levels about the Company's objectives and ensure they align their personal objectives to contribute to the Company's overarching goals,
- ✓ Identify the specific Company objectives to which target owners will contribute.

The primary goal of this project is to enhance business continuity and contribute to the Company's turnover. The Company obtained financial reports, assessed profitability, turnover, sales, market share, and production targets, and established key performance indicators for each department, preparing and updating target cards. Process indicators were collected from department managers to create a KPI pool, and target indicators were submitted to the Board of Directors for approval. As a project output, performance cards were developed for employees, and premium coefficients and calculation methods based on job titles were defined. The project is scheduled to be launched in the second half of 2023.

After annual performance evaluations, the Human Resources Department assesses employees' and managers' training requests and conducts a training needs analysis. Based on this analysis, training plans are developed, and various training programs are organized both internally and externally. These plans are regularly updated to adapt to changing conditions and needs.



## Investments in Training

Smart Güneş Teknolojileri strives to instill an early awareness of a clean environment not only in its employees but also in future generations. To achieve this, the Company has planned a sustainability workshop for the children of its employees in 2023. The project's objective is to raise awareness among both children and their parents about the United

Nations Sustainable Development Goals and the climate crisis.

In 2022, a total of 82 hours of training were allocated to senior managers, 209 hours to mid-level managers, and 156 hours to other employees as part of the Company's employee training program.

### TRAINING INVESTMENTS

By Employee Category		2020	2021	2022
Senior Executives	Person*Hour	24	7	82
Senior Executives	Persons	3	7	5
Mid-Level Managers	Person*Hour	72	29	209
Mid-Level Managers	Persons	9	29	22
Other Employees	Person*Hour	128	65	156
Other Employees	Persons	16	65	31

In 2022, a total of 4,782 hours were allocated for the training of blue-collar employees, while 447 hours were allocated for white-collar employees. Throughout the year, a total of 3,712 hours were

allocated for professional development trainings, 55 hours for personal development trainings, and 2,652 hours for OHS trainings. Employees received 892 hours of environmental training.

By Employment Type	Unit	2020	2021	2022
Blue-collar	Person*Hour	1,472	3,608	4,782
Blue-collar	Persons	736	1,804	2,391
White-collar	Person*Hour	224	101	447
White-collar	Persons	28	101	58
<b>Total</b>	<b>Person*Hours</b>	<b>1,696</b>	<b>3,950.50</b>	<b>5,229</b>

Environmental trainings provided to employees	Unit	2020	2021	2022
Trainings	Hours	624	654	892
Trained individuals	Persons	312	327	446

All Trainings (By Type)	Unit	2020	2021	2022
Professional Development	Hours	432	2,930.5	3,712
Personal Development	Hours	0	0	55
OHS	Hours	2,364	1,416	2,652
Environment	Hours	624	654	892
<b>Total Training</b>	<b>Hours</b>	<b>3,420</b>	<b>5,000</b>	<b>7,311</b>

## Employee Rights

Alongside its commitment to equal and fair remuneration, the Company enhances employee well-being through a comprehensive package of fringe benefits. White-collar employees are offered "Complementary Health Insurance" that extends to cover their spouses and children starting from their first day of employment. Every employee receives a monthly energy allowance and family allowance, and also receives bonuses and shopping vouchers during Eid al-Adha, Eid al-Fitr, and New Year. March 8 International Women's Day is marked with organized activities and gifts distributed to the women employees of the Company. To celebrate April 23 National Sovereignty and Children's Day, the Company organizes events for the children of its employees, provides gift cards, and offers support for preschool education every year. Moreover,

employees who marry and have children receive a quarter gold as a gift from the Company. Employees receive cell phones and company cars based on their positions within the organization.



Following an audit conducted by the Respect Human Rights Organization at the Company's Gebze plant in June 2022, the Company was awarded the "Respectful Workplace for Human Rights" certificate, which is valid for the years 2023-2024.





## Employee Engagement and Satisfaction

To boost employee motivation and promote innovative ideas, the Company seeks and considers employee feedback and suggestions, and rewards successful ideas. As an example, when the Company was searching for a new brand name for international representation, it conducted an idea contest across the organization to gather brand name suggestions and planned to reward the winning ideas. The Company encourages ideas that align with its goals and projects, as well as behaviors that contribute to achieving these objectives. To enhance loyalty, motivation, and productivity, and to highlight best practices, the Company evaluates and rewards employees' accomplishments, inventions, and suggestions that result in measurable benefits and savings, in accordance with Company policy.

The "Coffee Talks with Employees" project provides a platform for employees to freely express their opinions about the Company, share their satisfaction, and address any concerns they may have in an open environment. Employee feedback is carefully evaluated, and action plans are developed with the involvement of both managers and senior management of the Company, which helps strengthen the bond between employees and the Company.

Each year, the Company hosts events that employees can attend with their families. Particularly during the periods of April 23 National Sovereignty and Children's Day, October 29 Republic Day, New Year's Day, and Eid al-Fitr, events are organized for employees' spouses and children. Adults participate in dinner and seminar

programs, while children enjoy themselves in the entertainment areas.

The comprehensive orientation program is designed to accelerate the adaptation process of all new employees. The orientation program, involving all department managers, provides detailed insights into workflows, shares duties and responsibilities, and is enhanced by a factory field trip, allowing each employee to observe the production processes. This approach aims to facilitate the rapid adaptation of newly recruited employees to the Company and its corporate culture.

To encourage long-term employment, employees who have been with the Company for more than one year receive Seniority Differential Payments. Employee benefits are periodically reviewed and updated to align with current conditions in each operating period.

Employee loyalty and satisfaction scores are assessed as part of Smart Güneş Teknolojileri' Employee Satisfaction Procedure. In the upcoming periods, the Company aims to further enhance employee satisfaction and is actively developing new projects to achieve this goal.



## Employee Satisfaction Procedure

High employee motivation is a crucial driver that empowers employees to contribute value to various business processes. Throughout the year, the Company initiates various actions and organizes events to actively engage with and listen to its employees. To boost employee motivation and measure their satisfaction and loyalty, the Company conducts two distinct processes throughout the year: employee satisfaction surveys and employee engagement events.

The Employee Satisfaction Survey is designed to assess employee loyalty, analyze motivation and commitment levels, evaluate the impact of factors contributing to satisfaction and loyalty within the organization, identify the most significant factors influencing loyalty, and formulate action plans for the upcoming period. Action plans are developed based on the survey results. Comparing the survey results with those of the previous year helps track progress and assess the effectiveness of implemented actions. Following the decrease in the 2021 Employee Engagement and



Satisfaction Score compared to the previous year, several measures were implemented, including maintaining wages and fringe benefits at the sector level, organizing social events for employees, and fulfilling their training requests. These actions were guided by regular benchmark studies aimed at improving the score. As a result of these efforts, the score for 2022 increased compared to the previous year.

