



Sign it.  
For a better tomorrow

2021

# Sustainability Report



**Prysmian**  
Group





**Sign it.**  
For a better tomorrow

## Report Profile

Prysmian Kablo is committed to transparent communication with stakeholders. So, we also hope to promote sustainability awareness among our stakeholders through our first sustainability report.

This sustainability report covers our operations for the fiscal year beginning on January 1, 2021, and ending on December 31, 2021.

The report includes Türk Prysmian Kablo's production operations in Mudanya. The report has been prepared using data gathered in accordance with the 'Core' option of the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards). The report also lists the targets of our priority areas, which correspond to the 17 Sustainable Development Goals identified by the United Nations.

The data provided in this report has not been externally verified, and your feedback or inquiries regarding this report are welcome at [sustainability.tr@prysmiangroup.com](mailto:sustainability.tr@prysmiangroup.com)



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# Cinzia Farisè



## CEO, MEAT Region, Prysmian Group

At Prysmian Group, we are aware of our responsibilities as the global industry leader in the energy and communication cable systems, which is the way we continue to run our business. We are also fully aware that we must take decisive action in any economic, social and environmental matter that promote a sustainable development, in order to continue to lead the local communities by example in the global marketplace, and to leave a healthier planet for future generations to enjoy.

Sustainability is not our focus, is our way of doing. In the MEAT Region we continue to build a sustainable growth in line with our long-term targets and in the markets in which we operate through our Sustainability Ambassadors, our sustainable leaders of tomorrow.

The Prysmian Group's 2030 sustainability roadmap is in place. We aim to strengthen our business model within the framework of the Sustainability Plan by integrating our economic, social and environmental responsibilities into all aspects of our operations, to profit in a way that serves the interests of our stakeholders, and to create value for society.

We have been taken many concrete steps so far. We have aligned the Prysmian Group's long and medium-term Climate Change and Social Targets with the regional targets. As a result, we took more concrete steps toward becoming a more equal and inclusive company that has a positive impact on social and environmental development for all of our stakeholders, and we have adopted intensive sustainability measures as part of our 'Sign It' Sustainability Plan.

The United Nations Sustainable Establishment Goals, which include a total of 17 goals, had a major influence on the development of our group's sustainability agenda for which we also closely followed worldwide trends and recent developments on climate change.

As part of the Prysmian Group's alignment with the Paris Agreement and by setting targets in line with the Science-Based Targets initiative (SBTi), we contribute to our Group's target of being "net zero" in Scope 1 and Scope 2 by 2035 and in Scope 3 by 2050. Our Group will invest a total of 100 million euros in these projects over the next ten years. Through our

energy and awareness initiatives, we will continue to be committed over the long term and make a strong contribution to the sustainability targets covered by the UN Global Compact.

The Prysmian Group's Social Target focuses on its 2030 commitments as part of its Sustainable Development Goals. Key topics in this regard are diversity and inclusion, equality, social empowerment, employee engagement and employee growth. By taking a proactive stance, Prysmian Group transforms into a business that cares about diversity, inclusion and gender equality at all levels.

We address our sustainability vision under four main categories. We concentrate on four areas: reducing carbon footprints, circular use of resources, enhancing the business model, and contributing to the development of employees and the community. We implement the collaborative projects carried out by various departments in our organization in these areas and are taking more confident steps to achieve our sustainability targets each day. This is the scope of our Sustainability Academy, that is taking shape in our MEAT Region for the entire Prysmian Group population: we are very proud of it.

A new energy economy is emerging: We want to help to meet today great challenges. The transition towards renewable energy is connected to the capability and ability to transmit and dispatch the energy from one place to another from where it is produced to where it is consumed. Developing reliable and capable grid infrastructure for power transmission and distribution is the key for the integration of renewables. Our Company is among the enablers of this transition, towards a decarbonized future energy system. By our wide products' offering to the market, we have an important role in the energy transition. The solar and wind projects, supplied to by our company, undercuts the cost of existing power plants, and our innovative and sustainable products support the energy transition. Protecting the environment, investing in our People and Local Empowerment, transferring Technology & Knowledge, boosting Innovation & Digitization, supporting our Community are our daily commitments in this direction.

By integrating economic, environmental and social responsibility into our work for all stakeholders and our planet, we seek to provide innovative energy and communications solutions through responsible production practices in keeping with our vision, which we defined as "Linking the MEAT Region to a Sustainable Future."

We recognize sustainability as our primary argument in every decision we make while operating under the umbrella of the Prysmian Group, and act mindfully of our obligation to our business and social partners by working together with all of our stakeholders. We follow a management strategy in which company targets for economic growth as well as social and environmental concerns are taken into consideration. With the strength we gain from technology and innovation, our main target for the upcoming years will be to realize our vision of a sustainable future.

As a company, we interpret the social benefit criterion, which forms the backbone of sustainability, with a sense of social responsibility, working to contribute to a better world and future through our efforts in this area. In this context, we are committed to doing everything in our power to become dependable stakeholder who addresses hopes and expectations and assumes responsibility for helping to solve global challenges.

Türk Prysmian Kablo Sustainability Report, which details the subsidiary's sustainability actions and performance through 2022, showcases the efforts, the dedication and the successful results of our collaborative teams and departments lead by Ülkü Özcan. I would like to extend my sincere gratitude to all of our employees, the coordination team and all of our stakeholders for their efforts and contributions in the publication of Türk Prysmian Kablo first Sustainability Report: Proud of the team's result and honored to inaugurate it.

Full speed ahead!

## Dear Stakeholders,

At Türk Prysmian Kablo, we strive to lead the industry with each step we take, and thanks to our expertise, guide the cable, connectivity and transmission technologies, the importance of which is constantly growing in terms of sustainable development. We engage all of our stakeholders in our inclusive approach by placing sustainability at the forefront of our operations from an integrated perspective through our mission of "Linking Turkey to a Sustainable Future." We closely follow all global trends while continuing to create value for our country, and we export our technology, which we have developed using our research and development capabilities, all around the world.

2021 had a significant impact on world dynamics, both in Turkey and elsewhere. The Russia-Ukraine war that began at the time the report was published, the period of high inflation and the energy crisis, as the 2020 global COVID-19 pandemic persisted, demonstrated that organizations cannot be controlled by any conventional approach to management. It served as a further example of how crucial Environmental, Social, and Corporate Governance (ESG) is to the business world in terms of creating sustainable value.

At Türk Prysmian Kablo, we have been on our sustainability journey since 2019 when we started it. We worked hard towards our "Sign it." sustainability initiative, which we created in 2020, as well as our 2030 targets. Türk Prysmian Kablo has also become a part of MEAT Region's sustainability strategy, helping to develop a regional sustainability framework.

We promote the sustainable development target by focusing on efficient transmission of power, accelerating the transition to green energy and facilitating data communication, which is also essential for transformation. We take several efforts toward responsible production while conducting research and development to provide innovative products. Our justification for sustainability shows how important and essential this transformation is to us.

Thanks to our investments in environment-friendly, low-carbon and renewable products, we are putting a lot of effort into leading the cable industry's transition to sustainability and ensuring our planet is livable for future generations. We continue to take on Turkey's mega renewable energy projects including Karapınar YEKA-1, Turkey's largest solar power plant, the first and largest high-voltage submarine cabling, most important wind farms, and the largest fiber optic cabling project.

Thanks to the projects completed in the move toward responsible production in 2021, we have saved 1,351,661 kWh of energy, 50,000 tons of water, and 89,362 liters of fuel in total. With the help of a thorough life-cycle analysis conducted to ensure the circularity of the resources we use in production, we have assessed the impacts of our primary raw materials (such as copper and aluminum) and the pure and recycled versions of our secondary raw materials (such as PE, PVC, and EVA) on 19 parameters covering environmental and social aspects, making plans for the upcoming period.

We have recovered 89% of our waste in 2021. We hope to improve this percentage through our field study on waste mapping.

With the projects we have developed under the umbrella of our "Zero and Beyond" vision, which prioritizes our employees working in a safe environment and returning home in the same way, and having a world-class perspective in terms of occupational safety of our company, we take concrete and clear steps on the path of cultural transformation that will make a difference in occupational health and safety. Going forward, we anticipate that these will be reflected in our key performance measures.

In terms of communication, through a sustainability survey study that included 475 people from our entire ecosystem, we both communicated the concepts we were working on to our stakeholders

# Ülkü Özcan



## Türk Prysmian Kablo CEO

and learned about their expectations. We have organized events including "Diversity and Inclusion Week, Occupational Safety Week, and Sustainability Day" in 2021. We have broadened the scope and boosted the impact of our events by inviting special guests who could add value.

In terms of governance, we have improved our Corporate Governance Rating from 94.03 in 2020 to 95.24 in 2021 through high-level policies conducted in accordance with our "Corporate Governance Principles" in all of our operations. Thanks to our sustainability management system, we were able to review our progress on a monthly basis and collaborate with our sustainability ambassadors to build practices for the entire organization.

In terms of sustainability, 2021 was a year in which our parent company, the Prysmian Group, took a lot of major steps. The Prysmian Group identified its long and medium-term climate change and social targets and aligned them with its environmental targets. As a result, it made clearer progress toward becoming a more equal and inclusive Group that has a positive impact on the development of the society and the environment for all its stakeholders.

Prysmian Group has pledged to achieve net zero in Scope 1 and Scope 2 by 2035 and in Scope 3 by 2050 in line with its climate targets, as required by the Paris Agreement and as set forth within the framework of the Science-Based Targets initiative (SBTi). At Türk Prysmian Kablo, we have embraced the Prysmian Group's initiatives, incorporated them into our business practices, and supported the projects identified to contribute to such targets.

I'm proud to present our first Sustainability Report, which details our efforts and performance on sustainability in 2021. I would like to extend my sincere gratitude to our sustainability ambassadors, coordination team, and all of our stakeholders, especially from the Finance, IT, Production, Purchasing, R&D, Sales, Supply Chain, and Technical Service departments, who are the most significant architects of this journey, for their diligent work and contributions into the process of creating our report.

Yours respectfully,



# Prysmian Group Overview

Following the global merger with General Cable, Prysmian Group is now the market leader for energy and telecommunications cables, with a revenue around 13 billion euros in 2021, 29,000 employees, 26 R&D centers, and 108 plants operating in more than 50 countries. Prysmian Group, which sells high-tech products, has access to a variety of goods and services as well as cutting-edge technology and know-how. Prysmian Group offers low and medium voltage cables for the infrastructure and building industries, underground and submarine cables and systems for the power transmission and distribution, specialized cables for use in various industrial applications, optical fiber telecom cables for video, information, and voice transmission, and copper cables. The Prysmian Group's emphasis on customer service and satisfaction, together with its innovative manufacturing techniques and broad geographic reach, are some of its key competitive advantages. Prysmian S.p.A. shares are traded in Milan Stock Exchange.

