



#KontekAware

We bring energy with
goodness together,
We add value to life

2025 Sustainability Report

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**When managed well,
energy creates a
sustainable impact that
brings environmental
responsibility and economic
growth together.**

At Kontek Enerji, our renewable energy solutions and energy efficiency projects help us extend this impact. We carry energy born of the sun, strengthened by the wind and shaped by our engineering expertise into the future through a holistic approach that touches lives, creates opportunities and protects the environment.

At every step, we aim for lower carbon emissions, greater efficiency and a stronger impact, continuing to take responsibility for a sustainable future.

Energy
and
Beyond

About This Report

Our 2025 Sustainability Report offers a holistic view of our sustainability journey, the progress made to date and our goals for the period ahead.

Kontek Enerji is pleased to present its first sustainability report. Drawing on our activities in renewable energy, energy efficiency, engineering and digital solutions, this report sets out our environmental, social and governance (ESG) approach, shares our sustainability priorities and supports transparent communication with our stakeholders.

From our contribution to the energy transition and our operations to our environmental impacts and people-centred practices, we share the value we create with our stakeholders, guided by transparency, responsibility and accountability.

This report covers Kontek Enerji's activities from 1 January 2025 to 31 December 2025. It includes all business units under our organisational control in Türkiye: Solar (EPC), Scada, YGTM, Automation, Drives/Engineering Drives and Energy Storage (Maxxen Energy).



The report also covers the 2025 investment and installation activities of our 100%-owned subsidiary, Maxxen Energy. During the reporting period, we had no directly owned facilities or facilities under our operational control abroad. The report presents material topics and performance indicators on renewable energy solutions, energy storage, engineering and automation, climate action, energy management, occupational health and safety, human rights, product and service quality, R&D, digitalisation, data security, supply chain practices and our governance structure.

External Assurance

Our 2025 Sustainability Report was prepared with reference to the GRI (Global Reporting Initiative) Standards. Its key performance indicators were subject to independent assurance, confirming the accuracy and reliability of energy consumption, greenhouse gas emissions (Scopes 1, 2 and 3), water use, waste management and occupational health and safety indicators. We welcome your feedback and suggestions on this report. Please contact us at the address below.



For feedback and suggestions:
surdurulebilirlik@kontekenerji.com.tr

Message from Our Chairman

Our talented engineers, field teams, R&D employees and all our technical staff are the cornerstone of our group's sustainable growth.

Dear Stakeholders,

The energy sector is experiencing a period of profound disruption. The climate crisis, rising energy costs, accelerating regulatory change and the global demand driven by electrification are forcing companies to reposition themselves. We see this period as a strategic window of opportunity.

I see our position today as more than the sum of successful projects: it is the natural outcome of a sustainability strategy pursued with determination. Our renewable energy and energy storage solutions, digital monitoring platforms and strong engineering capabilities give us a clear ambition for the energy systems of the future.

We are building a more efficient, secure and sustainable energy ecosystem. This vision is taking shape through manufacturing facilities with a low carbon footprint, engineering solutions that improve energy efficiency, integrated storage projects underpinning our European growth strategy and AI-supported system management platforms. These efforts meet today's needs while also setting the technology standards of tomorrow.

Our approach to sustainability is proactive. We go beyond regulatory compliance by making higher standards mandatory within our own processes.

By managing environmental performance with the same rigour as financial results, we have become one of the sector's leading players.

Our people are central to this journey. Our talented engineers, field teams, R&D employees and technical staff are the foundation of our group's sustainable growth. Our focus on occupational safety, inclusive leadership and continuous development ensures that this culture endures.

We take the responsibilities of the energy transition seriously and remain firmly committed to transparency towards all our stakeholders. This report presents our performance over the past year, alongside our determination for the future and our strategic commitments.

Investments that expand our production capacity, partnerships that strengthen our global integration and innovation projects that advance our technological capabilities will remain central to our sustainability vision in the period ahead.

We are shaping the future of energy. I thank all our colleagues, business partners and stakeholders who share this journey. Together, we will build a stronger, more innovative and more sustainable future.

Yours sincerely,

Tolga Murat Özdemir
Chairman of the Board



We take the responsibilities of the energy transition seriously and remain firmly committed to transparency towards all our stakeholders.

» Message from Our Deputy CEO

Our goal is to build an organisation with a strong technical team, a deep sense of belonging and a safe working environment that develops the talent of tomorrow.

Dear Stakeholders,

As the global energy transition accelerates, sustainability has become a strategic management priority that directly shapes companies' financial health, organisational resilience and social responsibility. We therefore place our ESG approach at the heart of a corporate policy that guides every business process across our group.

This year, we made significant progress towards sustainable growth. Increased energy storage capacity and our strategic expansion in Europe have strengthened our financial performance and created long-term value. Investment discipline, cost optimisation, risk management and transparent financial reporting are integral to our sustainable growth strategy.

We will maintain this approach to further strengthen operational efficiency and investor confidence in the period ahead.

Our people are at the heart of sustainability. Their expertise, the safety of our field operations and our teams' performance underpin our global competitiveness. We treat talent management, inclusive leadership, development programmes, occupational health and safety, employee experience and organisational culture as strategic priorities. Our goal is to build an organisation with a strong technical team, a deep sense of belonging and a safe working environment that develops the talent of tomorrow.

In 2025–2026, we also regard corporate communications and brand management as an important area of growth. Our expanding international operations call for greater global visibility for our brands and a more integrated approach to stakeholder communication. Expanding our digital communication capabilities, strengthening our sustainability-led brand value and building communication that responds transparently to stakeholder expectations are core elements of our ESG approach.

This report covers our environmental performance, financial sustainability, the value we place on our people, our ethical governance and our communication strategies. Managing these elements together is critical to shaping our company's future and achieving our sustainability goals.

As the ESG Committee, we aim to prepare our group for a stronger environmental, financial and organisational future and establish a structure fully aligned with international standards. I thank all our colleagues, business partners and stakeholders who create value with us on this journey.

Yours sincerely,

Vedat Adak
Deputy CEO



»»» This year, we have taken significant steps on our journey of sustainable growth.



Energy becomes a more efficient, cleaner, and sustainable power when it meets the right technologies.

At Kontek Energy, we position energy storage as a strategic priority. Thanks to our strong engineering infrastructure, project development capabilities and integrated solutions, we implement high-efficiency energy systems ranging from production to storage, building a cleaner and more reliable energy future. Our battery energy storage systems developed under the Maxxen brand support the more effective use of renewable energy sources, increased grid flexibility, and enhanced energy supply security. With our smart energy management solutions, we offer sustainable, reliable, and high-performance systems in energy storage technologies.



» In the future of sustainable energy, the effective management of energy is just as important as its production.

As Kontek Energy, we are at the centre of transformation with our investment in Maxxen Energy Storage Systems. We are building a strong future in the energy storage field with our Maxxen factory, which started production in 2025, and our target capacity of 10,000 MWh within five years.



The true power of energy
is revealed through its
contribution to society
and the **sustainable
value it creates.**

As Kontek Energy, we view energy not merely as a technical process but as a social value; we contribute to projects that support social development in the regions where we operate. We take responsibility for a more conscious and sustainable future through our work ranging from education to the environment, from children's futures to social awareness.

Vision, Mission and Core Values

At Kontek Enerji, we see harmony with nature as a cornerstone of our corporate governance and every aspect of how we do business.



Mission

Kontek Enerji accelerates the sustainable energy transition to conserve natural resources and contribute to society with a strong sense of environmental responsibility.

Through advanced engineering, we improve energy efficiency, support renewable energy projects and provide our business partners with reliable, long-term solutions.



Vision

Kontek Enerji develops innovative energy solutions to expand the possibilities of a sustainable future, delivering high efficiency while minimising environmental impacts.

By leading the energy transition and using modern technologies, we make a difference through reliable, lasting engineering solutions across every field.



Value for Energy, Power for the Future

At Kontek Enerji, we bring energy and goodness together, meeting today's needs while working to leave a better world for future generations.



Our Values



Sustainability

Through renewable energy, we conserve resources and invest in the future.



Innovation

We follow technology and develop innovative energy solutions.



Customer Focus

We meet specific needs and build lasting partnerships.



Environmental Awareness

We reduce our impact and work with respect for nature.



Trust

We build trust through transparency and integrity.



Quality

We deliver reliable services to international quality standards.



Respect for People

We respect differences and treat everyone equally.

Milestones

Kontek Enerji was founded in Izmir.

1994



1996
İNA-KONTEK
İzmir Automation
Contracting
Company
was founded.

The dealership
for Groupe
Schneider was
acquired within
the scope of
the Istanbul
Organisation.

1997



1999
DE-KON
Istanbul Automation
Contracting
Company
was founded.

ABB dealership
was acquired.

2000



2004
The companies
were consolidated
and restructured.

Specialised
in industrial
automation
and drive
systems.

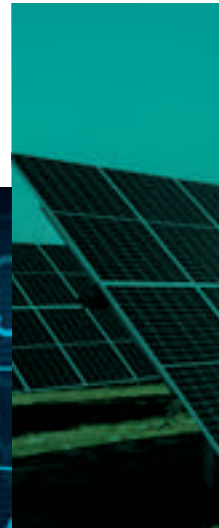
2000-
2005



2009
Became
the main
distributor
for world
brands.

The first solar
energy EPC
projects were
commissioned.

2010-
2015



2011
MERKON
was
established.

Konar Energy
was founded.

2013



2016
The O&M
brand Solargy
was founded.

Loggma
was founded.

2018



2020
The Solar
Alliance
solution
partner network
was launched

All brands
came together
under the
Kontek
umbrella.

A decision was
made to invest in
energy storage.

Maxxen was founded.

2023



2025
The Maxxen Battery
Production Facility
was commissioned,
marking a shift to
domestic production
in storage
technologies.

About Kontek Enerji

Our activities focus on solar energy. We build solar power plants under the EPC model: Engineering, Procurement and Construction.

Our activities focus on solar energy, developing solar power plants under the Engineering, Procurement and Construction (EPC) model. Kontek Enerji is an integrated energy and engineering company active in renewable energy, energy efficiency, engineering and digital solutions. Founded in 1994, we draw on over 30 years of industry experience to develop projects supporting the energy transition and create lasting value through sustainable, efficient and innovative solutions. We provide industrial facilities with energy management, process automation, drive systems and digital solutions, and deliver operations and maintenance (O&M) services for installed plants through SCADA-based systems. In 2025, we invested in energy storage as a strategic growth area, beginning battery production and energy storage system development under the Maxxen brand. Kontek Enerji employs 185 people, rising to approximately 370 including indirect employment. Our technically skilled workforce underpins operational success across our activities. Our experts support sustainable growth through engineering, project management, energy technologies and digital solutions. Our head office is in İzmir, and we operate across all geographical regions of Türkiye.

We bring energy storage technologies developed under the Maxxen Energy brand to international markets, operating through our global business network and regional presence. With strong engineering capabilities, solutions tailored to local needs and international partnerships, we expand our energy storage presence and support the sustainable energy transition.

TRY 1.2 billion

Invested in energy storage, digital infrastructure and human resources

We provide end-to-end solutions from energy generation to monitoring and management. Solarify and Enerify, AI-powered platforms developed by our group company Loggma, monitor solar plant performance in real time, optimise generation and support preventive maintenance.

In 2025, we began battery production and energy storage system development under our Maxxen Energy brand, building on our investment in this field.

We create sustainable value through approaches that consider environmental impacts and prioritise efficient resource use.

Digitalisation and operational improvements enhance process efficiency. Innovative technologies, energy storage solutions and digital monitoring systems provide our customers with sustainable, efficient energy management.

Through this approach, we remain a trusted industry partner that creates long-term value.

Committees

- Strategy and Management: Strategic approaches focused on long-term value creation.
- Risk Management and Corporate Governance: A strong corporate structure and effective risk management.
- Sustainability and Climate: Initiatives addressing environmental and social impacts.
- Finance and Investment: Financial sustainability and investment discipline.
- Technology and Innovation: Solutions shaping the future through technology and innovation.



About Kontek Enerji

Kontek Enerji believes that clean, accessible and efficient energy is the foundation of a sustainable future.

We provide end-to-end renewable energy, energy efficiency, engineering and digital solutions, remaining a trusted partner in our customers' and business partners' energy transition journeys.

By investing in technology, our people and innovation, we create value in Türkiye and every region where we operate, working towards a cleaner, more efficient and more liveable world.



Integrated Solutions

We provide integrated services in renewable energy, energy efficiency, engineering, digital solutions and energy storage.



Sustainable Growth

We develop sustainable business models that create economic and social value while prioritising environmental responsibility.



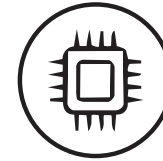
People-Centred Approach

We support employee development and provide a safe, inclusive working environment based on equal opportunity.



Global Impact

Alongside our strong domestic presence, our international projects create value across different regions.



Technology and Innovation

Our focus on R&D and digitalisation helps lead the transformation of the energy sector.



Trust and Transparency

We create lasting value for all stakeholders while upholding ethical values and corporate governance principles.



At Kontek Enerji, we bring energy and goodness together, meeting today's needs while striving to leave a better world for future generations.

About Maxxen Energy

At Maxxen Energy, we aim to be a trusted technology partner in the global energy transition through our innovative energy storage solutions. Our advanced Battery Energy Storage Systems (BESS), smart energy management platforms and strong engineering capabilities make energy infrastructure more flexible, reliable and sustainable.

With high-tech manufacturing infrastructure, an R&D-led approach and production processes that meet international quality standards, we develop reliable, scalable solutions for the evolving needs of the energy storage industry. Our integrated approach, from manufacturing and commissioning to digital energy management and after-sales services, delivers long-term customer value.

Guided by quality, safety, sustainability and continuous innovation, we develop technologies that integrate renewable energy into the grid more effectively and help build a cleaner, low-carbon energy future.



Energy Storage Solutions

Our high-performance battery systems store energy efficiently and deliver it safely when needed.



Supporting Renewable Energy

We help build a clean energy future by enabling the efficient use of solar and wind energy.



Safe and Smart Systems

Our smart energy management systems deliver safe, continuous and optimised energy solutions.



Innovation and Continuous Improvement

We follow technological advances, develop innovative solutions and embrace continuous improvement.



Environmental Responsibility

We take responsibility for a sustainable future, with a focus on lower carbon emissions.

2025 Business Highlights

In 2025, our service portfolio placed particular emphasis on energy storage and digital monitoring solutions

In 2025, Kontek Enerji delivered a broad, integrated portfolio of services supporting the energy transition. From solar energy and energy storage to automation, drive systems and digital monitoring, our portfolio provides end-to-end solutions for our customers.

Our Solar EPC services cover the entire engineering, procurement and construction process for solar power plants. Under our Solargy brand, we provide operation, maintenance and performance monitoring for installed solar plants, enabling efficient, safe and sustainable operation. Through Solar Alliance, we work with local solution partners to build an installation and service network that delivers prompt, locally accessible support.

For industrial facilities, our Drives business develops automation, drive systems and energy efficiency applications that save energy and improve operational efficiency in production. Our Machinery services offer energy optimisation and control solutions for industrial equipment, supporting our customers' performance goals across a range of sectors.

In 2025, energy storage and digital monitoring featured prominently in our service portfolio. Our Energy Storage (Maxxen) brand offers storage solutions with domestically manufactured battery systems. By integrating these systems with solar projects, we enhance energy continuity and grid flexibility. We also expanded our digital monitoring solutions to manage energy generation and consumption more effectively.

Our energy solutions are founded on an integrated energy management approach. By bringing solar energy, energy storage and digital monitoring together under one roof, we aim to improve our customers' energy efficiency, strengthen operational continuity and maximise sustainability performance.



Our Services



**Solar Energy
(EPC)**



**Energy Storage
Maxxen
Energy**



**Automation and
Drive Systems**



**Digital Monitoring
and Energy
Management**



**End-to-End
Integrated
Solutions**

Our Approach



**Efficient
Operations**



**Energy
Continuity**



**Operational
Efficiency**



**Sustainable
Performance**

We provide operations, maintenance and performance monitoring services for 76 power plants across Türkiye.