Employee Engagement and Satisfaction Score		2020	2021	2022
(%)		70	55	68
Success rate of orientation and retention program for newly hired employees (0-2 years)	Unit/Year	2020	2021	2022
	(%)	63	55	58

## Workforce

The Company has a total of 744 employees. 49% of these employees are women. The Company's commitment to gender equality is evident in its

employment and workforce composition. The Company aims to achieve a 50% representation of female employees in its workforce.

**744**  
Employee



**%49**  
Women  
Employee



**%45**  
Ratio of Women in  
the Board of Directors



By Employment Type	Unit	2020	2021	2022
White-collar - Female	Persons	27	40	51
White-collar - Male	Persons	61	82	135
Blue-collar - Female	Persons	223	216	305
Blue-collar - Male	Persons	209	207	253
<b>Total</b>	Persons	<b>520</b>	<b>545</b>	<b>744</b>

By Contract Type	Unit	2020	2021	2022
Indefinite Term - Female	Persons	138	236	280
Indefinite Term - Male	Persons	165	246	330
Fixed Term - Female	Persons	112	20	76
Fixed Term - Male	Persons	105	43	58
<b>Total</b>	<b>Persons</b>	<b>520</b>	<b>545</b>	<b>744</b>

By Gender	Unit	2020	2021	2022
Male	Persons	270	289	388
	Share (%)	52	53	52
Female	Persons	250	256	356
	Share (%)	48	47	48

By Age	Unit	2020	2021	2022
18 to 30 Years	Female	61	56	81
	Share (%)	39	38	36
	Male	96	90	147
	Share (%)	61	62	64
31 to 40 Years	Female	123	116	149
	Share (%)	52	49	53
	Male	112	119	134
	Share (%)	48	51	47
41 to 50 Years	Female	62	79	122
	Share (%)	53	52	56
	Male	56	72	96
	Share (%)	47	48	44
51 to 60 Years	Female	4	5	3
	Share (%)	40	38	21
	Male	6	8	11
	Share (%)	60	62	79

In alignment with the principles of equal opportunity and inclusivity in the workplace, the Company strives to provide employment opportunities for individuals with disabilities to ensure equal opportunities. In 2022, there were a total of 19 employees with disabilities, consisting of 8 females and 11 males.

Workforce	Unit	2020	2021	2022
Employees with Disabilities	Female	4	6	8
	Share (%)	29	43	42
	Male	10	8	11
	Share (%)	71	57	58

By Management Category	Birim	2020	2021	2022
Senior Management	Female	3	5	6
	Share (%)	43	29	35
	Male	4	12	11
	Share (%)	57	71	65
Mid-Level	Female	4	9	13
	Share (%)	21	30	31
	Male	15	21	29
	Share (%)	79	70	69

The Company's workforce involved in panel production is distributed across three different regions of Türkiye. In 2022, the Company had 93 employees in İstanbul, 637 in Kocaeli, and 14 in İzmir. All employees work on a full-time basis.

External support staff are in place to provide security and cafeteria services. With the exception of subcontractor activities, all other staff members are employed by Smart Güneş Teknolojileri.

#### WORKFORCE

Work Region	Unit	2020	2021	2022
İstanbul	Persons	6	30	93
Kocaeli	Persons	514	476	637
İzmir	Persons	0	0	14

## Employment and Turnover

In the 2022 operating period, Smart Güneş Teknolojileri hired 140 white-collar and 268 blue-collar employees. Out of the recruited employees, 213 were male and 195 were female. A total of 53 white-collar

employees and 126 blue-collar employees left their jobs. Out of the employees who left their jobs, 93 were male, and 86 were female. On average, recruited employees are between the ages of 31 and 40.

### WORKFORCE

Employment and Turnover (Türkiye)	Unit	2020	2021	2022
Newly hired employees - Total	Persons	275	255	408
White-collar	Persons	24	99	140
Blue-collar	Persons	251	156	268
Employees who left - Total	Persons	153	208	179
White-collar	Persons	18	58	53
Blue-collar	Persons	135	150	126

By Gender	Unit	2020	2021	2022
Male - Recruited	Persons	143	135	213
Male - Left	Persons	79	110	93
Female - Recruited	Persons	132	120	195
Female - Left	Persons	74	98	86

By Age	Unit	2020	2021	2022
18 to 30 Years - Recruited	Persons	84	68	109
18 to 30 Years - Left	Persons	46	55	55
31 to 40 Years - Recruited	Persons	124	110	176
31 to 40 Years - Left	Persons	69	90	68
41 to 50 Years - Recruited	Persons	62	71	113
41 to 50 Years - Left	Persons	35	58	53
51 to 60 Years - Recruited	Persons	5	6	10
51 to 60 Years - Left	Persons	3	5	3

## Pregnancy, Maternity and Breast-Feeding Leave

At Smart Güneş Teknolojileri, there are improvements in place to facilitate the processes for expectant parents. Employees who will give birth are entitled to a total of 16 weeks of leave that they can use during both pregnancy and postpartum periods. After the birth, they are entitled to 1.5 hours of breastfeeding leave per day until the baby is 1 year old, as mandated by the relevant law. Male employees whose spouses give birth are also entitled to 5 days of flexible working

in addition to their statutory 5 days of paternity leave.

In the 2022 operating period, 5 female and 16 male employees were entitled to take leave within this scope. All employees who were entitled to leave used their leave, returned to work after the end of their leave, and worked for at least 12 months after returning to work.

Employees Who Took Parental Leave	Total	2020		2021		2022	
		Female	Male	Female	Male	Female	Male
Employees entitled to parental leave	Number	1	3	5	6	5	16
Employees who took parental leave	Number	1	3	5	6	5	16
Employees who returned to work after the end of parental leave	Number	1	3	5	6	5	16
Employees who returned to work after parental leave and worked for at least 12 months afterwards	Number	1	3	5	6	5	16

# Social Contribution

## Corporate Social Responsibility

Smart Güneş Teknolojileri actively takes responsibility in supporting a green future and participates in initiatives aimed at raising public awareness of sustainability. The Company proactively collaborates to create value for all stakeholders through its social responsibility activities.