**50+ Countries**

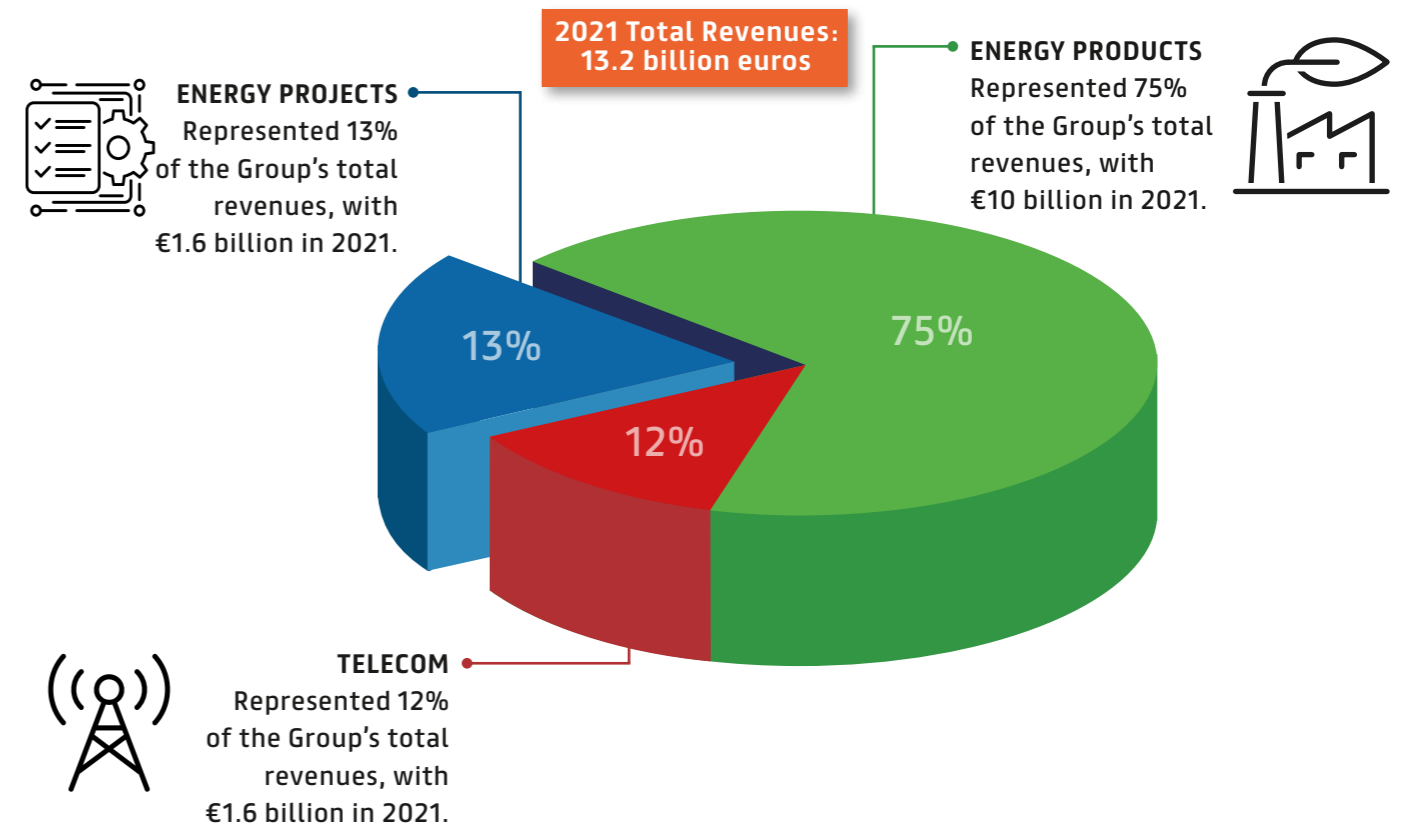
**108 plants**

**26 R&D Center**

**29.000 employees**

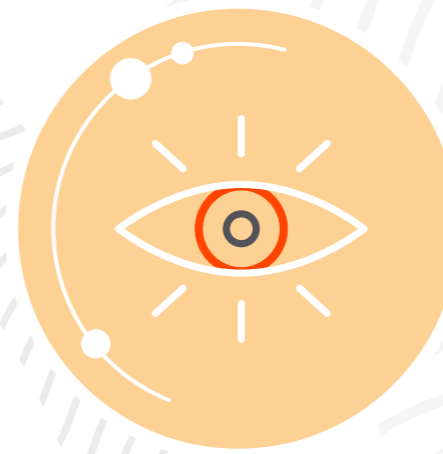
**4 cable-laying ships**

## BUSINESS AREAS





# VISION MISSION VALUES



## Vision

Energy and information contribute to social development. As a result, it is crucial that they are always accessible and offered in an effective, efficient, and sustainable manner.



## Mission

We achieve our sustainable growth and profit targets by offering our clients high-end cable solutions built with the latest technology and created with an awareness of operational excellence.



## Values

- **Drive.** Our target is to lead the industry's development by combining our capacity to grow our employees and business in line with the precise targets we have set thanks to our ability to anticipate the needs of our customers.

- **Trust.** Given our commitment to diversity and inclusion, we want to foster an atmosphere of trust that thrives on collaboration and empowers our employees to make ethical and correct decisions.

- **Simplicity.** Focusing on value-added operations and timely decision-making, we are committed to being simple and understandable in all situations with the target of growing our company into a leader in its respective industries.







# Prysmian Group Sustainability Framework

Prysmian Group strives to incorporate the concept of sustainability into its DNA. Prioritizing all efforts in support of the transition to clean energy, Prysmian Group pledged to increase its low-carbon product sales by 50% by 2022.

With the target of becoming a leader in sustainability, Prysmian Group focused on two main targets in 2021. With its set **climate and social targets**, it promotes transition to a more inclusive and equal working environment and a low-carbon world.

Our Group's top priorities are combating the climate crisis and creating a inclusive world.

## Climate Change Ambition;

The aim of the climate change ambition is to be one of the most important technological actors in the low-carbon transition. The Prysmian Group got its climate targets approved by the Science-Based Targets initiative in line with this target. Our company is also a signatory of the Business Ambition for 1.5 C° pledge. As a result, it commits to being net zero in Scopes 1 and 2 by 2035, and net zero in Scope 3 by 2050.

As a result, as part of our Group's Climate Ambition, we have set a target of reaching **Net Zero** by 2035 in the following scopes:

**Scope 1:** Greenhouse gas emissions from sources directly released or controlled by our company.

**Scope 2:** Indirect emissions from imported/purchased power and generation of heat, or steam

- Prysmian Group pledges to reduce its Scope 1 and 2 GHG emissions by 46% from its 2019 baseline by 2030.

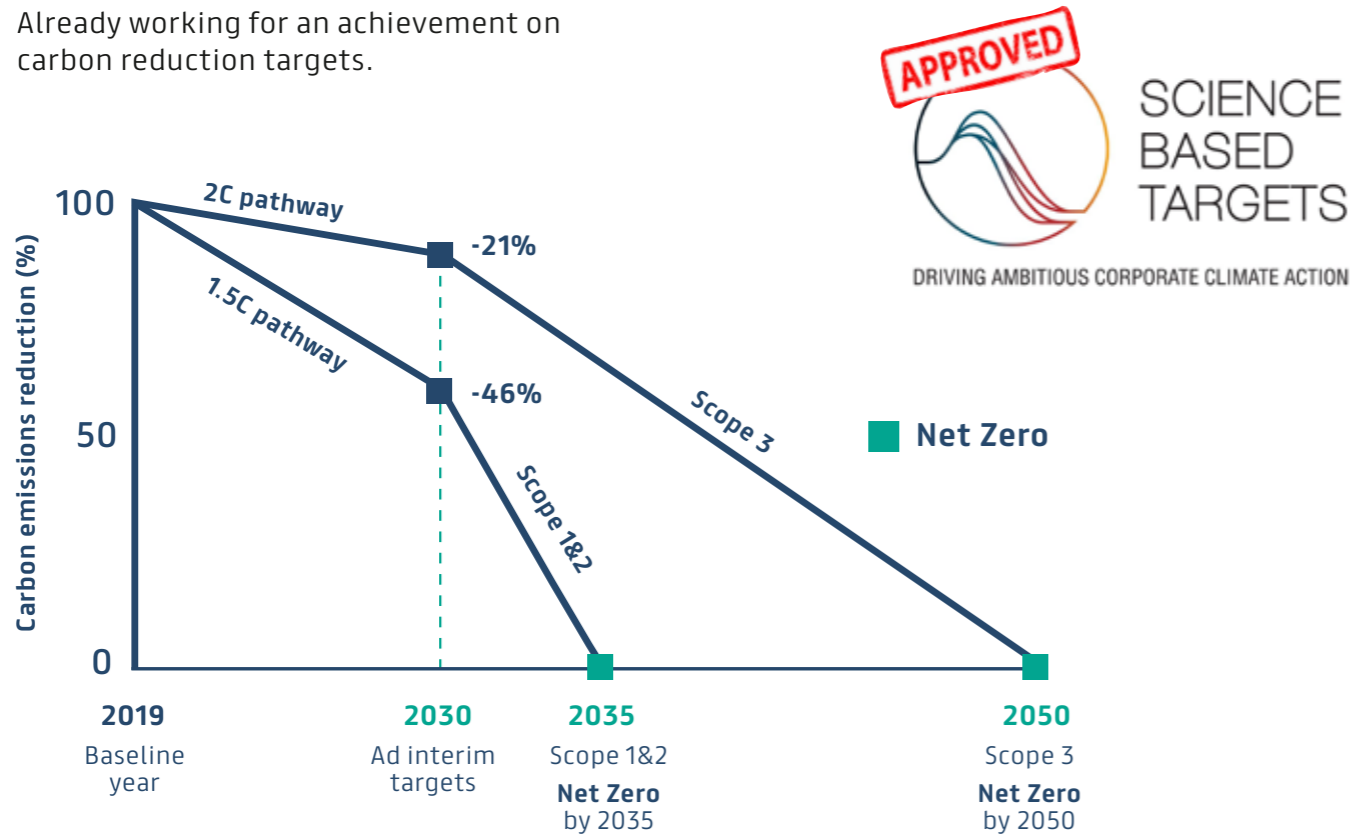
Our Group set a target of reaching **Net Zero** in Scope 3 by 2050:

**Scope 3:** Includes indirect emissions from the company's operations, excluding those specified in Scope 2. Also, includes all process emissions in both the upstream value chain (supply) and downstream value chain (provision of products and services) directions.





Already working for an achievement on carbon reduction targets.



## 1 Decarbonize 80%

- 80% reduction of our Scope 1&2 carbon footprint
- phasing out SF6 emissions
- 100% renewable energy for electricity

## 2 Approx 100 €M Capex

- Over the next 10 years
- 100 €M Capex across our global operations of over 130 sites

## Social Ambition;

Prysmian Group's Social Ambition concentrates on 2030 commitments within the scope of the Sustainable Development Goals. So, diversity and inclusion, the empowerment of communities, employee engagement and upskilling have been identified as the most important topics. By adopting a pro-active approach, Prysmian Group is evolving into an organization that recognizes diversity, inclusion and gender equality at all levels, committed to facilitating the empowerment of women.



The following table gives a detail of Social Ambitions:

## 2030 Social Ambition Targets

	HEALTH AND SAFETY	GENDER EQUALITY	UPSKILLING & IMPROVING ENGAGEMENT	EMPOWERMENT OF LOCAL COMMUNITIES	DIGITAL INCLUSION	RACE/ETHNICITY INCLUSION
<b>Inclusion &amp; Diversity</b>		50/50 in Recruiting of Desk Workers  Women in Managerial positions 30%	40 yearly hours per capita of experienced learning for all employees  Involvement of more than 25% of employees in mobility/growth experience			
<b>Digital</b>		Women in Senior Leadership roles 30%  Women in the Total Workforce 25%	50% of employees as stable shareholders through share ownership plans (YES)  Higher than 80% response rate to Engagement Survey		Connecting 100% (over 29,000) of our employees through global platforms, achieving a proper level of adoption	
<b>Local Empowerment</b>		+500 women in a fully dedicated STEM program	Leadership Impact Index improved to 70-80%			More than 30% of executives from underrepresented nationalities / ethnicities / origins
<b>Engagement and Upskilling</b>	Injuries Index towards 0 (employees & contractors)			At least a project per year, with focus on developing countries and vulnerable communities  Local projects with donations of optic and electric cables		Local mentoring programs for 500 students from minority groups poverty

You can find the Prysmian Group Sustainability Framework at [www.prysmiangroup.com](http://www.prysmiangroup.com)

The Prysmian Group's medium and long-term sustainability strategy is reflected in all regional structures. Sustainability is followed in all regional structures in accordance with global targets.

In this context, the MEAT Sustainability strategy has been developed, with Türk Prysmian Kablo designated in the management region, and inclusive and effective operations were carried out throughout the region within the framework of this strategy. Türk Prysmian Kablo is also a stakeholder of the MEAT Sustainability Committee, supporting the MEAT strategy in an integrated manner and by monitoring indicators.

