



# Sustainability Report 2024

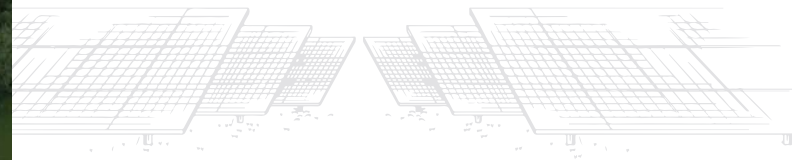


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“ This report reflects our unwavering commitment to sustainability, transparency and responsible growth, shaping today with care and the future with purpose. ”





# Introduction

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# | Executive Summary

The **Annual Sustainability Report 2024** for **INTEC Energy Solutions** highlights the company's commitment to sustainability, innovation, and responsible corporate governance. This report provides a comprehensive overview of INTEC's achievements, strategic priorities, and future goals in the realm of environmental, social, and governance (ESG) criteria.

**About INTEC:** INTEC is a leading player in the renewable energy sector, specializing in Engineering, Procurement, Construction (EPC), Manufacturing, Project Development, Consultancy, Operations & Maintenance, services, and new energy solutions. With a proven track record of over 3.9 GW of installed and secured pipeline, INTEC operates globally, with a significant presence in Europe, the Middle East, APAC, Africa, and Türkiye.

**President's Message:** Abderrahmane Ould Abdellahi, the President, emphasizes INTEC's dedication to high standards of corporate governance, responsible decision-making, and innovation. The company is committed to creating positive impacts on global energy security and addressing key challenges through its decarbonization efforts and alignment with the UN Sustainable Development Goals.

**Corporate Sustainability:** INTEC's sustainability strategy integrates social, economic, and environmental impacts into its business model. The company signed the United Nations Global Compact and the Women's Empowerment Principles agreement, reinforcing its commitment to human rights, environmental stewardship, and anti-corruption.

**Sustainability Priorities:** INTEC focuses on four main areas: strengthening merit, being one with stakeholders, supporting environmental awareness, and prioritizing health and safety. These priorities guide the company's efforts to enhance performance and achieve sustainability goals.

**Environmental Management:** The report details INTEC's environmental management activities, including carbon management, energy efficiency, and biodiversity protection. The company achieved significant reductions in carbon emissions and implemented various initiatives to minimize environmental impacts.

**Social Responsibility:** INTEC's social responsibility initiatives aim to improve the welfare of communities, support education, and promote employee volunteering. The company engages with stakeholders through transparent communication and complaint mechanisms.

**Governance & Risk Management:** INTEC adheres to principles of transparency, fairness, accountability, and responsibility. The Risk Management Committee oversees the identification and mitigation of risks, ensuring the company's long-term sustainability.

**Future Goals:** INTEC aims to continue its leadership in sustainability by setting ambitious targets, enhancing stakeholder engagement, and driving innovation. The company is committed to issuing annual sustainability reports aligned with international standards and frameworks. This executive summary encapsulates INTEC's dedication to sustainability and its proactive approach to creating a positive impact on the environment, society, and the global energy landscape.

# | The President's Message

## Dear Stakeholders,

At INTEC, our pursuit of excellence is not merely aspirational, it is foundational to our identity. We are committed to upholding the highest standards of corporate governance, transparency, and accountability as we advance our mission to deliver sustainable energy solutions. While not every initiative yields immediate success, we remain steadfast in our resolve to learn, adapt, and lead with integrity.

As we transition from a traditional EPC contractor to a forward-looking provider of integrated renewable energy solutions, our focus is firmly aligned with the United Nations Sustainable Development Goals. Our strategic priorities encompass decarbonization, operational efficiency, workforce diversity, safety, and responsible procurement, each a pillar of our broader ESG commitment.

Since our establishment in 2013, we have worked in close partnership with local communities to develop and construct solar power plants that reduce environmental impact and enhance energy resilience. We believe renewable energy is central to a cleaner, more equitable future, and we recognize our generational responsibility to address climate change with urgency and purpose.

The 2024 Sustainability Report reflects our progress beyond financial metrics. It showcases our leadership in addressing global energy challenges and our continued investment in innovation to support a more sustainable and inclusive energy landscape.

It is a privilege to lead a team of dedicated professionals who share a deep commitment to sustainability and innovation. I am confident that INTEC will continue to grow as a global leader in clean energy, delivering long-term value to our stakeholders and contributing meaningfully to a better future for generations to come.

Sincerely,



A handwritten signature in green ink, reading 'A. Ould', positioned above the printed name.

**Abderrahmane Ould Abdellahi**  
President

# Strategic Leadership Perspectives on Sustainability



**Klaus Friedl**

**Managing Director Germany**

“ As Managing Director for Germany, I am proud to lead an organisation where sustainability is not just a commitment, but a defining principle of how we operate and grow. In our region, we have fully aligned with the IFC Performance Standards and the EBRD Performance Requirements, ensuring that our projects meet the highest international benchmarks while embodying our core values of integrity, transparency, and long-term responsibility. We know that lasting value begins with our people - which is why we invest in building awareness, fostering a culture of purpose and engagement, and empowering every team member to actively shape our sustainability path. The results in Germany demonstrate what is possible when environmental leadership, operational excellence, and employee well-being move in the same direction - delivering measurable impact for our stakeholders, our communities, and the planet. ”



**Phil Wood**

**Country Manager AU/NZ**

“ As Country Manager for the APC region, I view sustainability not as a standalone initiative, but as a fundamental principle embedded in every decision we make. Our operations are fully aligned with the IFC Performance Standards and EBRD Performance Requirements, reflecting our commitment to responsible and forward-looking practices. I'm especially proud of the progress we've made in building a workplace culture that values awareness, well-being, and shared accountability. By empowering our people and fostering a strong sense of collective purpose, we're not only achieving our sustainability objectives we are also strengthening engagement and fulfilment across our teams ”



**Ufuk İmir**

**Managing Director Non EU**

“ In the Non-EU region, we align with IFC and EBRD standards while promoting a culture of inclusion and well-being. Sustainability and employee happiness go hand in hand. A motivated team is key to long-term success, and we remain committed to transparency, collaboration, and respect for people and planet. ”



**Serkan Kula**

**Managing Director Türkiye**

“ In Türkiye, sustainability is embedded in our culture and leadership. Beyond meeting IFC and EBRD standards, we foster a values-driven workplace where well-being is central to performance. We emphasize corporate happiness, encouraging self-awareness, mindful work place, emotional intelligence, and team cohesion. ”

# Strategic Leadership Perspectives on Sustainability



**Kübra Koç Dağdelen**  
Director of Global  
Marketing & Communications

“ I proudly affirm that sustainability is not just a responsibility, but a driving force within our company. By embedding ESG principles into our operations and communications, and through our commitment to initiatives such as UN Women, we strive to inspire meaningful change and lead with inclusivity and responsibility. Our ambition is to ensure that every project, partnership, and message reflects our dedication to a greener, fairer, and more resilient future. ”



**Rashid Abbasov**  
Managing Director Azerbaijan

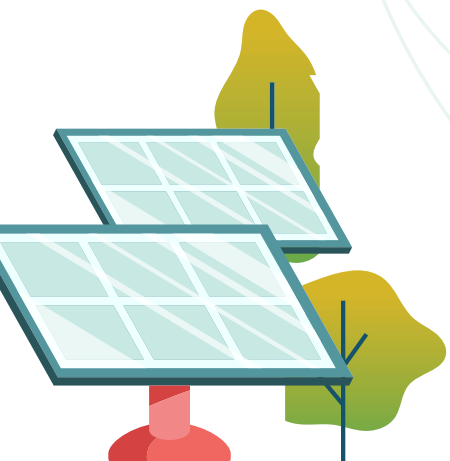
“ At INTEC Azerbaijan, sustainability is central to our strategy. As a UNGC signatory, we uphold global principles in human rights, labor, and anti-corruption. We apply IFC standards across all operations and collaborate with global firms to exceed benchmarks and strengthen our regional leadership. ”



**Alberto B. De Lara**  
Philippines Deputy Country Manager

“ As Deputy Country Manager of INTEC's Philippine Office, I reaffirm our commitment to sustainability, guided by UNGC, IFC, and EBRD standards. These frameworks shape our work in environmental protection, social responsibility, and governance. We prioritize biodiversity and community engagement, integrating these values into our operations to support resilient ecosystems and inclusive development. ”

# Highlights



# About INTEC

**INTEC Energy Solutions** is a globally recognized leader in the renewable energy sector, specializing in **Engineering, Procurement, Construction (EPC)**, **Battery Energy Storage Systems (BESS)**, **Manufacturing, Project Development, Consultancy**, and **Operation & Maintenance** services along with New Energy Solutions. Established in 2013, INTEC has rapidly expanded its footprint, managing over **180 projects** and achieving an impressive installed and secured capacity of **3.1 GW**.



## Mission

To be a trusted global company delivering reliable and sustainable clean energy solutions through innovation and strategic investments.



## Vision

To become the leading provider of sustainable and innovative energy solutions.

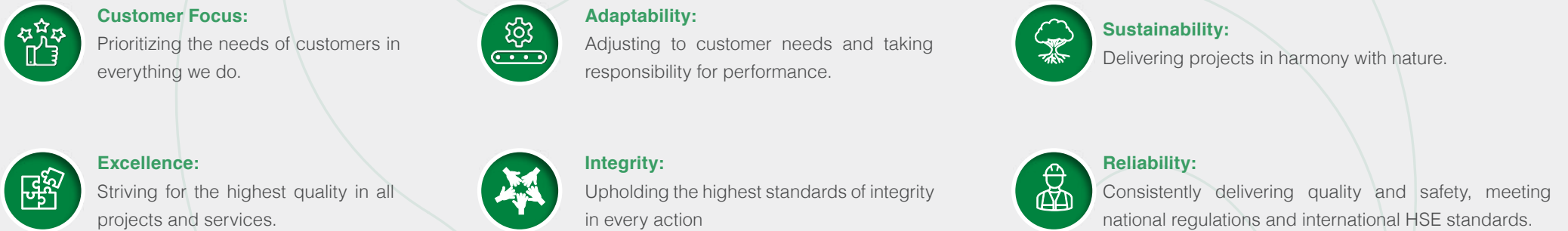
### INTEC Energy Solutions' Global Offices



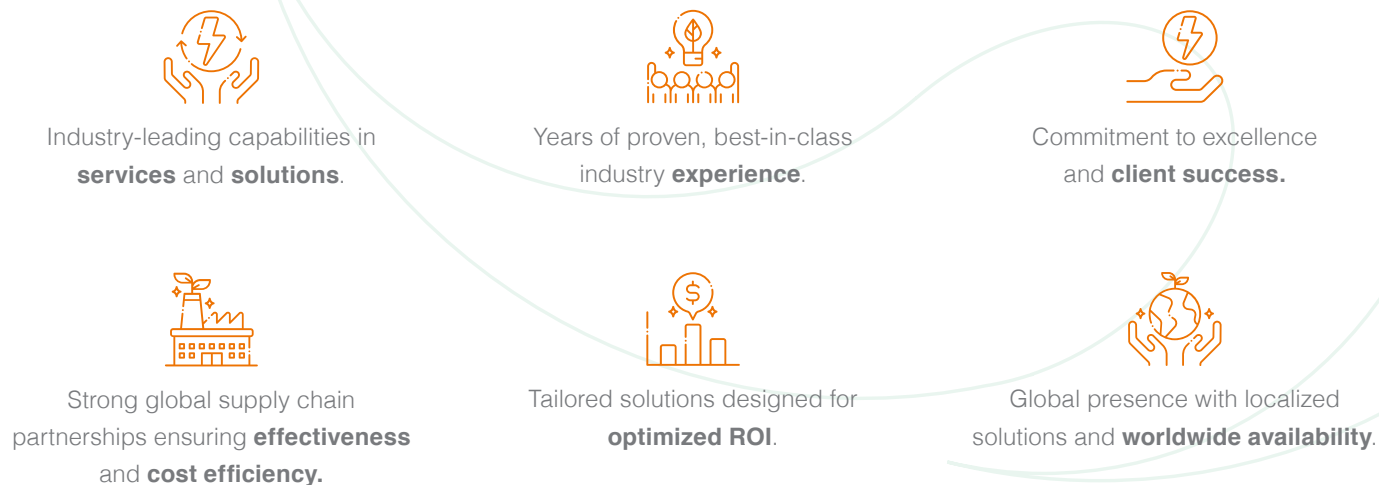
Headquartered in the United Kingdom, INTEC operates offices in Germany, Türkiye, Australia, New Zealand, Azerbaijan, Romania, Philippines, and Mauritius, with plans for further expansion. This global reach is complemented by localized expertise, ensuring tailored energy solutions worldwide.

## Our Values

INTEC's operations are guided by six core values:



## Our Strengths



# History

**2013**

Founded and launched its first activities in Germany

**2020**

The office in Nuremberg (Germany) has been established

**2023**

Offices established in Australia, and New Zealand

**2022**

Launched in the United Kingdom

**2016**

Established in Turkey

**2024**

Expanded with new offices in Mauritius and Romania

Reached a milestone: 3.1 GW achieved capacity



## Scope of Services

INTEC offers a diverse range of systems including ground-mounted, rooftops, BESS, carports, floating systems, and greenhouses. The company provides innovative and customized design solutions, top-tier materials and equipment, and best-in-class mechanical, electrical, and infrastructure works.



EPC



Project  
Development



BESS



O&M



New Energy  
Solutions

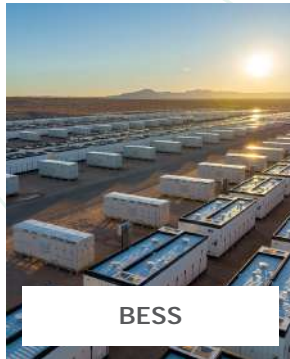


Consultancy

## Diversity of Systems



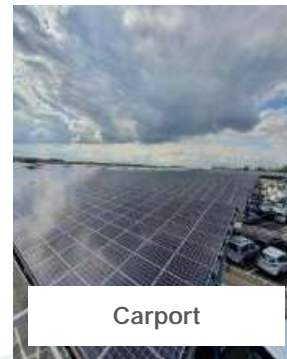
Ground Mounted



BESS



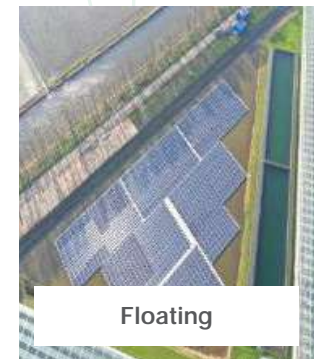
Rooftop



Carport

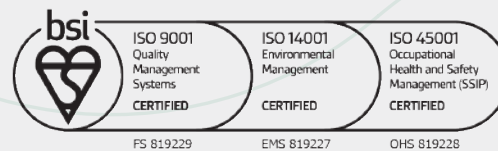


Greenhouse



Floating

## Certifications



INTEC has proudly achieved **ISO 9001** (Quality Management), **ISO 14001** (Environmental Management), and **ISO 45001** (Occupational Health and Safety) certifications, awarded by the **British Standards Institution (BSI)**.

We have also achieved **ISO 27001** (Information Security Management) certification, further demonstrating our commitment to safeguarding data and ensuring robust information security practices across our operations.



# Workforce Structure

**150+** Employees

Experienced professionals across functions and regions in 2024, expected to reach over **300+** by the end of 2025.



In alignment with our commitment to inclusive and responsible growth, we recognize the importance of strengthening both our overall workforce and the representation of women across all levels of the organization. Building on the insights from our 2024 data, we are dedicated to increasing our total number of employees and enhancing gender diversity over the next three years.

Our strategic direction is clear: we aim to foster a more balanced and equitable workplace. As signatories of UN Women, we remain steadfast in our efforts to promote gender equality and believe that the number of women in leadership roles will continue to grow in 2025 and beyond.

**17+** Years

Management team's average experience in the solar sector



**20+** Years

Proven track record in the solar industry



**%** of Employees (2024)

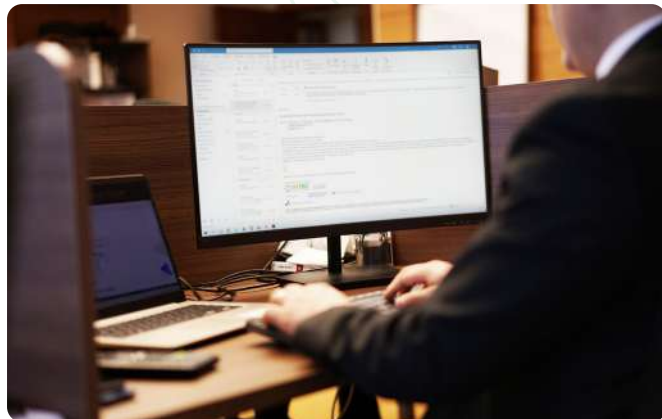
**%55.13** Türkiye  
**%16.67** Germany  
**%3.85** Australia  
**%1.28** Mauritius  
**%23.08** New Zealand



**%20.51** Women Power Across INTEC



**42 ~** Average Employee Age





# Our Sustainability Approach

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# Our Concept of Corporate Sustainability

The primary responsibility of company management is to maintain the company's existence by creating permanent and continuous value for its stakeholders. For this reason, it is our first priority and basic working model to manage our social, economic and environmental impacts with a model that ensures stakeholder participation and to spread our corporate sustainability understanding to all our areas of activity.