Smart Güneş Teknolojileri' Corporate Social Responsibility Policy integrates the CSR approach into its activities and projects, making it an integral part of the corporate culture. Collaboration protocols with local vocational high schools in the regions where production facilities are located help strengthen ties with local stakeholders. As part of its commitment to supporting the local community, Smart Güneş Teknolojileri places emphasis on employing technical and security personnel from the local community during the construction and operation phases of unlicensed SPP plants owned by its subsidiaries. In 2022, across 14 projects, with 13 in Türkiye and 1 in Ukraine, the Company hired a total of 148 employees from the local communities and outsourced 343 employees. While providing EPC-Turnkey services, the Company prioritizes hiring technicians, engineers, and security guards from the local regions where the power plants are located for both the construction and operation and maintenance periods.



**Güleçoba SPP**  
Kayapınar / Diyarbakır

 **22.170 kWp**  
Project power

 **150**  
Total employment

Local Employment: **100**  
Local employment rate: **67%**



**Şems SPP**  
Korkuteli / Antalya

 **7.734 kWp**  
Project power

 **60**  
Total employment

Local Employment: **30**  
Local employment rate: **50%**



**Ovidiopol SPP**  
Ovidiopol / Ukrayna

 **995 kWp**  
Project power

 **40**  
Total employment

Local Employment: **10**  
Local employment rate: **25%**



**Ramada Eskişehir SPP**  
Eskişehir

 **1.326 kWp**  
Project power

 **34**  
Total employment

Local Employment: **4**  
Local employment rate: **12%**



**Kilim Group SPP**  
Merkez / Edirne

 **5.012 kWp**  
Project power

 **34**  
Total employment

Local Employment: **4**  
Local employment rate: **12%**

The Company engages in long-term social responsibility projects in collaboration with relevant departments of technical and vocational high schools and universities, supporting innovative ideas in these educational institutions.

Smart Güneş Teknolojileri ensures that its social projects are inclusive. The Company strictly prohibits discrimination based on factors such as language, religion, race, sect, color, gender, political opinion, age, physical disability, or any other similar reasons, both within and outside the organization. It extends its support to projects aimed at enhancing the well-being and opportunities of disadvantaged groups, including



women, children, youth, and individuals with disabilities, in areas such as health, education, and social welfare.

Smart Güneş Teknolojileri actively engages in both national and international initiatives and organizations dedicated to promoting and upholding corporate social responsibility principles and commitments. The Company encourages both its internal and external stakeholders to participate in activities aligned with its corporate social responsibility approach through volunteering opportunities.

Detailed information about Smart Güneş Teknolojileri **Corporate Social Responsibility Policy** can be found on the Company's website.

## Smart Solar Academy Project



One of the Company's social contribution projects is the "Smart Solar Academy". Launched in 2020, the project provided training on solar energy and technologies in both physical and online environments. The project was initiated with the aim of informing stakeholders about solar energy, sharing technically and commercially accurate data, and providing theoretical and practical information to Company employees and young graduates in science, technology, engineering, and mathematics who wish to enter the sector. This project aims to disseminate accurate and high-quality information about solar energy. As part of the project, a Smart Solar Workshop was established at the Private Final Schools Adem Ceylan Technical High School in 2022.



In accordance with the memorandum of cooperation with the Green-Collar Women's Association and the Network of Turkish Women in the Renewable Energy and Energy Sector, the Company plans to organize production and plant visits for young female engineers and engineer candidates. As part of the project's continuation, the 2023 goals include the development of an online training series for both employees and end-users.



## Donation and Aid Policy

In line with its commitment to the future of the world and the sustainability of resources, Smart Güneş Teknolojileri actively supports environmental and educational projects in the renewable energy sector. These initiatives aim to generate shared value for stakeholders by implementing projects that contribute to social development.

In line with its commitment to corporate social responsibility, the Company may provide financial support and donations to non-governmental organizations working in areas such as science, technology, education, culture, arts, nature, environment, and sports. It also collaborates with social assistance institutions, scientific research and development organizations, universities, and public institutions, all in accordance with the principles outlined in the Capital Markets Law and relevant regulations.

The Company's management makes all donations and grants in accordance with the Company's vision, mission, and policies, adhering to ethical principles and values. These contributions can be in the form of both cash and in-kind support, reflecting our commitment to making a positive impact on society. The total upper limit of donations to be made in the next activity period is determined at the General Assembly meeting. In accordance with the principles outlined in the Donation and Aid Policy and the relevant legislation, the details of all donations and grants made during each accounting period, including the amount and recipients, are presented as a separate agenda item for the shareholders' information at the General Assembly Meeting of the respective year. Additionally, this information is disclosed to the public through the annual report.

Detailed information about Smart Güneş Teknolojileri [Aid and Donation Policy](#) can be found on the Company's website .

# Occupational Health and Safety

## OHS Policy

Smart Güneş Teknolojileri places a strong emphasis on occupational health and safety (OHS) in its operations, ensuring strict compliance with relevant legal requirements and industry standards. The Company is committed to eliminating potential harm to its employees, third parties, company assets, and stakeholders in all aspects of its activities and minimizing the impact of any incidents.

Smart Güneş Teknolojileri is dedicated to fostering a culture of occupational health and safety (OHS) within the organization. The Company's OHS policy is designed to achieve the objective of zero occupational accidents and to continually enhance safety measures. All activities, whether in Türkiye or abroad, adhere to prevailing national and international laws, standards, and management system criteria. Smart Güneş Teknolojileri prioritizes risk prevention and implements various measures to ensure the safety of employees, subcontractors, suppliers, visitors, local communities, and personnel working outside the workplace. The Company provides training opportunities and supplies all necessary tools, materials, and personal protective equipment to enhance safety.

The Company has implemented a systematic structure to identify, evaluate, and effectively audit existing OHS risks in its operations. This approach allows the company to proactively address potential hazards and ensure the safety of its employees and stakeholders. Smart Güneş Teknolojileri actively involves its employees in OHS processes by consulting with them on OHS issues. Through these efforts, the Company identifies workplace hazards, assesses risks, and proactively eliminates or reduces them to acceptable levels while closely monitoring near misses.

Risk assessments are systematically conducted to establish and maintain a safe work environment for both employees and subcontractors, with a focus on reducing the risk of occupational diseases and accidents. Adequate safety measures are implemented across all Company activities. The Company proactively plans and implements measures to address emergencies like fires, earthquakes, floods, injuries, diseases, and epidemics. Regular audits ensure the effectiveness and applicability of these measures.

Detailed information about Smart Güneş Teknolojileri **Occupational Health and Safety Policy** can be found on the Company's website .