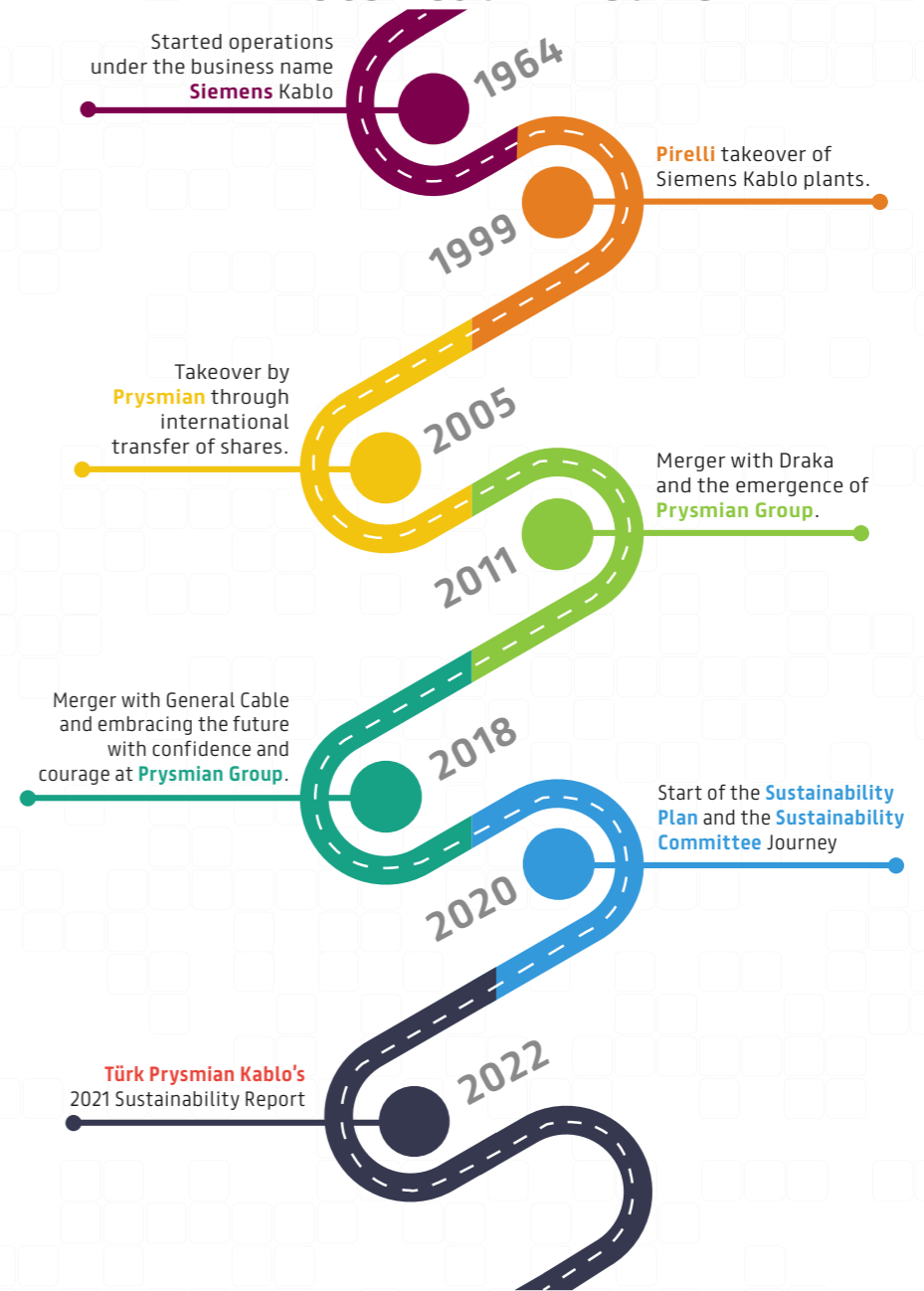


# About Türk Prysmian Kablo

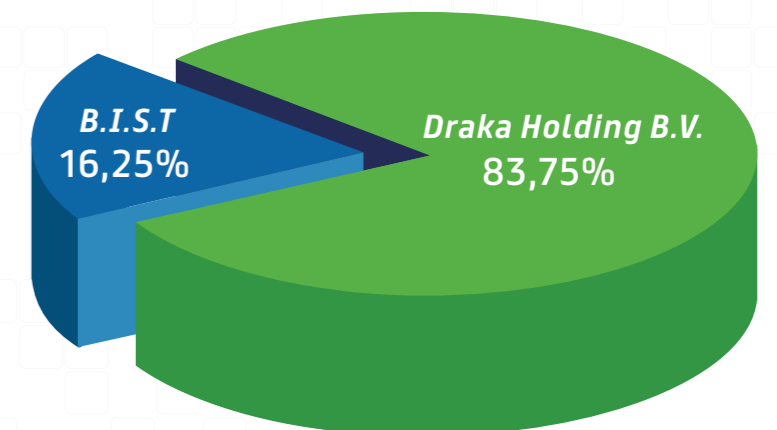


## History

### Historical Timeline...



Following our global merger with General Cable, we, at Türk Prysmian Kablo, maintain the Turkish operations of the Prysmian Group, a global leader in the energy and telecom cables business with almost 29.000 employees and 108 plants operating in more than 50 countries.



Shareholding Structure as at December 31, 2021



# PRODUCTS AND SERVICES

Türk Prysmian Kablo ve Sistemleri A.Ş. stands out, with its Prysmian and Draka trademarks, as one of the 16 plants that can simultaneously produce energy, copper telecom and fiber-optic cables. The company's product range includes all power cables up to 220 kV, copper conductor telecom cables up to 3.600 pairs, fiber-optic cables, railway-signaling cables, lift systems, studio broadcast cables and specialized cables. Today Mudanya factory can produce 22.000 different cables. Besides, Türk Prysmian performs "turnkey" projects for cables and systems, providing unique and

superior services to all of its customers.

The sustainability framework guides our work. Within our industrial cables products line, we place a specific emphasis on renewable energy products in keeping with our environmental sustainability targets. At Türk Prysmian Kablo, we have already provided 40 million meters of solar cables for significant projects, and the electricity generated by solar power plants can supply almost 9 million families for an entire month's worth of electricity.



## Power cables

### Power Transmission

High voltage underground & Submarine cables

### Power Distribution

Medium & Low voltage cables

### Cable Accessories

Connectivity components and accessories

### Low Voltage and Building Cables

- Fire-resistant
- Environment-friendly
- Low smoke and zero halogen (LSOH)
- Customized solutions for each application

### Special Applications

- Railways
- Automotive Industry
- Ships
- Nuclear
- Renewable energy
- Cranes
- Mining
- Runway lights etc.



## Telecom cables



### Copper Telecom Solutions

- Cable and system solutions facilitating communication between communities.



### Fiber-Optic Solutions

- FTTH projects and more in different parts of the world including Australia and Argentina.



### Multimedia Solutions

- Technological support solutions for specialized multimedia communication systems.

**In Turkey, we manufacture more than 22,000 different types of cables for telecommunication and energy.**

## Cabling Solutions

Production capacity

**52.000 ton**  
energy cables

**820.000 Lkm**  
telecom cables

**500.000 Fkm**  
fiber optic cables

Check out our product details at [www.prysmiangroup.com.tr](http://www.prysmiangroup.com.tr)





## OUR R&D CENTER

The R&D Center in Mudanya, which has been in operation since 2016 and completed 7 Tübitak Projects as of the end of 2021, leads the Turkish cable manufacturing industry with its infrastructure investments in the industry and its operations.

With a total area of 5 thousand square meters in Mudanya plant and having 6 departments, the R&D Center includes a Material Technologies Laboratory, a Fire Test Laboratory, a Power Cable Testing Laboratory, a Telecom and Fiber Cables Testing Laboratory as well as a Design and Innovation Office and a Process Design and Prototype Development Office. The R&D Center complies with the TS EN ISO /IEC 17025 Standard "General Requirements for the Competence of Testing and Calibration Laboratories", and the Private Sector Burn Test Laboratory has been the first lab accredited by the Turkish Accreditation Agency (TURKAK) in Turkey equipped with the infrastructure prescribed by "CRP-Construction Products Regulation".

The priority given by Türk Prysmian Kablo to the reliability of products and testing has resulted in the inclusion of 29 national and international tests in the scope of accreditation by Turkish Accreditation Agency (TURKAK).



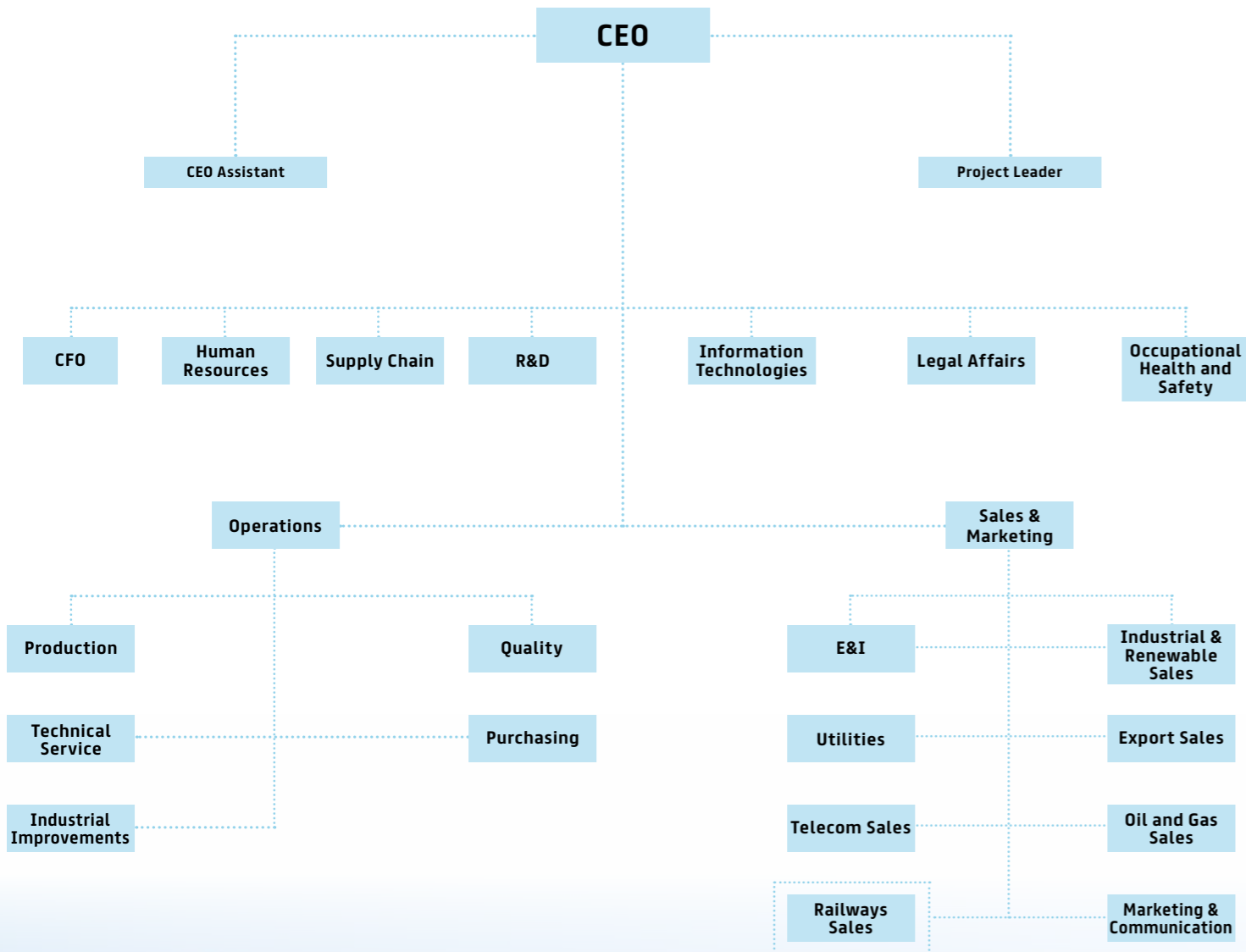
## TÜRK PRYSMIAN KABLO MANUFACTURING ACADEMY

With its cutting-edge technological applications, first and only R&D Center for the Turkish cable industry certified by the Ministry of Science, Industry, and Technology, and highly skilled staff, Türk Prysmian Kablo has launched the "Manufacturing Academy." The Prysmian Kablo Manufacturing Academy, which was decided to be founded in Turkey by the Prysmian Group, was brought to life in Mudanya thanks to the creative genius and hard work of the Turkish people and the success of the Mudanya plant. With the training programs organized at the Manufacturing Academy for the Prysmian Group employees from many different locations around the world, the aim is to train the future production managers and plant managers of the Prysmian Group. "Production Principles, Advanced Production, and Excellence in Production programs" are the three main headings for the trainings provided by local and international experts from Prysmian Group and Türk Prysmian Kablo who have knowledge and experience in a variety of subjects. These programs were created based on the responsibilities and experiences of the participants.