It is inconceivable that we manage our activities within the scope of corporate sustainability separately from our main business strategies. It is important that our understanding of corporate sustainability be adopted at all levels, starting from the highest management levels, and that this understanding be incorporated into the working styles and practices of each of our business units.

INTEC, all change management activities within the scope of reflecting the corporate sustainability approach to all activities and leading these activities are the basic business principle. We are aware that we are one and whole with all our stakeholders and all our environmental responsibilities with our corporate values of "**Pioneering**", "**Reliability**", "**Compatibility**", "**Sustainability**", "**Integrity**". Therefore, improving our business processes and practices is an ongoing process for us.

INTEC acts with the awareness that sustainability, which the company sees as a part of good governance, is an important element that strengthens stakeholders' faith and trust in the company. Fulfilling its responsibilities to its stakeholders and increasing accountability with an increased focus on overall environmental, social and governance (ESG) performance are among the company's key objectives.

As our corporate competencies and performance improved in these areas, the need for a model that would further our horizons arose and **INTEC Environmental and Sustainability Standards** were created, as well as **Code of Conduct**, **Code of Ethics**, **Anti-Bribery and Corruption Policy** and **Business Ethics Rules Booklet**, **Crisis Booklet** documents were created.

It is important to clearly determine what needs to be done to continue the existence and development of INTEC in the new socio-economic environment expected to occur in the coming periods; In this context, it is important to improve performance through effective management and identify managerial development areas.





By signing the **United Nations Global Compact** on **January 15, 2024**, we have accepted and committed that we will never compromise on our goal of becoming an exemplary and leading company in the energy sector with our human rights, human resources, environmental and anti-corruption work.

We also signed the **United Nations Women's Empowerment Principles** agreement on **September 25, 2024**.

The United Nations Global Compact is the most comprehensive of the initiatives we are involved in. We have created a management approach shaped by strategies and policies to ensure central decision-making, coordination and control of all work. This is how our INTEC Sustainability Standards were created. We reshaped our strategic and organizational structure.

## Our Sustainability Priorities

In the sustainability management strategy we adopt, focusing on priority areas is our basic component. Thanks to the systematic process carried out, our sustainability priorities and strategies were determined and studies were carried out to increase performance on these issues. In the prioritization study, the prioritization principle specified in the GRI G4 standard and the process for this principle were adopted. The issues discussed were prioritized by taking into consideration the entire value chain, with a risk and opportunity-oriented approach, as well as the impact potential on our business success. First of all, it was submitted to the approval of the senior management. Our priorities consist of 4 main courses of actions:



**Strengthening Merit:** INTEC sees human resources as its most valuable capital and talents that will shape the future, makes **merit-based choices**, **rewards merit** and **provides opportunities** for development. By providing a safe work environment where development is supported and equality, fairness and human dignity are prioritized, it creates projects that make its talented and experienced employees feel valued and displays an attitude that supports the appreciation of merit.



**Being One:** Within the scope of social management, all our stakeholders are valuable. INTEC equates their development with the development of the society living in the geography in which they operate. For this reason, it carries out activities aimed at strengthening the economy and its environmental, social, cultural and economic development, and acts together with non-governmental organizations.



**Supporting Environmental Awareness:** As a prerequisite for success, it develops business processes with efficient and environmentally friendly technologies, prioritizes the environment in its investments on the basis of international standards and manages environmental impacts on this basis, prioritizes environmental training, environmentally friendly and value-added renewable energy projects that meet the expectations of future generations. produces.



**Health and Safety Priority:** INTEC 's human resources can be strengthened by spreading occupational health and safety awareness and adopting it correctly. With the awareness that health and safety comes first, it produces innovative projects that spread OHS awareness in order to strengthen the adoption of this awareness by internal and external stakeholders. It periodically publishes OHS Bulletins.

## “Defined policies and targets guide sustainability efforts”

Within the scope of our sustainability management approach, basic policies, strategies and targets regarding sustainability issues have been revealed. Our responsibility regarding sustainability issues has been determined in line with the approval of senior managers, and target achievements and performance evaluation systems are regularly communicated. The scope of voluntary participation of our employees in sustainability projects is aimed to be included in the remuneration system through performance management systems.

Our main performance indicators for priority issues have been determined. Work continues to improve the targeting scope in the future. It is the responsibility of the Corporate ESG Department to monitor the results for the determined performance indicators, and it aims to create a **sustainability performance evaluation and reporting system** through software in order to achieve this systematically. With this system, which will include the performance indicators included in the Global Reporting Initiative (GRI) G4 Sustainability Reporting Standard as well as the indicators specially determined by INTEC, the needs identified every year and the feedback received can be improved. It is aimed to provide training to all our employees, prepare handbooks and provide consultancy services to our employees for the effective use of the system.

Our sustainability management approach, determined in line with the **Sustainable Development Goals**, with INTEC main business processes. In this context, it is an important issue to integrate performance indicators for human resources processes with the performance evaluation system of human resources during the reporting period.

In line with the sustainability management approach, the main role of the Executive Board is to guide INTEC in line with strategic trends and to monitor and control performance results. The Executive Board, which will evaluate the foresights, demands and expectations obtained through **Sustainability Reports**, information obtained through all channels and various stakeholder communication tools, determines the strategic orientations for the future periods, ensures their implementation and monitors them.



# Core Focus Areas

## Risk-Based Management

Operates with a risk-aware approach to business processes.

## Stakeholder Focus

Strives to meet the expectations of all relevant parties.

## Environmental Responsibility

Respects and protects the environment, emphasizing resource efficiency, waste reduction, recycling, and pollution prevention.

## Health & Safety

Aims for zero work accidents and occupational diseases; prioritizes the safety of employees, contractors, and suppliers.

## Emergency Preparedness

Takes proactive measures to minimize harm from accidents or emergencies.

## Employee Engagement

Encourages open communication and employee participation.

## Continuous Improvement

Commits to ongoing enhancement in quality, environmental performance, occupational health and safety, and energy efficiency.

## Sustainable Procurement

Prefers eco-friendly and energy-efficient products and services.

## Resource Allocation

Provides necessary resources (information, human, technological, financial) to sustain its management systems.

## Learning Culture

Promotes continuous learning and knowledge sharing through training.

## Biodiversity Protection

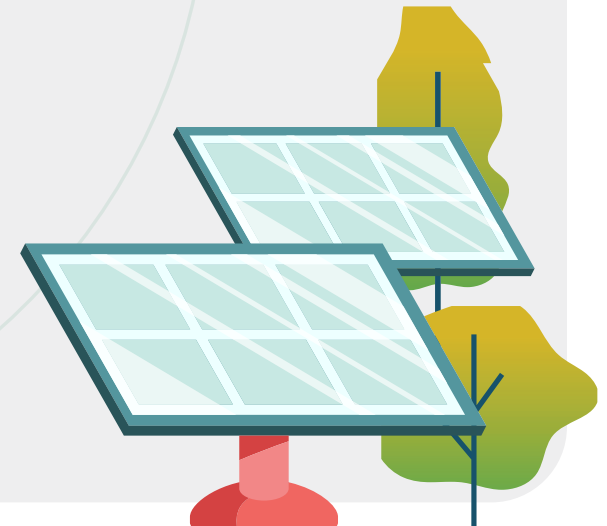
Allocates resources to protect biodiversity and natural ecosystems.

## Regulatory Compliance

Adheres to all applicable laws, standards, and organizational rules.

## Information Security

Ensures the protection of all critical information.



# Sustainability Committee and Our Sustainability Model

“ Working groups within the Sustainability Committee, consisting of managers and employees from different departments of the company, including Human Resources, Finance, Environment, Social, Governance, Health and Safety and Investment (Solar PP, BESS) departments: Environment, Ethics and Compliance, Human Resources, Social, OHS, Brand and Marketing, Supply Chain and Crisis Management are sub-working groups and these groups directly inform this committee. ”

Our Sustainability Committee was established in October 2024. The Committee follows important issues and details that directly affect global developments regarding sustainability and/or general changes in ESG issues, and informs and makes recommendations to the Executive Board on the subject. The Committee also makes recommendations to the Executive Board on what it can do to support the Company's continued progress on ESG issues. It also tracks actions or initiatives taken to prevent, mitigate and manage risks related to ESG issues.

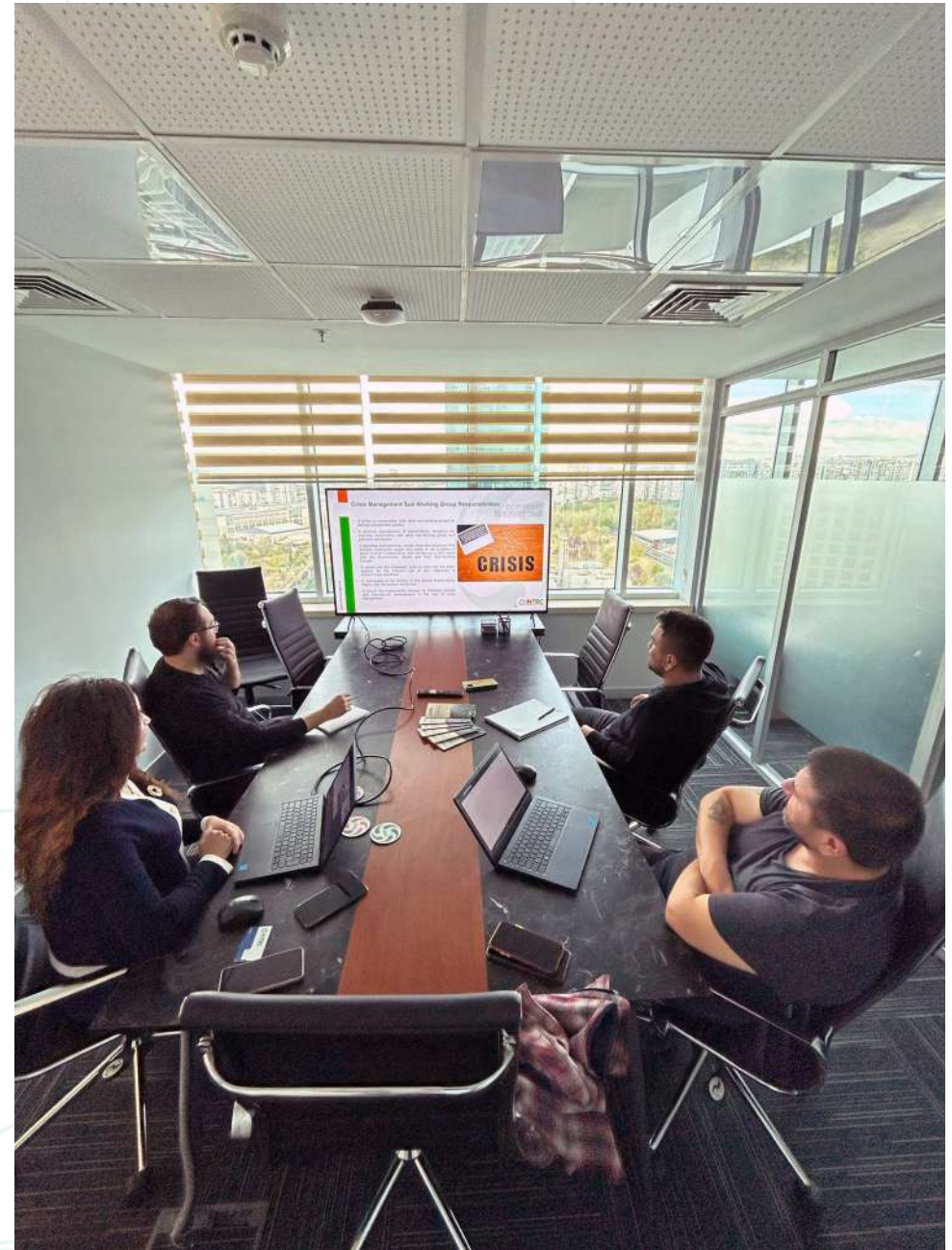
Working groups **report directly to the committee** and are responsible for carrying out all tasks assigned by the Committee. It is responsible for setting goals in line with the decisions taken in the committee, implementing the work within the scope of the sustainability road map, monitoring it and updating it when necessary. The **Group Responsible** determined by the Committee is responsible for the coordination of the relevant Working Group, keeping meeting minutes and **reporting the work outcomes to the Committee**. The company also receives environmental and social management consultancy services from expert consultancy firms and organizations in its processes in accordance with the expectations of international standards.



The Sustainability Committee at INTEC connects sustainability efforts with site operations and senior management. It:

- Develops and integrates sustainability strategies into business practices.
- Sets short-, medium-, and long-term goals, roadmaps, and policies.
- Monitors national and international sustainability trends and manages related risks.
- Oversees performance metrics and progress toward sustainability targets.
- Implements projects to reduce carbon emissions and promote environmental and social sustainability.
- Regularly reviews and updates sustainability practices and reports annually.
- Ensures employee awareness and alignment with sustainability goals.
- Decides on relevant memberships and collaborations.
- Coordinates Working Groups to support sustainability initiatives.

Our sustainability model, which is based on the management of the environmental, social, economic and ethical impacts of our activities, has a unique administrative organization included in our corporate governance structure. Within the INTEC management structure, it is the responsibility of the Executive Board to approve the sustainability strategy and ensure performance monitoring. The main task of the Board is to determine **sustainability criteria** and **long-term goals**.



# Other Committees

Along with the Sustainability Committee and its sub-working groups, 3 more active committees have been established. These are: Risk Management Committee, Ethics Board and Talent Management Committee. In this context, the working principles of the committees are written and they carry out their work within the framework of the prepared procedures. The Talent Committee also coordinates the activities of INTEC Academy.

The Risk Management Committee creates the necessary action plans for risks at both corporate and project levels and carries out detailed monitoring and evaluation tasks. In addition, the Ethics Board works in cooperation with the established grievance mechanisms and is interested in ensuring the full existence of the employee force adhering to ethics and values.



## Risk Management Committee

The Risk Management Committee supports the Board of Directors by:

- Identifying risks that could threaten the company's existence, growth, or continuity.
- Implementing effective risk management strategies.
- Establishing a specialized risk management team.
- Fulfilling legal responsibilities related to risk oversight.

## Ethics Board

The Ethics Board supports the efficient operation of the company by:

- Facilitating communication and providing leadership with essential information.
- Assisting in decision-making processes.
- Ensuring adherence to ethical conduct, business ethics, anti-bribery, and anti-corruption policies through documented guidelines.

## Talent Management Committee

The Talent Management Committee plays a key role in:

- Approving and ensuring the competitiveness of employee compensation programs.
- Advising the Board on executive development and success.
- Attracting and hiring highly qualified talent.
- Developing employee skills and motivating performance through effective management and rewards.
- Enhancing the employee experience.
- Optimizing workforce planning and strategy.



# HSEQ

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# Health & Safety, Environment and Quality

0 Lost Time Injuries  
Recorded in 2024



At INTEC Energy Solutions, **HSEQ** is a strategic cornerstone that reflects our unwavering commitment to excellence in health, safety, environmental responsibility, and quality assurance. As a global EPC partner, we integrate HSEQ principles into every aspect of our operations, from project development and engineering to construction and maintenance.

Our HSEQ framework is built upon internationally recognized standards such as **ISO 45001** (Occupational Health and Safety), **ISO 14001** (Environmental Management), and **ISO 9001** (Quality Management). These standards guide our efforts to:

- 🌀 Safeguard the health and safety of our employees, contractors, and stakeholders.
- 🌀 Minimize environmental impact through sustainable resource use and responsible waste management.
- 🌀 Ensure quality excellence by embedding continuous improvement into our processes and deliverables.
- 🌀 Promote transparency through open communication, ethical reporting, and stakeholder engagement.
- 🌀 Foster a culture of learning, where feedback, training, and innovation drive performance.
- 🌀 Commit to continual improvement, using data-driven insights and proactive risk management to evolve our practices.

We believe that a strong HSEQ culture is essential to delivering resilient, safe, and sustainable energy solutions. Through collaboration, accountability, and leadership, we aim to exceed expectations and contribute meaningfully to a better future.