A strong field presence across Türkiye

Kontek Enerji combines a strong field presence across Türkiye with a growing international footprint. We deliver solar energy, engineering, automation and energy efficiency projects across the Aegean, Marmara, Central Anatolia, Mediterranean and Southeastern Anatolia regions, with 610 MW of installed capacity successfully completed.



Engineering, Automation and Energy Efficiency

As of 2025, Kontek Enerji has installed 610 MW of solar capacity and provides operations, maintenance and performance monitoring services for 76 power plants totalling 400 MWp. Kontek Machinery has also delivered 20 recycling projects, contributing to sustainable industrial production and greater operational efficiency.



International Engineering and Consulting

Kontek Enerji extends its engineering expertise beyond national borders, delivering international projects and creating value in global markets.



By tailoring solutions to the needs and technical requirements of different markets, we combine our engineering and project capabilities with experience to create sustainable value nationally and internationally.



Our Areas of Activity



Strong field presence across Türkiye



Operations, maintenance and performance services at 76 plants



Engineering, automation and project delivery



European, Middle Eastern and North African markets



Consulting and integrated solutions

Our Core Approach



Efficient Operations



Energy Continuity



Operational Efficiency



Sustainable Performance



Long-Term Value

A Better Future with Renewable Energy

As Kontek Enerji, we contribute to a sustainable future through our renewable energy investments, reducing our environmental impact while creating value for society.

Renewable Energy
Investing in Our Future, Respecting Our Nature

Total Installed Capacity

610 MW+

Through our projects, we have strengthened our renewable energy capacity, reaching a total installed capacity of 610 MWp.

Total Renewable Energy Generated in 2025

761,749,887 kWh

New Capacity Commissioned in 2025

Avoided Carbon Emissions



Awards and Achievements

In 2025, Kontek Enerji and Maxxen Energy earned national and international recognition for their work in sustainability, digital transformation, corporate communications and social responsibility. Their innovative vision, focus on technology and projects delivering social value received awards from respected institutions across the sector.

These achievements demonstrate the value Kontek Enerji and Maxxen Energy create in technology and engineering, as well as sustainability, social impact, innovation and corporate transformation. We will continue to develop pioneering projects that support the energy transition and advance our sustainable growth journey.



**International Success
in 3 Fields**



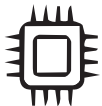
**One Shared Goal:
A Sustainable Future**

Our Value-Creating Approach



Sustainability

We create environmental and social impact through sustainability projects.



Digital Transformation

Technology and innovation improve our operational efficiency.



Social Value

We create value for society and stakeholders through social responsibility.



Transparency and Trust

Strong corporate communications support investor confidence and sustainable growth.



Social Responsibility "Kontek Aware" Project

**Hammers Awards
Social Responsibility Category Award**

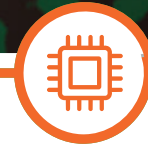
The project, centred on social benefit, sustainable impact and stakeholder engagement, was recognised as an exemplary approach to creating social value in the energy sector.



Financial Communications and Investor Relations

**PRGN Best Practice Awards 2025
Financial Communications and Investor
Relations Category – Gold Award**

Transparent communication, investor trust and a vision of sustainable growth played a key role in this achievement.



Digital Transformation and Innovation

**"Solar Panel Quality Control Project"
Technology Participation Competition
Innovation Project – Third Place Award**

Selected from 104 projects, this award-winning project strengthened our vision of operational efficiency through its innovative approach to digitalising quality processes.

Maxxen Energy's European Energy Transition Journey

Throughout 2025, Maxxen Energy brought its engineering expertise in energy storage and its sustainable energy vision to Europe, playing an active role in the sector's leading international events.

Engagement focused on Battery Energy Storage Systems (BESS), smart energy management, grid flexibility and sustainable energy infrastructure formed a key part of our international growth strategy.



A Strong European Event Network

We met industry professionals in more than 10 countries, including Romania, Germany, Italy, Greece, Poland, the United Kingdom, Croatia, Hungary and Spain.



5 GWh Manufacturing Capacity

The Maxxen Battery Energy Storage Systems Manufacturing Facility opened in Aydın on 19 December 2025. Its annual capacity of 5 GWh strengthened our position in Europe's energy storage market.

International Activities

- 10+ countries: Active operations and strong partnerships across Europe.
- 15+ international events: Participation and knowledge-sharing at summits, conferences, exhibitions and workshops.
- 5 GWh production capacity: Our Aydın battery factory strengthens the European storage market.
- Sustainable future: Innovative storage solutions at the heart of the energy transition.

Participation in Energyyear, Solarplaza Summit, PV Magazine Battery Business & Development Forum, Energy Storage Summit and Battery Tech Summit increased interest in our innovative storage solutions. Our Maxxen Battery Tech & Solutions Workshops in Ankara and İstanbul promoted technical knowledge-sharing and further strengthened partnerships in Türkiye.

Event Calendar

June

- 18: Energyyear Eastern Europe, Bucharest, Romania
- 23: Maxxen İstanbul Battery Technologies & Solutions Workshop, Ankara, Türkiye
- 26: Maxxen İstanbul Battery Technologies & Solutions Workshop, İstanbul, Türkiye

July

- 10: Solarplaza Summit Italy, Rome, Italy
- 15–16: PV Magazine Battery Business & Development Forum, Frankfurt, Germany

September

- 16–17: Large Scale Solar Southern Europe, Athens, Greece
- 23–24: Energy Storage Summit Warsaw, Poland
- 23–25: Solar & Storage Live UK, Birmingham, United Kingdom

October

- 15–16: Energyyear Italy, Milan, Italy
- 21: Solarplaza Summit Balkans, Zagreb, Croatia
- 22–23: Battery Tech Summit, Sofia, Bulgaria

November

- 12: Solarplaza Summit Hungary, Budapest, Hungary
- 20: Solarplaza Summit Greece, Athens, Greece
- 25–26: Energyyear London, London, United Kingdom
- 25–26: Large Scale Solar – CEE, Warsaw, Poland
- 28–29: AEPIBAL Day, Valladolid, Spain

December

- 9: Solarplaza Summit Energy Storage Germany, Cologne, Germany



Quality Management and Process Assurance

Embedding Quality at the Core of Our Processes

Kontek Enerji treats quality as a holistic management approach encompassing the planning, implementation, monitoring and continuous improvement of all activities, rather than simply evaluating results. Across energy, technology and engineering, our quality-focused process management meets customer expectations, improves operational efficiency and supports sustainable growth. Our approach is based on risk-based thinking, a culture of continuous improvement and effective assessment of stakeholder expectations. Processes are structured to ensure reliable, traceable and sustainable operations. Planning, implementation, control and improvement activities sustain service quality and support compliance with changing customer expectations and legal requirements.

Process Assurance and Continuous Improvement

Effective process management improves operational performance and strengthens corporate resilience. We regularly review processes, monitor performance indicators and plan necessary improvements.

Our process management approach:

- Assesses customer expectations.
- Identifies operational risks.
- Tracks legal and regulatory requirements.
- Supports efficient resource use.
- Encourages continuous improvement.

Quality becomes a shared management approach

across the organisation, extending beyond the responsibility of any single department.

A Structure Supported by Management Systems

Kontek Enerji operates through management systems aligned with national and international standards. These enable systematic management of quality, environment, energy, occupational health and safety, information security, business continuity and risk.

We continuously improve our processes through:

- ISO 9001:2015 – Quality Management
- ISO 14001:2015 – Environmental Management
- ISO 45001:2018 – Occupational Health and Safety Management
- ISO 50001:2018 – Energy Management
- ISO 22301:2019 – Business Continuity Management
- ISO/IEC 27001:2022 – Information Security Management
- ISO 31000:2018 – Risk Management
- ISO 14046:2014 – Water Footprint Management
- ISO 14064-1:2018 – Greenhouse Gas Quantification and Verification

Creating Long-Term Value

Our quality management practices enhance current operations and support our company's

long-term sustainability objectives. Standardising processes, reducing risks, improving resource efficiency and meeting stakeholder expectations strengthen corporate performance sustainably.

Our quality-focused approach plays a key role in customer satisfaction, operational excellence and sustainable growth.

Kontek Enerji conducts all activities in line with ethical values, transparency, accountability and legal compliance, delivering reliable, sustainable, high-value solutions through quality and continuous improvement.

Process Management

We manage process effectiveness, identify risks and bring them under control through the Plan-Do-Check-Act approach.

Continuous Improvement

We regularly monitor, measure and improve performance, incorporating feedback into our processes.

Management Systems

Systems aligned with national and international standards provide a strong, integrated structure for quality, environment, energy, OHS, information security, business continuity and risk.

Beyond Standards

Investing Today for a Sustainable Future

We invest in the future through an approach that is environmentally conscious, people-oriented and grounded in strong governance principles. We place sustainability at the heart of our business.

Environment

- We increase energy efficiency.
- We reduce our carbon footprint through renewable energy investments.
- We continuously improve our waste management and recycling activities.
- We ensure full compliance with environmental legislation.

Social

- We prioritise employee health and safety.
- We empower our employees through training and development opportunities.
- We embrace equality, diversity and inclusion.
- We carry out social responsibility projects that create value for society.

Corporate Governance

- We ensure full compliance with ethical values and applicable legislation.
- We manage risks effectively and safeguard business continuity.
- We protect our information assets and maintain data security at the highest level.
- We manage our organisation according to the principles of transparency, fairness and accountability.

Our Certifications

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- ISO 50001:2018
- ISO 22301:2019
- ISO/IEC 27001:2022
- ISO 31000:2018
- ISO 14046:2014 – Water Footprint
- ISO 14064-1:2018 – Greenhouse Gas Quantification and Verification



Assurance

Through our management systems aligned with national and international standards, we fulfill our responsibilities toward the environment, society and future generations.

Committees

Strategy and Management Committee

Strategic approaches focused on long-term value creation.

Risk Management and Corporate Governance Committee

A strong corporate structure and an effective risk management approach.

Sustainability and Climate Committee

Sustainability initiatives that take environmental and social impacts into consideration.

Finance and Investment Committee

An approach focused on financial sustainability and investment discipline.



2025 Activity Highlights

Sustainability Performance in 2025

Environmental Performance

610 MW+

Total installed solar energy capacity

5 GWh

Maxxen local battery manufacturing capacity

Social Performance

185

Total number of employees

27%

Female employee ratio

Economic Performance

TRY **1.2** billion

Total investment in energy storage, digital infrastructure and human capital

18%

Efficiency improvement achieved through digitalisation and operational improvements

OUR SUSTAINABILITY APPROACH

A Sustainable Future

We invest in tomorrow through environmentally responsible solutions.

Renewable Energy and Green Transformation

We work toward a sustainable world powered by clean energy.

Valuing People, Contributing to Society

We continue to create value for our employees and society.

Responsible Investment, Continuous Growth

We grow the future through innovative investments and efficiency.

Highlights at Kontek Enerji in 2025

In 2025, we expanded our Kontek Smart Monitoring platform, strengthening our capabilities in digital monitoring and performance management.

In 2025, we expanded our Kontek Smart Monitoring platform, strengthening our capabilities in digital monitoring and performance management.

For Kontek Enerji, 2025 was a year in which our strategic investments were put into operation, our energy transition accelerated and our sustainable growth was strengthened by tangible results. Throughout the year, we achieved significant progress in energy storage, digitalisation, operational excellence and sustainability. One of the most important developments during this period was the commissioning of the Maxxen Battery Manufacturing and R&D Facility. With the facility established in Aydın, we transitioned to local manufacturing capacity in energy storage technologies and enabled the integration of battery systems into solar energy projects. The Maxxen investment has been positioned as a strategic milestone supporting Türkiye's energy transition.

In 2025, we expanded our Kontek Smart Monitoring platform and strengthened our capabilities in digital monitoring and performance management. The integrated energy management model, which combines smart battery storage and digital monitoring systems at solar power plants, enabled the optimisation of grid balancing and became a noteworthy application in terms of energy continuity and efficiency.

We crossed an important operational threshold by reaching 610 MW of installed solar energy capacity. At the same time, we expanded our international EPC projects and increased our presence in international markets.

Growth in energy efficiency and digitalisation projects was among the key factors supporting our operational performance.

We also made significant progress in sustainability. By completing the implementation of the ISO 22301 Business Continuity Management System, we strengthened our operational resilience. We also published our carbon and water footprint reports, enabling transparent monitoring of our environmental impacts.

2025 was also the year in which Kontek Enerji published its first Sustainability Report, transitioned to local

manufacturing in energy storage technologies and exceeded an important capacity threshold in terms of installed power. The Maxxen investment and Türkiye's first integrated Solar PV + Energy Storage projects attracted significant attention from the public and the sector, further reinforcing Kontek Enerji's innovative and pioneering approach. Together, these developments made 2025 a period in which Kontek Enerji successfully implemented a growth model integrating its engineering capabilities, digital competencies and sustainability focus.



Energy Supply Security And Sustainable Service Quality

We provide the information and resources required to achieve our energy objectives and support design activities focused on improving energy performance.

With the active participation of our experienced specialist teams, we implement integrated management systems across engineering, procurement, design, automation, installation and maintenance. We extend these systems across the organisation to cover environmental performance, occupational health and safety, and energy performance. We manage partnerships effectively to improve customer service and safeguard our accumulated expertise in a competitive environment through honest, reliable relationships and shared responsibility with all stakeholders. Sustainable service quality encompasses both technical standards and consistent, long-term management of customer expectations. Across our projects and services, we comply with quality standards, regularly review and improve processes, and use customer feedback to enhance service quality. We sustain high service quality as a foundation for long-term business partnerships.

Reducing environmental impacts and using resources efficiently are important components of our approach to energy supply security. Accordingly, we prevent environmental pollution by ensuring feasible recovery and appropriate disposal methods, and reduce resource consumption, waste and emissions by using clean and efficient solutions. We assess the environmental,

occupational health and safety, and energy consumption impacts of new products, facilities and equipment at the project design stage, and analyse relevant risks and take preventive measures throughout all installation and service activities.

In energy management, we provide the information and resources necessary to achieve our energy objectives and support design activities focused on improving energy performance. We encourage the procurement of energy-efficient products and services and aim to contribute to a cleaner and more sustainable world through high-technology solutions that deliver energy efficiency, improve efficiency and reduce the use of limited natural resources. This approach supports both the strengthening of energy supply security and the preservation of the long-term quality of the services we provide.

Across all these activities, we adopt a process-based approach and continuously improve the establishment, implementation and effectiveness of our integrated management system with the aim of meeting customer requirements and increasing customer satisfaction. We ensure that processes are understood and sustainable, consider their potential to create added value, aim to achieve effective process performance, and implement improvement initiatives based on data and information. The interaction between our processes is managed through an integrated structure encompassing all of Kontek Enerji's operations.

We apply the Plan-Do-Check-Act (PDCA) cycle across all our processes. In line with customer requirements and our integrated policies, we plan objectives and resources and identify risks and opportunities; implement planned activities; monitor, measure and report processes and results; and, where necessary, implement preventive and corrective actions aimed at improving performance. Through this systematic approach, we aim to ensure energy supply security and sustainable service quality continuously and reliably.



Maxxen R&D Structure And Technology Development Activities

Maxxen's R&D Structure

The Maxxen brand was established to respond to these needs and built upon Kontek Enerji's field experience, engineering expertise and quality-oriented approach. In the initial phase, priority was given to technology development, product design, and international collaborations, followed by investments to establish an advanced, technology-based manufacturing infrastructure.

Our more than 30 years of experience in engineering, project development and energy solutions have created a strong technical knowledge base in renewable energy, energy efficiency and system integration, which has directly equipped us to address the emerging needs of the global transformation—not only in energy generation, but also in energy storage, management and sustainable utilisation.

R&D Organisation

R&D Project Management Office

The planning, prioritisation, and monitoring of R&D activities are carried out by the R&D Project Management Office. The office is responsible for managing the project portfolio, budget and resource optimisation, risk analysis, scheduling, performance measurement and reporting processes.

Product Development Unit

Responsible for the design, development and improvement of battery systems, energy storage solutions and power electronics-based products. System architectures are developed in line with customer requirements, engineering analyses are conducted and product performance is continuously improved.