## OHS Trainings

The Company encourages all employees to be knowledgeable about OHS by expecting them to adhere to OHS laws, policies, and procedures. Employees are also encouraged to promote OHS compliance among their colleagues, report any identified nonconformities, and improve their knowledge through provided training opportunities.

Regular OHS trainings are provided. Newly recruited employees receive on-the-job training and are

provided with personal protective equipment and training on machinery and equipment.

In the 2022 activity period, the Company delivered over 9,000 hours of basic training.

In 2022, 64 employees participated in the Occupational Health and Safety training programs offered by the Company. The Company aims to increase the number of participants and enhance OHS awareness among its employees.

Occupational Health and Safety Trainings	2020	2021	2022
Number of Company Employees	514	493	522
Total Number of Participants	197	118	64



## Occupational Health and Safety Performance

In 2022, there was only one reported "near miss" incident. The accident frequency rate was recorded as 18.89%, and the accident severity rate was 0.63% in 2022.

Occupational Accidents	Group	Unit	2020	2021	2022
Near Miss	Company	Number/Year	0	0	1
Number of Lost-Time Accidents	Company	Number/Year	4	18	21
Lost Days	Company	Number/Year	114	177	170
Number of No-Lost-Time Accidents	Company	Number/Year	3	7	17
AFO - Accident Frequency Rate*	Company	Share (%)	5.16	17.31	18.89
ASR - Accident Severity Rate**	Company	Share (%)	0.63	0.92	0.63

\* Accident Frequency Rate (Number of Accidents x 1,000,000) / Total Working Hours

\*\* Accident Severity Rate (Lost Days x 1,000) / Total Working Hours

## Occupational Health and Safety Management

The Company has established 5 OHS committees to enhance OHS performance, ensure adherence to the OHS policy, raise employees' awareness of OHS, and work towards achieving the zero accident goal. The number of committee members has increased over time, reaching 15. Within the Company, there are employee representatives who represent the interests of employees involved in OHS-related activities. They actively participate in these activities, observe ongoing initiatives, and have the authority to make proposals for preventive and remedial actions aimed at reducing potential risks. As of 2022, the Company has 4 employee representatives.

Accidents at Work	2020	2021	2022
Number of OHS Committees Established	4	4	5
Total Number of Members in Established OHS Committees	11	12	15
Number of Employee Representatives in Established OHS Committees	4	4	4

## Customer Relations

Smart Güneş Teknolojileri continually strives to enhance its processes to strengthen its relationships with customers and ensure their utmost satisfaction. Customers are considered essential stakeholders within the Company's value chain. The Company places a high priority on ensuring customer data privacy in addition to its efforts to maximize customer satisfaction.

Honesty and integrity are core values that the Company prioritizes in all its business processes and relationships. The Company adheres to the principles of integrity and honesty in all its activities, transactions, and relationships, fulfilling

its responsibilities and duties toward all internal and external stakeholders, including third parties, employees, and managers.

Organizational information, financial data, employee records, business strategies, contractual details, and information regarding business partners, suppliers, and customers are all considered confidential information. This cannot be changed, copied or destroyed. The Company implements all necessary measures to ensure that information is securely stored and not disclosed without proper authorization.





## Relations with Stakeholders

The Company adheres to a business ethics approach founded on principles of integrity and honesty in its interactions with stakeholders. While relationships with stakeholders are built upon this fundamental principle, the Company actively listens to and values the opinions and ideas of its stakeholders through feedback mechanisms.

Customer and employee surveys are conducted at regular intervals, and process improvements are implemented based on the feedback and opinions gathered from both internal and external stakeholders through these surveys. Feedback from stakeholders is considered by all senior managers.

### Stakeholder Communication Platform

The Company periodically engages with its internal and external stakeholders through various platforms to establish healthy and effective communication, gather stakeholders' opinions, and keep them informed about the Company's activities and recent developments. The Company has identified the most suitable method of communication with stakeholders, defined the purpose and frequency of communication, and formulated an effective communication strategy

and plan. In line with this approach, the Company maintains regular communication with both individual and institutional investors, keeping them informed about its activities. Asset Management Companies and analysts are periodically engaged to provide updates on the Company's current developments. Information and data are shared with the Capital Markets Board (CMB), Borsa İstanbul, and the Central Securities Depository & Trade Repository (MKK) when required.

STAKEHOLDER GROUP	COMMUNICATION METHOD	COMMUNICATION REASON	COMMUNICATION FREQUENCY
Individual and Institutional Investors	Telephone, e-mail, face-to-face meetings	Investors are informed about all processes and activities of the Company.	Every day
Asset Management Companies and Analysts	Face-to-face and online meetings	During the meetings with analysts, current developments regarding the Company are shared and market information is provided.	Periodic
CMB, BIST, MKK	Telephone, e-mail, face-to-face meetings	Necessary information and data are shared with the CMB, Borsa İstanbul, and MKK.	When necessary

## Supplier Relations

Smart Güneş Teknolojileri places importance on various aspects such as quality, compliance, reliability, ethical and fair-trade practices, sustainability performance, and the management of environmental and social impacts throughout its operations and value chain to ensure continuity. The Company aims to conduct its supply chain and procurement operations sustainably in all its operational areas to protect natural resources, contribute to the circular economy, and leave a livable world for future generations.

In procurement processes, priority is given to suppliers who prioritize sustainability, and manage their environmental and social impacts effectively. Additionally, whenever possible, the Company prefers and supports local suppliers and women entrepreneurs. The Company expects its suppliers to adhere to certain ethical standards, including not employing forced labor and child labor, refraining from discrimination based on various factors such as race, language, religion, ethnicity,

age, and gender, and ensuring a healthy and safe working environment for their employees. Suppliers are also encouraged to manage their environmental impact and adopt practices aimed at resource, water, and energy efficiency.

The Company expects its procurement processes to align with its various policies, including Business Ethics, Sustainability, Environment and Climate Change, Human Rights, Occupational Health and Safety, Anti-Bribery and Anti-Corruption, Corporate Social Responsibility, and Supply Chain Policies. Suppliers are expected to adhere to the International Labour Organization (ILO) standards and the United Nations Convention on Human Rights in their operations, as well as to comply with the relevant local legislation in the countries where they conduct business.

Detailed information about Smart Güneş Teknolojileri's **Supply Chain Policy** can be found on the Company's website .