**“If something goes wrong, our approach is simple:  
we analyze the situation, train ourselves and continually strive  
to improve our actions.”**

INTEC prioritizes a safe and healthy work environment as a core element of its business ethics and workplace rights. The company aligns its practices with international standards such as IFC Performance Standards, EBRD Performance Requirements, ISO 45001, and local legislation.

Key components of INTEC's OHS strategy include:

#### Integrated Management System

OHS is embedded within a broader system that also covers quality, environment, and risk prevention.

#### Sustainability Committee & OHS Sub-Group

Drives awareness and projects for both internal and external stakeholders.

#### Employee Involvement

Workers participate in safety checks, provide feedback, and attend monthly OHS meetings.

#### Emergency Preparedness

A structured emergency management plan addresses risks like fire, medical emergencies, and natural disasters.

#### Proactive Risk Management

Regular risk assessments, accident analysis, and safety audits are conducted to prevent incidents.

#### Health Monitoring

Continuous improvement, training, and monitoring aim to minimize accidents and occupational diseases.

#### Zero-Accident Goal

Continuous improvement, training, and monitoring aim to minimize accidents and occupational diseases.

#### Technology & Innovation

Modern tools and practices are used to enhance workplace safety and reduce lost time due to incidents.

#### Compliance & Reporting

All practices comply with legal standards and are regularly reported to senior management and the Risk Management Committee.

**INTEC's** systematic and proactive approach ensures the well being of its workforce and the continuity of its operations.



# Health & Safety Golden Rules

These Golden Rules, established on the findings of the Master Risk Register, are essential to achieve our safety-first approach. By implementing them within all our workplaces they will become embedded in all daily work activities.



## 1. Personal Protective Equipment (PPE)

- I check that my PPE are in good condition before use
- I wear PPE for the task and the work area.



## 2. Work Permits

- I have checked the permit and isolations plans.
- I understand the work permit.
- I have checked that the safety conditions are met to start the work, including LOTO.
- I stop and reassess the risks if conditions change and report to the manager.



## 3. Hot Works

- I identify flammable substances and ignition sources.
- Before starting any hot work:
  - I have a hot work permit.
  - I ensure no flammable substances or their absence.
  - I obtain a written authorisation.



## 4. Line of Fire

- I establish barriers and exclusion zones.
- I will always position myself to avoid
  - Moving Plant, Equipment & Vehicles.
  - Dropped Objects.
- I respect barriers and exclusion zones.



## 5. Excavation Works

- I have a work permit and an excavation SWMS.
- I confirm that the excavation area is clearly marked off.
- I stay alert to the location of underground & overhead structures.
- I position extracted material at least 2 meters away from excavation.
- I only enter an excavation if the access is secured



## 6. Lifting Operations

- I only operate plant that I am qualified to use.
- I never position myself under a suspended load.
- I check that the lifting equipment is inspected and fit for purpose.
- I check that the load is securely slung.
- I ensure that a qualified dogman is present for the lift



## 7. Confined Space

- I have a work permit and a confined space entry SWMS.
- I ensure all energy sources are isolated.
- I check and use respiratory protection equipment when required.
- I confirm a rescue plan is in place.
- I confirm the atmosphere tested and it is monitored.
- I confirm there is supervision for entry/exit and for alerting and rescue



## 8. Work at Height

- I inspect my harness, lanyard and lifeline before use.
- I secure tools to prevent dropped objects.
- I wear a harness and tie off to approved anchor points as per the work permit.
- I ensure the integrity of platforms before work starts.

# Environmental Golden Rules

These Golden Rules, established on the findings of the Master Risk Register, are essential to achieving an environmental positive impacts and maximum benefits. By implementing them within all our workplaces they will become embedded in all daily work activities.

## 1. Protect Nature and Wildlife



- I will conduct environmental risk assessments to identify potential hazards associated with my task
- I will follow the site-specific environmental management plan (EMP) that outlines procedures for minimising environmental impact during mobilisation, including spill prevention and response plans, and waste management strategies.
- I will assist, whenever required, the site during and after mobilisation to prevent unauthorised access and potential environmental damage.

## 2. Control Erosion and Runoff



- I will install appropriate erosion and sediment control measures, such as silt fences, and sediment basins, to prevent soil erosion and runoff into waterways during project general construction.
- I will follow up that where discharge is not possible wastewater is removed from site by certified waste carriers to approved disposal sites.
- I will assist measures to protect water resources from contamination, such as proper storage of chemicals and fuels, and spill prevention and response plans.

## 3. Communication



- I shall maintain open communication with all stakeholders regarding environmental management emergencies and any potential impacts.
- If I see anything unsafe or environmentally harmful – I will say something.
- I will report spills, damage, or non-compliance to my manager.

## 4. Reduce Waste and Recycle More



- I will follow the waste management plan that includes procedures for segregating, storing, and disposing of construction waste, hazardous materials, and recyclables in accordance with relevant regulations.
- I will sort wastes onsite - scrap metal, cables, timber, and packaging etc.
- I will reuse materials where possible and dispose only through approved recycling or landfill channels.

## 5. Construction Management



- I will install sediment barriers (e.g., silt fences) around the excavations to prevent soil, waste, liquid and debris from entering waterways.
- I will separate different types of excavated materials (e.g., soil, rock, contaminated materials) to facilitate proper recycling or disposal.
- I will regularly monitor the excavation site and surrounding environment to ensure that environmental controls are effective and to identify any potential issues early on.
- I will follow the fire management plan, including vegetation management, and monitoring procedures.
- I will assist measures to prevent fire spread, such as segregating BESS units and maintaining separation distances

## 6. Piling and Foundation

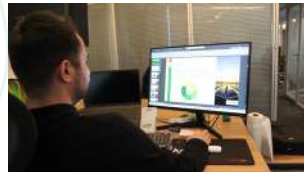


- I will conduct a thorough assessment to identify any sensitive areas, such as wetlands, waterways, or endangered species habitats, before starting any work.
- I will choose the most appropriate piling method for the site conditions, considering factors like soil type, groundwater levels, and proximity to sensitive areas.
- I will follow a monitoring plan to track environmental impacts during and after construction. This allows for timely mitigation measures if unexpected issues arise

# Employee Health

An important part of our occupational health and safety practices consists of employee health practices. We act with an understanding of taking proactive measures for various situations that may have negative effects on the health of our employees from the day they start working. In accordance with this understanding, the main precautions we take for our employees are as follows: tetanus vaccinations, hearing tests, eye examinations and blood tests are performed against occupational diseases that may occur. Another application area related to the health of our employees is the improvement of physical working conditions.

In this context, we created a new office design for our employees during the reporting period, we will move to the new building. Within the scope of improving ergonomic working conditions, ergonomic chairs with waist and back protection have been provided, especially for our staff working in front of computers in the office environment. In addition, necessary measurements and evaluations were made to improve lighting systems. The opening will be held for the new building.



# Our Understanding of CSR & Stakeholder Participation

Stakeholder participation has an important place in our understanding of corporate sustainability. Our main goal here is to establish positive communication with stakeholders, to add value to stakeholders in their life and business areas with our solution-oriented approach, and to establish long-term relationships based on solid foundations.

Our stakeholder engagement activities are developed within the framework of international principles and system practices in accordance with the UNGC Global Compact Fundamental Principles, IFC Performance Standards and EBRD Performance Requirements. Stakeholder participation, which we structure on the basis of the sustainability performance area, is primarily shaped by the installation of complaint mechanisms. Directing and encouraging our stakeholders to our mechanisms, providing appropriate answers to their needs and demands in this direction, and planning livelihood structuring efforts in accordance with the needs within the framework of socioeconomic analysis form the basis of our understanding of social responsibility.

We aim to respond to our stakeholders' expectations as broadly as possible and produce solutions to their problems. We aim to implement methods specific to the qualifications and expectations of stakeholders in the communication activities of our Corporate Sustainability Report. Our stakeholder mechanisms and complaint evaluation stages are determined through the relevant management plan and procedures. In this context, stakeholder feedback is a very important priority.

The main goal of this study is to learn to what extent our reporting practices meet stakeholder expectations, and to identify areas that are open to improvement and potential improvement practices with our stakeholders. The relationship we establish with all our stakeholders on the basis of accountability and transparency is of critical importance for our company to be an example and a pioneer in the energy sector and for its long-term sustainability.



Considering the performance standards of the international finance corporation and community relation process include the following steps:

- Starting communication at an early stage of the project
- Acting on the environmental and social risks and impacts of environmental impact studies
- Maintaining regular communication with the different stakeholder groups to understand how they are affected by the different phases of the project
- Disclosing relevant information at all stage of the project that is transparent, objective, meaningful in a local language (or languages) and in a format that is culturally acceptable and understandable to the affected communities
- Making use of culturally appropriate media

The strategic lines delimit the area of definition of the social plans and initiatives and are complemented by the analysis of the needs of the environment of each project and community, in a context of consideration of the strategic importance of each project. These strategic lines correspond to the following Sustainable Development Goals:



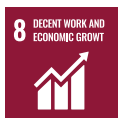
#### Gender Equality:

Promote equal opportunities between men and women



#### Affordable Clean Energy:

Facilitate access to clean energy and improve energy efficiency



#### Decent Work and Economic Growth:

Promote economic growth and full employment under fair conditions



#### Climate Action:

Improve education, awareness and human capacity for climate change mitigation and adaptation



#### Life on Land:

Stop biodiversity loss



# Human Resources & Workplace

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# Human Resources Policy



Building a common company culture that can keep differences together and benefit from this richness



Carrying out studies on recruiting qualified employees to the company and ensuring their continuity in the company



Producing projects that will encourage high performance and loyalty



Institutional development of key organizational competencies to increase competitiveness

**INTEC Human Resources Policy** aims to ensure that it becomes a preferred company with a high reputation by creating a competent organization consisting of employees with high commitment, satisfaction and motivation. The main strategic principles, which are priorities in line with these objectives, are built on the principle of continuous improvement within the scope of international standards.

We try to provide our employees with the opportunity to advance their careers by creating opportunities where they feel trusted and appreciated and where they can constantly improve themselves. By creating an environment where our employees trust each other, cooperate voluntarily, embrace their work, enjoy it, and focus on contributing and creating value in an active and dynamic way, we provide opportunities for our employees to continuously demonstrate their talents and productivity based on the principle of merit.

By using all human resources tools such as recruitment, performance management, values and talent management, training and development management, reward management effectively and efficiently, starting from planning the workforce needs, **all human resources formation values people, rewards superior performance and is compatible, it is building a system that makes the best effort to spread ethical behavior.** Our Human Resources Policy and Human Rights Policy have been developed in harmony and complement each other and show integrity. **With this understanding, we accept the main principles of the Universal Declaration of Human Rights as the main principle of our Human Rights Policy, and as a Signatory of the UN Global Compact, we support and comply with the principles of the agreement.** We do not discriminate between employees due to characteristics such as religion, race, language, color, gender and physical disability in recruitment and

remuneration / promotion practices, and we do not apply a different wage policy.

If there is an inconsistency between our human resources and human rights policy, compliance and ethics procedures and practices and our employees have feedback in this regard, **our employees can report their complaints, opinions and suggestions to the Internal Stakeholder Complaint Mechanism and Compliance and Ethics Sub-Working Group.**

Our principle of being reliable, responsible, respectful, fair and understanding to our employees is the Human Resources Policy, Human Rights Policy, Gender Equality Policy, Corporate Happiness Policy, Anti-Bribery and Anti-Corruption Policy, Ethical Business Principles Policy, Ethics Codes, Codes of Conduct, prepared at the beginning of 2024. **Sustainability is clearly demonstrated through the Risk Management Report, Crisis Management Management Plan, Internal Complaint Mechanism Procedure, and Business Ethics Rules Manual practices.** We defend universal human rights in our project activity areas and areas of influence, and we strive to increase awareness on this issue among our solution partners and especially our supply chain. In this context, we aim to implement our human rights-oriented strategies, policies and practices in our supply chain with our Supply Chain Management Plan document. In accordance with our supplier principles, none of our suppliers can behave contrary to **human rights or adopt such behaviors and working styles.**

INTEC did not receive any complaints regarding a situation contrary to human rights, and no fines or compensation payments were made in this regard.

# Workplace Culture

**People-Centric Approach:** Employees are seen as the company's most valuable asset, essential to its future success.

**Fair and Inclusive Environment:** INTEC promotes fairness, equity, and non-discrimination across all HR processes, respecting diversity and individual differences.

**Ethical Foundation:** The INTEC Business Ethics Rules Booklet guides employee behavior and workplace culture.

**Continuous Development:** Employees are supported with advanced HR practices, training programs, and career development opportunities.

**Workplace Culture:** Efforts focus on improving workplace culture, increasing employee loyalty, and responding to employee expectations.

**Human Rights Commitment:** INTEC upholds national and international human rights standards, including ILO conventions and the UN Global Compact.

**No Child or Forced Labor:** The company strictly prohibits child labor and forced labor, expecting the same from its suppliers.

**Freedom of Association:** Employees may join professional and administrative organizations freely.

**Equality at Work:** INTEC is committed to equal rights regardless of personal characteristics and is working to strengthen gender equality through its management model.



# Recruitment

Our company aims to recruit the most qualified professionals, with the awareness that it can achieve its strategic goals and increase the value it creates with qualified, competent and competent professionals. One of the determining principles of the recruitment process is that employee candidates have the company competencies as well as the knowledge and experience required by the relevant position. There is no discrimination during the recruitment process and candidates are evaluated by the relevant units according to their competence, knowledge and experience. They are ensured to benefit equally from opportunities in all subsequent processes throughout their careers.

# Wage System

## Fair & Competitive Wages:

INTEC adopts transparent, objective, and performance-based wage policies, ensuring equal pay for equal work regardless of gender or personal characteristics.

## Job Grading System:

Wages are based on job grades aligned with international standards, reflecting job responsibilities and contributions to corporate goals.

## Market-Based Compensation:

National and international wage markets are monitored to maintain competitiveness. A global compensation consultant supports this process.

## Non-Discrimination:

INTEC ensures a safe and inclusive work environment, free from discrimination based on gender, language, religion, race, or other personal traits.

## Performance-Based Rewards:

All employees, including senior management, are evaluated annually based on performance, with targets tied to financial, social, environmental, and safety indicators.

## Transparent Evaluation:

Wage levels are assessed using globally recognized systems, considering job difficulty, required skills, and responsibilities.

## Employee-Centric Approach:

Compensation and benefits are designed to meet employee expectations and support motivation, retention, and talent attraction.

# Internal Grievance Mechanism

At our company, we recognize that employees' opinions and thoughts are crucial in enhancing the sustainable business value we create. To this end, we have implemented an Internal Grievance Mechanism System that aligns with international standards, including the International Finance Corporation's Performance Standards 2 (IFC PS 2).

Our system is designed to effectively gather feedback from employees regarding various activities and processes. We actively encourage our employees to share their insights and concerns through the established complaint mechanisms. This open channel of communication ensures that we can continuously improve our operations and address any issues promptly.



Furthermore, we are committed to recognizing and rewarding employees who provide valuable suggestions. Plans are in place to establish a mechanism that acknowledges and incentivizes constructive feedback, fostering a culture of continuous improvement and innovation.

By adhering to IFC PS 2, we ensure that our grievance mechanism not only meets international standards but also contributes to a supportive and responsive work environment. This approach underscores our dedication to maintaining high standards of employee engagement and operational excellence.

STEP  
01

## Submit Your Grievance

Submit your grievance to Grievance Sub-Working Group under Sustainability Committee by e-mail, phone, face to face and grievance forms. All information received will be treated as confidential

STEP  
02

## Recording Process

We will record your grievance in 5 days.

STEP  
03

## Evaluation Process

After receiving your grievance, we will start to evaluate your grievance with our committee

STEP  
04

## Searching for Solution

We will start to search for solution and announce the result in 30 days with possible solutions. We will work together to resolve the problem.

STEP  
05

## Employee Satisfaction

Employee satisfaction is important for us. We are asking to complainant if the solution is ok for him/her. You will see the results in announcement boards.

# | Our Internal Communication

Considering the Internal Complaint Mechanism, Committees and Sub-Working Groups that enable our employees to be informed about corporate news and developments and to convey their opinions and thoughts to the relevant people and units through mechanisms and sub-working groups, our constantly enriching practices have been created in a complementary harmony. We aim to diversify and make these guidance, information and practices more effective next year.