Technology Development and Innovation Unit
Responsible for researching new technologies, developing prototypes, establishing strategic technology roadmaps

and implementing innovation projects. This unit coordinates collaborations with universities, research centres and technology providers.

Prototyping Workshop

It has an infrastructure where prototypes of developed products and systems are designed, produced and tested. Mechanical design, electrical design, 3D modelling, software development and integration processes are carried out in this unit.

Battery Test Center

It has advanced laboratory infrastructure where performance, safety, environmental resistance and lifespan tests of battery cells and systems are conducted. The test centre covers electrical characterization, environmental impact, safety tests and field condition compliance tests.

Academic and International Collaborations

TÜBİTAK Projects

Maxxen actively participates in various TÜBİTAK-supported R&D projects. These projects cover battery technologies, energy storage systems, power electronics and energy management systems, contributing to the national technology ecosystem.

European Union Programmes

Our Company conducts activities under various EU framework programmes, particularly Horizon Europe. Within this scope, we develop international collaborations, participate in joint project consortia and aim to develop innovative solutions.

University–Industry Collaborations

Scientific research, joint projects, internship programmes and

doctoral-level academic studies are conducted with universities in Türkiye and abroad. These collaborations increase knowledge sharing and contribute to the development of a qualified human capital base.

Patent and Intellectual Property Activities

Maxxen files domestic and international patent applications relating to the products and technologies it develops. Intellectual property management is regarded as a strategic priority in terms of protecting and commercializing innovation activities.

Open Innovation and Future Vision

In line with our open innovation approach, we develop collaborations with suppliers, start-ups, technology providers and academic institutions. In the future, we aim to continue our R&D efforts in areas such as higher performance, longer lifespan, faster charging, AI-assisted energy management, and green hydrogen integration in energy storage technologies.

Our R&D Ecosystem

The R&D activities conducted by Maxxen aim to contribute to the energy transition through solutions developed in the areas of energy storage technologies, power electronics, digital energy management and system integration. Academic collaborations, technology development activities and innovation-focused initiatives are among the fundamental elements supporting the Company's long-term growth strategy.

Board of Directors

Our Board of Directors, which guides our sustainable growth vision, leads our future-oriented investments through its experience across the energy transition and its strategic perspective.

While shaping our growth strategy in renewable energy and energy storage, the Board provides direction toward our objective of developing innovative, sustainable and long-term value-creating solutions.

Committees

- Strategy and Management Committee
- Risk Management and Corporate Governance Committee
- Sustainability and Climate Committee
- Finance and Investment Committee
- Technology and Innovation Committee



Tolga Murat Özdemir

Kontek Group
CEO & Chairman of
the Board of Directors



With his entrepreneurial vision and strategic leadership in the energy sector, he guides Kontek Group's growth and transformation journey. Through his innovative approach to renewable energy, energy efficiency, energy storage and digital transformation, he leads the Group's sustainable growth vision.

Ayhan Şahin

Vice Chairman
of the Kontek Group
Board of Directors



He has extensive experience in operational excellence and business development. He makes significant contributions to achieving the Company's sustainable growth objectives and developing new business areas.

Ahmet Can Köklü

Kontek Group
Board Member



With his experience in product sales and business development, he leads the Company's commercial growth and the strengthening of customer relationships. He focuses on creating sustainable value through technology-driven solutions.

Aydın Yaşar

Kontek Group
Board Member



He has extensive experience in technical strategy, engineering management and project development. He plays a key role in implementing the Company's technology vision and maintaining technical excellence.

Attila Yapar

General Manager
of Kontek Enerji
Board Member



With many years of experience in sales, business development and energy projects, he leads the Company's sustainable growth and innovation-focused strategies.

Lütfi Yücel

Kontek Group
CTO & Board
Member



With deep expertise in automation and technology management, he guides the Company's digital transformation and technical innovation processes and plays a pioneering role in advancing its technology vision.

Board of Directors

The Board of Directors carries out its activities through the following committees to determine strategic priorities, oversee risks, monitor performance and strengthen a transparent, ethical and responsible management approach. The committees regularly report to the Board of Directors and submit recommendations on matters within their respective areas of responsibility. The Board of Directors is Kontek Enerji's highest governing body, determining its long-term value creation objectives, shaping its strategic direction and leading its sustainable growth journey.

Strategy and Management Committee

Responsible for determining the Company's long-term strategies, evaluating growth plans and business development opportunities, and overseeing the determination and implementation of strategic priorities.

Risk Management and Corporate Governance Committee

Responsible for ensuring that risks to which the Company is exposed are identified, assessed and managed; monitoring the effectiveness of internal control and compliance processes; and overseeing compliance with corporate governance principles.

Sustainability and Climate Committee

Responsible for developing sustainability strategies, managing environmental impacts, assessing climate-related risks and opportunities, and directing initiatives that create social impact.

Finance and Investment Committee

Responsible for developing financial strategies, evaluating investment opportunities, managing the capital structure and monitoring financial performance.

Technology and Innovation Committee

Responsible for developing technology and digital transformation strategies, promoting a culture of innovation and evaluating investments in new technologies.

Our Governance Approach

Kontek Enerji's governance approach is based on the principles of transparency, accountability, fairness and responsibility. We adhere to ethical values across all processes, maintain open communication with our stakeholders and aim to develop sustainable relationships.

Transparency

We prioritise the open and accurate sharing of information across all our processes.

Accountability

We manage our organisation with an awareness that we are responsible for the outcomes of all decisions taken.

Fairness

We adopt a fair, equal and impartial approach toward all our stakeholders and prioritise equity.

Responsibility

We fulfill our responsibilities toward society and the environment by remaining aware of our environmental, social and economic impacts.

Stakeholder Focus

We value the expectations and opinions of our stakeholders and prioritise the creation of shared value.



Corporate Governance Approach

Kontek Enerji believes that sustainable growth is possible not only through financial performance, but also through transparent, accountable and ethical management. Accordingly, corporate governance principles form the foundation of our decision-making processes, while all activities are carried out in line with stakeholder expectations, legal requirements and long-term value creation objectives. Our corporate governance approach is built upon effective risk management, strong internal control mechanisms, adherence to ethical principles and open communication with stakeholders. Through the Board of Directors and relevant committees, sustainability, financial performance, technology investments and corporate risks are regularly assessed and monitored. Our Board of Directors plays an active role in determining strategic objectives, ensuring the effective use of resources and overseeing risks, thereby supporting the Company's long-term success. Kontek Enerji adopts the principles of reliability and responsibility across all areas in which it operates and aims to create long-term value for its employees, customers, business partners and investors.

Transparency

We prioritise sharing significant developments and performance results relating to our activities with our stakeholders in a timely and accurate manner. Through our open communication approach, we establish trust-based relationships.

Accountability

We act with awareness of the responsibilities undertaken in decision-making processes and objectively evaluate the results of all our activities. We improve our performance through continuous monitoring and reporting mechanisms.

Fairness

We consider treating all our stakeholders equally, impartially and fairly a fundamental principle. We support equal opportunity in our business processes and make decisions based on objective criteria.

Responsibility

We operate with an awareness of our environmental, social and economic impacts and support practices that contribute to sustainable development. We attach importance to our responsibilities toward society and the environment.

Stakeholder Focus

We shape our decision-making processes by considering stakeholder expectations. We value regular communication and feedback mechanisms to establish long-term business relationships and create shared value.

OUR CORPORATE GOVERNANCE PRIORITIES

- Commitment to ethical values
- Effective risk management and strong internal controls
- Open communication and trust-based relationships with stakeholders
- Strengthening a culture of transparency and accountability
- Sustaining long-term value creation



Committees and Oversight Structure

Kontek Enerji's corporate governance structure is supported by committees established to promote sustainable growth, manage risks effectively and balance stakeholder expectations. Operating under the Board of Directors, they regularly monitor and assess developments in their areas of responsibility and submit recommendations. This enables a holistic assessment of activities across financial, environmental, social and governance dimensions.

Their work supports effective strategic planning, sustainability, investment decisions, technology and innovation, corporate risk management and internal controls.

Strategy and Management Committee

The committee helps define long-term growth objectives, assess strategic priorities and analyse development opportunities. It supports strategic direction so the company can adapt to changing market conditions.

Risk Management and Corporate Governance Committee

The committee oversees the identification, assessment and management of corporate risks. It monitors internal control effectiveness, supports corporate governance principles and contributes to stronger compliance processes.

Sustainability and Climate Committee

The committee coordinates work towards our sustainability targets, contributes to the assessment of climate-related risks and opportunities, and monitors processes for managing environmental and social impacts.

Finance and Investment Committee

The committee assesses investment opportunities, promotes efficient use of financial resources and supports long-term value creation. It monitors investment processes in line with growth objectives.

Technology and Innovation Committee

The committee monitors technological developments, supports digital transformation and fosters a culture of innovation. It promotes assessment of new technologies that improve operational efficiency.

HOW COMMITTEES CREATE CORPORATE VALUE

Committee activities make operations more effective, transparent and sustainable. Regular assessments and reporting enable proactive risk management, performance monitoring and continuous improvement. Strengthening governance builds investor confidence, meets stakeholder expectations and sustains long-term value creation.

BOARD OF DIRECTORS OVERSIGHT

The Board regularly reviews committee reports and provides direction where needed. It oversees alignment between strategic priorities and risk, performance and sustainability targets, and determines actions based on committee recommendations. Committee effectiveness, stronger internal controls and corporate compliance are continually monitored under Board oversight.

OUR CORPORATE GOVERNANCE APPROACH

Our Understanding of Corporate Governance

Kontek Enerji builds its governance approach on transparency, accountability, responsibility, fairness and stakeholder focus to support sustainable growth. Alongside financial performance, environmental, social and governance (ESG) priorities are integrated into decision-making. Our governance structure strengthens long-term value creation, effectively manages operational risks and builds stakeholder trust. The Board plays an active role in setting strategy, monitoring performance and overseeing sustainability objectives.

Compliance with legislation, ethical principles and corporate policies and procedures is fundamental to our management approach. Company-wide controls, risk management and regular reviews support governance effectiveness.

The Board's Role and Responsibilities

The Board sets strategic direction, evaluates investments, monitors operational and financial performance and oversees work towards sustainability targets. It considers the economic, environmental and social impacts of decisions to support long-term success.

The Board oversees compliance with legislation, the Articles of Association, internal rules and ethical principles, and ensures systems are established for early risk identification and effective management. Efficient use of resources, balanced stakeholder interests and protection of corporate reputation are also key oversight priorities.

The Board regularly evaluates executive performance and guides the identification of strategic priorities and monitoring of implementation. This strengthens our ability to adapt to changing conditions and supports sustainable value creation.



COMMITTEES AND OVERSIGHT MECHANISMS

Kontek Enerji's governance structure is supported by committees operating under the Board. They conduct detailed reviews and assessments in their areas of expertise and submit findings and recommendations to the Board.

Committee activities support effective strategic planning, sustainability, investment decisions, technology and innovation, corporate risks and internal controls. This structure enables proactive risk management, opportunity assessment and sustained corporate performance. Committee activities are reviewed regularly, with improvements implemented where needed. This continuously strengthens the governance system and embeds good governance practices in our corporate culture.



ETHICAL MANAGEMENT AND RESPONSIBLE DECISION-MAKING

Commitment to ethical values is fundamental to Kontek Enerji's governance approach. Integrity, impartiality, transparency and responsibility guide our activities, and employees, managers and business partners are expected to uphold these values. Our Corporate Ethical Principles and related policies and procedures support this approach.

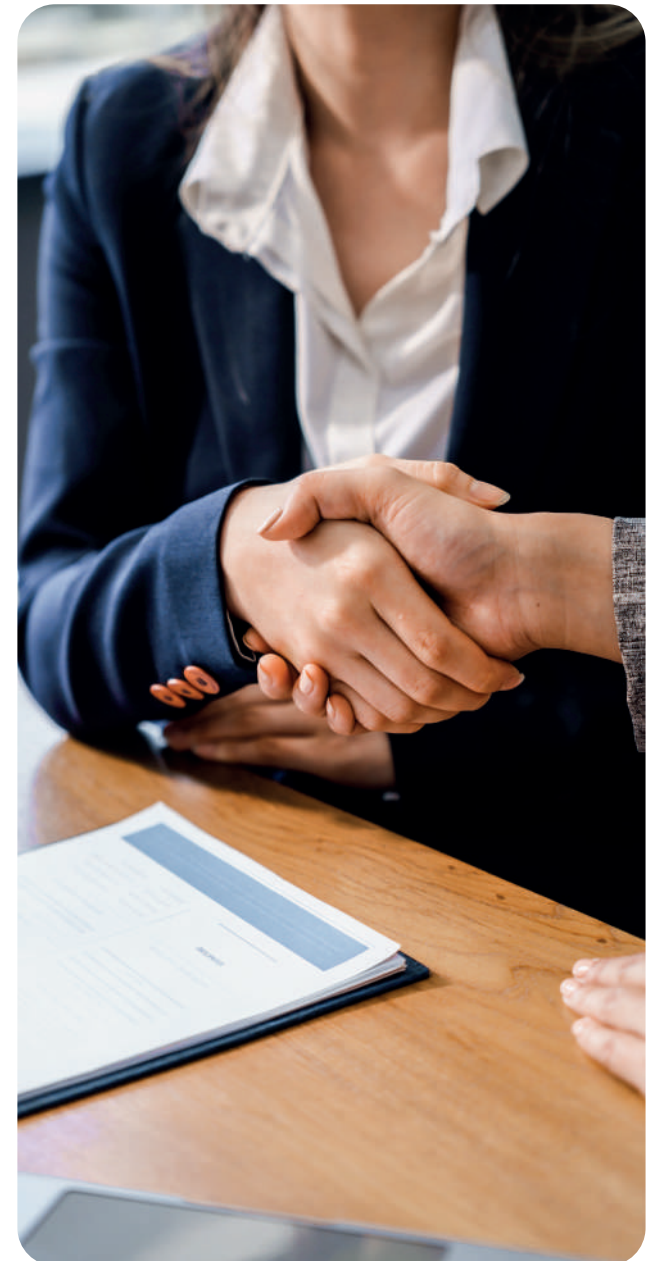
Within this framework, occupational safety is prioritised, and clear principles protect information security and prevent bribery and corruption. Decisions consider environmental and social impacts alongside legal compliance. We regularly assess stakeholder expectations and develop actions aligned with sustainable growth. This protects our reputation, strengthens stakeholder trust and creates long-term value.



STAKEHOLDER FOCUS AND TRANSPARENCY

Kontek Enerji considers open, transparent and regular stakeholder communication essential to corporate governance. Stakeholders' views and expectations help shape our strategies and priorities.

We prioritise timely, accurate and clear disclosure of financial and non-financial information. In line with transparency principles, corporate reporting follows national and international standards. This strengthens stakeholder trust and supports continuous improvement in governance.



Approach to Corporate Governance and Sustainability

Kontek Enerji believes that sustainable growth is possible not only through economic success, but also through the balanced management of environmental responsibility, social impact and strong governance practices. Accordingly, our sustainability approach is regarded as an integral part of the Company's strategic decision-making processes.

Within our corporate governance structure, sustainability matters are assessed together with risk management, investment decisions, technology and innovation activities, adopting a holistic perspective that contributes to long-term value creation.

Regularly monitoring and assessing the environmental, social and economic impacts of our activities and planning the necessary improvement initiatives are among the fundamental elements of our management approach. In this context, initiatives aimed at improving sustainability performance are monitored by the relevant committees and governing bodies.

ACTIVITIES CONDUCTED THROUGH OUR COMMITTEES

The committees operating within our corporate governance structure regularly monitor and assess developments within their respective areas of responsibility. The work carried out by the committees covers areas such as monitoring corporate risks, strengthening internal control processes, evaluating sustainability and climate issues, monitoring financial performance and tracking technological developments. Through this structure, Company activities are evaluated not only from a financial performance perspective, but also in terms of their environmental and social impacts.