# ORGANIZATIONAL STRUCTURE

Türk Prysmian Kablo has been organized as in the following chart:

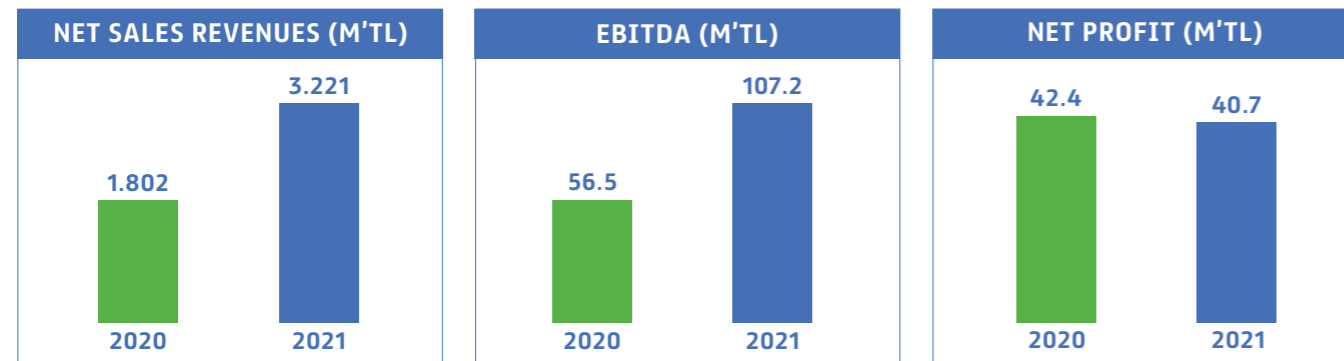




# FINANCIAL LEADERSHIP

Türk Prysmian Kablo has built capacities that are competitive on global markets. About 27% of the 2021 revenue, or TL 3,220,770,171, of our company, which had a capacity utilization of 79% in 2021 and continues to be a priority export center status within the Prysmian Group, comes from export business.

At Türk Prysmian Kablo, we continue to lead the industry in innovation, technology, quality, and customer satisfaction both domestically and abroad. Today, we export to more than 50 countries across a huge geographic range, primarily but not exclusively to the Turkic Republics and nations in the Middle East.



Please review our 2021 Annual Report at [www.prysmiangroup.com.tr](http://www.prysmiangroup.com.tr) for more information.

# SUSTAINABILITY ORGANIZATION

Our sustainability operations are being carried out by a committee under the sponsorship of Türk Prysmian Kablo's CEO since 2019. Our 'Sign it.' sustainability initiative includes our 2030 Targets for critical sustainability impact areas of our company and our corresponding measurement and review system.

The system is sponsored by the CEO in the **Sustainability Management Organization**. Besides, the Chairman of the Board led the sustainability planning and integration processes with his knowledge and work experience.

The CEO and the directors of the company's key functions compose Türk Prysmian Kablo's **Sustainability Coordination Committee**, which meets monthly to review progress and announce relevant decisions. Progress and decisions are documented as part of the Sustainability Management System processes. In addition to the Coordination Committee, the Sustainability Ambassadors representing the different departments and functions of the organization are our team that had direct contributions to the creation of the 'Sign it.' sustainability plan. This team was formed through the voluntary participation of eager

and enthusiastic people in designing the future of Türk Prysmian Kablo. They oversee and guide newly developed projects and initiatives.

Our employees own our 'Sign it.' sustainability plan, the company is represented at the highest level as part of the management system by the CEO, and all business units carry out their processes in accordance with the plan.

Meetings with Coordination Committee Leaders and Sustainability Ambassadors are held on a monthly basis, and a meeting with the CEO is held every six months.

Türk Prysmian Kablo's Sustainability Management System is also compatible with the MEAT

Sustainability strategy.

The sustainability targets assigned to all management regions by the Prysmian Group are owned by Türk Prysmian Kablo too.

Sustainability Leaders and Ambassadors of Türk Prysmian Kablo are also active members of the MEAT Sustainability Committee.

The MEAT Sustainability Organization, which was formed with the sponsorship of the MEAT Regional CEO, meets monthly to review progress on targets and projects. Türk Prysmian Kablo is represented by the CEO and all relevant department managers in the MEAT Sustainability Organization.





# RISK MANAGEMENT

## Management framework for risks and opportunities

The Prysmian Group adopts a system of internal control and risk management based on tools and information flows that enable the Board of Directors to take strategic decisions and establish guidelines for the system in an informed manner, considering the context in which they operate and the related risks and opportunities. The Enterprise Risk Management (ERM) model offers additional tools that allows the Board and management to evaluate those risk scenarios that might compromise the achievement of strategic targets, and to foresee and manage exposures.

The guidelines for the System of Internal Control and Risk Management approved by the Board back in 2014 are part of the Group ERM Policy, which formalizes the ERM model adopted. This model adopts a top-down approach, being guided by senior management, our medium and long-term business objectives and strategies. This extends to all types of risk/opportunity that are potentially significant for the Group. These are shown in five groups each including internal and external issues characteristic of Prysmian's business model:

- Strategic Risks,
- Financial Risks,
- Operational Risks,
- Legal and Compliance Risks,
- Planning and Reporting Risks.

The Group's Chief Risk Officer (CRO), appointed to govern the ERM process, is responsible for ensuring together with management that the main risks and opportunities faced by Prysmian and its subsidiaries are identified, assessed, managed and monitored in a timely manner.

In addition, an Internal Risk Management Committee comprising senior managers ensures via the CRO, that the ERM process remains dynamic to reflect changes in the business, requirements and events affecting the Group over time. The CRO reports periodically to senior management (At least biannually) on these changes. Each year, the Group's main business/function managers participate in the process of identifying and evaluating the most significant risk factors and opportunities. Here, they review risks within the scope of ESG (Economic, Social, Corporate Governance) including sustainability and climate change.

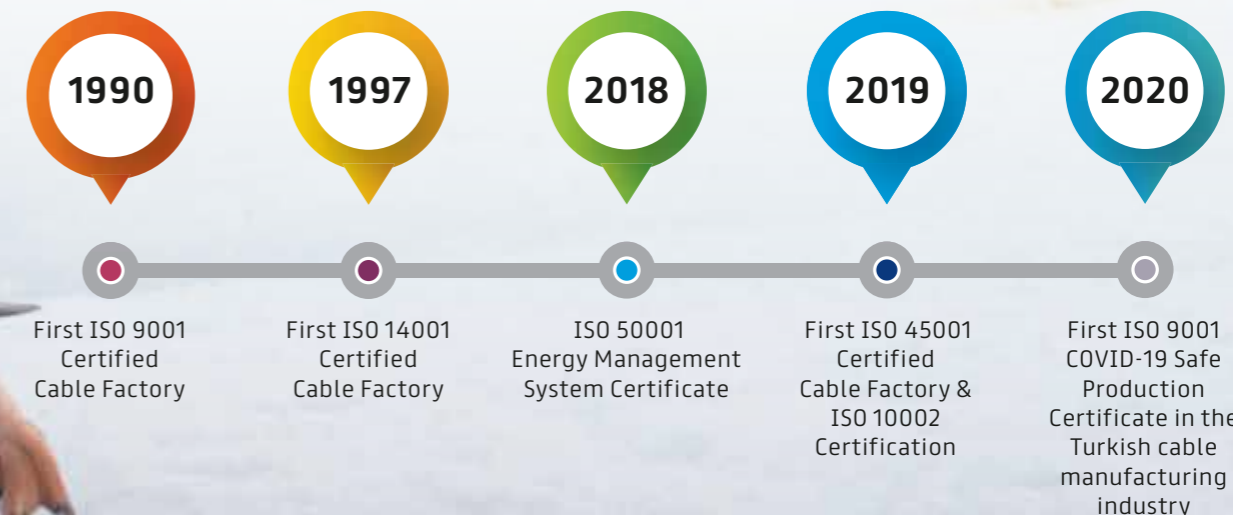
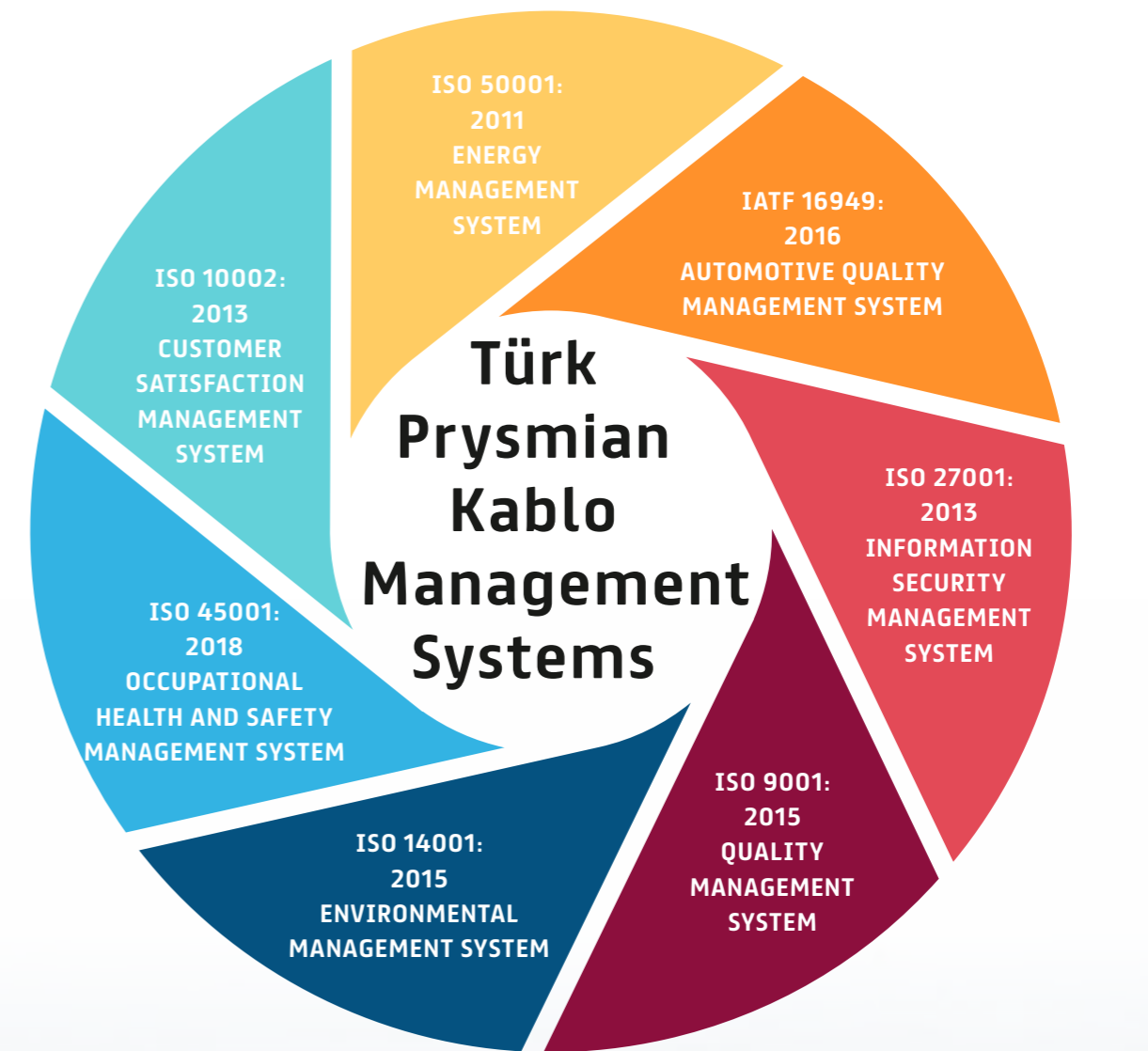
Furthermore, our Group conducted a careful risk analysis focusing on climate change and energy transition in 2021 in compliance with the **TCFD-Task Force on Climate-related Financial Disclosures**. Decarbonization policies have been developed in this context by developing short, medium, and long-term strategies. Please visit [www.prysmiangroup.com](http://www.prysmiangroup.com) for further information. You can find the updated study on risks and opportunities for 2021 in the "[2021 Prysmian Group Sustainability Report.](#)"

The Board of Directors is also responsible for the Group's internal control and the Board of Directors, therefore, verifies its adequacy effective functioning in addition to identifying the specific guidelines.

We manage operational and process risks within Türk Prysmian Kablo as a result of all of these risk management processes. All regulations resulting from disruptions, risks and opportunities in internal processes as well as local and global developments are incorporated into operational and process risks. We control the risk management efforts at Management Review meetings and improve our processes under the leadership of senior management.