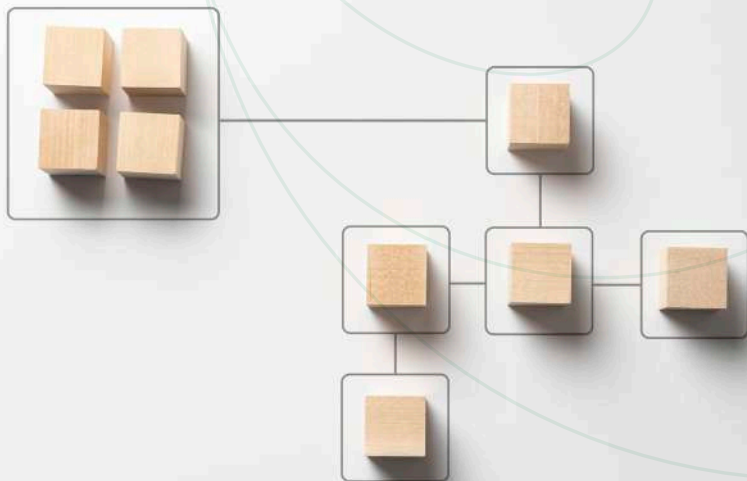


## | Talent Management

To be a sustainable organization, it is crucial to **manage talent effectively** and support competencies in line with the requirements of the era. Understanding the **expectations** and **demands** of talents accurately, tracking and identifying the needs of positions in parallel with global developments, and supporting individuals in areas such as **personal development**, **mental well-being**, and **communication skills**, in addition to professional competencies, positively reflect on business outcomes. Additionally, it contributes to the **resilience of individuals**.

We recognize the critical role of our talents in achieving our strategic goals. By focusing on the competencies and needs of our employees, we are nurturing the leaders of the future. We invest in our employer brand to attract new-generation talents, design various development journeys, and implement programs. We provide platforms where employees can freely share and implement their ideas, encouraging entrepreneurial spirit and problem-solving skills. Employees can access all company news, policies, training calendars, and open positions, and express their opinions through the Internal Complaint Mechanism.

Our Sustainability Committee involves employees in sustainability projects through active **Sub-Working Groups**, which support both **performance** and **loyalty**. In line with our open-door policy, all employees can easily reach senior management and share their feedback directly. We place great importance on ensuring that our employees enjoy their work and actively consider suggestions for improvement. Through our **Corporate Happiness Policy**, we measure employee satisfaction and direct feedback to the **Internal Grievance Mechanism** to enhance workplace well-being.



# Our workplace

## Healthy & Fair Workplace:

INTEC is committed to providing a safe, fair, and harmonious work environment across all domestic and international projects.

## Employee Development:

The company supports both professional and personal growth, aiming to enhance employee satisfaction and well-being.

## Guiding Principles:

HR practices are shaped by INTEC's governance philosophy and are continuously updated for improvement.

## Global Standards Compliance:

Projects align with the UN Global Compact 10 Principles, World Bank Guides, IFC Performance Standards, and EBRD Performance Requirements to ensure fairness and safety.

## Employee-Centered HR Strategy:

HR initiatives are designed to unlock employee potential, promote peace and happiness at work, and are developed based on employee feedback and needs, ensuring equal treatment for all.



Communication based on openness and trust



Taking ownership and taking responsibility



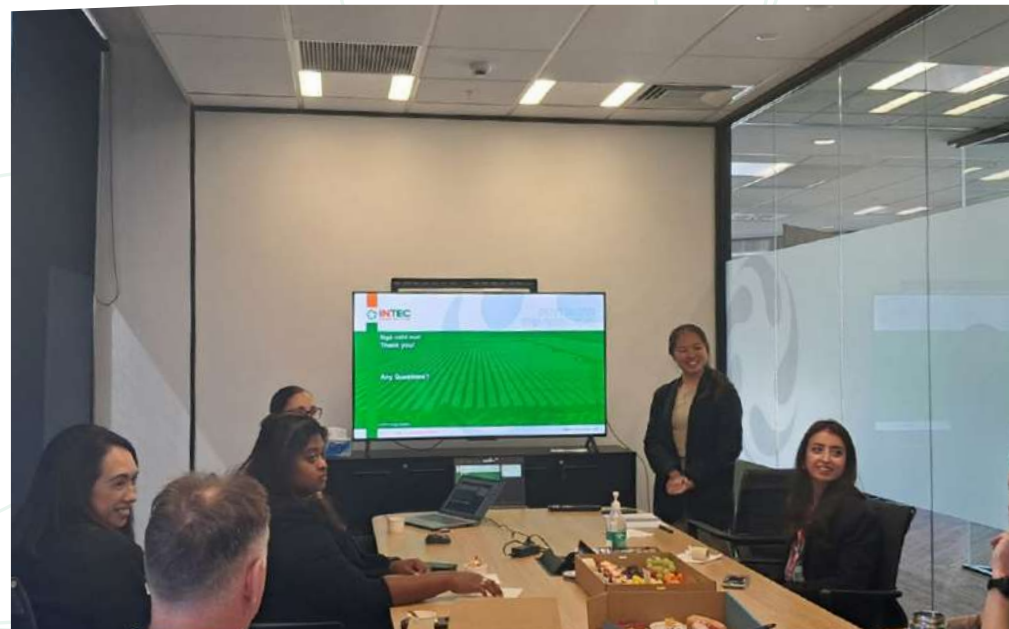
Working based on justice and merit



Value the employee



Supportive and guiding leadership



## Definition & Mission

INTEC Academy is a forward-thinking educational institution dedicated to fostering academic excellence and personal growth among its employees. The academy's mission is to provide a comprehensive education that not only prepares employees for success but also equips them with the skills and self-awareness necessary for personal and professional development. By integrating innovative teaching methods and a supportive learning environment, INTEC Academy aims to cultivate well-rounded individuals ready to face the challenges of the future.

## Activities Based on the Enneagram Model

One of the unique aspects of INTEC Academy is its incorporation of the Enneagram model into its educational framework. The Enneagram is a powerful tool for understanding personality types and fostering self-awareness. At INTEC Academy, the Enneagram model is used to tailor educational activities and support systems to meet the diverse needs of employees.



**Intec Germany in Transition:  
Navigating Market Shifts and  
Organizational Growth**

Instructor

**Daniel Priem**  
Business Development Director

28 July 2025  
10:00 am (Germany Time)  
Teams (online)

Sign up for online INTEC Academy



**Mental Health Around the World:  
One Journey, Many Paths**

Instructor

**Farah Wahab**  
UK HR Manager

27 May 2025  
09:00 am (UK Time)  
Teams (online)

Sign up for online INTEC Academy




**Financial Accounting Fundamentals and  
Introduction to Key Financial Statements**

Instructor

**Kerem Müderrisoğlu**  
Global Finance Manager

24 June 2025  
10:00 am (Türkiye Time)  
Teams (online)

Sign up for online INTEC Academy



**10 Myths About  
Workplace Safety**

Instructor

**Ekin Çınar**  
Sr. HSE Engineer

08 Nov. 2024  
10:00-11:00 (Türkiye Time)  
Teams (online)

Sign up for online INTEC Academy



### Mentorship Programs:

INTEC Academy pairs employees with mentors who share similar Enneagram types. This personalized approach ensures that mentorship is more effective, as mentors can provide guidance that resonates with the employees' unique personality traits.



### Conflict Resolution Training:

Understanding the Enneagram types helps in addressing conflicts constructively. Employees are taught to recognize the underlying motivations and fears of their peers, leading to more empathetic and effective conflict resolution.



### Personal Development Meetings:

Regular meetings are conducted to help employees understand their Enneagram types. These meetings focus on self-awareness, emotional intelligence, and interpersonal skills, enabling employees to recognize their strengths and areas for growth.



### Team-Building Activities:

The Enneagram model is also used in team-building exercises. By understanding the different personality types within a group, employees learn to appreciate diverse perspectives and work more effectively as a team.

# Future Vision of INTEC Academy

Looking ahead, INTEC Academy has set ambitious goals to further enhance its educational offerings and impact.

- 1 Expansion of Enneagram-Based Programs:** These plans to expand its Enneagram-based programs to include more advanced workshops and training sessions. This will provide employees with deeper insights into their personalities and help them develop more sophisticated interpersonal skills.
- 2 Integration of Technology:** INTEC Academy aims to leverage technology to enhance its Enneagram-based activities. This includes developing online platforms and apps that provide personalized feedback and resources based on employees' Enneagram types.
- 3 Research and Development:** The academy is committed to ongoing research into the effectiveness of the Enneagram model in career development. By collaborating with experts and conducting studies, INTEC Academy seeks to continuously improve its programs and share its findings with the broader educational community.
- 4 Global Outreach:** INTEC Academy aspires to extend its reach beyond its current location. By establishing partnerships with international educational institutions, the academy aims to promote the benefits of the Enneagram model globally and create a network of business dedicated to holistic career development.

INTEC Academy's innovative approach, grounded in the Enneagram model, positions it as a leader in holistic education. By focusing on both business excellence and personal development, the academy prepares its employees to thrive in an ever-changing world.



# | Equal Opportunities

In alignment with our business philosophy and human resources policy, we prioritize creating an environment where all employees have equal opportunities, **regardless of religion, language, race, or gender**. Our principle of equality in working conditions is reflected in our remuneration and promotion policies, which are based on the qualifications and performance of our employees.

We have developed a **fair and transparent pricing policy** to prevent discrimination, with remuneration evaluated through a systematic process that includes both internal and external benchmarks. Additionally, we provide private health insurance to our full-time employees and their families (spouse and children). All employees are subject to disciplinary procedures, and dismissal processes are conducted within the framework of labor law, relevant legislation, and disciplinary procedures, considering legal notice periods and conditions for reasons such as low performance, behavioral issues, absenteeism, and insufficient trial periods.

We conduct webinars, focus group studies, and provide online learning tools and various programs across all group companies to raise awareness about equality, diversity, and inclusiveness. Needs analyses are conducted to address work-life balance, and we select equal numbers of female and male candidates for our talent pool to prevent gender inequality.

**Evaluators are trained to increase awareness, and special studies are conducted for candidates. We evaluate work areas from an inclusive perspective, implementing solutions to meet the specific needs of different genders.** We ensure that no personnel classified as children are employed at any stage of activities or in contracts with our suppliers. Fair training and support processes are established to promote equality among employees, encouraging participation in these trainings.

Career opportunities are first shared internally with employees who create value within our organization, and recruitment processes are carried out transparently with a gender-neutral CV approach and an impartial perspective. All employees benefit from equal compensation, performance evaluation, and career opportunities, and we communicate developments regarding our equal opportunity plans to stakeholders through internal and external channels. The orientation of new employees is facilitated with the support of volunteer employees through the buddy procedure.



# Our Transparency and Accountability Policy

Our main goal in sustainability reporting is to share our working principles, activities and practices and their performance results as transparently and accountable as possible. We include all areas determined within the scope of sustainability management within the scope of the report and objectively explain the achieved performance. We believe that adhering to the principle of accountability is a prerequisite for the constructive and effective stakeholder dialogue we aim for.



Stakeholder feedback within the scope of the complaint mechanism is our main source of improving the applications we create within the scope of our administrative documents. We aim to conduct deeper and more meaningful studies on the complaint mechanism and stakeholder participation in the future.

Our stakeholders can convey their opinions and suggestions by phone, e-mail and anonymously by accessing the boxes. In this way, we seriously examine every issue that reaches us and

use it to improve our applications. For this reason, our stakeholders can send an e-mail to [grivance@in-tecenergy.com](mailto:grivance@in-tecenergy.com) to convey their opinions, suggestions and criticisms to us.

This year, we carried out our reporting work by following the GRI Reporting Principles. In addition, we adhered to the UN Global Compact Progress Reporting principles in the report we prepared. You can find detailed indexes for the use of the GRI standard and UN Global Compact Progress Reporting principles and the GRI application level approval notification in the last part of the report and on our website [www.in-tecenergy.com](http://www.in-tecenergy.com). You can also access the electronic copy of our report on our corporate website.

Our Corporate Sustainability Report is the most comprehensive communication channel through which our sustainability performance is shared with our stakeholders. This report has been prepared to meet the information needs of all our stakeholders in our different project areas with whom we are currently in contact. Considering all the issues shared in our report, we aim to meet all of our stakeholders' expectations and make communication efforts efficient.

We work to meet the expectations of all our stakeholders within our business area through sustainable production and marketing practices.



# Performance Measurements

All of the data we share in the report is calculated and published in accordance with the content stipulated by GRI Reporting principles. In accordance with our principle of leading change, we have committed to continue developing our reporting work in the future, as we have done so far. Our goal for future periods is to increase the breadth of reporting scope. In this way, we will be able to explain our performance to our stakeholders more comprehensively, as well as lead by example in our understanding of sustainability and the proliferation of these practices.



# Our Performance Management

## People-Driven Performance

INTEC sees human resources as the key to improving company performance and focuses on recruiting and developing talented individuals.

## Competency-Based HR Processes

All HR processes from recruitment to development are built around assessing and enhancing employee competencies and potential.

## Performance Evaluation

Starting in 2025, employee performance will be formally evaluated to identify development areas and assign tailored improvement programs. Interim evaluations will allow for goal adjustments.

## Talent & Succession Planning

Critical roles and high-potential employees are reviewed annually. The Talent Committee will meet quarterly to monitor their development and update succession plans.

## Inclusive & Fair Practices

INTEC ensures a discrimination-free, safe work environment. Recruitment is based on a gender-neutral CV approach, with transparent and fair evaluation processes.

## Internal Mobility

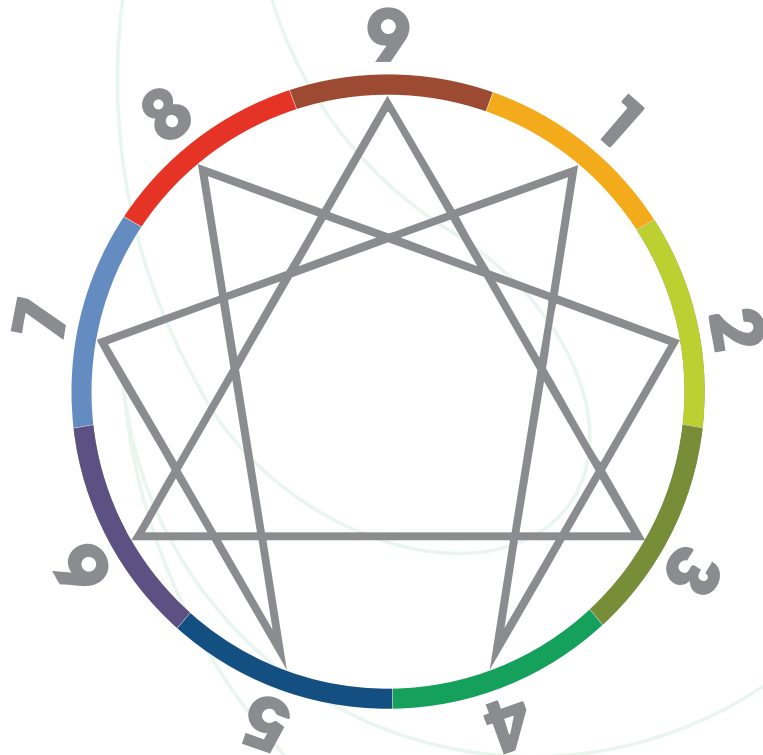
The Internal Employment System will be used to offer career growth opportunities to current employees before or alongside external hiring, enhancing job satisfaction and organizational continuity.

## Comprehensive Assessment Tools

Recruitment includes evaluations such as personality inventories, general ability, and language proficiency tests to ensure a well-rounded selection process.



# Our Performance Management through the Enneagram Model



- |                     |                    |                  |
|---------------------|--------------------|------------------|
| 1 THE REFORMER      | 2 THE HELPER       | 3 THE ACHIEVER   |
| 4 THE INDIVIDUALIST | 5 THE INVESTIGATOR | 6 THE LOYALIST   |
| 7 THE ENTHUSIAST    | 8 THE CHALLENGER   | 9 THE PEACEMAKER |

The Enneagram model is applied in international and corporate companies such as Apple, Google, Sony, Yahoo and Disney. Awareness that the increase in our company's performance depends on the motivation and performance management of our employees and "Happy employees succeed." With this understanding, we started Performance Management studies through the Enneagram Model at the Head Office this year. In the study, we first determined the enneagram main type, wing type and subtype, motivation resources, areas of highest efficiency and development directions for each employee within the General Directorate. Then, based on this model, we determined the behavioral models and environments that make us feel good, and simultaneously identified the factors that cause stress and planned methods and studies to minimize them. In the same context, we determined the development aspects of each employee and created analyzes for attitudes that raise the level of Enneagram awareness and support them. In this regard, we have determined that it is a priority and important that each employee's natural talents, position and assigned work are compatible.

We carried out a special study for each employee, from clearly revealing employee characteristics and management styles for managers to how they can be supported and even feedback examples, and we collected all of these in the "Headquarter Enneagram Compatibility Analysis Report". We conducted one-on-one meetings with each employee and worked on increasing productivity and motivation through the enneagram model. By bringing together the same enneagram types, we enabled them to look at themselves from the outside. We also worked to raise awareness levels through the road map provided by this model. We consider the characteristics and motivation sources of each of our employees as private information, therefore we continue our efforts to take the necessary actions by sharing this report only with senior managers.