## Memberships, Awards, Sponsorships and Collaborations

### Memberships

- German Turkish Chamber of Commerce and Industry (AHK) BSW Solar
- Foreign Economic Relations Board (DEİK)
- Energy Industrialists and Business Association (ENSiA)
- European-Ukrainian Energy Agency (EUEA)
- EuPD Research
- Turkish Solar Energy Industry Association (GENSED)
- Solar Energy Investors' Association (GÜYAD)
- İstanbul Mineral and Metals Exporters' Association (İMMİB)
- İstanbul Chamber of Commerce (İTO)
- Kocaeli Chamber of Industry (KSO)
- PV CYCLE
- SolarSTK
- Turkish Institutional Investment Managers' Association (TKYD)
- Turkish Industry and Business Association (TÜSİAD)
- Turkish-Ukrainian Business Association (TUID)
- Corporate Governance Association of Türkiye (TKYD)
- Turkish Investor Relations Society (TÜYİD)
- Ultra Low-Carbon Solar Alliance
- International Solar Energy Society Türkiye Division (GÜNDER)
- Green-Collar Women Association (YEYKAD)



### Awards Received in 2022 Activity Period



NAME OF AWARD	AWARDING INSTITUTION	AWARDED PROJECT
BIG STAR AWARD	DELOITTE, Technology Fast 50	Fastest Growing Technology Company
Main Equipment Provider	9 <sup>th</sup> ICCI Energy Awards	Solar Category Equipment Provider
Türkiye's 100 Fastest Growing Companies, TOBBTürkiye100	TOBB & TEPAV & TOBB ETÜ	100 Fastest Growing Companies
Solar Champion	EUPD, Joint Forces for Solar	SOLAR INDUSTRY
Top Brand PV Europe, EPC	EUPD, Joint Forces for Solar	EPC



## Sponsorships in the 2022 Operating Period



Fenerbahçe Women's Basketball Team, 2022-2023 Season: Official Shorts Sponsorship for Fenerbahçe Alagöz Holding Women's Basketball A Team for the remainder of the season



Sponsor/Participant Company of the Grand Final of the Türkiye Footgolf League



Çayelispor Club Sponsorship (Smart Holding)



GENSED 18<sup>th</sup> GES Application Seminar on Industrial Rooftops Sponsor



Turkish Physics Society 38<sup>th</sup> International Physics Congress Sponsorship



Private Adem Ceylan Final Technical College "Solar Workshop" Sponsorship

## Collaborations in the 2022 Operating Period

233  
PCS



TÜBİTAK Photovoltaic Solar Panel 450 W Monoperc Bigcell Half-Cut

37  
PCS



LÖSEV  
Solar Panels 450 Wp

170  
PCS



Rize Municipality  
Photovoltaic Solar Panel  
450 W Monoperc

# APPENDICES

## Performance Indicators

### Financial Performance Indicators

Economic Value Created	Unit	2020	2021	2022
Economic Value Created (Revenues)	TL	880,249,439	1,004,479,571	2,316,098,667
Economic Value Distributed to Stakeholders	Unit	2020	2021	2022
Operating expenses	TL	810,702,208	883,417,675	2,011,407,449
Employee benefits	TL	10,668,406	18,325,131	45,654,578
Benefits to the state	TL	4,004,172	6,455,267	10,194,913
Benefits to capital providers	TL	0	0	0
Benefits to the community	TL	0	0	1,485,104
<b>Total</b>	<b>TL</b>	<b>825,374,786</b>	<b>908,198,073</b>	<b>2,068,742,044</b>

Sustainable Financing	Unit	2020	2021	2022
Average financing cost	TL	17,663,746	42,362,702	58,61,800

Financial Assistance Received from the Government	Unit	2020	2021	2022
Tax deductions/credits	TL	0	1,231,872	13,454,335
Incentives	TL	14,141,883	29,301,957	48,875,465
Financial incentives	TL	0	0	0

Environmental Investments	2020	2021	2022
Total operating expenses of environmental activities	9,735.00	10,148.00	18,800.00
Total investments in environmental protection	-	-	-
<b>Total</b>	<b>9,735.00</b>	<b>10,148.00</b>	<b>18,800.00</b>

Currency Unit (TL)	2020	2021	2022
Revenue from climate-friendly energy production practices	9,735.00	10,148.00	18,800.00

## Environmental Performance Indicators

### Emissions

Carbon Emissions in 2021 (tCO <sub>2</sub> e)	Scope 1	Scope 2
	146.71	22,603.04

\* Since 2022 emission measurement studies are ongoing during the reporting process, the results for the relevant year will be shared with the public later.

### Energy

Non-Renewable Direct Energy	Unit	2020	2021	2022
Gasoline	litre	194	20.722	62.460
Diesel	litre	1.687	33.401	34.973

Electricity Consumption	Unit	2020	2021	2022
Electricity	kWh	5,982,990	7,876,591	7,569,730

### Waste - Amount of Waste by Type

Type of Waste	Unit	2020	2021	2022
Hazardous Waste	Kg	9,981	22,021	10,803
Non-Hazardous Waste	Kg	350,256	737,580	1,066,644
<b>Total Waste</b>	<b>Kg</b>	<b>360,237</b>	<b>759,601</b>	<b>1,077,447</b>

Hazardous Waste	Unit	2020	2021	2022
Liquid Waste	Kg	-	10,070	-
Contaminated Waste	Kg	-	890	3,905
Contaminated Packaging	Kg	600	1,620	4,880
Waste Battery	Kg	1	1	3
Sealants	Kg	9,380	9,440	2,000
<b>Total Hazardous Waste</b>	<b>Kg</b>	<b>9,981</b>	<b>22,021</b>	<b>10,788</b>

Non-Hazardous Waste	Unit	2020	2021	2022
Waste Glass	Kg	67,570	94,760	77,294
Waste Paper	Kg	201,710	202,700	258,380
Waste Plastic	Kg	8,880	133,480	134,970
Waste Metal	Kg	9,960	12,270	12,180
Copper, Bronze, Brass	Kg	8,690	5,250	2,210
Wood Waste	Kg	53,110	289,120	381,200
Household Waste	Kg			192,960
Waste Aluminum	Kg	-	-	7,450
Electronic Waste	Kg	336	-	-
<b>Total Waste</b>	<b>Kg</b>	<b>350,256</b>	<b>737,580</b>	<b>1,066,644</b>

## Waste Amounts by Disposal Management

By Disposal Method	Unit	2020	2021	2022
Recovery	Kg	360,236	759,600	884,487
Disposal	Kg	1	1	3
Landfill (Waste Site)	Kg	-	-	192,960