THE BOARD OF DIRECTORS' OVERSIGHT ROLE

In addition to determining the Company's long-term strategic objectives, the Board of Directors is responsible for assessing sustainability priorities and overseeing risks. In this regard; the determination of strategic priorities, the assessment of risks and opportunities, the monitoring of sustainability goals, the tracking of legal and regulatory developments and the review of corporate performance are regularly addressed.

Through the oversight activities carried out by the Board of Directors, we aim to ensure strong alignment between our sustainable growth objectives and operational activities.

CONTINUOUS IMPROVEMENT AND VALUE CREATION APPROACH

Kontek Enerji does not regard sustainability as a set of activities conducted only during specific periods; rather, we consider it an integral part of a continuous improvement approach embedded across all our activities. Through initiatives based on the principles of transparency, accountability, fairness, responsibility and stakeholder focus, we aim to strengthen the Company's long-term resilience, meet stakeholder expectations and support sustainable value creation.

The Board of Directors Oversight

The Board of Directors oversees the effective implementation of the sustainability strategy and ensures

that performance is monitored regularly. It is responsible for maintaining alignment between corporate objectives and sustainability priorities.

Risk Management

Risks faced by the Company, including climate change and sustainability-related risks, are regularly identified, assessed and managed. Our risk management approach supports long-term value creation.

Sustainability

We set targets to continuously improve our performance across the environmental, social and governance (ESG) dimensions, monitor progress against these targets and transparently share the results with our stakeholders.

Continuous Improvement

By continuously improving our processes, management systems and performance, we prioritise building a more efficient, lower-impact and more resilient business model through innovative solutions.



Corporate Policies

We act ethically, transparently and responsibly for a sustainable future.
Our policies embed our values in our business processes and create lasting value for stakeholders.

OUR POLICIES

 Management System Policy	 Quality Policy
 Water Conservation Policy	 Personal Data Protection and Processing Policy (KVKK)
 Special Category Personal Data Protection and Processing Policy	 Personal Data Retention and Disposal Policy
 Employee and Job Applicant Personal Data Protection and Processing Policy	 Information Security Policy
 Anti-Bribery and Anti-Corruption Policy	 Sustainable Supply Chain Policy
 Human Rights Policy	 Environmental Policy
 Corporate Social Responsibility Policy	 Gender Equality Policy
 Occupational Health and Safety Policy	 Training Policy
 CE Compliance Policy	 Whistleblowing Policy

OUR CORPORATE TARGETS

2025 TARGETS	2026 TARGETS
Women represent 27% of employees.	The female employee ratio will increase to 32% at Kontek Enerji and 15% at Maxxen Enerji.
Solar projects delivered 92 mWp of new capacity in 2025.	Solar projects will deliver 60 mWp of new capacity in 2026.
95% of Sustainability Committee activities were completed in 2025.	100% of Sustainability Committee activities will be completed in 2026.
USD 30 million was invested in 2025.	USD 500,000 of investment is planned for 2026.
The share of electric vehicles in the Kontek Enerji and Maxxen Enerji fleet increased to 18%.	The electric vehicle share in the Kontek Enerji and Maxxen Enerji fleet will increase to 20%.
	Maxxen Enerji will obtain Green Building certification in 2026.
	Produce 500 mWh of BESS containers.
	Launch an initial public offering in 2027.

VEHICLE FLEET Kontek Enerji and Maxxen Enerji

Electric vehicle share target 2025  18% 2026  20%	Vehicle mix (2025)  <table border="0"> <tr><td>■ Electric</td><td>18.0%</td></tr> <tr><td>■ Petrol</td><td>80.3%</td></tr> <tr><td>■ Diesel</td><td>1.6%</td></tr> </table>	■ Electric	18.0%	■ Petrol	80.3%	■ Diesel	1.6%	Vehicle mix (2026)  <table border="0"> <tr><td>■ Electric</td><td>20.0%</td></tr> <tr><td>■ Petrol</td><td>78.3%</td></tr> <tr><td>■ Diesel</td><td>1.7%</td></tr> </table>	■ Electric	20.0%	■ Petrol	78.3%	■ Diesel	1.7%	Total fleet size  75
■ Electric	18.0%														
■ Petrol	80.3%														
■ Diesel	1.6%														
■ Electric	20.0%														
■ Petrol	78.3%														
■ Diesel	1.7%														

2025 Energy Market and Sustainability Assessment

2025 was a period in which the energy transition accelerated in both global and national energy markets, while energy security, price volatility and climate policies became increasingly prominent. While investment in clean energy continued to increase, electrification, energy storage systems, grid flexibility and carbon reduction targets remained at the centre of energy policies. Geopolitical risks, fluctuations in natural gas markets and global economic uncertainties continued to put pressure on energy costs.

In Türkiye, 2025 was a dynamic year characterised by accelerated investments in renewable energy and energy storage, market regulations and support mechanisms shaping the investment environment, and volatility in electricity prices.

As Kontek Enerji, we continue to create value for a sustainable future and provide long-term contributions to our stakeholders.

GLOBAL DEVELOPMENTS

- Investment in clean energy continued to increase, particularly with stronger investor appetite for renewable sources such as solar and wind.
- Electrification, energy storage, grid flexibility and carbon reduction targets continued to remain at the centre of energy policies.
- Geopolitical risks and fluctuations in natural gas markets continued to affect global energy costs.
- Within the scope of the COP processes, efforts toward carbon reduction targets and clean energy financing intensified, while the importance of financing mechanisms for developing countries increased.

ELECTRICITY PRICES AND MARKET DYNAMICS

- Throughout 2025, renewed upward pressure on prices was observed in the Turkish electricity market.
- Rising electricity demand, fluctuations in natural gas costs, foreign exchange effects and regulations focused on energy security contributed to higher prices.
- While downward price pressure was observed during

periods of high renewable energy generation, high price volatility emerged during peak-demand hours.

- Energy procurement strategies, free-market contracts, consumption timing, energy storage and self-consumption investments became increasingly critical for companies.

THE TURKISH ENERGY MARKET IN 2025

- Rising electricity demand in Türkiye, economic growth and increased industrial production drove higher energy consumption.
- Investment in renewable energy continued to increase, with new installations—particularly solar and wind power projects—being commissioned.
- Unlicensed generation and hybrid power plant projects increased, while investment in energy storage systems strengthened.
- The share of renewable sources in electricity generation continued to increase, while changes in the generation costs of conventional resources had a downward impact on prices.
- Existing market conditions continued to influence investment payback periods, margins and portfolio optimisation.

REGULATORY AND POLICY DEVELOPMENTS

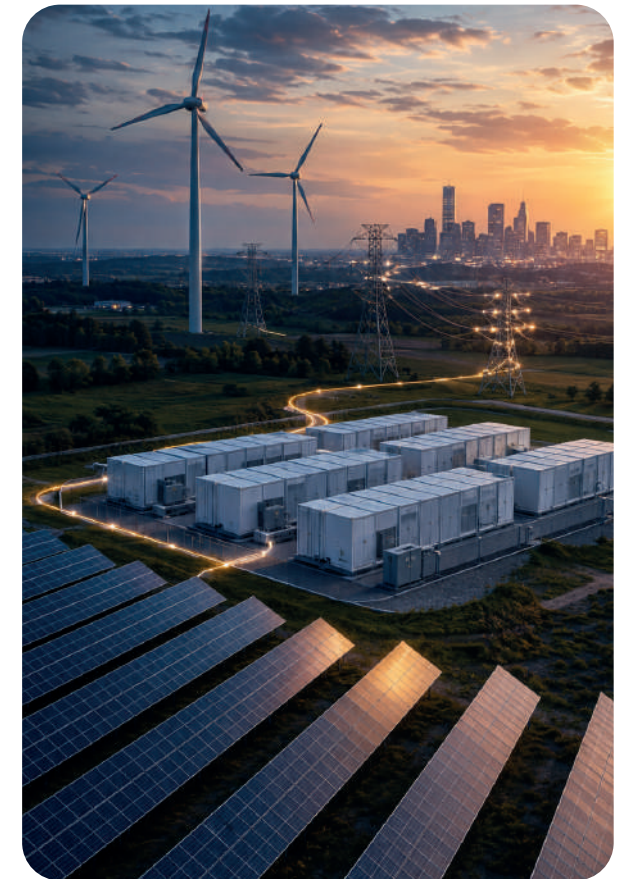
- Updates to the YEKDEM mechanism continued to affect producers' revenue structures and investment strategies.
- EMRA (EPDK) regulations concerning energy storage systems, flexibility services and balancing markets opened the way for new business models.
- Capacity mechanism applications and support mechanisms aimed to contribute to the financial sustainability of certain power generation facilities.
- Global developments concerning carbon regulations and sustainability reporting standards increased the importance of companies' ESG-focused strategies.

CONCLUSION AND KONTEK ENERJI'S APPROACH

2025 was a period in which renewable energy, energy

storage and flexibility solutions gained importance, market dynamics and price fluctuations continued to evolve, and regulations played an increasingly significant role in shaping the transition.

Kontek Enerji will continue to closely monitor these developments while focusing on innovative technologies, operational excellence and sustainable value creation.



Developments in The Sustainability Ecosystem

Net-zero targets have been considered important reference points shaping Kontek Enerji's sustainability approach and long-term strategic direction.

As of 2025, the sustainability ecosystem entered a period characterised globally by the acceleration of corporate strategies aimed at achieving carbon neutrality, the increasing adoption of circular economy practices, and the introduction of new reporting and regulatory frameworks placing supply chain sustainability at the centre.

Topics such as carbon pricing, energy efficiency, green finance and water management have evolved beyond being solely areas of environmental responsibility and have become fundamental components of economic sustainability.

These developments have increased the impact of applicable regulations on the areas in which Kontek Energy operates, including renewable energy, energy engineering, energy efficiency and energy storage. In particular, the introduction of the hybrid power plant regulation, the inclusion of energy storage investments within incentive mechanisms and the development of legislation concerning digital energy monitoring systems have generated significant improvements in both investment processes and operational efficiency. These regulations have created a foundation for the broader adoption of integrated and flexible energy solutions.

Throughout 2025, prominent local and global sustainability regulations affecting the energy sector included the Türkiye Sustainability Reporting Standards (TSRS), the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), and the Corporate Sustainability



Reporting Directive (CSRD). In addition, interest among renewable energy producers in green certification systems such as I-REC and YEK-G has increased. These mechanisms have become important tools for strengthening transparency and traceability in the energy supply chain. Looking ahead, the widespread adoption of storage requirements, the implementation of an emissions trading system and the mandatory reporting of Scope 3 emissions are expected to become increasingly prominent after 2025. Climate finance instruments, green bonds and sustainability-linked lending models are expected to have a more decisive impact on the financing structure and investment decisions of the energy sector.

Within this framework, it is critically important for industry players to maintain strong preparation in the areas of data management, emissions measurement and TSRS compliance. Investing in digitalisation to track the carbon impact of supply chains and focusing on technologies such as energy storage and green hydrogen at the R&D level are among the factors expected to provide a competitive advantage over the long term.

Throughout 2025, the main topics on the sustainability agenda included COP processes, the TSRS implementation timeline, net-zero targets, carbon pricing mechanisms, climate finance, and renewable energy certification systems such as I-REC/YEK-G. These developments have been considered important reference points shaping the Company's sustainability approach and long-term strategic direction.



Sustainability Governance and Analysis

Reducing carbon emissions, expanding renewable energy investments and improving energy efficiency are among our key priorities.

At Kontek Enerji, we integrate our more than 30 years of engineering and energy solutions experience with our future-oriented sustainability vision. Our 2025 sustainability strategy is built around three key focus areas: climate, people and innovation. We approach sustainability as a holistic management model encompassing its environmental, economic and social dimensions. In line with this approach, sustainability is positioned at Kontek as more than a policy—it is an integral part of our corporate culture. Our sustainability governance is conducted through the Sustainability Committee, which was established pursuant to a decision taken in 2023 and operates under the Board of Directors. The Committee convened four times throughout 2025 to assess progress against our sustainability targets and made several critical decisions, including the approval of the TSRS compliance plan, the integration of environmental sustainability criteria into supplier management, the revision of carbon reduction targets, the scaling up of energy efficiency projects, and the inclusion of sustainability reporting in the independent assurance process. The Committee oversees the GRI-aligned governance structure and regularly reports performance to the Board of Directors based on risk and opportunity analyses.

Our Sustainability Office coordinates activities with contributions from all relevant departments, including EPC Projects, O&M, R&D, Maxxen, Human Resources, Finance, Procurement, OHS, Quality and Digital Transformation.

Working groups covering environment, energy efficiency, OHS, digitalisation and human resources carry out data collection, emissions monitoring, energy-saving projects and awareness initiatives.

Our climate priorities are to reduce carbon emissions, expand renewable energy investment and improve energy efficiency. By 2030, we aim to reduce Scope 1 and Scope 2 emissions against the 2025 baseline and expand the calculation and coverage of Scope 3 emissions intensity as data availability improves. Key measures include growing our renewable portfolio, improving grid efficiency and developing low-carbon solutions.

Our people priorities are diversity, inclusion, a stronger OHS culture and social contribution. Training and awareness initiatives with universities, professional chambers and civil society organisations promote sustainability awareness.

For innovation, we prioritise sustainable products and services, digitalisation and R&D. Energy storage, Solar + Storage solutions and digital energy management platforms are strategic growth areas.

Our sustainability policy guides compliance with ethical principles, national and international standards and applicable legislation, and value creation aligned with the UN Sustainable Development Goals. We improve resource efficiency, regularly calculate greenhouse gas emissions and develop reduction projects. Kontek Academy continues training and partnerships to raise sustainability awareness among employees and society.

Key milestones in 2025 included publication of our carbon and water footprint reports,



implementation of ISO 22301 Business Continuity Management and investment in the Maxxen Energy Battery Facility. We track measurable indicators including carbon emissions, energy and water use, waste management, employee satisfaction and project efficiency, sharing results transparently. Guided by transparency, ethics and innovation, we will pursue our sustainability journey with determination, treating a more liveable world for future generations as a core responsibility.

Key Elements of Sustainability Management

Kontek Enerji aims to create long-term value across the environmental, social and governance (ESG) dimensions by placing sustainability at the centre of its business strategy. Accordingly, while managing our activities within the framework of sustainability principles, we prioritise providing economic, environmental and social benefits for our stakeholders.

OUR ENVIRONMENTAL RESPONSIBILITY APPROACH

Environmental sustainability forms the foundation of our responsibility to ensure business continuity and leave a liveable environment for future generations. Combating climate change, using natural resources efficiently, reducing waste and protecting biodiversity are the fundamental elements of our environmental management approach. To minimise the environmental impacts of our activities, we conduct energy efficiency initiatives, increase the use of renewable energy and aim to reduce our carbon footprint. Within the scope of our environmental management system, we regularly assess environmental risks, improve our waste management processes and develop projects aimed at protecting water resources. We also consider environmental performance criteria throughout our supply chain and implement practices together with our business partners to reduce environmental impacts. In the long term, we are committed to being part of the transition toward a low-carbon economy and taking responsibility for a sustainable future.

OUR SOCIAL VALUE CREATION APPROACH

Our employees, business partners and the communities in which we operate are at the centre of our sustainability approach. Through a people-oriented corporate culture, we prioritise supporting employee development, promoting diversity and inclusion, and providing a fair working environment. Occupational health and safety are a fundamental principle on which we do not compromise in any of our activities. With a zero-workplace accident target, we continuously improve safe working conditions and place the health of our employees at the centre of all our measures. To contribute to social development, we

conduct projects in the areas of education, environment, access to energy and social welfare, while maintaining strong and transparent communication with our stakeholders. By cooperating with local communities, we aim to create economic and social value in the regions where we operate. We continue our efforts to build a strong corporate culture, uphold ethical values and ensure that our activities contribute to increasing social welfare.



STRONG GOVERNANCE STRUCTURE

Transparency, accountability and commitment to ethical values form the foundation of our governance approach. Under the leadership of our Board of Directors, we operate through a strong and effective management structure aligned with corporate governance principles. Our ethical rules, compliance policies and risk management system are integrated across our business processes. We ensure full compliance with applicable legislation and establish trust-based relationships with all our stakeholders by adhering to business ethics and ethical principles. By adopting best practices in information security, data privacy and cybersecurity, we ensure business continuity and the security of our stakeholders' data.