## “Insight-driven teams, personality-powered performance.”

It provides information about the company's enneagram type, vision, mission, values, workplace culture and structure and sheds light on these formations. For the qualifications to be sought in recruitment, it is important to first define the characteristics appropriate to the structure of the company. Being compatible with the company's enneagram type and even with the position to be recruited (the position also has an enneagram type) forms the basis for creating manpower that will work with loyalty and high efficiency for many years.

The Performance Management System can reveal through interim evaluations whether the person exhibits his natural talents, whether he concentrates on his work with all his being, whether the determined KPIs are achieved, and can include a function that not only measures but also develops. Once understood, the Enneagram type will be considered an integral part of the performance management system. Within the scope of project management, we see that the factor that affects work schedules the most is blocked communication. A project team consisting of compatible enneagram types will produce much more efficient work. In this sense, it is possible to benefit from the enneagram when establishing project teams or during efforts to increase team harmony after they are established.

The support mechanism offers a significant advantage in increasing consciousness levels. An employee with a high level of consciousness can fully understand the responsibility of his job and see solutions. A work environment consisting of employees with a high level of consciousness is nurturing, encouraging and peaceful, and even the most difficult tasks can be overcome with ease. The Enneagram type also provides us with the most important information about how we can provide feedback in accordance with the unique nature of each employee. Knowing an employee well, thanks to the enneagram, provides an important source of information on how he or she can work and what feedback can motivate them to do their best.

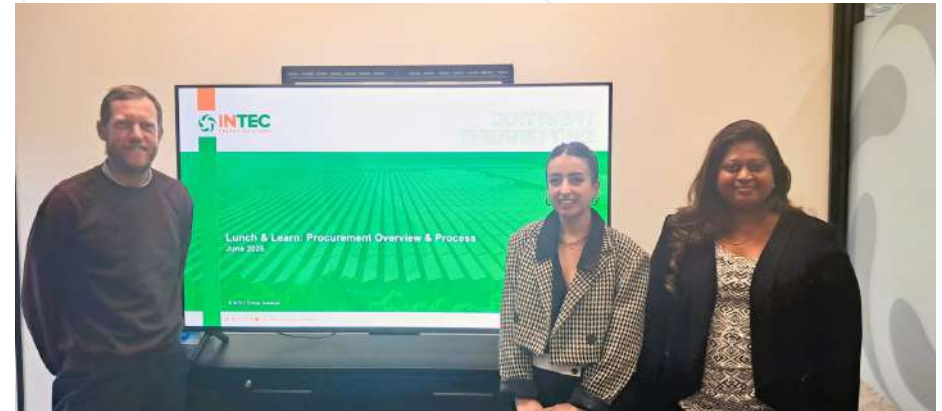
# Training & Professional Development

Our most important goal within the scope of human resources management is to ensure the development of employees in line with their abilities and to take them further. With this understanding, it is of great importance for us to increase the experience of our employees, ensure that they gain cross-functional experience, identify their talents and develop these talents.

INTEC Academy, the training needs of our employees for their development are determined by our managers as a result of online meetings held with the employees. INTEC Academy E-learning includes team management, leadership, business development, change management, occupational safety, environment, the power of creativity within us, professional behavior in business life, stress management for employees, time management, basic management skills, basic coaching skills, decision making. Training is given on subjects such as giving, winning team, project management, strategy, team work, orientation training.

At INTEC, we believe in the power of personalized development and the unique strengths each individual brings to the table. Our INTEC Academy mentoring program leverages the enneagram personality framework to foster growth, collaboration and inspiration among our managers.

Understanding the Enneagram: The Enneagram is a powerful tool that identifies nine distinct personality types, each with its own natural abilities, motivations and areas for growth. By understanding these types, we can tailor mentoring activities to better support and inspire our managers.





## 1 | Personalized Mentoring Sessions

### Type-Specific Guidance

Mentors provide advice and support tailored to the mentee's enneagram type, helping them leverage their natural strengths and address their unique challenges.

### Goal Setting

Together, mentors and mentees set personal and professional goals that align with the mentee's core motivations and values.

## 2 | Strengths Sharing Workshops

### Natural Abilities Exchange

Managers share their natural abilities and strategies that have helped them succeed, providing inspiration and practical tips to their peers.

### Collaborative Learning

These workshops encourage open dialogue and the exchange of ideas, fostering a culture of continuous learning and mutual support.

## 3 | Inspirational Storytelling

### Success Stories

Managers share their personal success stories, highlighting how understanding their enneagram type has contributed to their achievements.

### Overcoming Challenges

By discussing how they have navigated challenges, managers can inspire others to persevere and grow.

## 4 | Peer to Peer Mentoring

### Cross-Type Pairing

Managers are paired with peers from different Enneagram types to gain diverse perspectives and insights

### Mutual Support

This approach promotes empathy, understanding and the sharing of complementary skills.

## 5 | Enneagram-Based Team Building

### Enhanced Self-Awareness and Communication

Through role-playing exercises and Enneagram-based mentoring, managers gain deeper insights into their own behaviors and motivations. This heightened self-awareness fosters more empathetic and effective communication across diverse personality types.

### Strengthened Leadership and Team Cohesion

By leveraging the strengths of various Enneagram profiles, managers are better equipped to motivate themselves and others. This personalized approach enhances team dynamics, leading to more cohesive, high-performing teams aligned with both personal and organizational goals.

At **INTEC**, we are committed to creating an environment where every manager can thrive. By embracing the Enneagram framework, we aim to inspire and empower our leaders to reach their full potential and drive our collective success.

# Social Activities at INTEC

At **INTEC**, we believe that fostering a vibrant and engaging workplace culture is essential for the well-being and productivity of our employees. Our Activity Committee is dedicated to organizing a variety of social activities that bring our team together, promote a positive work environment and ensure everyone feels valued and connected. Here are some of the key initiatives we have in place:

## Developing Social Activities

Our Activity Committee is always on the lookout for new and exciting social activities to engage our team. For team-building exercises to recreational outings, we strive to create opportunities for employees to relax, have fun, and build stronger relationships with their colleagues.



## Enneagram-Based Social Meetings

Understanding different personality types is key to effective teamwork. We host enneagram-based social meetings where employees can learn about their own and their colleagues' personality types. These sessions help improve communication, empathy and collaboration within the team.

## Employee Volunteering in Sustainability Projects

Supporting the solution of social problems together with our employees is an integral part of our work culture. It is planned that our employees who produce added value for social management will be rewarded by human resources, and participation in these activities helps our employees develop their personal knowledge and social skills.

## Surveys to Shape Our Future

We conduct regular surveys to gather input from our employees on various aspects of the company. These surveys are crucial in shaping the future of INTEC, as they provide valuable insights into what our team values and how we can improve our operations and culture.

## Healthy Snacks & Gatherings

From weekly breakfast gatherings to healthy snack options in the office, we foster a culture that values well-being, connection, and everyday enjoyment. These small but meaningful moments help our teams recharge, share ideas, and strengthen collaboration beyond daily tasks.

## Internal Surveys to Measure Corporate Happiness

To ensure that our employees are happy and satisfied, we conduct internal surveys focused on measuring corporate happiness. The feedback from these surveys helps us identify areas for improvement and implement changes that enhance the overall work experience.

## Painting Competition Among Children “What Color Are Your Dreams?”



At INTEC, we held a heartwarming painting competition for employees' children themed “What Color Are Your Dreams?”. This initiative inspired young minds to express their aspirations through art. A jury evaluated the submissions, and selected paintings were proudly displayed in our office.

To celebrate their creativity, we organized an award ceremony where winners received special prizes and all participants received certificates. More than a competition, it was a celebration of imagination and a reminder to nurture the dreams of the next generation.

Through this event, we saw the future through our children's eyes, reinforcing our commitment to support not only our employees but also their families and to foster a community where creativity thrives.

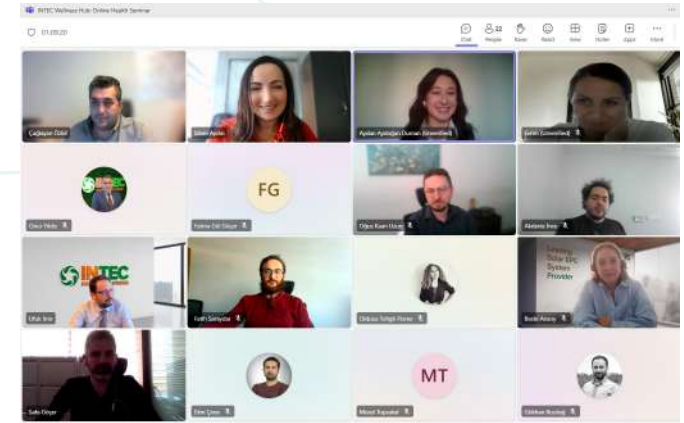
## Weekly Reminders for Boosting Energy & Motivation

- Boost energy and motivation by taking short breaks, eating well, staying hydrated, and getting enough sleep.
- Create a positive work environment with collaboration, recognition, and open communication.
- Set clear goals and break tasks into manageable steps to stay aligned with company objectives.
- Focus on personal growth through training, feedback, and self-improvement.
- Maintain work-life balance with flexible hours and smart prioritization.
- Support mental health with mindfulness and seeking help when needed.
- Keep motivation high with inspiration and team-building activities.



## Friendly Fridays

Every Friday, we celebrate “Friendly Fridays”, a special day filled with surprises and fun activities. Whether it's a themed dress-up day, a surprise treat, or a team game, Friendly Fridays are designed to end of the week on a high note and boost team morale.



## Corporate Wellbeing

At INTEC, dietitian measurements and monitoring play a crucial role in fostering a healthy, productive work environment. Through a comprehensive health program, employees maintain balanced nutrition and habits that support well-being and performance.

The dietitian conducts regular assessments, including body composition analysis and dietary evaluations, to identify any deficiencies and develop personalized nutrition plans. In addition, education and support are provided through workshops, seminars, and consultations on topics like healthy eating and stress management, encouraging sustainable lifestyle changes.

Regular follow-up ensures employees stay on track with their goals, helping prevent chronic diseases, reduce absenteeism, and improve job satisfaction. This commitment demonstrates INTEC's dedication to supporting employees' health and well-being both personally and professionally.

## Feedback Sessions

Regular feedback sessions are an integral part of our communication strategy. These sessions provide a platform for employees to share their thoughts, suggestions and concerns. By actively listening to our team, we can make informed decisions that benefit everyone.

## Communication Activities

Effective communication presentations are essential for strong relationships and smooth operations. Key points include:

**Phone Communication:** Encourage clear, concise speech, active listening, and a professional, friendly tone to build trust.

**Email Communication:** Use clear subject lines, bullet points, concise paragraphs, prompt responses, and polite language while avoiding jargon.

**Online Meetings:** Ensure participants are prepared with materials and agenda, and use interactive tools to keep engagement high.

**Technical Proficiency:** Train employees on online platforms to prevent disruptions.

**Face-to-Face Meetings:** Set clear objectives, encourage positive body language, and create an environment where feedback is welcomed.

Focusing on these areas improves communication efficiency, collaboration, relationships, and overall performance.



## Sustainable Celebrations

As part of our commitment to sustainability, we organized our New Year office party to minimize environmental impact by using digital invitations, local and plant-based catering, eco-friendly decorations, and reusable materials. These efforts showed that celebrations can be both joyful and responsible.

At INTEC, we aim to enrich employees' lives while upholding human rights, inclusion, and equal opportunities, guided by our Human Resources Policy and monitored by senior management.



# Environmental Management

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# | Environmental Management

We prioritize our respect for the environment, the value we place on natural resources and the needs of future generations, and we plan all our activities with this principle. Our main goal is to establish a sustainable business model by minimizing the environmental impacts resulting from our activities. The gradual decrease in natural resources and the devastating effects of climate change pose a serious threat to our world and therefore require a sustainable business model. With this awareness, we fulfill our responsibilities and lead this change in our sphere of influence. Effective management of environmental impacts resulting from our activities is our main goal.






# Our Environmental & Sustainability Policy

**INTEC** is committed to operating its business with core values “integrity”, “customer orientation”, “innovation”, “adaptability”, “sustainability”, “safety”; and supporting environmental, social and governance responsibility, and building a diverse and inclusive work place where our employees can thrive. We are committed to integrating sustainability in overall business strategy in compliance with UNGC Global Principles, IFC Performance Standards and EBRD Performance Requirements, in all areas we operate as EPC service provider.

Our mission is to become a preferred, exemplary, pioneering and respectable company in the world, with an environmentally friendly, reliable and sustainable business models, R&D solutions and investments in solar power.

Our vision is to create value and give the inspiration with sustainable, affordable and innovative energy solutions through EPC services, R&D Projects and investments for all over the world, by generating energy from solar power in line with our environmentally friendly, respectful and transparent management principles.

We define sustainability dimensions: environmental, social and governance criteria as follows:

-  The environmental component of ESG refers to how our business practices affect the environment and how we perform supporting environment, taking waste management, air quality, noise pollution, ornithology, biodiversity, climate risk into consideration. Our policies, management plans, procedures and our implementations strive to achieve sustainable operations and minimize impact on the planet.
-  The social component of ESG refers to how our organization's activities affect our people, our customers, employees and the communities where we work. Our social policies and practices and investment programs strive to build a healthy, corporate culture and positive relationships with our stakeholders.
-  The governance component of ESG refers to how we work, govern, manage risk in a way that promotes sustainability and longevity of the organization. Our governance policies outline the way in which we make decisions, set business strategy and goals comply with applicable international standards and communicate our progress.

The Sustainability Policy outlines our company-wide activities and commitments for each ESG focus area. We see sustainability leadership as a business opportunity, risk mitigant and an essential aspect of our core values (customer orientation, integrity, innovation, adaptability, sustainability, safety)

The responsibility for implementation and management of our ESG framework and strategy has been delegated to an Sustainability Committee, a management committee composed of senior management of INTEC ENERGY. This committee is composed of leaders from human resources, internal audit, corporate communication and marketing, supply chain, health and safety, quality, environment, investor relations. It is important for the committee is to guide advancement of the corporation ESG disclosure. It is also responsible for prioritizing initiatives, develop internal capabilities and drive/monitor implementation and preparation of sustainability reports. The Sustainability Committee meets on a monthly basis and reports to the Chief Executive Officer.

We committed to assessing environmental, social and governance factors that impact our business, managing the risks associated with such factors, and striving to improve the way the Corporation operates its business in accordance with these factors. This includes identifying opportunities to reduce the environmental footprint, enhancing the diversity of the company, deepening our employees engagement, development and increasing transparency in our supply chain, having a positive impact on the communities in which the Company operates, and working with a strong culture of compliance.

We strive to advance the principles and continue to mitigate and manage relevant ESG risks, including the implementation of monitoring and due diligence protocols to ensure progress and adherence to our values. INTEC is committed to issue a Sustainability Report on an annual basis which aligns to leading standards and frameworks including international standards, GRI and UN Sustainable Development Goals.

We are committed to updating Sustainability Policy periodically, but in no event less than three (3) years, to reflect current commitments and relevant practices at the Company. The Sustainability Policy has been reviewed and approved by our Chief Executive Officer.

# Our Environmental & Sustainability Policy

We manage our environmental impacts with the most advanced systems, established in accordance with the requirements of internationally accepted management standards, and constantly improved in parallel with the development of legal regulations and technological opportunities.