# MANAGEMENT SYSTEMS

We use an integrated structure to carry out all of our management systems at Türk Prysmian Kablo:





# STAKEHOLDER RELATIONS

Stakeholder Engagement is fundamental to Türk Prysmian business as maximum value creation is essential to everyone in the organization involved in creating a common purpose. We recognize that, in order to be successful, stakeholder engagement must move beyond risk management and into corporate strategic planning.

To incorporate stakeholder management into our sustainability framework, we identified 21 stakeholders and classified them into three groups:

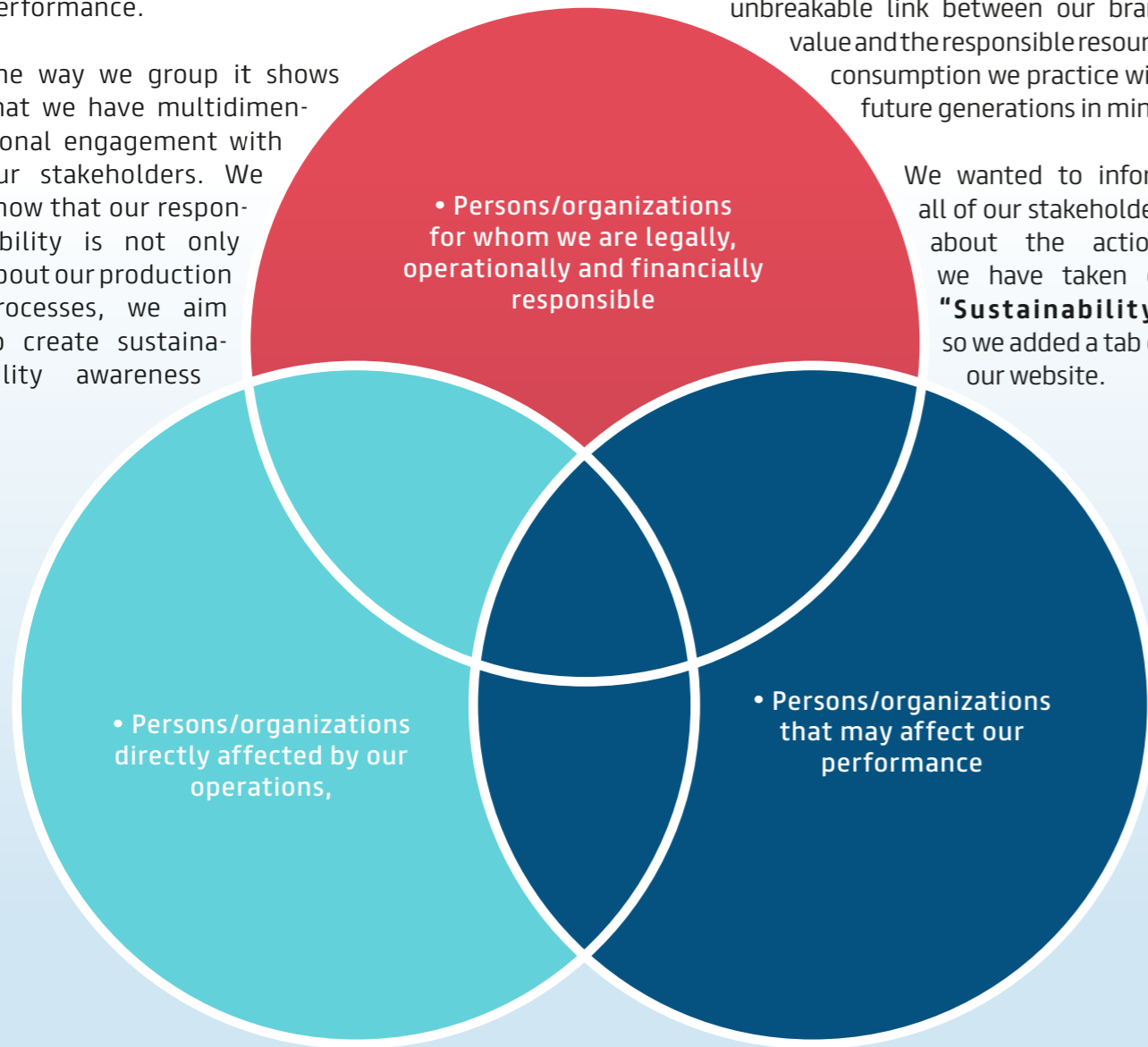
- Persons/organizations for whom we are legally, operationally and financially responsible,
- Persons/organizations directly affected by our operations,
- Persons/organizations that may affect our performance.

The way we group it shows that we have multidimensional engagement with our stakeholders. We know that our responsibility is not only about our production processes, we aim to create sustainability awareness

throughout our value chain and to work with suppliers with more sustainable operations.

Plans need to be owned by stakeholders in order to be carried out and to achieve their objectives in every field. To this end, we held our first Sustainability Survey in January 2021, with 475 participants, including our company, our clients, our suppliers, the organizations we collaborate with, analysts, and investors. Our stakeholders have told that stakeholder communication, technology, and innovation are essential components of the journey toward sustainability. In addition, the survey item "Caring for future generations is directly related to brand value" that received a lot of votes in response to our question about the description of a sustainable company revealed the unbreakable link between our brand value and the responsible resource consumption we practice with future generations in mind.

We wanted to inform all of our stakeholders about the actions we have taken on "Sustainability," so we added a tab on our website.



# SIGNIFICANCE AND MATERIALITY

We worked on the following steps, which includes the materiality procedure outlined in Prysmian Group's reporting conditions by conducting a "stakeholder engagement" survey with our sustainability ambassadors representing all primary functions of Türk Prysmian Kablo:

- A sustainability assessment that enables us to identify the gaps between sustainability trends and current sustainability initiatives within the categories of environment, welfare, social contribution and economic value,
- Identifying stakeholders and evaluating our business priorities,
- Identifying opportunities and risks for stakeholder engagement,
- Developing strategic targets and priorities for stakeholder engagement.

As a company with multi-purpose stakeholders, external dynamics of our stakeholder engagement strategy are below:

- Compliance with regulations and laws,
- Extrapolating insights from the instability of the global economy.

- Adopting a proactive approach to variability in production input pricing (Energy, material, etc.),
- Reducing the impact of climate change and extreme weather events,
- Keeping up with the shifting market dynamics,
- Following new trends (Sustainability, social media, etc.)
- Publicly sharing Türk Prysmian Kablo's social values.

Following this process, which helped us identify our stakeholder groups and our list of material topics, we contacted each of our stakeholder groups and created our materiality matrix.

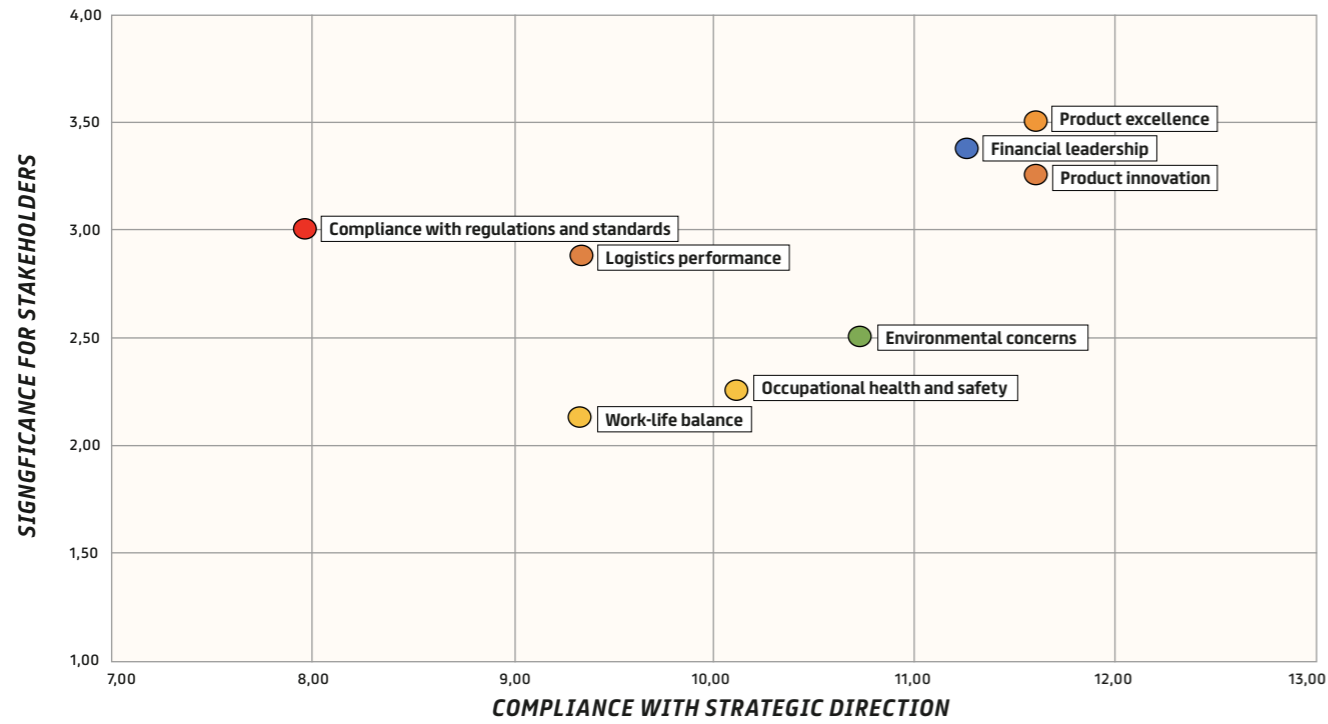
While certain topics are more important to different stakeholder groups, their impact on us differs strategically. We identified our material topics following evaluations with our stakeholders. Based on the materiality matrix below, the most important topics that have the most impact on both our stakeholders and our company are identified as follows:

- **Product excellence,**
- **Financial leadership,**
- **Product innovation,**
- **Logistics performance,**
- **Environmental concerns,**
- **Occupational health and safety,**
- **Work-life balance,**
- **Compliance with regulations and standards.**





### MATERIALITY ASSESSMENT



We present our operations and projects in our report under these topics, which are crucial for both our stakeholders and our strategic targets.

As much as carrying out our operations, we care about keeping effective communication with our stakeholders. In this regard, the following are our top stakeholder groups and the communication channels we've identified:

STAKEHOLDER GROUPS	COMMUNICATION METHOD											
	E-mail	Website	Internal Communication	Office	Online Meetings	Fairs	Social Media	Portal	Webinar	Telephone	Official Letter	Worksite
Mudanya Management	l	l	l	l	l	l	l	l	l	l	l	l
Employees	l	l	l	l	l	l	l	l	l	l	l	l
Suppliers	l	l	l	l	l	l	l	l	l	l	l	l
Customers	l	l	l	l	l	l	l	l	l	l	l	l
Headquarters Senior Management (HQ)	l	l	l	l	l	l	l	l	l	l	l	l
Subcontractors	l	l	l	l	l	l	l	l	l	l	l	l
Intercompany (Group Plants)	l	l	l	l	l	l	l	l	l	l	l	l
Public	l	l	l	l	l	l	l	l	l	l	l	l
Local Governments	l	l	l	l	l	l	l	l	l	l	l	l
Financial Institutions	l	l	l	l	l	l	l	l	l	l	l	l
Ministries (Environment, Energy etc.)	l	l	l	l	l	l	l	l	l	l	l	l
CMB	l	l	l	l	l	l	l	l	l	l	l	l
Insurance Companies	l	l	l	l	l	l	l	l	l	l	l	l
Project Companies	l	l	l	l	l	l	l	l	l	l	l	l
Competitors	l	l	l	l	l	l	l	l	l	l	l	l
Trade Union	l	l	l	l	l	l	l	l	l	l	l	l
Sectoral Associations (Kabloder, ETMD etc.)	l	l	l	l	l	l	l	l	l	l	l	l
Turkish Standards Institute, Other National and International Certification Companies	l	l	l	l	l	l	l	l	l	l	l	l
Shareholders	l	l	l	l	l	l	l	l	l	l	l	l
Chamber of Engineers (Environmental, Electrical, Mechanical)	l	l	l	l	l	l	l	l	l	l	l	l
Delegated Markets	l	l	l	l	l	l	l	l	l	l	l	l
Local Community	l	l	l	l	l	l	l	l	l	l	l	l
Generation Z	l	l	l	l	l	l	l	l	l	l	l	l

## OUR SUSTAINABILITY VISION

We submit the following as our sustainability vision, keeping in mind the 58-year-old values and culture of Türk Prysmian Kablo, with all the work we do:

**In accordance with our purpose, which we define as "Linking Turkey to a Sustainable Future," we want to assure innovative energy & telecommunication solutions through a responsible production by pursuing economic, environmental, and social sustainability for all stakeholders and the planet.**





# OUR SUSTAINABILITY ROADMAP

As Türk Prysmian Kablo, our sustainability vision defines our intent of 'being a responsible business by pursuing economic, environmental and social sustainability for all stakeholders and the planet' under four primary pillars:

- ! We Eliminate Our Footprint
- ! We Use Our Resources In A Circular Model
- ! We Enhance Our Business Model
- ! We Develop Employees & Community

At this point in the sustainability strategy, we believe that in order for our operations to be sustainable, there must be an understandable commercial justification. Beyond that, we also need to understand how we are spending our money, using labor, and other resources in order to succeed in the long run.