Through the active oversight of our Board of Directors and the commitment of senior management, we integrate our sustainability targets into strategic decision-making processes and operate with a management approach that supports long-term value creation.

RISK AND OPPORTUNITY MANAGEMENT

We systematically assess the risks and opportunities we face within the scope of sustainability and shape our strategic plans accordingly. We identify and analyse risks and their potential impacts across areas such as climate change, energy supply security, regulatory developments, technological transformation, occupational health and safety, supply chain sustainability, and reputation management. Our risk management process is integrated with our enterprise risk management methodology and aims to minimise the financial and operational impacts of potential risks. At the same time, we assess opportunities in areas such as energy transition, innovative technologies, digitalisation, efficiency improvements and new business models, aiming to create sustainable growth and competitive advantage. By adopting a dynamic risk and opportunity management approach based on stakeholder expectations, global trends and industry developments, we are building a more resilient and future-ready organisation.

PERFORMANCE MONITORING AND CONTINUOUS IMPROVEMENT

We regularly monitor, measure and report our performance to achieve our sustainability targets. We track developments across the environmental, social and governance areas with our relevant departments and transparently share the results with our stakeholders. Our Sustainability Committee reviews action plans designed to achieve the established targets, identifies the improvements required and monitors the effectiveness of implementation. The Board of Directors regularly assesses the implementation of our sustainability strategy and provides the necessary guidance. By embedding a culture of continuous improvement across all our processes, we remain committed to building a more efficient, innovative and sustainable future.

Our Stakeholder Analysis

Kontek Enerji's stakeholder universe includes parties that are directly or indirectly affected by our activities. In 2025, we aimed to create shared value and strengthen our sustainable growth by managing our communication with stakeholders through a more systematic, measurable and inclusive approach.

Open Communication

We establish trust-based relationships with our stakeholders through transparent, regular and two-way communication channels.

Shared Value

We prioritise creating sustainable and inclusive value by taking needs and expectations into consideration.

Continuous Improvement

We continuously improve stakeholder satisfaction by integrating feedback into our processes.

OUR STAKEHOLDER MAP AND PRIORITISATION MATRIX

A prioritisation matrix was developed by assessing the importance of our stakeholders to Kontek Enerji and the impact of Kontek Enerji on its stakeholders.



KEY DEVELOPMENTS IN 2025

- Our stakeholder map was updated and the prioritisation matrix was revised.
- Digital communication channels were expanded and the stakeholder feedback mechanism was strengthened.
- Regular consultation meetings were held with our priority stakeholder groups.
- Our targets were reviewed in line with sustainability-focused expectations.

Stakeholder Group	Stakeholders	Expectations and Requests	Communication Channels	Communication Frequency	Activities in 2025
Management	Board of Directors, Executive Committee	Strategic growth, financial performance, risk management, sustainability, legal compliance	Management meetings, strategy meetings, reporting	Monthly / Quarterly	Strategy review meetings, ESG performance reporting
Employees	All employees	OHS, career development, fair pay, internal communication, corporate culture	Email, intranet, training, employee surveys, meetings	Continuous / Monthly	Employee engagement survey, OHS training, performance reviews
Customers	Electricity offtakers, private-sector organisations, business partners	Reliable energy supply, quality, competitive prices, contract terms, sustainability performance	Meetings, email, telephone, site visits, customer satisfaction surveys	Continuous / Project-based	Customer satisfaction surveys, regular site visits, sustainability presentations
Suppliers and Business Partners	Suppliers, contractors, business partners	Fair and transparent processes, timely payment, long-term cooperation, OHS and environmental standards	Meetings, audits, email, supplier performance reviews	Continuous / Quarterly	Supplier assessments, OHS and environmental audits, solution-partner workshops
Investors and Shareholders	Shareholders, investors, financial institutions	Financial performance, transparency, risk management, long-term value creation	Investor presentations, financial reports, teleconferences	Quarterly / Annually	Financial results presentations, investor relations meetings, sustainability reporting
Public Authorities and Regulators	Ministries, EMRA (EPDK), local authorities, public institutions	Legal compliance, transparency, sustainable operations, reporting	Official correspondence, meetings, reporting, industry consultations	Continuous / As needed	Regulatory briefings, industry workshops, periodic reporting
Local Communities and NGOs	Local communities, NGOs, industry associations	Environmental impact, local development, employment, social projects, transparent communication	Site visits, meetings, social media, projects, events	Continuous / Project-based	Social responsibility projects, local employment initiatives, information meetings
Media	Traditional and digital media organisations	Accurate and timely information, transparency, corporate developments	Press releases, press conferences, interviews, digital content	Regular / As needed	Press releases, media briefings, interviews, content sharing
Universities and Academic Institutions	Universities, research centres	R&D partnerships, internship and employment opportunities, knowledge sharing	Cooperation protocols, seminars, panels, workshops	Continuous / Annually	University partnerships, seminars and panels, internship programmes

OUR APPROACH TO STAKEHOLDER ENGAGEMENT

By integrating the views and expectations of our stakeholders into our business processes, we create sustainable value and improve our performance through regular feedback mechanisms.

2025 STAKEHOLDER ENGAGEMENT INDICATOR

Total number of stakeholder meetings and interviews conducted to understand the expectations of customers and suppliers: 2,059

OUR MATERIAL TOPICS – 2025

- Occupational health and safety
 - Combating climate change
 - Energy supply security and operational excellence
 - Ethical management and transparency
 - Digital transformation and innovation
 - Local development and social benefit
- We work together with our stakeholders for a sustainable future.

Material Topics and Materiality Matrix

As part of the materiality assessment, internal and external stakeholder groups affected by Kontek Enerji activities were identified.

As Kontek Enerji, while shaping our sustainability approach, we evaluate the economic, environmental and social impacts of our activities from a holistic perspective and directly integrate our stakeholders' views and expectations into our decision-making processes. Within this framework, competitors in the energy sector and exemplary practices were reviewed, a comprehensive benchmarking study was conducted, and leading sustainability priorities, reporting practices and industry trends were analysed.

STAKEHOLDER ENGAGEMENT AND SURVEY PROCESS

As part of the materiality assessment, internal and external stakeholder groups affected by Kontek Enerji's activities were identified, and both face-to-face and online surveys were conducted with these groups. Accordingly, 9 key stakeholder groups were identified, and perceptions, expectations, and priority areas regarding Kontek Enerji's sustainability approach were assessed through a survey involving 62 participants. The survey was structured around 30 material topics identified for Kontek Enerji.

MATERIALITY ANALYSIS AND CLASSIFICATION

The feedback received was analysed in detail by our sustainability team, and the topics were comprehensively assessed across their environmental, social, governance and economic dimensions.

As a result of the analysis, 30 topics were classified into three main categories: "Very High Priority," "High Priority," and "Priority." This classification was linked to the United

Nations Sustainable Development Goals (SDGs) and conducted in alignment with Kontek Enerji's strategic objectives.

Kontek Enerji aims to further advance environmental and social impact management within the identified priority areas, strengthen sustainable growth and increase its long-term value creation capacity.

9 Key Stakeholder Groups

The views and expectations of our internal and external stakeholders were assessed.

62 Participants

Views were collected through face-to-face and online surveys.

30 Material Topics

Topics were analysed across their environmental, social, governance and economic dimensions.

3 Priority Levels

Very High Priority, High Priority and Priority.

Strategic Alignment

A prioritisation process aligned with the SDGs and integrated with strategic objectives.



Material Topics and Materiality Matrix

● Environmental ● Social ● Governance ● Economic

VERY HIGH PRIORITY TOPICS

- Renewable Energy
- Occupational Health and Safety
- Employee Satisfaction and Engagement
- Energy Storage and Flexible Energy Systems
- Sustainable Finance
- Anti-Bribery and Anti-Corruption
- Biodiversity
- Employee Development and Training
- Water Management
- Energy Supply Security and Sustainable Service Quality
- Energy Efficiency

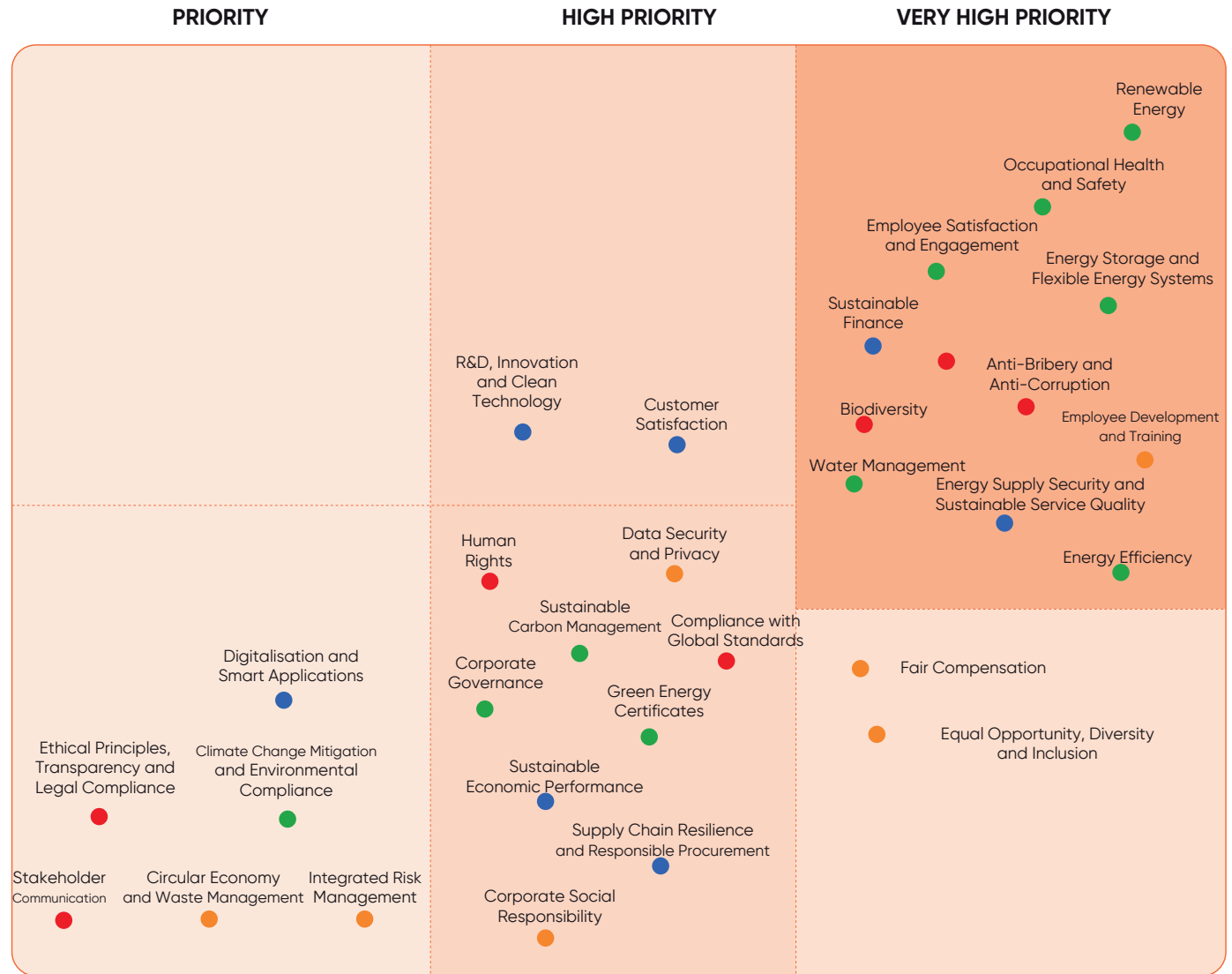
HIGH PRIORITY TOPICS

- Customer Satisfaction
- R&D, Innovation and Clean Technology
- Fair Compensation
- Data Security and Privacy
- Human Rights
- Compliance with Global Standards
- Equal Opportunity, Diversity and Inclusion
- Sustainable Carbon Management
- Corporate Governance
- Green Energy Certificates

PRIORITY TOPICS

- Digitalisation and Smart Applications
- Sustainable Economic Performance
- Ethical Principles, Transparency and Legal Compliance
- Climate Change Mitigation and Environmental Compliance
- Supply Chain Resilience and Responsible Procurement
- Circular Economy and Waste Management
- Integrated Risk Management
- Corporate Social Responsibility
- Stakeholder Communication

PRIORITY FOR STAKEHOLDERS ↑





Sustainable Development Goals We Contribute To

WHY IT MATTERS

These topics reflect our business strategy, stakeholder expectations and objectives for sustainable value creation.

STAKEHOLDER FOCUS

We collaborate with all our stakeholders, from employees and customers to suppliers and investors.

LONG-TERM VALUE

Through our contributions to the SDGs, we create lasting environmental, social and governance value.

At Kontek Enerji, our energy activities focus on people and the environment, prioritising topics that contribute to the United Nations Sustainable Development Goals (SDGs). We create value for a sustainable future and work with our stakeholders towards a better world.

Material Topics	SDGs We Contribute To
Very High Priority Topics	
Renewable Energy	  
Occupational Health and Safety	 
Employee Satisfaction and Engagement	
Energy Storage and Flexible Energy Systems	  
Sustainable Finance	 
Anti-Bribery and Anti-Corruption	 
Biodiversity	 

Material Topics	SDGs We Contribute To
High Priority Topics	
Employee Development and Training	 
Water Management	
Energy Supply Security and Sustainable Service Quality	 
Energy Efficiency	  
Priority Topics	
Customer Satisfaction	
R&D, Innovation and Clean Technology	
Fair Compensation	 

The background of the slide features a silhouette of two workers wearing hard hats, standing and reviewing a set of plans or a tablet. They are positioned in the lower right quadrant of the frame. The background is a warm, orange-hued sunset or sunrise sky, with the sun visible as a bright, glowing orb in the upper right corner. The overall scene suggests a professional setting related to energy or construction.

When energy meets the right projects, it transforms not only its immediate surroundings but also different geographies.

As Kontek Energy, we extend our engineering experience to different geographies and add value to sustainable energy transformation with solar energy projects and Maxxen Energy Storage Systems. With our strong engineering infrastructure, innovative technologies and integrated solutions, we continue our efforts for a cleaner and more reliable future by developing end-to-end projects ranging from energy production to storage.

Anti-Bribery and Anti-Corruption

We have published a Code of Ethical Conduct and made it accessible to all employees to strengthen ethical culture across our organisation.

At Kontek Enerji, we conduct all our activities in line with ethical values, transparency and accountability as a fundamental management principle.



**Ethical
Management
Approach**



**Transparency and
Accountability**



**Legal Compliance
and Responsibility**



**Trust and
Reputation**

Preventing conflicts of interest is central to our ethical management approach. Personal interests must not take precedence over company interests. Employees are expected to avoid situations that could suggest business decisions are driven by personal interests. Potential conflicts must be reported promptly to managers and Human Resources; transparent disclosure helps manage them appropriately. Clear disclosure and approval mechanisms apply particularly to investments, relationships with competitors, secondary employment, and political or social activities.