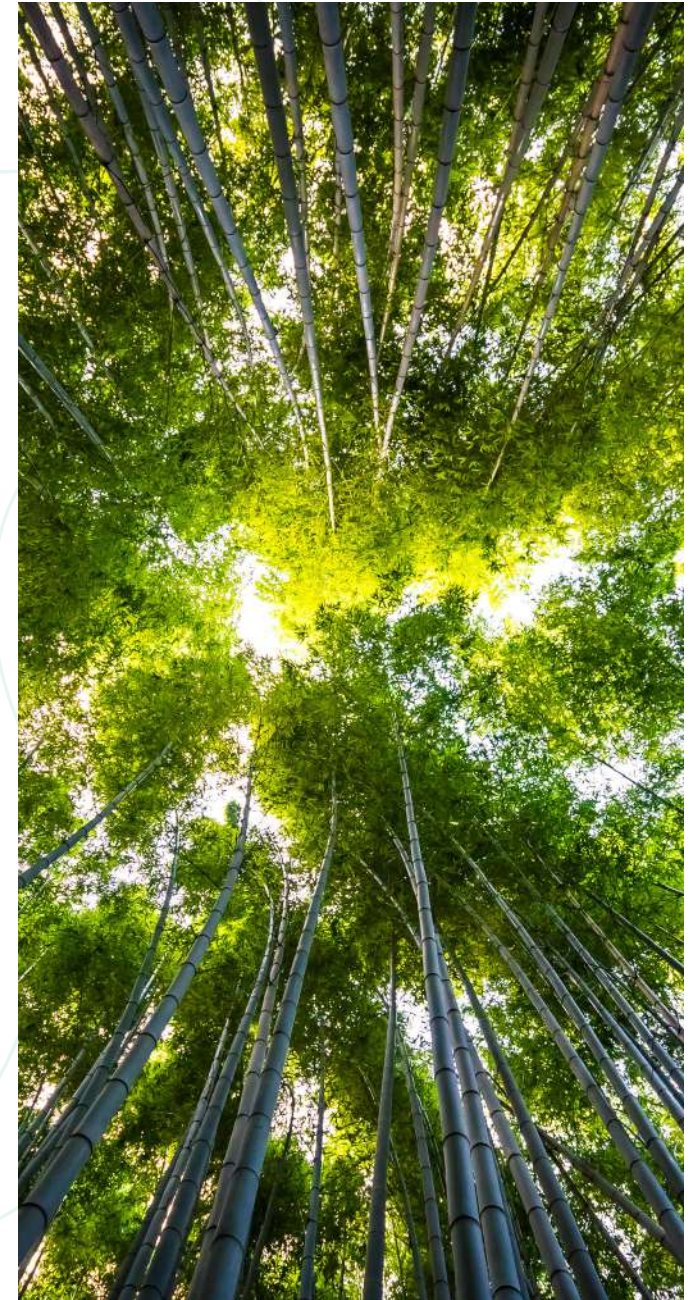
The most fundamental tools we use in the management of our environmental priorities are IFC Performance Standards, EBRD Performance Requirements, local legislation and ISO 14001. We manage the management of environmental issues, such as the performance area, within the Corporate Sustainability Department organization, within a structure extending from the Board of Directors to project and business teams, we determine our targets and carry out our performance audits. At the same time, within the scope of Supply Chain Management Procedures, we provide necessary information and reminders for companies in the supply chain to carry out their environmental work with care and attention. We created the Environment Sub-Working Group as a supporting structure to strengthen the decision and implementation processes within the scope of environmental management and to develop environmental sustainability projects. Regarding our environmental priorities, we carry out our activities on issues such as compliance with changing systems and legal regulations, system and process improvement, efficiency-enhancing practices and performance evaluation and reporting. The Environment Sub-Working Group meets at least twice a month and is responsible for the development, execution and finalization of environmental performance and environmental sustainability projects.

We are a constantly growing and developing organization and we make many physical investments. We evaluate the environmental impacts of these investments at the decision stage. We make this investment if both the impacts arising from the operation of the facility to be established and the

environmental impacts during the establishment phase are within acceptable limits. Therefore, our Climate Change Approach Policy, in which we undertake to invest only in renewable energy sources, is an important guide in our environmental activities. In cases falling within the scope of the Environmental Impact Assessment Regulation, we prepare the EIA Report and make the necessary applications.

The basis of our strategy are the principles of efficiency, innovation, and respect for nature and people. We believe that minimizing our impact on the environment is a necessity of doing our job well and correctly. The focus of our projects within the scope of operational excellence, which is a part of our company culture, is to minimize the resources and waste we use. While these studies provide significant progress in our environmental performance, they also positively affect our financial performance.

One of the industrial revolutions is social expectations and the technologies that meet these expectations most effectively have been the driving force of the industry. As the population increased, needs increased and diversified; Innovative products and production technologies have emerged to respond to this diversity and the expected amount of production. However, this situation has also led to the emergence of phenomena such as resource scarcity, environmental pollution and climate change, which pose great risks to society and the business world. Solutions to these problems, which are becoming more and more evident today, can again be found with innovative thinking and technology. For this reason, while producing solutions to today's outstanding problems, we will also meet the needs of future generations; developing products and services that minimize environmental risks in terms of both production and consumption is the top priority of the business world.



# Our Environmental & Sustainability Policy

The business leaders of the future will be those who can put forward business models that respond to this problem. In this regard, the most important goal of the leaders of the company, as well as all over the world, is to ensure the protection of people, society and the environment in their investments, to develop efficient and creative business models, and to meet the expectations of future generations with environmentally friendly and value-added projects. For this purpose, we work to ensure that the company is an organization where advanced technology is used, knowledge is produced with innovative ideas and catches and directs the industrial development trend.

Improving environmental performance is among the main business objectives. For this reason, we determine the scope of environmental management to include all our units. The general strategies and policies decided on the platforms created under the leadership of our senior management are transformed into sectoral strategies and policies by our company. In this direction, our company achieves performance increase by achieving the determined targets. The results of our work are shared with our senior managers and used to determine strategic approaches for new periods. Our environmental management system throughout our company has been created within the framework of international performance requirements and local legislation within the scope of the INTEC Environment and Sustainability Standard and is constantly monitored and practices are carried out with a proactive approach. In addition, environmental policy documents have been created in line with the requirements put forward by the UN Global Compact and international standards and initiatives.

We aim to keep environmental impacts such as energy and water consumption, emissions and waste generation under control, increase recycling and protect biodiversity. In order

to achieve these goals, we carry out improvement activities in line with “best available practices”.

We carry out educational activities to increase the level of knowledge and awareness about environmental protection of large segments of society, especially our employees, stakeholders, customers, suppliers, subcontractors and solution partners. Within the scope of our ESG Department, we have high responsibility in determining long-term environmental management strategies and creating action plans. Carrying out adaptation studies to environmental legislation changes, organizing environmental education studies and developing environmental management systems are among our priority duties. Within the scope of our department, working groups are formed to improve activities and performance on various focus issues. For example, in the environment sub-working group, activities will be developed in the fields of water, soil, air, waste, noise management, environmental permits, greenhouse gases and biodiversity and sustainability projects will be worked on.

Long-term strategic plans are transformed into goals by our company and disseminated, starting from the top management. The work of relevant units is evaluated through numerical performance indicators. Our Environmental Management System is based on internationally accepted standards, especially the ISO 14001 Environmental Management System Standard. Application reliability is ensured by documenting these systems through periodic external audits. In addition, ISO 14064-1 Greenhouse Gases Calculation and Control System Standard, ISO 45001 Occupational Health and Safety System Standard, ISO 9001 Quality Management System Standard, ISO 10002 Customer Satisfaction Management System Standard are methodologies that are widely used in our company.



# | Carbon Management

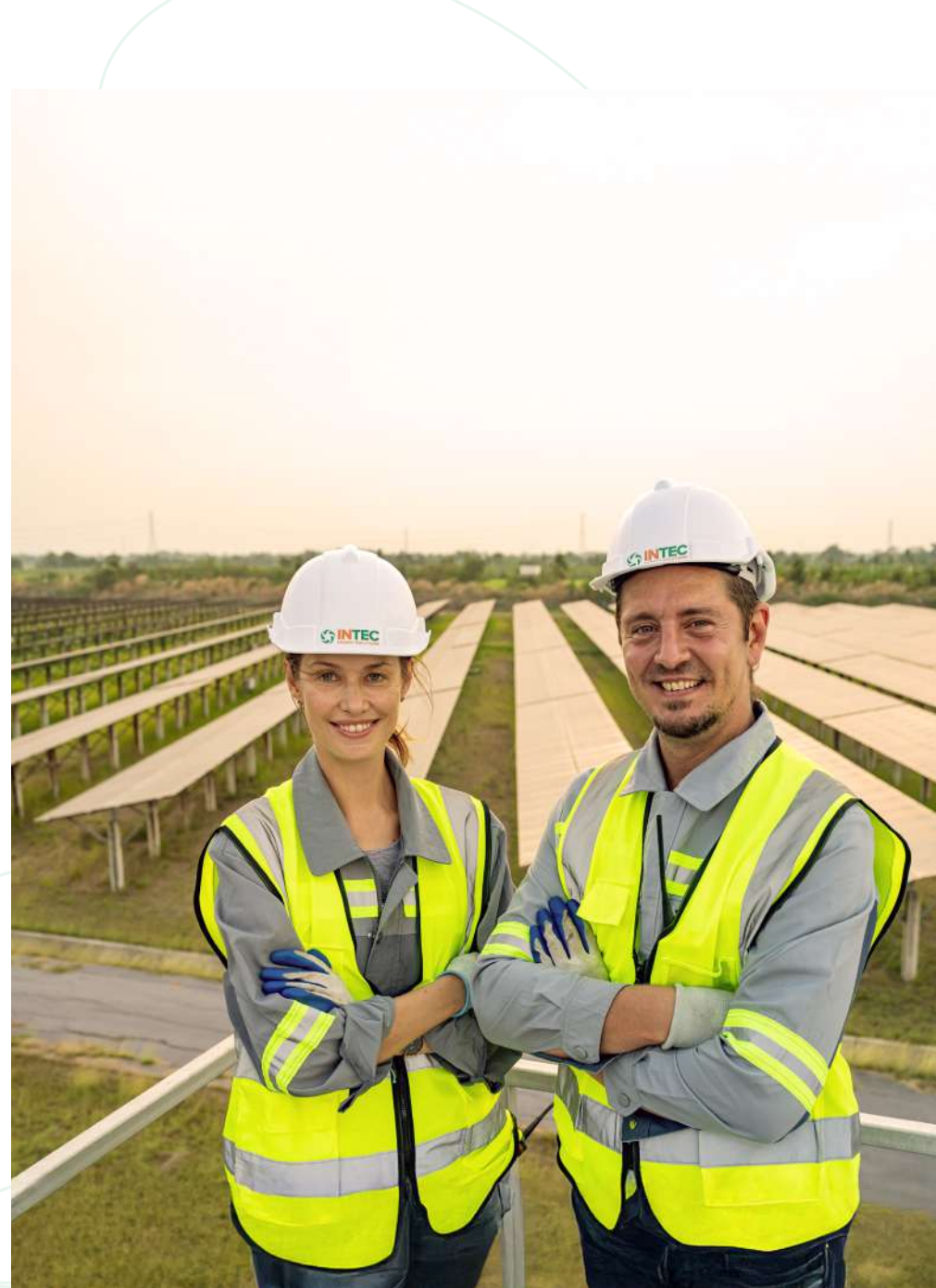
In 2024, INTEC's Ankara Office achieved a remarkable milestone in its sustainability journey by reducing its emissions to one-third of the levels recorded in 2023. This significant achievement underscores INTEC's commitment to environmental stewardship and its proactive approach to carbon management.

The office underwent a comprehensive upgrade of its heating, ventilation and air cooling systems which are efficient and also equipped with smart controls to optimize energy use. All traditional lighting fixtures were replaced with energy-efficient LED lights, reducing energy consumption. The office has committed to purchasing green energy from certified renewable energy sources, further decreasing its carbon footprint.

Regular workshops were conducted to educate employees about the importance of carbon management and how they can contribute. Formation of Green Teams within the office to spearhead sustainability projects and encourage eco-friendly practices among colleagues. The combined effect of these initiatives has been profound. By 2024, the Ankara office successfully reduced its carbon emissions to one-third of the 2023 levels. This achievement not only highlights the effectiveness of the implemented strategies but also sets a benchmark for other offices within INTEC to follow.

The reduction in office space from six floors to two has led to more efficient use of resources, including heating cooling and lighting. This strategic move has also fostered a more collaborative and dynamic work environment. The remaining office space was redesigned to maximize natural light and improve ventilation, further reducing the need for artificial lighting and air conditioning.

INTEC's Ankara office has demonstrated that with strategic planning, investment in technology and active employee participation significant reductions in carbon emissions are achievable. This success story serves an inspiration and a model for sustainable practices in corporate environments, reinforcing INTEC's role as a leader in environmental responsibility.

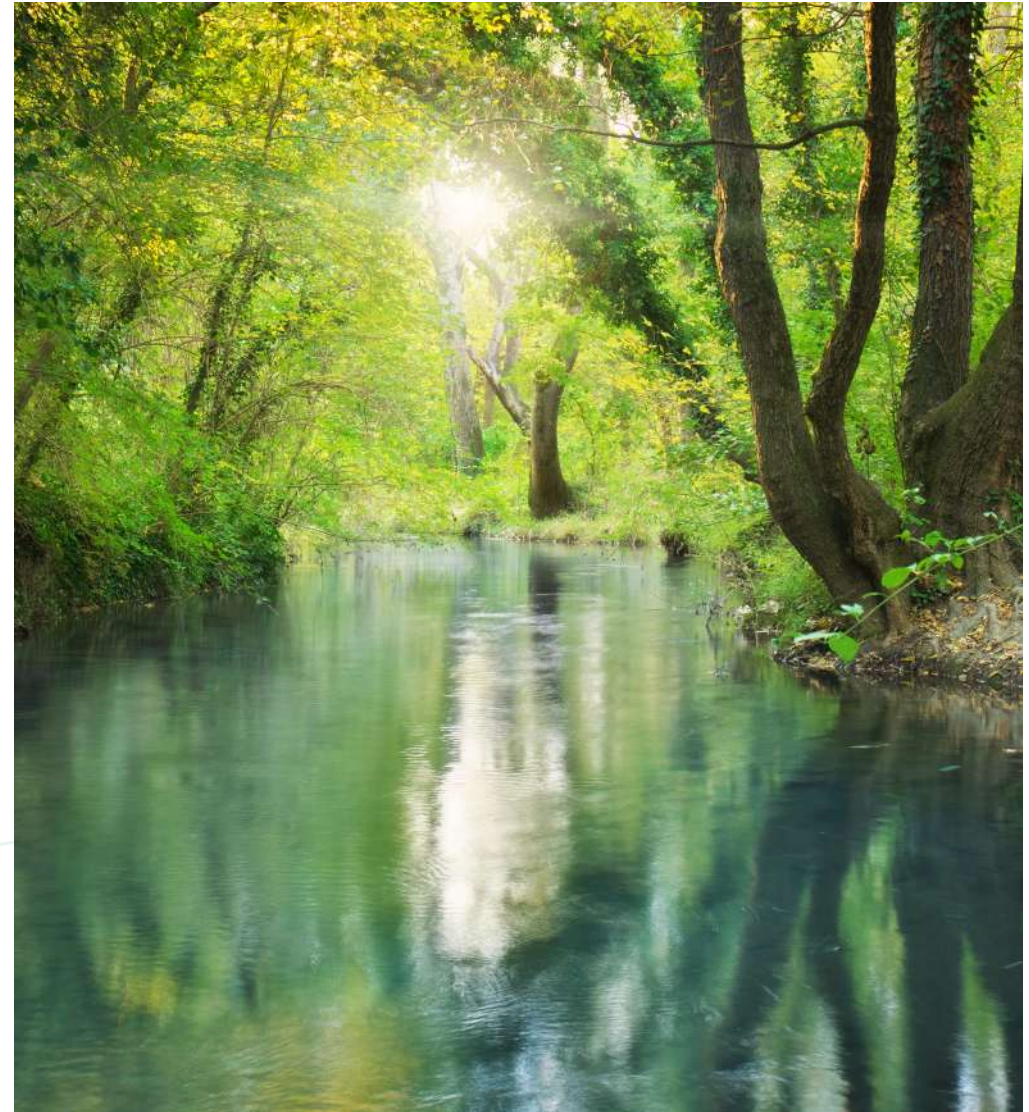


# Environmental Management Activities

We present environmental management activities and our achievements to our senior management. On the other hand, we share this information with stakeholders through various tools, especially annual sustainability reports. We focus on reducing impacts throughout the value chain by addressing environmental risks with a holistic approach ranging from supply to logistics, from sales to the consumption process of products and services. For this reason, it expects suppliers to adopt the same environmental policies and management approach as itself, includes environmental management criteria in supplier audit methodologies and carries out capacity development studies.

Our company carries out a series of training activities to improve the environmental awareness of its employees and the society within the framework of environmental management activities. We share our environmental management activities and achievements with the senior management, and we consider it our responsibility to share them with our valued stakeholders, especially our sustainability reports. Our theme is climate change, in this context, the climate change strategy created with SWOT analysis will be revised periodically in the light of current developments, as was carried out during the reporting period. We create action plans by integrating this strategy into our business processes and taking into account the requirements of the sector in which we operate. This action plan includes development targets for supply, production and development processes. The results achieved in line with these targets are monitored with numerical and time-based performance indicators. The evaluations are planned to be effective in the remuneration of responsible managers as a part of corporate and individual performance evaluation systems.