## Proportion of reused/recycled packaging

Type of Packaging Waste	Unit	2020	2021	2022
Waste Glass	Kg	67,570	94,760	77,294
Waste Paper	Kg	201,710	202,700	258,380
Waste Plastic	Kg	8,880	133,480	134,970
Waste Metal	Kg	9,960	12,270	12,180
Waste Aluminum	Kg	-	-	7,450
Copper, Bronze, Brass	Kg	8,690	5,250	2,210
Wood Waste	Kg	53,110	289,120	381,200

Total Water Volume Drawn	Unit	2020	2021	2022
Surface waters, including wetlands, rivers, lakes and oceans		-	-	-
Ground Water		-	-	-
Sea Water		-	-	-
Rainwater		-	-	-
Produced Water		-	-	-
Third Party Water (Mains Water, etc.)	m <sup>3</sup>			5,116

Waste Water Discharge	Unit	2020	2021	2022
Surface waters, including wetlands, rivers, lakes and oceans		-	-	-
Ground Water		-	-	-
Sea Water		-	-	-
Third Party Waters (Sewage, etc.)	m <sup>3</sup>			5,116

Water Consumption	Unit	2020	2021	2022
	m <sup>3</sup>	-	-	5,116

## Social Performance Indicators

### Training Investments by Employee Category

By Employee Category		2020	2021	2022
Senior Executives	Person*Hour	24	7	82
Senior Executives	Persons	3	7	5
Mid-Level Managers	Person*Hour	72	29	209
Mid-Level Managers	Persons	9	29	22
Other Employees	Person*Hour	128	65	156
Other Employees	Persons	16	65	31

### Training Investments by Employment Type

By Employment Type	Unit	2020	2021	2022
Blue-collar	Person*Hour	1,472	3,608	4,782
Blue-collar	Persons	736	1,804	2,391
White-collar	Person*Hour	224	101	447
White-collar	Persons	28	101	58
<b>Total</b>	<b>Person*Hours</b>	<b>1,532</b>	<b>3,950.50</b>	<b>4,952</b>

Environmental trainings provided to employees	Unit	2020	2021	2022
Trainings	Hours	624	654	892
Trained individuals	Persons	312	327	446

All Trainings (By Type)	Unit	2020	2021	2022
Professional Development	Hours	432	2,930.5	3,712
Personal Development	Hours	0	0	55
OHS	Hours	2,364	1,416	2,652
Environment	Hours	624	654	892
<b>Total Training</b>	<b>Hours</b>	<b>3,420</b>	<b>5,000</b>	<b>7,311</b>

### WORKFORCE

By Employment Type	Unit	2020	2021	2022
White-collar - Female	Persons	27	40	51
White-collar - Male	Persons	61	82	135
Blue-collar - Female	Persons	223	216	305
Blue-collar - Male	Persons	209	207	253
<b>Total</b>	<b>Persons</b>	<b>520</b>	<b>545</b>	<b>744</b>

By Contract Type	Unit	2020	2021	2022
Indefinite Term - Female	Persons	138	236	280
Indefinite Term - Male	Persons	165	246	330
Fixed Term - Female	Persons	112	20	76
Fixed Term - Male	Persons	105	43	58
<b>Total</b>	<b>Persons</b>	<b>520</b>	<b>545</b>	<b>744</b>

By Gender	Unit	2020	2021	2022
Male	Persons	270	289	388
	Share (%)	52	53	52
Female	Persons	250	256	356
	Share (%)	48	47	48
By Age	Unit	2020	2021	2022
18 to 30 Years	Female	61	56	81
	Share (%)	39	38	36
	Male	96	90	147
	Share (%)	61	62	64
31 to 40 Years	Female	123	116	149
	Share (%)	52	49	53
	Male	112	119	134
	Share (%)	48	51	47
41 to 50 Years	Female	62	79	122
	Share (%)	53	52	56
	Male	56	72	96
	Share (%)	47	48	44
51 to 60 Years	Female	4	5	3
	Share (%)	40	38	21
	Male	6	8	11
	Share (%)	60	62	79
Workforce	Unit	2020	2021	2022
Employees with Disabilities	Female	4	6	8
	Share (%)	29	43	42
	Male	10	8	11
	Share (%)	71	57	58

By Management Category	Unit	2020	2021	2022
Senior Management	Female	3	5	6
	Share (%)	43	29	35
	Male	4	12	11
	Share (%)	57	71	65
Mid-Level	Female	4	9	13
	Share (%)	21	30	31
	Male	15	21	29
	Share (%)	79	70	69

#### WORKFORCE

Work Region	Unit	2020	2021	2022
İstanbul	Persons	6	30	93
Kocaeli	Persons	514	476	637
İzmir	Persons	0	0	14



## Employment and Turnover

Employment and Turnover (Türkiye)	Unit	2020	2021	2022
Newly hired employees - Total	Persons	275	255	408
White-collar	Persons	24	99	140
Blue-collar	Persons	251	156	268
Employees who left - Total	Persons	153	208	179
White-collar	Persons	18	58	53
Blue-collar	Persons	135	150	126

By Gender	Unit	2020	2021	2022
Male - Recruited	Persons	143	135	213
Male - Left	Persons	79	110	93
Female - Recruited	Persons	132	120	195
Female - Left	Persons	74	98	86

By Age	Unit	2020	2021	2022
18 to 30 Years - Recruited	Persons	84	68	109
18 to 30 Years - Left	Persons	46	55	55
31 to 40 Years - Recruited	Persons	124	110	176
31 to 40 Years - Left	Persons	69	90	68
41 to 50 Years - Recruited	Persons	62	71	113
41 to 50 Years - Left	Persons	35	58	53
51 to 60 Years - Recruited	Persons	5	6	10
51 to 60 Years - Left	Persons	3	5	3

Pregnancy, Maternity and  
Breastfeeding Leave

Employees Who Took Parental Leave	Total	2020		2021		2022	
		Female	Male	Female	Male	Female	Male
Employees entitled to parental leave	Number	1	3	5	6	5	16
Employees who took parental leave	Number	1	3	5	6	5	16
Employees who returned to work after the end of parental leave	Number	1	3	5	6	5	16
Employees who returned to work after parental leave and worked for at least 12 months afterwards	Number	1	3	5	6	5	16

Occupational Accidents	Group	Unit	2020	2021	2022
Near Miss	Company	Number/Year	0	0	1
Number of Lost-Time Accidents	Company	Number/Year	4	18	21
Lost Days	Company	Number/Year	114	177	170
Number of No-Lost-Time Accidents	Company	Number/Year	3	7	17
AFO - Accident Frequency Rate*	Company	Share (%)	5.16	17.31	18.89
ASR - Accident Severity Rate**	Company	Share (%)	0.63	0.92	0.63