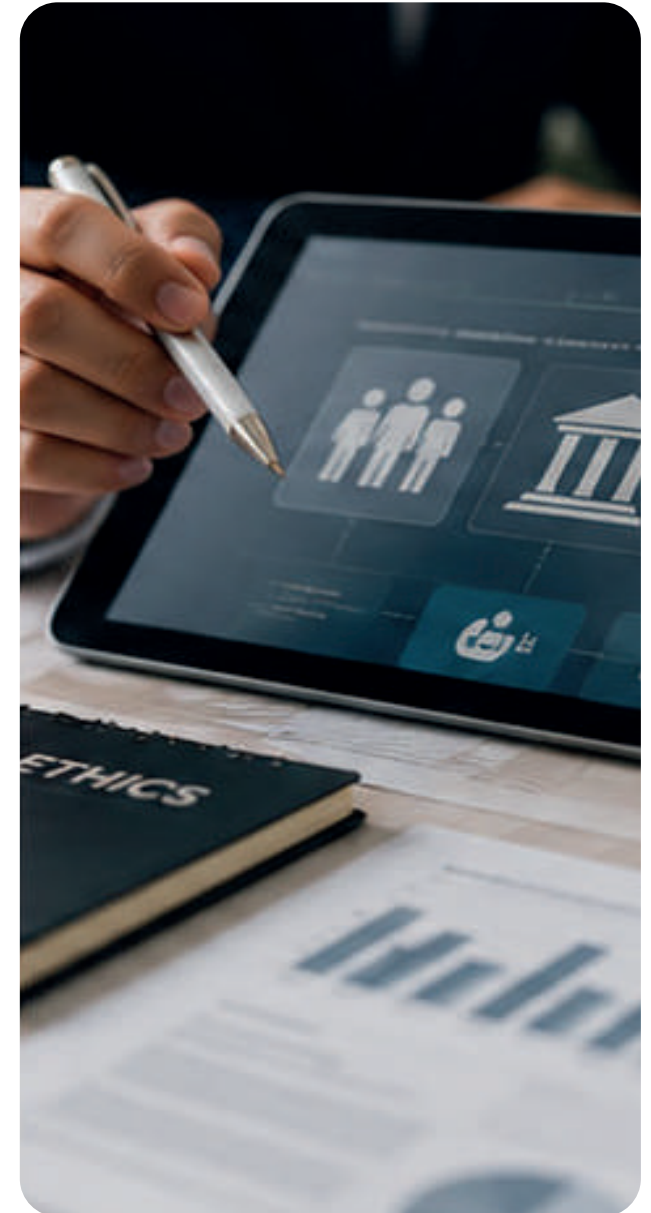
Kontek Enerji conducts all activities in full compliance with applicable legislation, ethical principles and internal company regulations.

Our Business Ethics Regulation strengthens transparency, promotes continuous improvement in legal compliance and protects Kontek's reputation. We implement processes for employees and stakeholders to uphold legal and ethical standards, report potential violations to the competent authorities and enable effective investigations.

The Business Ethics Regulation applies to all Kontek Enerji employees. Human Resources is responsible for its implementation and monitoring. Senior executives ensure their teams understand and apply the rules. The Board of Directors ensures ethical decision-making and protects the confidentiality of matters submitted to it. All employees must read and comply with the Business Ethics Rules and report violations to Human Resources.

Kontek Enerji has no affiliation with political parties and does not permit the company to be associated with political or religious beliefs, groups or trade unions. We fully comply with competition and antitrust laws. Discussions with competitors on sensitive matters such as prices, market sharing or production capacity are strictly prohibited. We do not establish business relationships with individuals or organisations prohibited under sanctions or embargoes, and exercise due care as these requirements can change.

Personal data protection is integral to our ethical and legal compliance approach. Data is processed only for specified, explicit and legitimate purposes. Unauthorised sharing, excessive retention and security vulnerabilities are prohibited. Our mechanisms for monitoring compliance with the Business Ethics Rules and reporting violations prohibit retaliation against good-faith reports and strengthen ethical culture at every level of the organisation.



Data Security and Privacy

We protect data with strong encryption, firewalls, access controls and multi-factor authentication systems.

At Kontek Enerji, ethical values, transparency and accountability are fundamental principles guiding all our activities.



Ethical Management Approach



Transparency and Accountability



Legal Compliance and Responsibility



Trust and Reputation

Digitalisation and Automation

In 2025, we digitised panel assessment using quality image processing and OHS HR Portal processes. Automation implemented through OHS automated inventory tracking, material requirements planning (MRP), assembly approval workflows and maintenance planning, largely eliminating manual data entry and repetitive tasks. Processes became up to 30% faster, data entry errors were prevented and costs were reduced. Total digitalisation investment in 2025 was TRY 1,000,000: TRY 500,000 for quality image processing projects and TRY 500,000 for OHS HR Portal processes.

Digital Security in Production Processes

We use digital tools in energy production, monitoring solar plant generation in real time through specialised software. Early detection of generation losses enables prompt action and improves plant performance and efficiency. Analysis and reporting through OHS provide immediate data access, strengthen coordination between departments and allow operational errors to be resolved faster.



Protective Technologies and Access Control

Strong encryption, firewalls, access controls and multi-factor authentication protect data. Users are defined in accordance with access policies. Password policies, lifecycle-based encryption systems and private-network access protocols prevent unauthorised access. Access to critical digital infrastructure is restricted, and security protocols are regularly reviewed.

Cyber Risk Management

We continuously monitor cyber incidents and develop new defence strategies based on investigation findings. Throughout 2025, software and security systems were regularly updated, and protective measures for data security and privacy were strengthened. Data security risks are assessed and controlled according to their severity and likelihood.

Data Security and Privacy Management

Our approach is based on the Personal Data Protection Law No. 6698 (KVKK) and ISO 27001 Information Security Management System standards. Data at Kontek Enerji is processed and stored in compliance with KVKK. Our Personal Data Processing, Information Security and Access Control policies are implemented accordingly. The Information Technologies and Digital Transformation Directorate manages data security, including the protection of personal data belonging to employees, customers, suppliers and business partners.



Real-Time Generation Monitoring

Digital tools support our energy production processes. Specialised software monitors generation at solar power plant sites in real time.

Our Information Security Practices



ISO 27001

Our information security management system operates in accordance with ISO 27001.



KVKK Compliance

We protect data through full compliance with the Personal Data Protection Law.



MFA

Multi-factor authentication (MFA) is required for access to all critical systems.



Penetration Testing

We test system security through penetration tests at least once a year.

Digital Transformation

Innovation and Process Efficiency

In 2025, Kontek Enerji strengthened digital transformation across production, reporting, quality control, process management and information security. Our aim is to improve operational traceability, build a data-driven decision-making culture, standardise processes and support sustainable operations.

2025 Digital Transformation Indicators

7 Digital transformation projects	6 ERP-integrated solutions
40+ Documents reviewed	3rd Place Innovation award
November 2025 NIS2 assessment (KPMG)	

How Digitalisation Contributes to Sustainability

Operational Efficiency and Traceability

Greater process visibility, data integrity and operational traceability.

Data-Driven Management

Rapid access to data supports more accurate and timely decisions.

Resource and Process Efficiency

Automation reduces manual workloads and improves time and labour efficiency.

Technology-Driven Sustainability

AI and digital technologies strengthen sustainable operations.

Information Security and Corporate Resilience

We prioritise cyber risk management and digital infrastructure security.

2025 Digital Transformation and Innovation Initiatives

01  Production Management MES Project The MES infrastructure launched in 2025 aims to enable digital monitoring of production processes.	02  Data Analytics and Management Power BI Management Reporting Infrastructure ERP data was transferred to Power BI, digitising management reporting.	03  Smart Manufacturing Technologies Digital Twin Project Digital twin infrastructure was developed to create a virtual version of the production line.	04  Process Automation RPA Invoice Processing System Invoice processing and checking were automated using RPA technology.
05  Corporate Process Management SoftExpert Platform Contract, performance and document processes were digitised to strengthen process management.	06  AI and Quality Management AI-Powered Solar Panel Quality Control System 104 among 104 projects 3rd Place Innovation category award 		07  Information Security and Cyber Resilience NIS2 Current-State Assessment A current-state assessment was conducted in November 2025 in collaboration with KPMG.

Supply Chain Management

Sustainable and Resilient Supply Chain Management



Our Sustainability Approach

In 2025, we continued to reshape our sustainability approach to extend beyond our own operations and across the entire value chain. Alongside economic success, we prioritise environmental responsibility and stronger social impact. We take a holistic approach based on legal compliance, occupational health and safety, human rights, environmental responsibility, ethical governance and ethical business practices. Sustainability criteria guide procurement, production and distribution.



Local Sourcing and Procurement Management

Local suppliers form most of our supply chain. In 2025, we had 313 local suppliers, representing 96% of the total, compared with 95% in 2024. We continue to apply standards such as on-time delivery and pricing based on supplier performance. In 2025, we completed technology-driven improvements to digitise these processes and reduce potential errors. Our sector requires diverse suppliers, including plant maintenance and repair services and consumables. We maintain partnerships with long-term contracted suppliers and one-off service providers.



Audit and Performance System

Under our Occupational Health and Safety Policy (KYS-PT-15), suppliers are expected to sign an OHS commitment, share Social Security Institution (SGK) records and participate in regular performance reviews. Audits of subcontractors providing support services were conducted at irregular intervals throughout the year, helping align our supply chain with sustainability objectives. A performance report on supplier monitoring, assessment and development was submitted to senior management. Our 2025 targets were achieved in full (100%).



Local Sourcing



Digitalisation



Auditing



Sustainable Procurement

313

Local suppliers
2025

96%

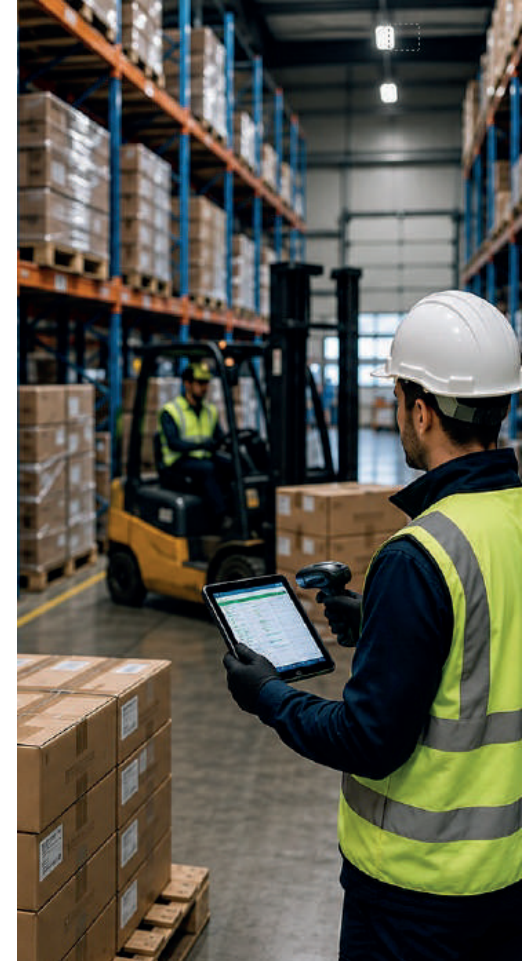
Local supplier share
2024: 95%

+1 pp

Increase from 2024
In the local supplier share

100%

Target achievement
2025



Clubs and Social Life

We establish clubs focused on different areas of interest in order to increase employees' social interaction, strengthen team spirit and support our corporate culture. Through sports, arts, nature and social responsibility activities, we contribute to our employees' development and sense of belonging.

Strengthening team spirit

Increasing social interaction

Creating value for nature and society

Discovering talents and supporting development

*Basketball Club

*Volleyball Club

*Rowing Club

*Life Support Club

Through the clubs established in 2025, our basketball, volleyball and rowing teams represented Kontek in corporate tournaments.

Through our collaboration with the Life Support Club, we took another step toward making a positive impact by implementing more than 6 projects. We also represented Kontek in more than 20 matches across six different corporate tournaments.

We continued to create value for society through projects focused on social benefit.

In 2025, we aim to expand our existing clubs by establishing additional social and development-oriented clubs, increasing our visibility across different platforms, strengthening team spirit and further reinforcing our culture of solidarity through numerous additional projects.



Corporate Social Responsibility

Through our communications, we have transformed our technical energy expertise into social value.

One of our fundamental responsibilities is to develop sustainable and measurable social responsibility projects that integrate our engineering and implementation capabilities in renewable energy with social benefit. The Kontek Farkında (Kontek Aware) platform was established based on the understanding that energy generation creates real value when technical output is transformed into social well-being. Nature conservation, expanding access to educational opportunities, supporting disaster-affected areas, and promoting social equality constitute the key focus areas of Kontek Farkında (Kontek Aware). The platform brings together technical achievements in energy generation and social contribution, positioning it as a long-term social impact model that gives tangible expression to Kontek's "Energy and Beyond" vision.

The communication strategy of Kontek Farkında was supported by creative elements such as celebrity collaborations, campaigns, image films and digital media. Through this holistic approach, we aimed to ensure that our sustainability message reached broad audiences, created a lasting impact on brand awareness and strengthened Kontek Farkında as a long-term social impact platform by transforming our technical capabilities in energy generation into social benefit.

To strengthen social solidarity, we partnered with the Türkiye Education Volunteers Foundation (TEGV) following the February 6 earthquakes. As part of this collaboration,

educational support was provided to children affected by the earthquakes, contributing to their ability to look toward the future with hope and access equal opportunities.

We participated in the International İzmir Marathon to raise awareness of the right of individuals with autism to live equally. The #TohumaGunesOl campaign was also implemented to raise awareness among broad audiences.

As part of our social responsibility activities in the field of health, we contributed to agricultural production at the LÖSEV Farm in Seferihisar and supported children living with leukemia.

To protect natural areas and support ecosystem restoration, we partnered with the Aegean Forest Foundation following forest fires in İzmir. "The Kontek Employees Memorial Forest" was established through this initiative, contributing to the protection of green spaces and the restoration of nature. In addition, cooperation with the Aegean Forest Foundation continued following forest fires to support nature's recovery through forest rehabilitation and maintenance activities.

As part of inclusive social activities, the Kontek Life Support Club participated with TÜRGÖK (Turkish Library for the Visually Impaired) in the "Pedaling for Hope" event organized by İzmir Metropolitan Municipality. During this event, participants cycled together with visually impaired individuals, emphasizing the power of solidarity and overcoming barriers together. The event provided a tangible example of Kontek's approach of transforming energy from the sun into positive social impact. In cooperation with the Koruncuk Foundation, maintenance and operational support was provided for a rooftop solar energy system at the Urla Middle School Dormitory. Educational support was also provided to students through the "One Backpack Carries a Future" campaign. Through this project, children were provided with a safe, equal and sustainable environment.



Throughout 2025, as part of our Corporate Social Responsibility initiatives, more than 250,000 people were engaged through awareness-raising activities, while our overall reach exceeded 500,000 people. More than 100 participants took part in the events organized, and the initiatives generated over 1,000 media mentions across print, digital, and television channels. Collectively, these efforts reached more than 300,000 people through print, digital, and television media, while over 250 social media posts generated a reach of more than 500,000. At Kontek Energy, we remain committed to continuing our social responsibility initiatives that create value for society, drawing strength from renewable energy and guided by our sustainability principles.



Environmental Performance

Reducing carbon emissions, increasing renewable energy investments and expanding energy efficiency projects are among our key priorities.

At Kontek Enerji, we address sustainability together with climate action, environmental compliance, social benefit and innovative solutions, positioning it at the centre of our business strategies in line with our long-term value creation objective. Within this framework, we built our 2025 sustainability strategy around three key focus areas: Climate, People, and Innovation.

Under the Climate pillar, reducing carbon emissions, increasing investments in renewable energy, and scaling up energy efficiency projects are among our key priorities. In line with our carbon reduction roadmap, we aim to provide low-carbon solutions both across our own operations and throughout our customers' value chains. In this context, we view addressing climate change not only as an environmental responsibility, but also as a strategic priority that drives the transformation of the way we do business.

Under our People-focused approach, our priorities include increasing workforce diversity, strengthening our occupational health and safety culture, and expanding our social impact programmes. Through education and awareness-raising initiatives carried out in collaboration with universities, professional associations, and non-governmental organisations, we aim to contribute to raising sustainability awareness across society.

Under the Innovation pillar, the development of sustainable products and services, digitalisation, and R&D investments are among our priority areas. Through projects implemented in the fields of energy storage

technologies and solar energy solutions, we provide our business partners and society with low-carbon, efficient, and innovative energy solutions. As of 2025, ensuring regulatory compliance to enable strategic steps toward identifying ESG risks and opportunities is also among our key priorities. In this context, energy storage, Solar + Storage solutions

and digital energy management platforms stand out as significant business opportunities for our Company. At Kontek Enerji, we remain committed to our sustainability journey without compromising our principles of transparency, ethics and innovation, and regard creating a more liveable world for future generations as one of our fundamental responsibilities.