We present our **sustainability justification** as follows after assessing the trends, understanding the expectations of our stakeholders, and developing a shared framework that we can use as a guide:



What we are doing?	Because...
We work to have a greater impact on the transmission, distribution, and data flow in the energy, telecommunications, and other technological processes by providing cutting-edge products and services.	Infrastructures must be dependable, effective, quick, and flexible for sustainable growth. We must take our technical and financial resources into consideration as we redefine the transmission and distribution markets.
We aim to create new participation models to take advantage of new opportunities and redefine the market in terms of transmission and distribution.	Growth and transformation take place rapidly both organically and as a result of unusual market dynamics. We aim to play a proactive and significant role in this new period through our new participation models, just like we did in the past.
We lead innovations in terms of transmission, distribution, and connectivity standards.	We must improve our production capacity (environmental, social and economic expectations) in order to fulfill future market demands, dynamics, and requirements.
We work to lessen our reliance on materials (and water) in our primary production with the use of closed-loop design (circularity) and the utilization of renewable resources.	Water supplies and available materials are rapidly diminishing. Our production's reliance on natural resources (particularly, copper and aluminum) might have a negative impact on our company's reputation in addition to limiting our material security (economic and geopolitical).
We actively work to lessen the environmental impact of our manufacturing.	One of our main responsibilities is recognizing and minimizing the negative consequences of our business and striving to eradicate them. We will be able to fulfill future markets, dynamics, and requirements (environmental, social, and economic expectations) only if we can lessen or completely eradicate our negative environmental impacts.
We add value for all communities where our values are present and where we operate (Mudanya), as well as for our stakeholders, employees, and stakeholders.	We think we can better meet the needs of society and our stakeholders through mutual production of values.
We want to cultivate a culture of sustainability in order to become a company that people want to work with.	We are aware that the Millennial and Generation Z have different expectations. We must create the best company culture for employees to be content, motivated, and creative. In order to fulfill the demands of all our stakeholders, we recognize the significance of recreating our corporate principles to incorporate environmental sustainability, social impact, and economic value creation.





# OUR SUSTAINABILITY TARGETS

As mentioned in Prsymian Group's [Sustainability Framework](#), 2021 has been a year in which Prysmian Group redesigned its medium and long-term roadmap and increased its effectiveness as a leader.

Targets must be established and their progress must be tracked in order to build a credible approach to sustainability. Prysmian Group is adamant about achieving both short and long-term targets identified in particular fields.

16 targets have been established within the framework of the Prysmian Group's updated climate and social objective strategy.

The Group assigned these targets to all management regions, and they are all diligently followed.

In order to balance global growth with sustainable growth, the Prysmian Group has made revenue from low-carbon goods one of its targets.

Please visit [www.prysmiangroup.com](http://www.prysmiangroup.com) for details about Prysmian Group Targets.

At Türk Prysmian Kablo, we have successfully achieved the targets set by the Prysmian Group in 2021. You can find our 2021 performance and our 2022 targets in the following table.

TÜRK PRYSMIAN KABLO SCORE CARD					
SDGs	TÜRK PRYSMIAN KABLO - KPI	Start Date: December 2020	2021	2022 Target	ESG & 'Sign it.' Shared KPI
13 CLIMATE ACTION	Total Greenhouse Gas Emission (ktCO2eq)	19,09	19,68	19,02	L
	Greenhouse Gas Emission Scope 1	3	3,43	3,38	
	Reduction in Greenhouse Gas Emission (Scope 1 and 2) – Market-Based	-100	-94,79	-91,47	
	Power Consumption (TJ)	177,11	183,98	178,54	L
	Percentage of Plants with ISO 14001 Certification	100	100	100	
3 GOOD HEALTH AND WELL-BEING	Injury Frequency Rate – Internal Employees	2,38	1,45	1,37	L
	Injury Severity Rate - Internal Employees	43,65	37,22	35,36	L
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Percentage of Recyclable Waste	89,1%	89,1%	89,6%	L
	Total Drums (Tons)	5.119	6.757	5.950	
	Percentage of Drums Reused	28,2%	27,3%	29,0%	L
	Number of Sustainability Audits For Risks In The Supply Chain	0	0	2	L
	Percentage of Cables Assessed Using Ecolabel Criteria Developed internally by Prysmian	0%	0%	0%	
11 AFFORDABLE AND CLEAN ENERGY	Percentage of Product Families Covered by the Carbon Footprint Measurement	100%	100%	100%	
7 AFFORDABLE AND CLEAN ENERGY	Percentage of Annual Revenues from Low Carbon Enabling Products	25,2%	21,7%	39,3%	L
5 GENDER EQUALITY	Percentage of Female Executives	25%	20%	25%	L
	Percentage of White-Collar Women with Permanent Contracts	60,0%	65,2%	50,0%	L
	Percentage of White-Collar Women with Permanent Contracts/Percentage of Female Employees (Only Level D and Over)	-	22%	28%	L
8 DECENT WORK AND ECONOMIC GROWTH	Average Number of Training Per Employee Each Year (Hours/Employee)	4	6	8	L

# TÜRK PRYSMIAN KABLO SUSTAINABILITY TARGETS

Türk Prysmian Kablo has used a planning methodology backwards from the vision it wanted to achieve in its Sustainability Journey which it started in 2019, and we know that it can be achieved with the work done by setting clear, measurable targets focused on the point our vision shows us and coming back to our starting point from there.

We created the Türk Prysmian Cable and Systems 2030 Sustainability Agenda by working effectively with our stakeholders thanks to the

strength that our values and achievements give us.

At Türk Prysmian Kablo, we have identified our 'Sign it.' 2030 targets together with our stakeholders and the materiality analysis in our sustainability journey, which we started with our ability to be the leader both in Turkey and within the Prysmian Group plants. While contributing to the development of the MEAT Regional strategy with our work, we also developed projects in line with our 'Sign it.' targets.





## Türk Prysmian Kablo 'Sign it.' Targets

Our short-term material topics include 16 challenging targets that must be achieved until 2022.

Our journey, which began with the motto "Sign it. For a Better Tomorrow" has been inspired and guided by the Sustainable Development Goals (SDGs) set forth by the United Nations for the year 2030. We conducted a thorough analysis of the impacts of our 2030 vision and chose the standards we should use in 2030 based on the feedback from our stakeholders and the impetus of our material topics.

MATERIALITY	IMPACT	KPI	Targets toward Sustainable Development Goals (SDGs)	Description of SDG Target
ELIMINATING FOOTPRINT	ENERGY AND PLANTS	REDUCTION OF POWER CONSUMPTION	SDG 7.1/SDG 7.3	Ensuring access to affordable, reliable and modern energy services around the world
		Electricity Diesel Gas		
	ELIMINATION OF CARBON FOOTPRINT FROM OPERATIONS	SDG 8.4/SDG 9.4	Developing sustainable infrastructure and retrofit industries through improved resource consumption efficiency and greater adoption of clean and environmentally sound technologies and industrial processes	
	USE OF RENEWABLE ENERGY	SDG 7.2	Significantly increasing the share of renewable energy in the global energy distribution	

MATERIALITY	IMPACT	KPI	Targets toward Sustainable Development Goals (SDGs)	Description of SDG Target
CIRCULAR RESOURCE USE	MATERIALS AND WASTE	REDUCING THE USE OF RAW MATERIAL (Copper, Aluminum) IN PRODUCTION	SDG 12.2	Ensuring sustainable management and efficient use of natural resources
		REDUCING THE USE OF PETROCHEMICAL (PVC, XLPE, Other) BASED INPUT MATERIALS IN PRODUCTION		
		REDUCING GROUNDWATER USE	SDG 12.5	Significant reduction of waste generation through prevention, reduction, recovery and reuse
		PERCENTAGE OF REUSED DRUMS		
		PERCENTAGE OF RECYCLABLE WASTE		

Details of work done in this context are given in section [2021 Our sustainability Performance](#).

We have matched our 'Sign it.' targets with Sustainable Development Goals in order to be able to measure the global contribution of our targets set within the context of 'Sign it.'

At Türk Prysmian Kablo, we seek to influence the world agenda while also making a contribution to resource management in our nation through our "Sign it." targets.

MATERIALITY	IMPACT	KPI	Targets toward Sustainable Development Goals (SDGs)	Description of SDG Target
ENHANCING BUSINESS MODEL	PRODUCTS AND SERVICES	PERCENTAGE OF ANNUAL REVENUES FROM PRODUCTS THAT HELP REDUCE CARBON FOOTPRINT	SDG 9.2	Expanding inclusive and sustainable industrialization and increasing the share of industrialization in employment and GDP
		NUMBER OF SUSTAINABILITY AUDITS ON RISKS IN THE SUPPLY CHAIN	SDG 12.6	Encouraging companies, especially large and international companies, to adopt sustainable practices and integrate sustainability information into their reporting cycles.
	IMPACT OF INDUSTRY	INJURY FREQUENCY RATE INJURY SEVERITY RATE	SDG 9.2	Expanding inclusive and sustainable industrialization and increasing the share of industrialization in employment and GDP significantly
		TERMINATION OF PAPER-BASED PROCESSES (EXCEPT LEGAL COMPLIANCE PROCESSES)	SDG 12.5	Significant reduction of waste generation through prevention, reduction, recovery and reuse

MATERIALITY	IMPACT	KPI	Targets toward Sustainable Development Goals (SDGs)	Description of SDG Target
DEVELOPING EMPLOYEES AND SOCIETY	EMPLOYEES AND COMMUNITY	PERCENTAGE OF SATISFIED EMPLOYEES	SDG 8.5	Encouraging access to full and productive employment and decent work for all men and women
		INCREASE IN THE PERCENTAGE OF WHITE-COLLAR AND NON-DESK WORKER WOMEN	SDG 5.5	Ensuring women's full and effective participation in decision-making at all levels in political, economic and social life and providing them equal opportunities for leadership
		WORK-LIFE BALANCE	SDG 8	Promoting decent work and ensuring economic development
		TRAINING	SDG 8.5/8.8/4.4	Increasing the number of youth and adults with the necessary skills, including technical and vocational skills for employment, decent work and entrepreneurship

## OUR 2021 SUSTAINABILITY PERFORMANCE

Our framework, which contributes to our overall performance and supports us in our long-term sustainability journey, consists of four main headings. Under these headings, we have 16 indicators that we observe our progress and enable us to work focused on our areas of influence.

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
ELIMINATING FOOTPRINT	ENERGY AND PLANTS	<b>REDUCTION OF POWER CONSUMPTION</b>	238 tons	15%	0,6%
		Electricity	1.351.661 kWh	12.55%	0,4%
		Diesel	89.362 lt	80%	4,3%
		Oil	56.262 m <sup>3</sup>	10%	0,5%
		<b>ELIMINATION OF FOOTPRINT FROM OPERATIONS</b>	1.000 CO <sub>2</sub> tons	30%	0,5%
	<b>USE OF RENEWABLE ENERGY</b>	0%	30%	0,0%	

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
CIRCULAR RESOURCE USE	MATERIAL AND WASTE	<b>REDUCING THE USE OF RAW MATERIAL (Copper, Aluminum) IN PRODUCTION</b>	LCA (Life-Cycle Assessment) project completed	Maintain	Maintain
		<b>REDUCING THE USE OF PETROCHEMICAL (PVC, XLPE, Other) BASED INPUT MATERIALS IN PRODUCTION</b>		Maintain	Maintain
		<b>REDUCING GROUNDWATER USE</b>	50.000 tons	50%	5%
		<b>PERCENTAGE OF REUSED DRUMS</b>	27%	>75%	27%*
		<b>PERCENTAGE OF RECYCLABLE WASTE</b>	89%	100%	89%

\* This value is in tons.