Occupational Accidents	2020	2021	2022
Number of OHS Committees Established	4	4	5
Total Number of Members in Established OHS Committees	11	12	15
Number of Employee Representatives in Established OHS Committees	4	4	4

Occupational Health and Safety Trainings	2020	2021	2022
Number of Company Employees	514	493	522
Total Number of Participants	197	118	64

# GRI Content Index

GRI Standard	Definition	Disclosures	Page
DISCLOSURE OF USE:			
<b>GRI 1: FOUNDATION 2021</b>			
<b>GRI 2: GENERAL DISCLOSURES 2021</b>			
<b>Organizational Profile</b>			
2-1 Organizational details	a. Legal name of the company;	Smart Güneş Enerjisi Teknolojileri Araştırma Geliştirme Üretim Sanayi ve Ticaret A.Ş.  Rüzgârlıbahçe Mah. Feragat Sk. Energy Plaza Blok No: 2 İç Kapı No: 6 Beykoz / İstanbul	12-13
	b. ownership structure and legal form;		
	c. the location of headquarters;		
	d. countries of operation.		
2-2 Entities included in the organization's sustainability reporting	a. list all entities included in sustainability reporting;	About the Report	5
	b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;		
	c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including:		
	i. whether the approach includes adjustments to information on minority interests;		
ii. how the approach takes into account mergers, acquisitions and disposals of entities or parts of entities;			
iii. whether and how the approach differs across the disclosures in this Standard and across material topics.			

2-3 Reporting period, frequency and contact point	a. specify the reporting period and frequency for sustainability reporting;	About the Report	5
	b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;		
	c. report the publication date of the report or reported information;		
	d. specify the contact point for questions about the report or reported information.		
2-5 Limited Assurance	i. the reasons for the restatements;		
	ii. the effect of the restatements.		
	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	Limited assurance has not been obtained.	
	b. if the organization's sustainability reporting has been externally assured:		
i. provide a link or reference to the Limited Assurance report(s) or assurance statement(s);			
ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;			
iii. describe the relationship between the organization and the assurance provider.			
2-6 Activities, value chain and other business relationships	a. report the sector(s) in which it is active;	About Smart Güneş Teknolojileri	12-19
	b. describe its value chain, including:		
	i. the organization's activities, products, services, and markets served;	Supplier Relations	97

2-6 Activities, value chain and other business relationships	ii. the organization's supply chain;	Supplier Relations	97
	iii. the entities downstream from the organization and their activities;		
	c. report other relevant business relationships;		
	d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.		
2-7 Employees	a. report the total number of employees, and a breakdown of this total by gender and by region;	Employment, Diversity and Inclusion	72-73
	b. report the total number of:		
	i. permanent employees, and a breakdown by gender and by region;		
	ii. temporary employees, and a breakdown by gender and by region;	Employee Rights and Development	74-87
	iii. non-guaranteed hours employees, and a breakdown by gender and by region;		
	iv. full-time employees, and a breakdown by gender and by region;	Appendices: Social Performance Indicators	108-113
	iv. part-time employees, and a breakdown by gender and by region;		
	c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:		
	i. in head count, full-time equivalent (FTE), or using another methodology;		
	ii. at the end of the reporting period, on average over the reporting period or using another methodology;		
d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;			
e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.			

2-8 Workers who are not employees	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:	External support staff are in place to provide security and cafeteria services.	85
	i. the most common types of worker and their contractual relationship with the organization;		
	ii. the type of work they perform;		
	b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:		
	i. in head count, full-time equivalent (FTE), or using another methodology;		
2-9 Governance structure and composition	ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	Board of Directors and Organizational Structure	21-29
	c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.		
	a. describe its governance structure, including committees of the highest governance body;		
	b. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people;		
	c. describe the structure of the highest governance body and its committees as follows		
	i. executive and non-executive members;		
	ii. independence;		
	iii. tenure of members on the governance body;		
	iv. number of other significant positions and commitments held by each member, and the nature of the commitments;		
	v. gender;		
vi. under-represented social groups;			
vii. competencies relevant to the impacts of the organization;			
viii. stakeholder representation.			

2-10 Nomination and selection of the highest governance body	a. describe the nomination and selection processes for the highest governance body and its committees;	Board of Directors and Organizational Structure	21-29
	b. describe the criteria used for nominating and selecting the highest governance body members, including whether and how the following are taken into consideration:		
	i. views of stakeholders (including shareholders);		
	ii. diversity		
	iii. independence;		
2-11 Chair of the highest governance body	a. report whether the chair of the highest governance body is also a senior executive in the organization;	Board of Directors and Organizational Structure	21-29
	b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.		
2-12 Role of the highest governance body in overseeing the management of impacts	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	Board of Directors and Organizational Structure	21-29
	b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:		
	i. whether and how the highest governance body engages with stakeholders to support these processes;		
	ii. how the highest governance body considers the outcomes of these processes;		
c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.			

2-13 Delegation of responsibility for managing impacts	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:	Board of Directors and Organizational Structure	21-29
	i. whether it has appointed any senior executives with responsibility for the management of impacts;		
	ii. whether it has delegated responsibility for the management of impacts to other employees;		
b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.			
2-14 Role of the highest governance body in sustainability reporting	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;	Board of Directors and Organizational Structure	21-29
	b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.		
2-15 Conflicts of interest	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	Board of Directors and Organizational Structure	21-29
	b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:		
	i. cross-board membership		
	ii. cross-shareholding with suppliers and other stakeholders		
	iii. existence of controlling shareholders		
iv. related parties, relationships, transactions and outstanding balances			

2-16 Communication of critical concerns	a. describe whether and how critical concerns are communicated to the highest governance body;	Board of Directors and Organizational Structure	21-29
	b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.		
2-17 Collective knowledge of the highest governance body	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Board of Directors and Organizational Structure	21-29
2-22 Sustainable development	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Message from the Chairperson of the Board	6-7
		Message from the Chairperson of the Board	8-9
2-23 Policy commitments	a. responsible for, including describes policy commitments to business behavior;	Business Ethics and Compliance	46
	i. the authoritative intergovernmental instruments that the commitments reference;		
	ii. whether the commitments stipulate conducting due diligence;		
	iii. whether the commitments stipulate applying the precautionary principle;		