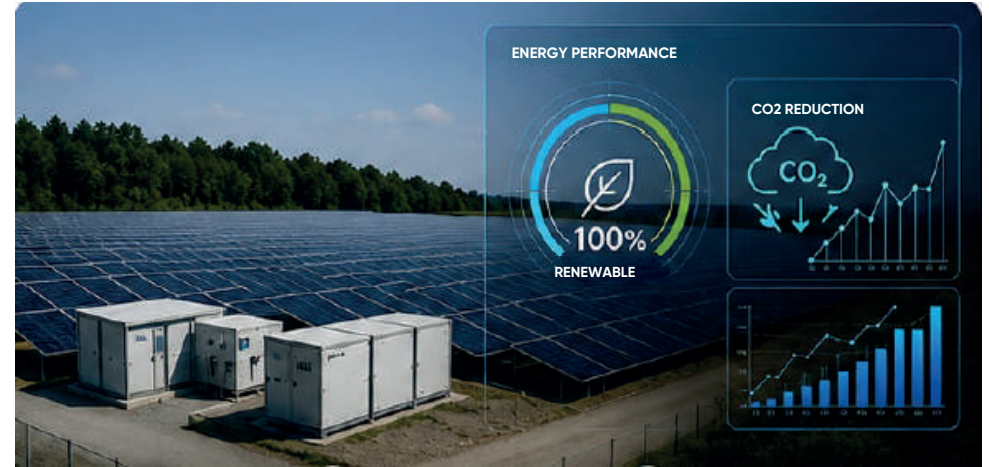


Energy Management

Strong Growth in Renewable Energy

In 2025, Kontek Enerji generated significant renewable energy through its own and customer power plants, continuing to reduce its environmental impact and build a sustainable future.

Our solar investments and commitment to operational excellence increase renewable energy capacity, reduce carbon emissions and create value in the clean energy transition.



761,749,887

Renewable energy generated
kWh

335,171

Total CO2e equivalent
tonnes CO2e

92

Total capacity commissioned
MWp

RENEWABLE ENERGY GENERATION AND CO2e EQUIVALENT

Indicator	2024	2025
Kontek plants: energy generated and sold	49,737,453	50,539,887
CO2e equivalent of energy generated and sold	21,884	22,237
Customer plants: energy generated	287,720,000	711,210,000
CO2e equivalent of energy generated	126,596	312,934
Total energy generated (kWh)	337,457,453	761,749,887
Total CO2e equivalent (tonnes)	148,480	335,171

Clean energy generation avoided 335,171 tonnes of CO2e emissions.

PROJECTS IMPLEMENTED IN 2025

Sector	Start	End	Type	DC capacity (kWp)
Cement and building materials	Dec 24	Jul 25	Ground	12,412.40
Cement and building materials	Mar 25	Nov 25	Ground	7,492.65
Cement and building materials	Dec 24	Oct 25	Ground	4,375.80
Plastic film / flexible packaging	Mar 25	Jan 26	Ground	5,691.40
Industrial facility	Feb 25	Aug 25	Ground	2,759.90
Paper and corrugated cardboard	Dec 24	Mar 26	Ground	5,691.40
Cement production	Apr 25	Jan 26	Ground	1,258.40
Cement production	Apr 25	Jan 26	Ground	1,701.70
Iron and steel production	Aug 25	–	Ground	40,332.24
Renewable energy investments	Feb 25	Mar 26	Ground	9,978.67

Total: 91,694.56 kWp

Waste Management

Respect for Nature, Value for the Future

Our waste management approach is based on efficient resource utilisation and minimising environmental impacts. Our priority is to ensure that waste generated as a result of our activities is properly segregated, recovered and directed toward reuse. Our 2025 data indicates that the vast majority of waste was recovered, contributing to the minimisation of our environmental impacts.

2025 WASTE MANAGEMENT DATA

Wood Waste

Quantity (tonnes) Emission equivalent (tonnes CO₂e)

85.543 **5.518**

Cardboard Waste

Quantity (tonnes) Emission equivalent (tonnes CO₂e)

0.2180 **0.004639**

Metal Waste

Quantity (tonnes) Emission equivalent (tonnes CO₂e)

39.474 **0.350692**

**Total
Waste
Emissions**

5.8733

FOR A SUSTAINABLE FUTURE

We remain committed to reducing waste, increasing recovery and using resources efficiently.

- Reduce waste generation at source and ensure efficient resource use.
- Properly segregate generated waste and recover it.

• Minimize environmental impacts and create a sustainable future.

• Increase recovery rates and improve resource efficiency.

**Responsible Today,
Sustainable Tomorrow**



Greenhouse Gas Inventory and Calculation Approach

Kontek Energy regularly monitors, calculates and reports the greenhouse gas emissions arising from its activities. Our emissions management approach is designed to combat climate change, increase energy efficiency and support our low-carbon growth objectives. In our calculation and reporting processes, we use internationally recognized methodologies and apply the principles of transparency, consistency, accuracy and comparability.

GREENHOUSE GAS EMISSIONS MANAGEMENT

Regular monitoring and management of our emissions are critical to strengthening our resilience against the potential impacts of climate change and achieving our sustainable value creation objectives. Our organization uses internationally recognized methodologies for emissions calculations and conducts the calculation processes in accordance with the principles of transparency, accuracy and comparability. This enables us to identify emission sources, assess reduction opportunities and monitor performance.

CALCULATION METHODOLOGY

The greenhouse gas inventory was calculated using activity data and relevant emission factors. Internationally recognized methodologies and current emission factors were used as the basis for the calculations.

The following categories were assessed separately:

- Direct emissions (Category 1)
- Energy-related indirect emissions (Category 2)
- Other indirect emissions (Category 3)
- Emissions arising from water and waste management (Category 4)

Emissions were calculated using the operational control approach under the Greenhouse Gas Protocol and the results are expressed in tonnes of CO₂e.

ORGANIZATIONAL BOUNDARY AND SCOPE

The operational control approach was adopted in preparing the emissions inventory. Operations under the Company's direct operational control were included within the reporting boundary, and the relevant emission sources were assessed accordingly.

The scope of reporting includes Kontek Energy's head office operations, field activities, and affiliated operations. The reporting period covers 1 January–31 December 2025.

DATA QUALITY AND VERIFICATION APPROACH

Data quality control processes were implemented to ensure the accuracy and reliability of the data used in the emissions inventory.

Data were reviewed against the criteria of accuracy, consistency, traceability and transparency, and calculations were verified through internal audit processes.

Inventory results are approved by senior management and regularly reviewed to identify opportunities for improvement.

EMISSION SOURCES USED

Category 1 – Direct Emissions / Scope 1

- Diesel consumption
- Petrol consumption
- Natural gas consumption
- Fugitive gas emissions

Category 2 – Energy-Related Indirect Emissions / Scope 2

- Electricity consumption

Category 3 – Other Indirect Emissions / Scope 3

- Procurement and logistics activities
- Employee commuting
- Business travel

Category 4 – Water and Waste Management

- Water consumption
- Wastewater generation
- Waste management activities

EMISSION FACTORS AND ASSUMPTIONS

The IPCC 2006 Guidelines, IPCC 2019 GWP values, and nationally/internationally recognized emission factors were used in the calculations. A market-based approach was used for emission factors relating to electricity consumption.

Activity data were obtained from primary data sources, including meter readings, invoice records, procurement documents, travel records, and operational records. Every effort was made to use primary data wherever possible; where data were unavailable, recognized assumptions

2025 GREENHOUSE GAS EMISSIONS RESULTS

Scope and Category	Emissions (tonnes CO ₂ e)
Category 1 – Direct Emissions (Scope 1)	
Category 1 – Diesel	919,47
Category 1 – Petrol	398,44
Category 1 – Natural Gas	25,74
Category 1 – Fugitive Gases	0,0056
Total Category 1	1,343,66
Category 2 – Energy-Related Indirect Emissions (Scope 2)	
Category 2 – Electricity Consumption	74,47
Category 2 – Energy Recovery (Carbon Reduction)	20,22
Total Category 2	74,47
Category 3 – Other Indirect Emissions (Scope 3)	
Category 3 – Procurement / Logistics	395,64
Category 3 – Employee Commuting	12,25
Category 3 – Business Travel	112,93
Total Category 3	520,82
Category 4 – Water and Waste Management	
Category 4 – Water-Related Emissions	0,1541
Category 4 – Wastewater Emission Equivalent	0,1755
Category 4 – Waste Emissions	5,8733
Total Category 4	6,20
Kontek Energy – Total Emissions	1,945,13

KONTEK MACHINERY – TOTAL EMISSIONS

Scope and Category	Emissions (tonnes CO ₂ e)
Category 1 – Direct Emissions (Scope 1)	24,65
Category 2 – Energy-Related Indirect Emissions (Scope 2)	5,30
Category 3 – Other Indirect Emissions (Scope 3)	19,80
Total	49,75

and industry-standard default values were used. According to the 2025 greenhouse gas inventory results, a significant portion of emissions arose from fuel consumption associated with direct operations. In addition, logistics activities and business travel represented significant portions of indirect emissions. We continue to work toward reducing our carbon footprint through regular emissions monitoring, energy efficiency practices and operational improvements.

Emissions and Air Quality Management

Lower Emissions, a Cleaner Future

Reducing the environmental impact of our operations is a core priority in Kontek Enerji's approach to sustainability.

Throughout 2025, we regularly monitored greenhouse gas emissions from energy consumption, fuel use, logistics and operational processes, and implemented energy efficiency and carbon reduction initiatives.



SCOPE 1



Direct Emissions

Fuel consumption
1,317.91 tonnes CO2e

Natural gas use
25.74 tonnes CO2e

Fugitive gas emissions
0.004 tonnes CO2e

1,343.66 tonnes CO2e

SCOPE 2



Energy-Related Indirect Emissions

Electricity consumption
169,205.63 kWh

Energy recovery
45,956.11 kWh

74.47 tonnes CO2e

SCOPE 3



Other Indirect Emissions

Procurement / logistics
395.64 tonnes CO2e

Employee commuting
12.25 tonnes CO2e

Business travel
112.93 tonnes CO2e

520.82 tonnes CO2e



2025 TOTAL EMISSIONS

1,945.13
tonnes CO2e

We continually improve our environmental performance through energy efficiency, renewable energy investments and low-carbon operations.



Electricity consumption

169,205.63

kWh



Energy recovery

45,956.11

kWh



Total waste emissions

5.8733

tonnes CO2e

Water Management and Water Security

We value the efficient use of water resources, regularly monitor our water footprint and work to reduce it.

At Kontek Energy, we prioritize the efficient use of water resources across all our operations. We monitor our water consumption, regularly calculate our water footprint and carry out continuous improvement initiatives to ensure water security.

As of 2025, the total water footprint calculated for Kontek Enerji and Kontek Machinery amounted to 1,605.7 m³/year. Of this amount, 1,072 m³/year represents the blue water footprint, while 533.7 m³/year represents the grey water footprint. Protecting water resources is among our most important responsibilities in building a sustainable future.

OUR WATER MANAGEMENT APPROACH

Protecting and efficiently using water resources is an essential component of our efforts to combat climate change and ensure the sustainability of ecosystems. We implement initiatives to reduce water consumption across our operational processes, increase opportunities for water reuse, and protect the quality of water resources. We aim to continuously improve our water management approach by taking relevant risks and opportunities into consideration.

KONTEK LOCATION-BASED WATER FOOTPRINT

Location	Blue Water (m ³ /year)	Grey Water (m ³ /year)	Total (m ³ /year)
İzmir	646	313,3	959,3
İstanbul	226	107,9	333,9

KONTEK MACHINERY WATER FOOTPRINT

Company	Blue Water (m ³ /year)	Grey Water (m ³ /year)	Total (m ³ /year)
Kontek Machinery	200	112,5	312,5

BLUE / GREY WATER DISTRIBUTION

Water Footprint Type	Amount (m ³ /year)	Share
Mavi Su	1.072	%66,8
Gri Su	533,7	%33,2
Total	1.605,7	%100

TOTAL WATER FOOTPRINT BY LOCATION / COMPANY

Location	Total Water Footprint (m ³ /year)	Share
Kontek – İzmir	959,3	%59,7
Kontek – İstanbul	333,9	%20,8
Kontek Machinery	312,5	%19,5
Total	1.605,7	%100



Water Management

Respect for Nature, Value for the Future

At Kontek, we regard protecting water resources, ensuring their sustainable use and preserving them for future generations as one of our primary responsibilities. Across all our activities, we aim to reduce water consumption, increase efficiency and minimise our impacts on water resources.

KONTEK'S WATER MANAGEMENT APPROACH

We recognise that water is an essential resource for life. Our key priorities include minimising water consumption across our operations, increasing resource efficiency and managing generated waste in an environmentally responsible manner. We inform our employees about water conservation, regularly monitor our water management performance and operate according to a continuous improvement approach. By protecting natural resources, we take responsibility for creating a more sustainable future.

Indicator	Value
Total Water Consumption	872 m ³
Wastewater Volume	872 m ³
Water-Related Emissions	0.1541 tonnes CO ₂ e
Wastewater-Related Emissions	0.1755 tonnes CO ₂ e

WATER CONSUMPTION

Source	Consumption (m ³)
İstanbul Consumption	226
İzmir Alsancak	14
İzmir Office	632
Total Water Consumption	872

Total water consumption covers our activities during 2025.

WASTEWATER MANAGEMENT

Item	Quantity (m ³)	Emissions (tonnes CO ₂ e)
Wastewater Volume	872	0.1755
Total	872	0.1755

Wastewater volume and its corresponding emissions cover our activities during 2025.

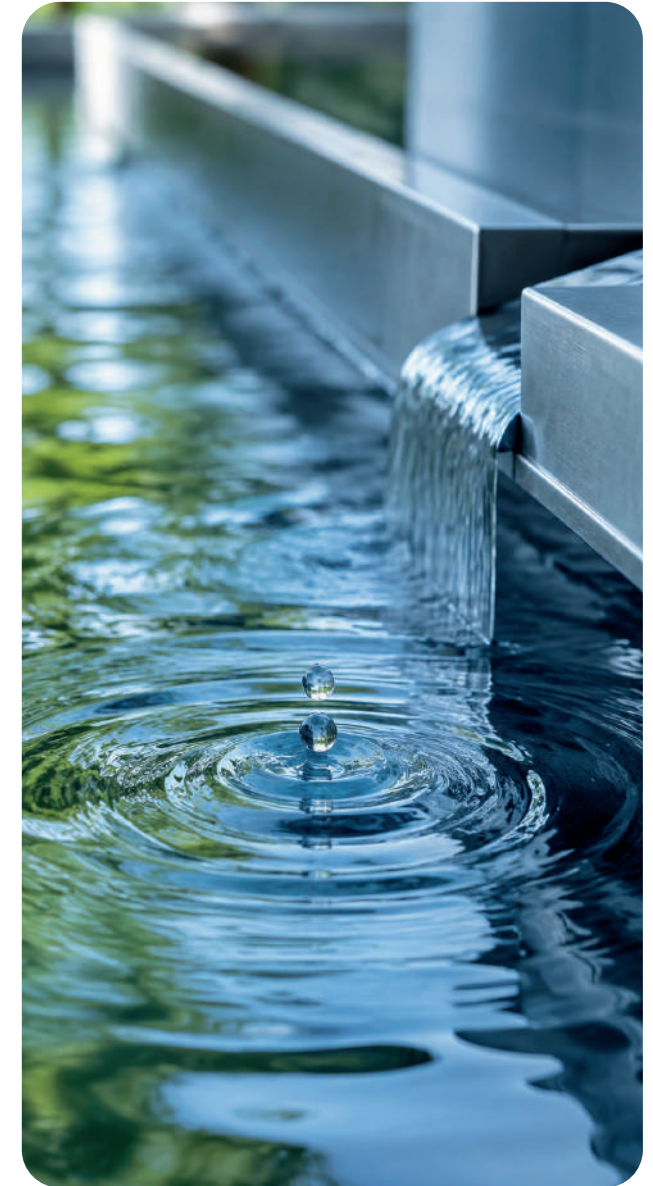
WATER MANAGEMENT PERFORMANCE SUMMARY

- We regularly monitor and analyse our water consumption to minimise usage.
 - We inform our employees about water conservation and raise awareness.
 - We manage our wastewater in an environmentally responsible manner and ensure full compliance with applicable legislation.
 - We implement improvements aimed at increasing water efficiency across our processes.
- By protecting natural resources, we aim to leave a more liveable world for future generations.