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
ENHANCING BUSINESS MODEL	PRODUCT AND SERVICES	<b>PERCENTAGE OF ANNUAL REVENUES FROM PRODUCTS THAT HELP REDUCE CARBON FOOTPRINT</b>	22%	39%	22%
		<b>NUMBER OF SUSTAINABILITY AUDITS ON RISKS IN THE SUPPLY CHAIN</b>	0	20	0
	IMPACT OF INDUSTRY	<b>INJURY FREQUENCY RATE; INJURY SEVERITY RATE</b>	1,45; 37,22	0; 0	1,45; 37,22
		<b>TERMINATION OF PAPER-BASED PROCESSES (EXCEPT LEGAL COMPLIANCE PROCESSES)</b>	225 reams of A4 paper	100%	13%

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
DEVELOPING EMPLOYEES AND SOCIETY	EMPLOYEES AND COMMUNITY	<b>PERCENTAGE OF SATISFIED EMPLOYEES</b>	Non-Desk Employees: 73% White-Collar Employees: 68% Total: 72%	Rate of Increase: 70%	72%
		<b>INCREASE IN THE PERCENTAGE OF WHITE-COLLAR AND NON-DESK WORKER WOMEN</b>	Percentage of Female Executives: 20% Percentage of White-Collar Women with Permanent Contracts: 65.2% Percentage of White-Collar Women with Permanent Contracts/Percentage of Female Employees (Only Level D and Over): 22%	White-Collar Employees: 50% Female, 50% Male Non-Desk Employees: 5% Female, 95% Male	Percentage of Female Employees: 39% Percentage of White-Collar Women Employees in Manager and Executive Roles (Only Level 17/D and Over): 33% Percentage of White-Collar Women Employees: 34% Percentage of Women Non-Desk Employees: 1.9%
		<b>WORK-LIFE BALANCE</b>	2021 overtime: 17.09%	15-20% reduction in overtime	2.52% reduction in overtime
		<b>TRAINING</b>	14,5 hours/employee	40-45 hours/employee	14,5 hours/employee

\* This value is in tons.

\*\* We used 2020 as our base year for the values achieved in 2021.

\*\*\* The 2030 target is used as the basis for the calculations in the tables.



# WE ELIMINATE OUR CARBON FOOTPRINT



# 1- WE ELIMINATE OUR CARBON FOOTPRINT

Carbon footprint is a measurement of all greenhouse gas (GHG) emissions that have been directly or indirectly brought about by the operations of an individual, group or community using the unit of carbon dioxide. The net zero target entails balancing the comparable amount of gas released as a result of operations in the atmosphere by reducing it, or, in other words, equating the quantity of greenhouse gases released into the atmosphere with the amount of greenhouse gases naturally absorbed by the earth. In order to make the world more livable, we must achieve the net zero target. Individuals, civil society, the private sector and governments must collaborate for this to be successful.

Finding and measuring the sources of greenhouse gas emissions and the carbon footprint coverage is the first step on the journey to net zero. Then, by improving efficiency and selecting low-carbon choices, improvements to be made in processes, inputs, and energy sources will assist minimize the carbon footprint. Carbon offsetting strategies are used to achieve net zero emissions from the lowered emissions. These choices include planting trees, utilizing carbon credits, and investing in carbon

offset initiatives started by developing nations. On the national and international agendas are greenhouse gases, which through raising average temperatures, are one of the primary contributors of climate change. The following were the highlights in 2021:

- The Paris Climate Agreement outlines a worldwide action plan that should be adopted as soon as possible, calling attention to the rise in greenhouse gas emissions and the necessity to tackle the climate problem in the second half of this century. The Paris Climate Agreement sets a long-term temperature target of limiting global average temperature rise to 2°C over pre-industrial levels, and even aiming for 1.5°C, which is anticipated to greatly minimize the risks and impacts of climate change. As a signatory to the Paris Climate Agreement, Turkey has set a target to cut greenhouse gas emissions by 21% from 2030 levels, as compared to the reference scenario. The parliament adopted the legislative proposal in 2021, which states that Turkey is a signatory to the Paris Climate Agreement.

- According to the IPCC report of 2021, human activities are the primary cause of the climate crisis and are to blame for the 1.1 °C rise in temperature since 1900. The report highlights the impacts of climate change on our world in numerous areas, including precipitation patterns, the oceans, glaciers, heat waves, and the biosphere.

- The COP26 Climate Summit, which was held in November 2021 with the participation of about 200 country representatives, highlighted the necessity of taking action on a global level in the struggle against the climate crisis and for various stakeholders including businesses, financial institutions, local governments, and governments taking ownership of the struggle against climate change. During this summit, which was the first meeting to discuss fossil fuels, decisions were taken including gradually reduction of coal use, reviewing emission reduction plans on a regular basis, and increasing financial aid to developing nations.

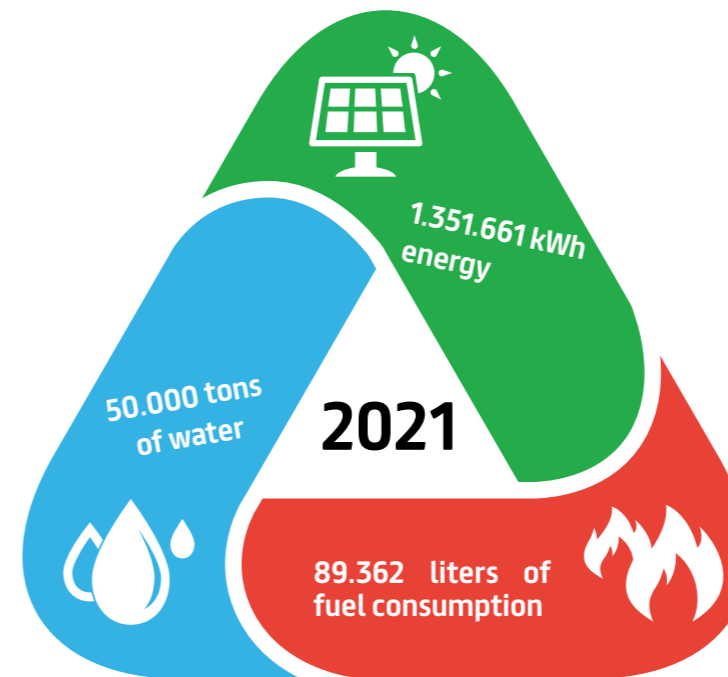


## OUR ENVIRONMENTAL PERFORMANCE

At Türk Prysmian Kablo, we work to reduce our resource consumption, switch to renewable energy sources, and eventually reduce our carbon footprint. We achieve this by conserving energy and water, utilizing less of these inputs, and transitioning whenever possible to renewable energy sources.

We hold the ISO 14001 Environment Management System certificate since 1997. ISO 14001 Within the framework of the ISO 14001 Environmental Management System, regular efforts are made to eliminate or minimize the environmental impact of outsourcesservicesandourbusinessoperations. Such efforts are carried out in full compliance with Türk Prysmian Kablo Environmental Policy set out by the senior management and the policy of ongoing improvement.

We conserved 1,351,661 kWh of energy, 50,000 tons of water, and 89,362 liters of gasoline with the projects we completed in 2021. The projects we completed while making this savings, as well as our savings by project, are as follows:



## OUR PROJECTS FOR ENERGY SAVING ON THE PRODUCTION LINE

### Air Dryer Analysis:

By updating the technology in air dryers that lower the system's humidity while providing continuous maximum drying performance, we have begun to use a new type of air dryer that operates with variable time inverter control.

With this project, we made the continuously used air dryer usable just when necessary.



### Solar Water Heating System for Dressing Rooms:

With this project, we made the switch from using natural gas to using solar energy to heat the water for the dressing rooms on our property.

### Insulation Checks:

Insulation issues on the hot water lines can result in substantial energy consumption and water heat loss on our property where there are particularly many long and busy hot water lines.

Through this project, we inspected the heat insulation systems of each hot water line on our property and properly fixed poor insulation issues. In this context, we reduced our use of fossil fuels by lowering our natural gas consumption.



**Specialized Uninterruptible Power Supply (UPS) for Main Sheathing Line:**

We launched the machine-specific uninterruptible power supply (UPS) system with this project. In this context, the machine is not affected by any types of electrical shock or failure that may happen in the electrical system during cable manufacturing; instead, the UPS System kicks in and ensures that production continues uninterrupted. We have reduced our use of generators, one of our main fossil fuel consumption sources, as a result of this effort.

**Boiler Economizer:**

In order to reduce the high natural gas consumption of our steam boilers, we recycled the flue gas temperature generated by the boiler combustion heat and reused it as thermal energy.

This project, which has a substantial influence on lowering the usage of fossil fuels, has had a positive impact on lowering the consumption of natural gas, which is our second-largest source of energy consumption.

**Inverter Control for Cooling Water Pumps:**

With this project, we began using an inverter to control the water temperature at the line outlet of water pumps and motors that run constantly at maximum speed without any variable speed control.

Thus, the speed of the pumps was decreased to the minimum, particularly during the cold winter months, and energy savings were realized.



**Efficient Industrial Water Pumps:**

Water, one of the most crucial requirements for the manufacture of cables, is fed into the system by powerful industrial water pumps. A plan is in place to use less water and energy in this regard.

With the help of our research and testing, we were able to cut motor power consumption by 25% by filling a hydrophore and feeding water into the system from there instead of directly feeding the system with water. We reduced the running time of pumps and motors and saved 231.969 kWh energy.



**Fuel Saving Device:**

Fuel-reducing devices placed on the natural gas line enabled the existing fuel to be burned more efficiently, thus saving fuel.

**Water Cooler Efficiency:**

We rearranged the temperatures in accordance with the requirements of the process and set them to the most effective values in order to use the cooling towers more efficiently. In this manner, we were able to save energy through reduced tower workload and operating hours.

**More Efficient AC Motors:**

We replaced 100 poor efficiency class AC motors identified in the field with high energy consuming efficiency class and high energy saving motors as part of this project, which was carried out with the target of using motors more efficiently.

We monitor the development of our Scope 1 and Scope 2 values here on a monthly basis by entering the values into the Prysmian Group HSEDM system and present them to the MEAT Region.

**Eliminating Equipment Downtime:**

We conducted research to estimate the equipment's empty energy times in our producing area. By implementing our results, we improved energy efficiency.

We automated the equipment that was previously started and stopped manually rather than by a machine operating command.

At various locations throughout the site, we examined all of the equipment with low energy efficiency; we then completed the required renovation and upgrade work.

**Elimination of Air Leaks:**

By directly changing the working loads of compressors that supply compressed air and play a big role in our energy usage, we sought to prevent air leaks that result in significant energy loss.

We achieved energy savings by replacing the field equipment and finishing the renovations of the leaking lines after measuring the leakage and energy consumption on the compressor and the line. We continue to routinely check for leaks as part of the project.





## OUR LOGISTICS PERFORMANCE OUR PROJECTS IN THE DISTRIBUTION CHAIN

In the logistics industry, sustainable solutions have a long-lasting impact. When choosing our projects, we focused on finding long-term, sustainable solutions rather than trying to save expenses.

Along with the projects we launched in 2021, the initiatives we put in place between 2018 and 2020 also helped in lowering our carbon footprint.

### The principal initiatives we have completed within the context of process improvement:

- 1-Reducing trucking costs and emissions through route optimization,
- 2-Reducing cost and emissions through truck tonnage improvement,
- 3-Reducing cost and emissions in warehouses,
- 4-Reducing the cost and environmental impact through packaging material improvements,
- 5-Increasing productivity and reducing labor costs through site addressing,
- 6-Increasing efficiency and reducing emissions using the scrap press machine.

#### 1-Reducing trucking costs and emissions through route optimization

We significantly decreased the number of trucks employed in our shipments using the route optimization studies done on the basis of 2017, which resulted in a 55% cost savings and a 53% reduction in emissions.

#### 2-Reducing cost and emissions through truck tonnage improvement

We reached the agreed-upon loading tonnages by adjusting the tonnages of the vehicles, which reduced the amount of emissions and transportation expenses.

#### 3-Reducing cost and emissions in warehouses

We conducted incremental shipment planning by analyzing the shipping procedures and the supply chain, which reduced the number of vehicles used, our emissions, and our expenses. This work is still in progress.

#### 4-Reducing the cost and environmental impact through packaging material improvements

The changes we have made to the wooden crates is one of the initiatives we have designed to both assure circularity and minimize material costs. We have profited from the use of some cutting-edge equipment in terms of both improved workplace health and safety and lower material prices. We saved 293 m<sup>3</sup> of wood annually through this research.