New developments are handled by the Environment Sub-Working Group, which is carried out within the scope of the Sustainability Committee, and are accordingly transformed into future scenarios and presented to the committee within the scope of determining the strategic orientation. It is planned that compliance with the relevant policies, the work carried out and the results obtained will be subject to periodic auditing studies. It is planned to develop new service and business models for both mitigation and adaptation to the effects of climate change. Companies that accept to be a part of the solution with new generation technologies and services along with new business models will be able to continue their existence and development in the future. Climate change is a problem whose effective solution depends on the coordination of all relevant actors. Acting with this awareness, INTEC aims to take leading roles in different platforms in order to draw the attention of the society to the issue and to produce joint solutions with the relevant parties, in addition to working for the company. In line with the climate change strategy, it is planned to carry out emission reduction studies within INTEC, and ISO 14064-1 certification practices are targeted.



A significant part of the work carried out by our company in line with its environmental policies, long-term environmental strategy and climate change strategies will be projects aimed at reducing energy intensity and greenhouse gas emissions in business processes. In addition to environmental and climate performance, these projects also have a positive impact on costs thanks to the operational efficiency achieved.

# Biodiversity Management

At INTEC, we pride ourselves on our successful solar power plant installations, which are strategically placed in natural environments rich in biodiversity. Our commitment to environmental stewardship drives us to utilize the land with utmost efficiency, ensuring minimal impact on surrounding water resources, air quality, and terrestrial habitats.

We meticulously monitor and manage the environmental effects of our operations, guided by a strong sense of environmental responsibility. Our operational areas are structured to preserve biodiversity, adhering to stringent environmental policies and legal regulations. We take proactive measures to protect existing biodiversity in all our activities, ensuring compliance with the International Finance Corporation's Performance Standard 6 (IFC PS 6).

Our projects are designed to minimize land usage, particularly in forested areas, by employing advanced technologies. This approach not only conserves space but also mitigates environmental impact. We continuously assess and analyze environmental risks associated with our activities, implementing plans to minimize our footprint.

INTEC conducts comprehensive biodiversity monitoring and protection programs, including planting initiatives, with regular evaluations to ensure effectiveness. Our dedication to environmental sensitivity has resulted in zero environmental incidents in 2024, reflecting our unwavering commitment to nature and sustainability.

By prioritizing environmental protection and compliance with IFC PS 6, INTEC sets a benchmark for responsible solar power development, ensuring that our operations harmonize with the natural world.



# Energy Efficiency and Climate Change

Energy is an indispensable need for production. Despite the developments in energy production technologies and the use of renewable energy sources, hydrocarbon-based energy sources still hold an important place in the consumption portfolio. CO2 emissions resulting from the consumption of non-renewable energy resources lead to climate change, which is the biggest environmental problem of today.

In accordance with our Climate Change Approach Policy, we have agreed and committed to invest only in the field of electricity generation from renewable energy sources. We have deemed it an absolute priority to reduce our energy consumption and thus our CO2 emissions in order to secure a sustainable future. We decided to implement our emission reduction measures through the Greenhouse Gas Reduction Plan by calculating our corporate carbon footprint within the scope of ISO 14064.

INTEC, we are one of the leading Turkish companies that take effective measures on climate change. In our investments in Turkey and European countries, efforts to reduce CO2 emissions and renewable energy investments are at the center of our efforts.

For effective emission management, we first plan to measure our direct and indirect emissions with reliable measurement methods. We aim to publish our CO2 emissions and present them to our stakeholders. In this way, we fulfill our responsibility of being an accountable company in combating climate change, which primarily affects the lives of our stakeholders. On the

other hand, we aim to publish our performance and fulfill our commitments to combat climate change with higher performance every day.

Climate change is a common problem in the business world. Despite the risks it poses, it is clear that it creates many opportunities. Emission reduction measures also reduce costs arising from resource consumption. In addition, with the impact of increasing consumer awareness on purchasing behavior, it is a fact that companies that do not create a responsible business model will suffer significant commercial losses, while companies that meet stakeholder expectations will maximize the value they create. For this reason, we increase this awareness by sharing our knowledge and opinions with all our stakeholders in the INTEC's value chain, especially our customers in the field of solar energy, our solution partners with whom we work in our investments in wind and biomass, and our suppliers. In the coming periods, we will implement efforts to reduce emissions throughout our supply chain together with our stakeholders.

Our sustainability strategy was developed to operationalize sustainability to drive our emissions reduction to net zero. By working collaboratively with employees across our business, we created a scope 1 and 2 roadmap (2024) aimed at driving direct and indirect emissions out of our operations. To deliver on INTEC's net-zero commitment emissions reductions roadmaps have been developed.

These nine building blocks define an enterprise-wide view, intended as a forward-looking framework that continues to guide net-zero transformation journey.

|  |   |  |
|--|---|--|
| <b>01 Ambition</b><br>Science-based targets aligned to achieving global net zero by no later than 2050 and limiting warming to 1,5°C | <b>02 Governance</b><br>Oversight and accountability for net zero integrated in our operations                          | <b>03 Corporate Strategy</b><br>Embedded and aligned net zero into company strategy  |
| <b>04 Enterprise Transformation</b><br>Key operating model consideration in support of transportation                                | <b>05 Supply Chains</b><br>Transformed net-zero supply chain to build a low carbon ecosystem                            | <b>06 Innovation</b><br>Developed innovation and technologies to deliver net zero.   |
| <b>07 Finance</b><br>Substantial commitment and willingness to finance net-zero transformation                                       | <b>08 Transparency</b><br>Communicating action and providing balanced information on progress against net-zero ambition | <b>09 Engagement</b><br>Enhancing the pace scale of net-zero action through engaging with and influencing stakeholders across ecosystems |

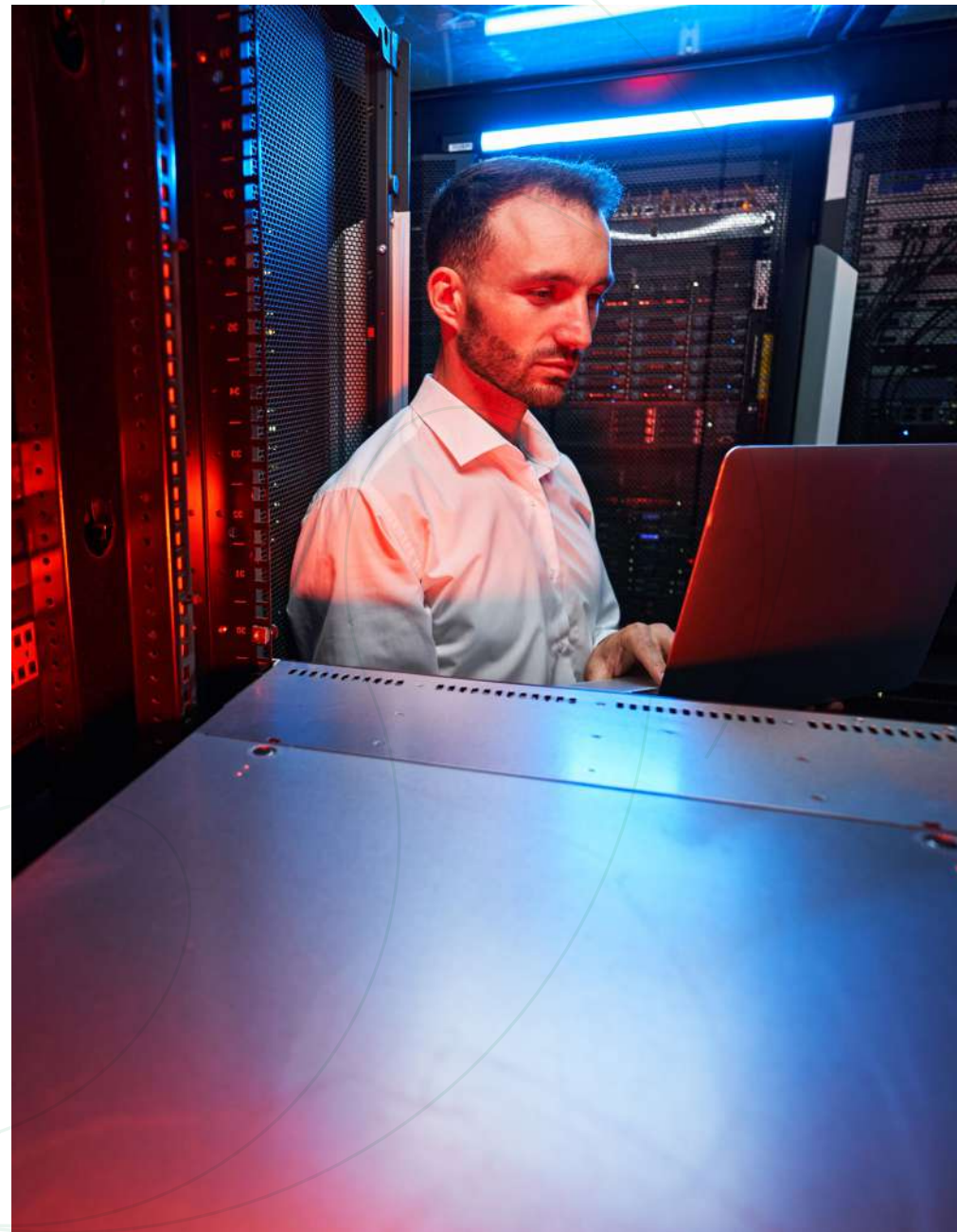
# | Green IT



Green IT; It is the name we give to all our efforts to reduce energy consumption and emissions through the effective and efficient use of computers, servers and related subsystems, their recycling and the use of information systems. Within the scope of our green IT practices, we prefer more efficient options in terms of energy consumption and consumption in electronic devices and systems, and we also recycle systems whose economic life has expired. We also use information systems to optimize our resource consumption, especially in reducing energy consumption and emissions arising from business travel.

Electronic devices are indispensable elements of our lives, but devices that have completed their useful life must be recycled appropriately. For this reason, INTEC ensures that all electronic devices it owns are recycled through solution partners licensed by authorized organizations after they complete their economic life.

Many electronic devices used by INTEC in its activities are also within the scope of purchased IT services.





# Social Management

Social Management.....60

# Social Management

We aim to contribute to the welfare of the societies in which we operate and to support sustainable development. We care about social priorities in the project areas we invest in and provide support with mechanisms for solutions that can meet their needs.

Being a local company on an international level means both great pride and great responsibility for us. In this context, we aim to support the social and economic development of the societies we are a part of and at the same time ensure the sustainability of our business by contributing to social welfare.

The values we create in social and economic terms aim to enable our employees, their families, young people, suppliers, customers and all other stakeholders to reach better living standards and to move towards international standards on an environmental and social management basis.

Making our stakeholders active subjects of the practices we carry out to create these values constitutes the most basic principle of our relationship with the society. We classify and monitor our impacts in the geographies where we operate, both domestically and internationally, as impacts on social and economic development. The main factors that make up our impact on economic development are local supply, the employment we create, the taxes we pay and the support we provide to our customers' activities. Our social responsibility activities are carried out in line with and with reference to the UN Global Compact, World Bank Guidelines, IFC Performance Standards and EBRD Performance Requirements.

Within the framework of our 2024 vision and goals, we encourage employee volunteering and try to create benefits for society by providing corporate support. As INTEC, we continue our business by responding to legal regulations and social expectations in the countries and regions where we operate. We consider it our primary duty to contribute to the sustainable development of society through practices that will realize the potential offered by our business area, in line with the Sustainable Development Goals.

Responding to stakeholder expectations and needs by establishing continuous and constructive communication with our stakeholders is an important part of our onboarding approach. We appeal to a wide range of stakeholders. Priority stakeholder groups include stakeholders, people living in the project area, customers, public institutions, non-governmental organizations, and companies with which we cooperate in the sector.

The nature, expectations and needs of the target stakeholder group are taken into account and evaluated through stakeholder communication tools and complaint mechanisms. When identifying corporate stakeholders and suppliers with whom we will cooperate, we look for basic principles such as honesty, respect, ethical behavior, compliance with laws and regulatory rules, development of human resources, and a sensitive understanding of responsibility on an environmental and social basis. In addition, we also take into account the added value creation potential, innovation and creativity dimensions of the cooperation to be developed.

INTEC maintain positive and efficient communication with its stakeholders through various channels. ESG Management is the basic unit responsible for stakeholder communication activities.

INTEC also aims to first publish an Annual Activity Report within the next year in order to provide a transparent financial communication platform, and to publish consolidated financial statements on its website within the scope of its transparency policy and to provide regular information.





# Stakeholder Engagement

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# Stakeholder Feedback and Response

Throughout 2024, INTEC actively engaged with its stakeholders, including employees, customers, suppliers, local communities, and regulatory bodies, to gather feedback on its sustainability initiatives. The feedback was collected through various channels such as surveys, feedback sessions, complaint mechanisms, and direct communications. Key areas of feedback included:

- 1 Environmental Impact:**  
Stakeholders expressed a strong interest in INTEC's efforts to reduce carbon emissions and manage environmental impacts.
- 2 Social Responsibility:**  
Employees and local communities emphasized the importance of social responsibility initiatives, particularly those related to community development and employee well-being.
- 3 Governance and Transparency:**  
Stakeholders highlighted the need for greater transparency in governance practices and decision-making processes.
- 4 Employee Engagement and Development:**  
Employees sought more opportunities for professional development and training.
- 5 Supply Chain Management:**  
Suppliers requested clearer guidelines and support for meeting INTEC's sustainability standards.

# Addressing Stakeholder Feedback and Plans in 2025

In response to the feedback received, INTEC plans to implement several initiatives and made significant improvements in its sustainability practices in 2025:

- 1 Enhanced Environmental Reporting:**  
INTEC will increase the transparency of its environmental reporting by providing detailed performance metrics and comparisons with previous years.
- 2 Strengthened Social Responsibility Programs:**  
INTEC will expand its social responsibility initiatives, including increased support for local education and health programs.
- 3 Improved Governance and Transparency:**  
INTEC will commit to more frequent updates on sustainability goals and progress through regular stakeholder communications and reports.
- 4 Employee Development and Engagement:**  
INTEC will introduce new training and professional development programs through INTEC Academy, focusing on both technical skills and personal development.
- 5 Supply Chain Support:**  
INTEC will provide clearer guidelines and additional support to suppliers to help them meet sustainability standards.

By actively addressing stakeholder feedback, INTEC has strengthened its commitment to sustainability and enhanced its overall performance. These efforts demonstrate the company's dedication to continuous improvement and its responsiveness to the needs and expectations of its stakeholders.

## | Customer Happiness

Creating customer satisfaction is our constant common goal among our Company's strategic goals, regardless of the sector. With creative and competitive practices , INTEC aims to improve its customers' appreciation and competitive advantages. It is planned to monitor the performance achieved in this field through customer satisfaction surveys conducted by our company.



## | Economic Development

Our economic development policy is to create economic value for all our stakeholders, especially our solution partners, investors, suppliers, customers and local authority institutions, with our responsible and sustainable business model, to consider the benefits of all parties and to carry out the active leadership of sustainable development. We are aware of our economic impact and responsibility in the countries where we operate. As INTEC, the ecosystem we have created with our customers and suppliers creates significant added value in local economies and contributes to economic development.

## | Social Development

We care about the priorities of the society in the regions where we operate and aim to produce common solutions to common problems. During the reporting period, we determined our social development activities as creating environmental awareness, assistance in natural disasters, support for education, contribution to social life and employee volunteering.





# Business Ethics & Corporate Governance

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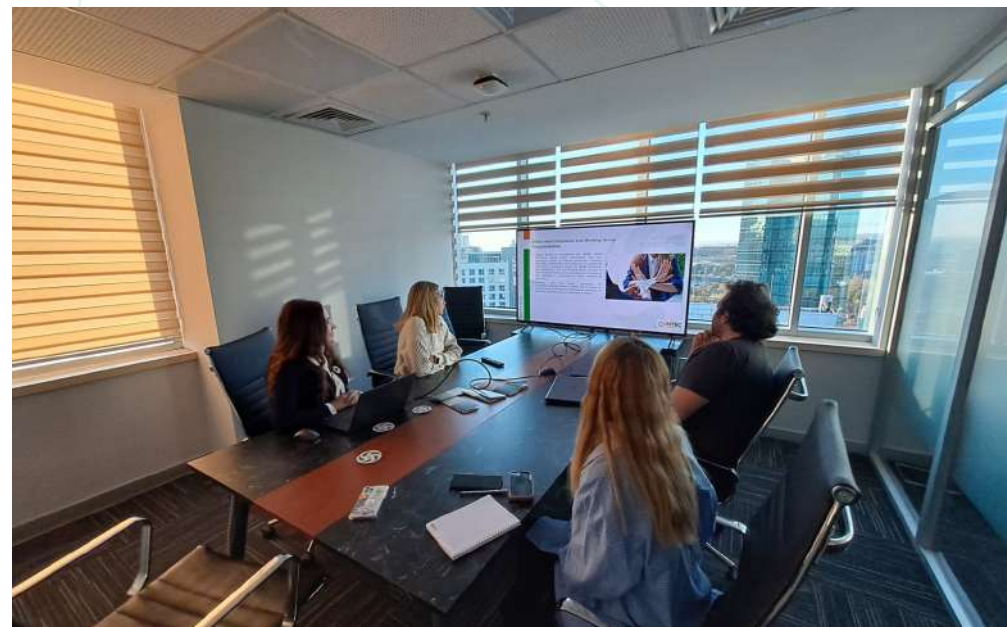
INTEC 's goal is to share information in a timely, accurate, understandable, analyzable and easily accessible manner at low cost, within the framework of the public disclosure principle. It is based on open communication with all stakeholders within its area of influence in the regions where it operates, and determines its goals in terms of positive communication with all stakeholders and meeting expectations. In order to sustain our commercial and financial success, we build our company structure on corporate governance principles based on being fair and transparent, accountability and responsibility.