WATER FOOTPRINT

Location	Water Footprint
İzmir	959,3 m ³
İstanbul	333,9 m ³
Total Water Footprint	1.293,2 m³

We work to protect our water resources, increase efficiency throughout every stage of our production processes and reduce our environmental impacts.



Human Values

Employee development is regarded as one of the fundamental elements of sustainable growth and corporate success at our company

With the active participation of our experienced and specialised workforce, we establish integrated management systems across all our processes, particularly engineering, supply chain, design, automation, installation and maintenance, and continuously develop these systems to cover environmental performance, occupational health and safety and energy performance. We effectively manage the necessary collaborations in order to provide better services to our customers and conduct our relationships with all stakeholders based on honesty, reliability and a shared sense of responsibility. We do not regard sustainable service quality solely as meeting technical standards; we also consider the consistent and long-term management of customer expectations to be an integral part of this approach. We ensure compliance with quality standards throughout our project and service processes, regularly improve our processes and consider customer feedback an important input for enhancing our service quality. We regard maintaining high service quality as one of the fundamental elements of long-term business partnerships.

Employee Profile

Human capital is a key driver of corporate success and long-term sustainability at our Company. Our human resources management approach is built on a people-centred, fair, and sustainable framework, positioning our employees not merely as a workforce, but as key stakeholders who contribute to the development of the organisation.

As of the end of 2025, Kontek Enerji employed a total of 185 employees. The average age of our employees is 35, with detailed age-group distributions presented in the charts included in this report. In terms of gender

distribution, our workforce consists of 50 female and 135 male employees.

For management positions, roles at Grade 6 and above are considered. Of the 58 employees within this scope, 20 are women and 38 are men. Kontek has 10 female managers, 4 female department managers, and 1 female director. Within Maxxen, there are 4 female managers and 1 female department manager.

In terms of tenure, the majority of employees have between 0 and 5 years of service, and detailed analyses are therefore conducted for this period. All employees at Kontek Enerji are employed under indefinite-term employment contracts.

During 2025, 29 employees left the Company, resulting in an overall employee turnover rate of 5% for the year. The Company employs 3 employees with disabilities, and this area continues to be developed in line with our inclusive employment approach.

Employee Satisfaction And Engagement

At Kontek Enerji, employee satisfaction and engagement are regarded as fundamental pillars of a sustainable corporate culture. To foster a working environment where employees feel valued, secure, and have a strong sense of belonging, the Company prioritises open communication, fair practices, and participatory approaches. Initiatives aimed at strengthening employee engagement are considered an integral part of human resources processes and contribute to the continuous development of the corporate culture.

Employee Development And Training

Employee development is regarded as one of the fundamental elements of sustainable growth and corporate success at our company. Training and development programmes are regularly implemented to enhance employees' professional competencies, support their personal development, and strengthen the culture of occupational health and safety. Throughout 2025, all mandatory training programmes required under applicable legislation were fully implemented, with a particular focus

on Occupational Health and Safety (OHS) training. In addition, vocational training aimed at enhancing technical knowledge, sector-specific awareness programmes, and training designed to strengthen employees' individual competencies were provided. Beyond mandatory training, voluntary development opportunities are also offered in line with employees' individual needs and career aspirations. These include:

- Foreign language training to support operations and activities in international markets,
- Graduate and postgraduate education support to encourage academic development,
- Professional development training in technical, managerial, and specialised areas,
- Programmes focused on digital competencies, awareness, and personal development.

Kontek Enerji adopts a learning and development approach that extends beyond employees' current job responsibilities, embracing a multidimensional and inclusive framework that supports long-term career development.

Our Human Resources Approach

Kontek Enerji regards its employees not merely as a part of business processes, but as key stakeholders in corporate development and sustainable growth. Employee development initiatives, an inclusive human resources approach and a culture of continuous learning are among the fundamental elements supporting the Company's long-term success.



Human Values

Occupational health and safety risks are addressed as an integral part of our corporate risk management processes

Human Rights

At Kontek Enerji, we regard respect for human rights across all our activities as a fundamental principle and an integral part of our corporate culture.

Protecting our employees' fundamental rights and freedoms, ensuring fair working conditions and creating a safe working environment are among our key priorities. Forced labour and child labour are strictly prohibited within our Company, and all employment processes are conducted in accordance with applicable national legislation and international norms. Preventing discrimination, strengthening a culture of respect and creating an environment in which employees can freely express their views are fundamental elements of our human rights approach.

Equal Opportunity, Diversity and Inclusion

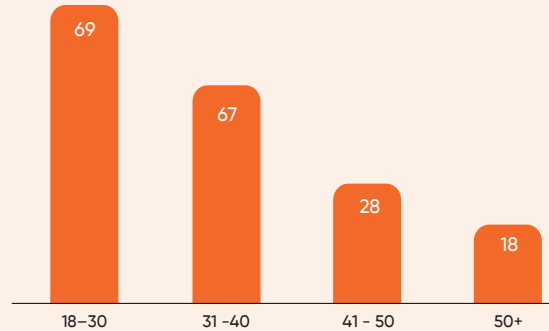
We conduct our recruitment, promotion, compensation, training and career development processes in accordance with the principle of equal opportunity. We adopt an equal approach toward our employees regardless of gender, age, marital status, educational background or any other similar characteristic. Our human resources practices are based on fair, transparent and objective criteria, supporting employees in realising their potential under equal conditions.

We believe that different perspectives and experiences contribute to corporate development. We aim to create a supportive and inclusive work environment that embraces diversity.

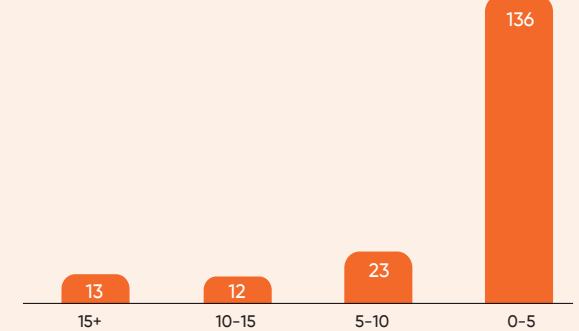
To create a workplace where employees feel safe, valued and a sense of belonging, we apply practices based on respect and fairness. In 2025, we continued systematic OHS training,

vocational and personal development programmes, support for foreign languages and academic development, and HR practices grounded in human rights, equal opportunity and inclusion.

Employee Numbers By Age Group



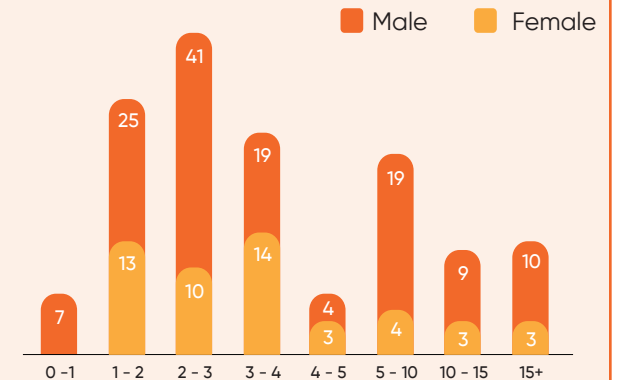
Employee Numbers By Tenure



Gender



Detailed Employee Numbers By Tenure



Social Performance

Employee-related Practices

The development, well-being and safety of our employees are among the most important elements of our sustainable success.

Employee Profile

At Kontek Enerji, human capital is regarded as one of the fundamental pillars of sustainable growth and corporate development.

As of 2025, a total of 185 employees work at the Company. Of our total workforce, 73% are male and 27% are female.

We continue our activities through a human resources approach focused on employee engagement, equal opportunity and continuous development.

Employee Development And Training

Throughout 2025, professional training, OHS training and awareness programmes were organised to support the technical, operational and personal development of our employees.

To support career development, the following programmes are regularly implemented:

- Technical specialist training
- Leadership development programmes
- Digital competency training
- Occupational Health and Safety training

In addition, the following initiatives are offered to support employee development:

- Foreign language development support
- Academic development support
- Mentoring programmes
- Development feedback meetings
- Access to digital and technical resources

Employee Satisfaction and Engagement

We regard employee satisfaction and engagement as fundamental building blocks of a sustainable corporate

culture. We continue to strengthen employee engagement through open communication, fair practices and a trust-based working environment.

Occupational Health and Safety (OHS)

OHS training is conducted systematically, while a culture of safe working is continuously strengthened through technical and behaviour-based practices.

The health and safety of our employees is a priority across all our business processes.

Indicator	2025 Data
Total Employees	185
Average Age	35
New Hires	44
Employees with Disabilities	3
Employee Turnover Rate	5.0%

Gender Distribution

Gender	Number of Employees	Share
Female	50	27%
Male	135	73%
Total	185	100%

Age Distribution

Age Range	Female	Male	Total
18–30	17	52	69
31–40	19	48	67
41–50	11	17	28
51–60	3	15	18

Female Management Distribution

Company	Manager	Department Manager	Director	Töplam
Kontek	10	4	1	15
Maxxen	4	1	0	5
Total	14	5	1	20

Total female managers (manager, department manager and director): 20

Female management representation: 22.7%

Joiner / Leaver Ratio

Company	New Hires	Employees Leaving	Net Change
Kontek	29	27	+2
Maxxen	44	2	+42
Total	73	29	+44

Investing in people means investing in the future. Kontek Enerji grows together with its employees.



We add value to the future with our energy

At Kontek Enerji, we regard transforming our technical expertise in renewable energy generation into social benefit as one of our key responsibilities. Through the initiatives carried out under the Kontek Aware platform, we protect nature, support education, strengthen social equality and aim to create lasting value for a more liveable future.

GENERATES CLEAN ENERGY

We contribute to a low-carbon future through our renewable energy solutions.

REDUCES OUR CARBON FOOTPRINT

We reduce our environmental impact through energy efficiency and clean energy practices.

PROTECTS NATURE

We support the protection of natural resources and the development of green spaces.

CREATES SOCIAL BENEFIT

We create social value through projects focused on education, social development and solidarity.

SUPPORTING EDUCATION

We contribute to projects that support children and young people in accessing quality educational opportunities.

RESPECT FOR NATURE

Through tree planting, nature conservation and environmental awareness initiatives, we work toward a greener future.

SOCIAL EQUALITY

Through practices that support equal opportunity, we aim to create a more inclusive society for everyone.

SOCIAL DEVELOPMENT

We increase our social impact through projects that contribute to the development of local communities.

VOLUNTEERING AND SOLIDARITY

By encouraging our employees to participate voluntarily, we strengthen a culture of solidarity.

GROWING OUR IMPACT TOGETHER

NGO Partnerships

We develop sustainable projects through strong partnerships with civil society organisations.

Sports and Health

We promote healthy living through sports activities and increase social interaction among our employees.

Employee Participation

We expand our social impact through the active participation of our employees.

Sustainable Future

We create value for today's and tomorrow's needs through innovative solutions.

STRONGER TOGETHER

Through our valuable partnerships, we continue to reach broader audiences and create lasting benefits in the areas of education, environment, social equality and community development.

The energy we generate illuminates not only today, but also a more liveable world for tomorrow.



Occupational Health And Safety For a Sustainable Future

OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) APPROACH

In line with our environmental, social and governance (ESG) approach, occupational health and safety risks are treated as an integral part of our enterprise risk management processes.

Across all areas in which we operate, we regard the health and safety of our employees, business partners and stakeholders as a primary responsibility. Our occupational health and safety approach is not limited to fulfilling legal requirements. It is based on a holistic management approach that anticipates risks, prioritises preventive measures and is built around continuous improvement. We believe that a safe working environment is an integral part of sustainable business continuity and corporate performance.

In line with this approach, ensuring the safety of our employees under all ordinary and extraordinary circumstances—including disasters and emergencies—is our priority. Within the scope of business continuity management, our business continuity structure is established, operated and continuously improved by taking into account stakeholder expectations and legal and regulatory requirements. Identifying preventive and protective measures before potential disasters occur, conducting business ethics assessments, and undertaking preparedness measures to ensure the continuity and protection of critical operations are among the key elements of our occupational health and safety approach. Regular drills are conducted to ensure the effectiveness of our emergency response plans, and business continuity is managed in accordance with ISO 22301.

Our OHS practices are supported by strong ethical culture and corporate governance. Our Code of Business Ethics, which applies to all

employees, is based on transparency, legal compliance, ethical conduct and responsibility. Employees must uphold these rules and report potential violations. The Board, senior management, Human Resources and all departments share responsibility for implementing and monitoring ethical standards, supporting a safe, fair and respectful workplace.

In line with our ESG approach, OHS risks form part of corporate risk management and are identified and prioritised through annual assessments. Continuous monitoring and improvement support safe working conditions.

Digitised maintenance, automation in field operations and quality management strengthen OHS performance. Our Occupational Health, Safety and Environmental Management System is certified to ISO 45001:2018.

OUR PRINCIPLES FOR A SUSTAINABLE AND SAFE WORKING ENVIRONMENT

- Prioritise human life.
- Anticipate risks and take preventive action.
- Increase employee participation and awareness.
- Improve performance continuously.
- Uphold legal requirements and ethical values.
- Act responsibly towards the environment and society.



Occupational Health and Safety

Training and Performance Indicators

We continuously improve our training programmes and performance indicators in order to create a safe working environment, protect the health of our employees and build a sustainable future.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

Indicator	Unit	2024	2025
Company employees	Person-hours	183 people × 7.5 hours	185 people × 7.5 hours
Subcontractor employees	Person-hours	–	217 people × 7.5 hours
Total OHS training	Person-hours	32	43.5

DEVELOPMENT BY TRAINING HOURS

In 2025, occupational health and safety training provided to Company employees and subcontractor employees was increased, reaching a total of 43.5 person-hours of training.

- Total Training: 43.5 person-hours
- Total OHS Training: 43.5 person-hours

KEY PERFORMANCE RESULTS

- Zero fatalities
- Zero lost days
- Zero medical treatment cases
- Zero first-aid cases
- 13 recordable incidents
- 100% recordable incident frequency rate

SAFETY IS NOT A CHOICE; IT IS A CULTURE OF LIFE.

Protect yourself, protect your colleagues and perform your work safely. We work for a safe today and a healthy tomorrow. Occupational safety is everyone's responsibility and the safeguard of our future.

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE INDICATORS

Indicator	Female Blue-Collar	Female White-Collar	Male Blue-Collar	Male White-Collar	Total
Fatalities	0	0	0	0	0
Lost-time injuries	0	0	0	0	0
Lost-time injury frequency rate	0%	0%	0%	0%	0%
Lost days	0	0	0	0	0
Lost-time injury severity rate	0%	0%	0%	0%	0%
Restricted work cases	0	0	0	0	0
Medical treatment cases	0	0	0	0	0
First-aid cases	0	0	0	0	0
Recordable incidents	0	5	0	8	13
Recordable incident frequency rate	0%	38%	0%	62%	100%



Sustainability Report

GRI Content Index

This index shows how our report aligns with the GRI Standards. Our report has been prepared in accordance with the GRI Standards: Core option.

Transparency

Transparent and accessible reporting for all stakeholders.

Sustainability

Creating environmental, social and governance value.

Responsibility

Managing our impacts and continuously improving our performance.



This report has been prepared in accordance with the GRI Standards: Core option. For feedback and questions regarding the GRI content index, please contact us.

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>> Contact

We are here to connect, explore opportunities for collaboration and create value together for a sustainable future.

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Stronger Together!

At Kontek Enerji, we value strong partnerships for a sustainable world. Please contact us with your questions and requests.

- Our expert team will respond as soon as possible.
- We welcome collaboration and new projects.
- Every message you send adds value.
- Together for a greener, stronger future.

Thank you for your trust and collaboration.

www.kontekenerji.com.tr
/kontekenerji