2-23 Policy commitments	iv. whether the commitments stipulate respecting human rights;	Business Ethics and Compliance	46
	b. the special obligation to respect human rights describes its policy commitment, including the following:		
	i. the internationally recognized human rights that the commitment covers;		
	ii. whether the commitments stipulate conducting due diligence;		
	c. provide links to publicly available policy commitments or commitments are not publicly available, explain why;		
	d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;		
	e. report the extent to which the policy commitments apply to the organization's activities and its business relationships;		
	f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.		
2-24 Embedding policy commitments	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	Sustainability Approach	32
		Business Ethics and Compliance	46
	i. how it allocates responsibility to implement the commitments across different levels within the organization;	Anti-Bribery and Anti-Corruption	48
	ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;	Environmental Approach	58
		Employment, Diversity and Inclusion	72-73
	iii. how it implements its commitments with and through its business relationships;	Employee Rights and Development	74-87
	iv. training that the organization provides on implementing the commitments.	Corporate Social Responsibility	88-90
		Supplier Relations	97

2-25 Process to remediate negative impacts	a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	Business Ethics and Compliance	46
	b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;		
	c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;		
	d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;		
	e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.		
2-26 Mechanisms for seeking advice and raising concerns	a. Explain the mechanisms for individuals:	Employee Rights and Development	74-87
	i. seek advice on implementing the organization's policies and practices for responsible business conduct;		
	ii. raise concerns about the organization's business conduct.		
2-27 Compliance with laws and regulations	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	Business Ethics and Compliance	46-47
	i. instances for which fines were incurred;		
	ii. instances for which non-monetary sanctions were incurred;		
	b. Report the total number and monetary value of fines paid for non-compliance with laws and regulations during the reporting period Report the breakdown of this total according to the following:		
	i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;		
	ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;		
	c. describe the significant instances of non-compliance;		
	d. describe how it has determined significant instances of non-compliance.		

2-28 Membership associations	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	Memberships, Awards, Sponsorships and Collaborations	98-101
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Stakeholder Engagement			
2-29 Approach to stakeholder engagement	a. describe its approach to engaging with stakeholders, including:	Smart Güneş Teknolojileri Material Sustainability Topics and Stakeholder Engagement	36-45
	i. the categories of stakeholders it engages with, and how they are identified;		
	ii. the purpose of the stakeholder engagement;		
	iii. how the organization seeks to ensure meaningful engagement with stakeholders.	Relations with Stakeholders	96
2-30 Collective bargaining agreements	a. report the percentage of total employees covered by collective bargaining agreements;	There are no employees who are covered by collective labor agreements.	-
	b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.		

GRI 3: MATERIAL TOPICS			
3-1 Process to determine material topics	a. describe the process it has followed to determine its material topics, including:	Smart Güneş Teknolojileri Material Sustainability Topics and Stakeholder Engagement	36-45
	i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;		
	ii. how it has prioritized the impacts for reporting based on their significance;		
	b. specify the stakeholders and experts whose views have informed the process of determining its material topics.		

3-2 List of material topics	a. list its material topics;	Smart Güneş Teknolojileri Material Sustainability Topics and Stakeholder Engagement	36-45
	b. report changes to the list of material topics compared to the previous reporting period.		
<b>Economic Performance</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Smart Güneş Teknolojileri Material Sustainability Topics and Stakeholder Engagement	36-45
GRI 201: Economic Performance 2016	201-1 Economic value generated and distributed	Appendices – Environmental Performance Indicators	102-103
	201-4 Financial assistance received from the government		
<b>Indirect Economic Impacts</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	R&D, Innovation and Digital Transformation	12-19
			53-57
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	About Smart Güneş Teknolojileri R&D, Innovation and Digital Transformation	12-19
	203-2 Significant indirect economic impacts	Social Contribution	53-57
<b>Procurement Practices</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Supplier Relations	97
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supplier Relations	97

<b>Compliance with Ethical Principles and Laws</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Business Ethics and Compliance	46 - 47
		Anti-Bribery and Anti-Corruption	48
		Risk Management and Internal Audit	49
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption	48
	205-2 Communication and training about anti-corruption policies and procedures		
	205-3 Confirmed incidents of corruption and actions taken		
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Compliance	46 - 47
		Anti-Bribery and Anti-Corruption	48
		Risk Management and Internal Audit	49
<b>Environment</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Smart Güneş Teknolojileri Environmental Approach	58-69
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	62
GRI 303: Water Consumption and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	63
	303-2 Management of water discharge related impacts		
	303-3 Water withdrawal		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Management of Greenhouse Gases	61
	305-2 Indirect (Scope 2) GHG emissions		
	305-5 Reduction of GHG emissions		

Circular Economy			
GRI 3: Management Approach 2021	3-3 Management of material topics	Waste Management	64-66
GRI 306: Waste 2020	306-3 Waste generated	Waste Management	64-66
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
Environmental Assessment of Suppliers			
GRI 3: Management Approach 2021	3-3 Management of material topics	Supplier Relations	97
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Relations	97
Employment			
GRI 3: Management Approach 2021	3-3 Management of material topics	Employee Rights and Development	74-87
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment and Turnover	86
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights	79
	401-3 Return to work and retention rates after parental leave by gender	Pregnancy, Maternity and Breast-Feeding Leave	87

Occupational Health and Safety			
GRI 3: Management Approach 2021	3-3 Management of material topics	Occupational Health and Safety	92-94
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	92-94
	403-2 Types and rates of injuries, occupational diseases, lost days, absenteeism and work-related fatalities		
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-9 Work-related injuries		
	403-10 Work-related ill-health		
	Employee Development and Engagement		
GRI 3: Management Approach 2021	3-3 Management of material topics	Employee Rights and Development	74-87
GRI 404: Education and Training 2016	404-1 Average hours of training per year per employee	Employee Rights and Development	74-87
	404-2 Programs for upgrading employee skills and transition assistance programs		



<b>Diversity and Equal Opportunity</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Employment, Diversity and Inclusion	72-73
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employment, Diversity and Inclusion	72-73
<b>Non-Discrimination</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Employment, Diversity and Inclusion	72-73
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employment, Diversity and Inclusion	72-73
<b>Child Labor</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Business Ethics and Compliance Supplier Relations	46-47 97
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Compliance Supplier Relations	46-47 97
<b>Forced or Compulsory Labor</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Business Ethics and Compliance Supplier Relations	46-47 97
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Compliance Supplier Relations	46-47 97

<b>Local Communities</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Social Contribution	88-91
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Contribution	88-91
	413-2 Operations with significant actual and potential negative impacts on local communities		
<b>Supplier Social Assessment</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Supplier Relations	97
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier Relations	97
	414-2 Negative social impacts in the supply chain and actions taken		
<b>Excellence in Customer Relations / Digital Transformation</b>			
GRI 3: Management Approach 2021	3-3 Management of material topics	Customer Relations	95
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Relations	95

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