- 1 The transparency towards the relations with other institutions and the public, the customers we work with and, national and international regulations and compliance with standards are the basis of the trust that will be formed between them. It means sharing information about the company in a timely and accurate manner.
- 2 Fairness basically means treating stakeholders equally in all activities.
- 3 Accountability; we should be able to objectively explain the reasons for the work and the results.
- 4 Responsibility: Company management carries out all activities in accordance with current laws, agreements and internal company regulations and supervises their performance. Responsibilities towards the inside and outside of our company are important for governance.

Corporate governance aims for us to reach the highest performance and ensures that the institution not only makes its current earnings but also contributes to future generations with the same values along with the responsibility that comes with its successes. We can give confidence to the markets, the sector and our customers, employees and society.

Our standards and ethical practices regarding all our activities and business relations are constituted by INTEC core values and principles. Ethical Rules and Working Principles define the rules and the Company, employees and third parties acting on behalf of the Company must comply with, employee rights, and also the company ethical assessment and basic principles. The values and principles that guide our business ethics rules were announced in 2024 as the procedure under the name of Ethical Rules and Working Principles, where employee rights and also the basic principles of company ethical values are defined.

At INTEC, "Business Ethics Policy" and "Ethics Board Working Principles" have been published and are being implemented against business ethics and abuse; while "Fighting Against Bribery and Corruption Policy" has been published and is being implemented regarding the fight against corruption. All our employees and business partners are also expected to comply with these principles.



The Ethical Rules and Ethics Board Working Principles documents have determined the sanctions and disciplinary actions for possible practices that are contrary to human rights. The audit function carries out the necessary investigation processes for the detection and examination of irregularities falling within this scope. In case of detection of irregular practices, referral to the Ethics Board is provided.

Policies and procedures in line with business ethics and corporate management are announced to all employees and mandatory training is provided on the Ethical Rules and Working Principles. All our managers and employees have participated in the business ethics and anti-corruption training that provide to our new colleagues and managers every year.

In case of any suspicion regarding ethics and corruption and /or witnessing any behavior or practice that violates the rules, we have a Grievance Mechanism open to all employees who want to report or consult.

Questions and notifications received through our communication channels regarding issues such as employee responsibilities, confidentiality, protection of personal information belonging to customers, company property, information storage, access to confidential information, protection of information in computer hardware, internal and external relations of the company, media relations, conflicts of interest, corporate opportunities, borrowing, bribery, political activities, gifts, donations, transactions made on behalf of the company, company resources, harassment and psychological harassment (mobbing), occupational health and safety, and all other basic principles are meticulously examined and resolved.

# | Corporate Governance

**“A future built not only on energy,  
but on trust.”**

INTEC, which is a leading institution in the energy sector in Turkey with its transparency and responsibility policy, compatibility, integrity, sustainability, pioneering and reliability values, and an accountable management approach, has reached this position thanks to the values and ethical codes of conduct it has adopted. In the future, renewable energy investments and the use of environmentally friendly technologies, as well as a working culture adhering to these values and principles, will be the driving force in consolidating its leading position in the field of business conduct and sustainability.

Ethical behavior, compliance with laws and regulatory provisions, dignity and honesty are the principles adopted in shaping INTEC 's corporate governance approaches. The adoption of criteria beyond the legislation, such as using sustainable financial and operational performance indicators as a basis for the remuneration of employees and managers, is the most obvious indicator of the importance it attaches to development in the field of corporate governance. Full compliance with legal regulations and an accountable management approach are sensitive concepts that INTEC will never compromise on. INTEC implements corporate governance principles and carries out improvement studies regarding this and plans to present the study results to its stakeholders.



# Risk Management

According to the Corporate Risk Management Policy which is binding for INTEC and all holding structure, is carried out through the following stages:



Accordingly, risk management principles are integrated into strategic planning and goal-setting processes to ensure that the company's strategy and objectives align with its risk appetite. Subsequently, risks and opportunities that could affect the company's objectives are identified through a collaborative effort across the organization, and the likelihood of these risks occurring and their potential impact on the company are determined. At the same time, the value of the risk before any actions and control activities are taken, known as inherent risk, is calculated. The most appropriate risk responses are determined or assessed risks, and risks are managed proactively with the right actions. After the actions are taken, the value of risk, known as residual risk, is calculated. Throughout the risk management process, the completion of the determined activities, Key Risk Indicators, risk reporting and sharing with stakeholders are tracked through action plan monitoring. We are working to instill a risk awareness and culture in all activities of INTEC.

In order to ensure that the risks that may arise in our activities are managed in the most accurate way, we primarily conduct risk awareness efforts within the company. We use internationally accepted risk management principles in our risk management processes, where we calculate the effects of possible risks, and we fully comply with the Corporate Governance Principles. We act by evaluating all risks and opportunities comprehensively in our activities, strategic planning and investment decisions. With the risk awareness that has become a company culture, we manage all risk elements that may negatively affect both our company and our stakeholders, including financial performance and corporate reputation in the most effective way.

In order to prepare and implement our action plans in the most appropriate way, we first identify and analyze the risks to be encountered and regularly review the risk management policies and systems we have determined. We ran the risks we have evaluated according to their priority and importance and prepare our action plans in line with INTEC's strategic goals. In addition to the

creation of plans and policies regarding risk management activities, which are the responsibility of the board of directors, the Risk Management Committee is assigned by the board of directors to effectively manage the risks.

The process of risk management in INTEC:

- Risks anticipated by all units are determined
- Risks that occur within the scope of key risk indicators are determined in periodic periods
- Necessary action and deadlines are determined
- Evaluated by the Risk Committee
- Appropriate action plans are prepared

The highest body responsible for the risk management function at INTEC is the Risk Management Committee on behalf of the Executive Board. Studies regarding risk analysis and management are intended to be carried out by the Risk Committee under the leadership of the CEO. In this context, detailed evaluations are made regarding financial, strategic, operational and legal risks, and it is planned to carry out studies to improve risk policies and control mechanisms. During the risk assessment process, environmental, social and economic risks and opportunities of current and potential investments and activities are also questioned. Preventive measures are taken to eliminate the identified risks. All these issues are periodically presented to other members of the Executive Board through the INTEC CEO through information reports. Measures and risk tolerance limits for risk elements prioritized according to probability and magnitude criteria are determined by the Executive Board and implemented by the responsible departments. INTEC plans to create risk detection, early warning and prevention mechanisms, ensures that the identified risk elements feed the risk management processes, and aims to carry out risk management successfully with the action plans that will be formed as a result of the process.

In addition to the preventive measures determined for risk elements, it offers its commitments within the scope of the principles suggested by international voluntary initiatives such as the UN Global Compact in sustainability areas such as human rights, environment and legal compliance, and also adopts ISO 9001, ISO 14001, ISO 14064, ISO 45001 and similar management standards as risk preventive tools. It uses as. It defines strategic goals by primarily considering long-term interests with a cautious and rational risk management approach. The Executive Board also determines the human and financial resources needed and monitors performance. The Executive Board also monitors and supervises financial performance, evaluates developments on strategic issues and presents improvement decisions within the scope of principles. In the performance evaluation process, it evaluates the level of implementation of company strategies as well as financial and operational indicators and creates inputs for performance and rewarding.

# Business Ethics & Anti-Corruption

Our Business Ethics code, prepared to protect and strengthen the trust relationship we have established with our stakeholders, includes the values we will protect wherever we operate, our responsibilities towards our employees and stakeholders, and business management principles covering the responsibilities of our employees towards the company.

What to do in case of possible conflicts of interest is specified in our Code of Business Ethics. Our Code of Business Ethics covers all managers and employees of our company, including members of the Executive Board. As stated, INTEC does not donate, provide aid or engage in lobbying activities to any political party.

INTEC 's business style, which adheres to business ethics values, is accountable, transparent and fair, supports universal human rights principles that aim for full compliance with laws and regulations, and adopts corporate citizenship as a basic understanding, has become a role model for many organizations.

The understanding of business ethics adopted throughout INTEC will be written down within the scope of the INTEC Business Training Rules Manual, Code of Ethics Document, and Code of Conduct Document and will be published on our website. All documents we publish are also valid for suppliers and the companies we work with as solution partners. Within the scope of the Supply Chain Management Plan, the main goal is to provide appropriate guidance to all supplier companies on environmental, social and governance issues in accordance with international standards.

It is very important that the Code of Ethical Conduct is explained and adopted by all employees through our Sustainability Committee members and sub-working groups. Click here for the Business Ethics Manual. As stated in the manual, we would like to express that, in accordance with our policy of openness and transparency, we have adopted the principle of not adopting any political thought and not providing material, in-kind or moral support to political institutions or individuals. Our company has no communication with the public authorities of the countries in which it operates, other than the relevant laws, commercial relations established within the framework of transparency, responses to requests for information and opinions, or social responsibility projects.

It is our fundamental obligation to fulfill our responsibilities of producing the greatest amount of value for our stakeholders by complying with the legal obligations to which we are subject. In this context, we comply with the legal regulations of all countries and the standards brought by international trade. In order to ensure compliance with this responsibility brought about

by ethical rules, we have prepared the INTEC Environment and Sustainability Standard and created an effective, constantly functioning control mechanism. In accordance with our Anti-Bribery and Corruption Policy, during the process stages; We attach importance to the principles of clarifying the issue as soon as possible, protecting the confidentiality element, carrying out the necessary legal process, and informing the public authority and stakeholders.



## Strategic Planning

INTEC defines its strategic goals by primarily considering the long-term interests of the company with a rational and cautious risk management approach. In this process, the Executive Board also determines the human and financial resources needed and audits the management's performance in these areas. In performance evaluation processes, in addition to financial and operational indicators, the level of implementation of company strategies is also evaluated. This evaluation constitutes input to performance and rewards. The strategic planning activities carried out constitute the basic input of the work carried out by the Executive Board.



# Supply Chain

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“Building a responsible and sustainable future step by step, with trusted partners by our side.”

The supply chain, which makes it possible to carry out the activities, plays an important role in the success achieved by INTEC. INTEC, which shapes its sustainability approach with a view that covers the entire value chain beyond company activities, also evaluates its sustainability performance on this scale. INTEC aims to adopt and disseminate responsible attitudes and behaviors as well as strengthening success in all processes from procurement to the point where services meet customers. In this context, it acts together with its relevant stakeholders, especially its supplier business partners.

INTEC expects suppliers, who are strategic elements of value chains, to adopt the same working principles as theirs in social, environmental, economic and ethical matters. Supporting the necessary capacity increase to implement these principles in the operations of its business partners constitutes an important area of work for INTEC.

Our company considers increasing the satisfaction of its customers by providing its services with a sense of responsibility as an important part of developing sustainability in the value chain. Sustainable business models and sustainability projects that will meet future expectations and increase the quality of life by correctly evaluating our customers' expectations are of great importance. Prioritizing reliability in our business processes and improving customer satisfaction levels are considered our responsibility.



## Responsibility in the Supply Chain

INTEC knows that sustainability efforts will achieve real success when they are disseminated throughout the value chain. Therefore, our Company aims to ensure sustainable development across economic areas of influence by disseminating sustainability approaches to value chains. Our company works to ensure that its business partners, such as suppliers, contractor companies and customers, adopt the operating norms arising from the international initiatives it has undertaken, starting from ethical business principles and the UN Global Compact. The agreements made when establishing business partnerships also include the principles of business ethics, quality, environment, human rights and labor norms within the scope of the principles of the UN Global Compact. Our company also supports its business partners to increase their performance in these areas.

In addition to training and support activities, implementation and performance control studies are also of great importance in developing the capacity to establish sustainable business models throughout the supply chain. In this context, our company also manages sustainability risks in the supply chain through supplier audit studies covering areas such as quality, environment, business ethics, employee rights and human rights. Our company uses risk-based selection criteria when determining the audit universe in which it includes an increasing number of suppliers every year.

INTEC shared the Business Ethics Rules Booklet with all its employees and conducted online training in order to communicate more effectively its expectations in the field of sustainability to its suppliers. The multiplier effect that occurs when success is achieved throughout the supply chain will be large. With this understanding, INTEC carries out activities to improve the success of suppliers operating in the value chain. These studies can be carried out directly for commercial activities or to increase the understanding and capacity of sustainability management.



# GRI Standard Index

## Scope of Sustainability Reporting

| Criteria                                | GRI Criteria                        | Which UN Sustainable Development Goal is it associated with?                                 |
|---|-------------------------------------|--|
| <b>E1-Management's Climate Approach</b> | GRI-102, 18, 19, 20, 29, 30, 31, 32 | <b>SDG 13</b> (Climate Action)   |
| <b>E2-Environmental Activities</b>      | GRI 103-2, 301, 307-1, 308-1-2      | <b>SDG 12</b> (Responsible Consumption and Production)                                       |
| <b>E3-Greenhouse Gas Emissions</b>      | GRAY 305-1-2-3-5                    | <b>SDG 13</b> (Climate Action)<br><b>SDG 15</b> (Life on Terrestrial)                        |
| <b>LO4- Energy Use</b>                  | GRI 302-1-2-4-5                     | <b>SDG 12</b> (Responsible Consumption and Production)                                       |
| <b>E5-Source Diversity in Energy</b>    | GRI 302-1                           | <b>SDG 7</b> (Affordable and Clean Energy)   |
| <b>S6-Water Usage</b>                   | GRI-301-1-2-3-4-5                   | <b>SDG 6</b> (Clean Water and Sanitation)  |
| <b>LO7-Recycled Input Rate</b>          | GRI-301-1-2-3                       | <b>SDG 12</b> (Responsible Consumption and Production)                                       |
| <b>S8-Amount of Waste</b>               | GRAY 306-1-2-3-4-5                  | <b>SDG 3</b> (Healthy Individuals)<br><b>SDG 12</b> (Responsible Consumption and Production) |

## Governance

| Criteria                          | GRI Criteria     | Which UN Sustainable Development Goal is it associated with?                     |
|-----------------------------------|------------------|--|
| <b>S1-Employee Demographics</b>   | GRI 102-8, 401-1 | <b>SDG 5</b> (Gender Equality)<br><b>SDG 8</b> (Decent Work and Economic Growth) |
| <b>S2-Employee Circulation</b>    | GRI 401-1        | <b>SDG 16</b> (Peace, Justice and Strong Institutions)                           |
| <b>S3-Diversity and Inclusion</b> | GRI 401-3        | <b>SDG 5</b> (Gender Equality)<br><b>SDG 8</b> (Decent Work and Economic Growth) |

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| <b>S3-Diversity and Inclusion</b>             | GRI 401-3                | <b>SDG 5</b> (Gender Equality)<br><b>SDG 8</b> (Decent Work and Economic Growth)                         |
| <b>S4-Occupational Health and Safety</b>      | GRI 103-2, 403           | <b>SDG 3</b> (Healthy Individuals)   |
| <b>S5-Accident/Occupational Disease</b>       | GRI 403-9                | <b>SDG 3</b> (Healthy Individuals)   |
| <b>S6-Employee Development</b>                | GRI 404-1                | <b>SDG 4</b> (Quality Education)<br><b>SDG 2</b> (No Hunger)   |
| <b>S7-Customer Satisfaction and Privacy</b>   | GRI 103-2, 417, 418      | <b>SDG 16</b> (Peace, Justice and Strong Institutions)<br><b>SDG 8</b> (Decent Work and Economic Growth) |
| <b>S8-R&amp;D, Innovation, Digitalization</b> |                          | <b>SDG 17</b> (Partnerships for the Goals)<br><b>SDG 4</b> (Quality Education)                           |
| <b>S9-Human Rights</b>                        | GRI 103-2, 412, 414      | <b>SDG 10</b> (Reducing Inequalities)<br><b>SDG 16</b> (Peace, Justice and Strong Institutions)          |
| <b>S10-Child Labor and Forced Labor</b>       | GRI 103-2, 408, 409, 414 | <b>SDG 8</b> (Decent Work and Economic Growth)   |

## Legal Disclaimer

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