#### 5-Increasing productivity and reducing labor costs through site addressing

We're still working on our ground-breaking digital site addressing project, which we created to make it easier to locate our current drums at the factory. This initiative will help us reduce

hazards to occupational health and safety, save time and money, and improve the quality of our services.

#### 6-Increasing efficiency and reducing emissions using the scrap press machine

In order to ensure that the waste in the recycling area is delivered more effectively and there are fewer delivery vehicles, we collaborated with

our suppliers on this project. At the same time, we worked with suppliers to make them aware of and sensitive to their carbon impact in order to make all of the players in our supply chain sustainable. With the changes we made to our transportation procedures in 2011, we avoided using 60,000 liters of diesel fuel and emitting 54,000 kg of CO<sub>2</sub>, which can only be offset by the photosynthesis of 2400 trees.



MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
ELIMINATING FOOTPRINT	ENERGY AND PLANTS	<b>REDUCTION OF POWER CONSUMPTION</b>	238 tons	15%	0,6%
		Electricity	1.351.661 kWh	12.55%	0,4%
		Diesel	89.362 lt	80%	4,3%
		Oil	56.262 m <sup>3</sup>	10%	0,5%
		<b>ELIMINATION OF FOOTPRINT FROM OPERATIONS</b>	1.000 CO <sub>2</sub> tons	30%	0,5%
		<b>USE OF RENEWABLE ENERGY</b>	0%	30%	0,0%

\*\*We used 2020 as our base year for the values achieved in 2021.

\*\*\*The 2030 target is used as the basis for the calculations in the tables.



# WE USE OUR RESOURCES IN A CIRCULAR MODEL



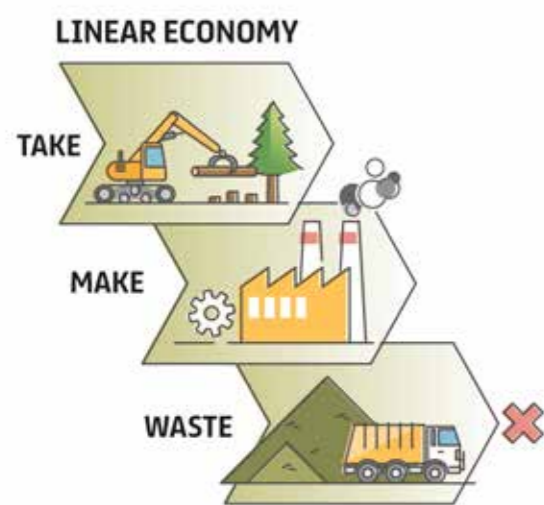


## 2- WE USE OUR RESOURCES IN A CIRCULAR MODEL

Since the second half of the 20th century, the rapid consumption of underground resources without regard for the rights of future generations has resulted in an increase in toxicity that is harmful to the environment and human health, as well as a decline in biodiversity. This is because underground resources are used as if they were endlessly abundant, produced, and then turned into waste. Global metal consumption has increased fourfold in the past fifty years alone, quadrupling at a rate that is several times higher than population growth. The amount of materials consumed increased from 55 billion tons in 2000 to over 200 billion tons in 2019.

The fundamental tenet of **circular economy** is ensuring that goods and materials are used for a longer time, with recycling being employed as a last resort, thus eliminating dependence on new material.

On the production systems side, it is a system that supports maximum production with the least amount of raw materials and reduces waste at every level. It is an industrial term that refers to the process of recovery and recycling rather than the production, use, and destruction process in industrial economy. In order to complete this process, it is necessary to produce using renewable energy, identify harmful substances, and gradually phase them out of use. It also incorporates the concepts of production and product service model dissemination.



As Türk Prysmian Kablo, we employ a variety of metals and materials in our manufacture to ensure conductivity and safety, particularly copper and aluminum. The responsible use of these resources, whose underground reserves are quickly depleting, is our top responsibility. With the help of numerous innovative studies, we aim to use less and generate less waste on a daily basis.

With our R&D expertise, we are creating various projects on the use of less natural resources, the switch to technology products, the reduction and eventual elimination of waste, all within the context of our priority on the circular use of resources.

The following are the subjects we are focusing on in order to use resources circularly and effectively:

### PRODUCT INNOVATION

One of the Prysmian Group's key focuses is innovation. The Mudanya facility is one of Türk Prysmian Kablo's 26 R&D centers, which the company uses for this purpose.

Innovative, competitive, cutting-edge, user-friendly, high-performance solutions are created in the fields of energy, fiber, and communication cables in response to user and industry needs as well as various difficult geographic,



environmental, and usage conditions around the globe. The railway signaling cables, low voltage and fiber optic cables for the petrochemical industry, mini tube fiber optic cables, defense industrial and wagon cables, and fire-resistant railway - fiber optic and petrochemical sector special cables stand out among these solutions.

Our R&D center's mission is to provide innovative, high-performance solutions that put efficiency and safety first. We design telecom and energy cables using a technique we call "Common Analysis." We choose, describe and manage the raw material, application method, production process line parameters, and other versatile parameters in this way dynamically.

Petroleum-based materials are used in the cable production industry. The requirement for infrastructure brought on by expanding urbanization, industrialization, and technological advancements also increases the need for resources derived from petroleum. Another crucial factor to take into account is how post-production waste should be handled.

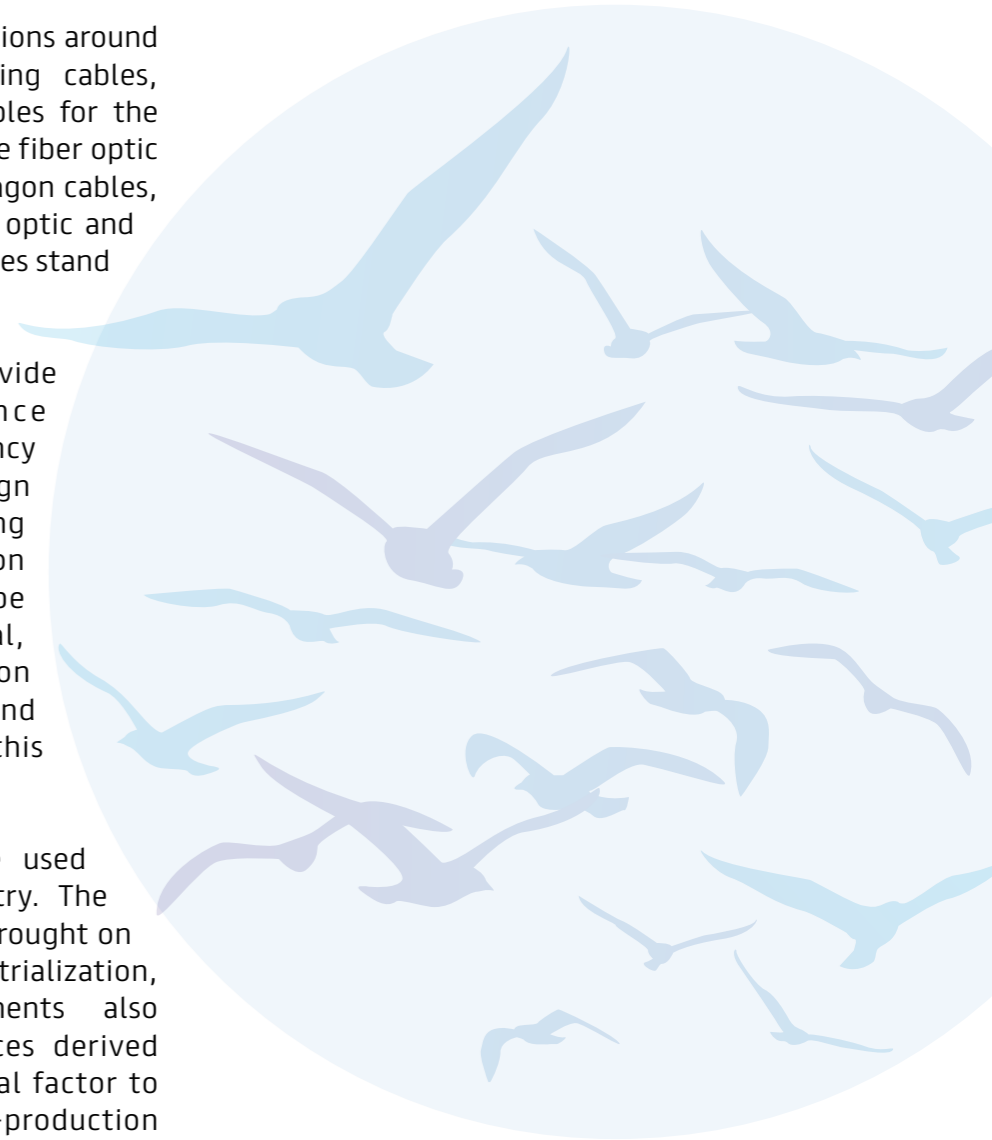
Because of the damage that extraction of fossil fuels causes to the environment and the rising costs of these resources, reducing the use of petroleum-based materials in cable manufacture is an important area of research. At Türk Prysmian Kablo, we place an emphasis on the innovation of cable and connection services.

We also conduct several studies and projects to reduce environmental pollution and safeguard natural resources.

Here are some examples of these studies:

**Low smoke density materials with recyclable material content:** We are attempting to reduce the carbon footprint and eliminate waste that is released into the environment in this project, which is still in the prototype stage.

**Disposal of non-reprocessable thermoset materials:** Thermoplastics, which are particularly challenging to eliminate in nature, are the subject of this project. We are developing strategies for establishing mutually beneficial relationships with many industries.





## LIFE CYCLE ANALYSIS

At Türk Prysmian, we conduct detailed Life Cycle Analysis studies in order to better understand the impacts of our products and production methods on the environment and human health, thanks to science-based methods.

In a detailed study we conducted in 2021, the impacts of pure and recycled versions of our primary raw materials (such as copper, aluminum) and secondary raw materials (such as PE, PVC and EVA) on 19 parameters covering environmental and social areas were investigated.

The project outputs demonstrated that the raw and recycled versions were relatively better according to which parameters.

These outputs will serve our company to have foresight about the future and in which direction it will make its strategic plans. The results of our work were reviewed with the relevant units and managers of the Prysmian Group, and strategic working groups were established to make further plans.

We plan to share the outputs of the Life Cycle Analysis results in more detail in our upcoming reports.

## REUSE OF MATERIALS

**Drum recovery** is one of the most fundamental issues we focus on under the title of material recovery. In this context, we set our drum recovery rate, which was 15% in 2020, to 25% in our 2021 target. As a result of our optimization studies, we reached 22% in 2021. In order to increase this rate, with our sales team, authorized dealers and an even more inclusive perspective, we continue to work on what we can do with our competitors and how we can improve drum costs.

The Prysmian Group created the table below, and we updated it with our own targets.

The tracking unit, which originally started as m<sup>3</sup>, was changed to tons to fit in with the group.

In order to ensure that our suppliers and we are on equal footing going forward, we have included the sustainability framework in our supplier audit criteria as of 2021.

### Reducing Groundwater Use through Various Applications:

All sink mixers and water flow controls in our facility have been brought under control with smart systems since technology has permeated every area of our lives. In our plant, automatic photocell batteries in particular have brought about significant benefits for both hygiene and water conservation. Additionally, the main water inflow valves are automatically closed if no one is present thanks to the occupancy sensors installed in the areas, which improves the efficiency of water consumption.

We have finished installing the online meter in front of the tap water well so we can see how much water is being pulled at any time. It is designed to swiftly find any potential line leaks. The amount of water utilized by our employees is tracked every day until the system is put into operation.

With the creative solutions we put into place in 2021, research on water use were conducted at our Mudanya site, and our work is ongoing in 2022.



## WASTE MANAGEMENT

When recycling is not an option, we make sure that all wastes coming from our organization are disposed of properly and recovered in compliance with the appropriate laws under the umbrella of Environmental Legislation.

As of 2021, we are recovering 89% of our waste. We want to raise this rate with the waste mapping studies carried out on site.

Additionally, we regularly use the treatment facility at our manufacturing to handle our waste water. We will continue working on our effort to recycle the water we purify in 2022.

In 2021, we started compost installation works in order to benefit from our domestic waste. We used the fertile compost we obtained as a result of our trials in our gardens in the housing area. As of the beginning of 2022, we started the compost machine installation project.

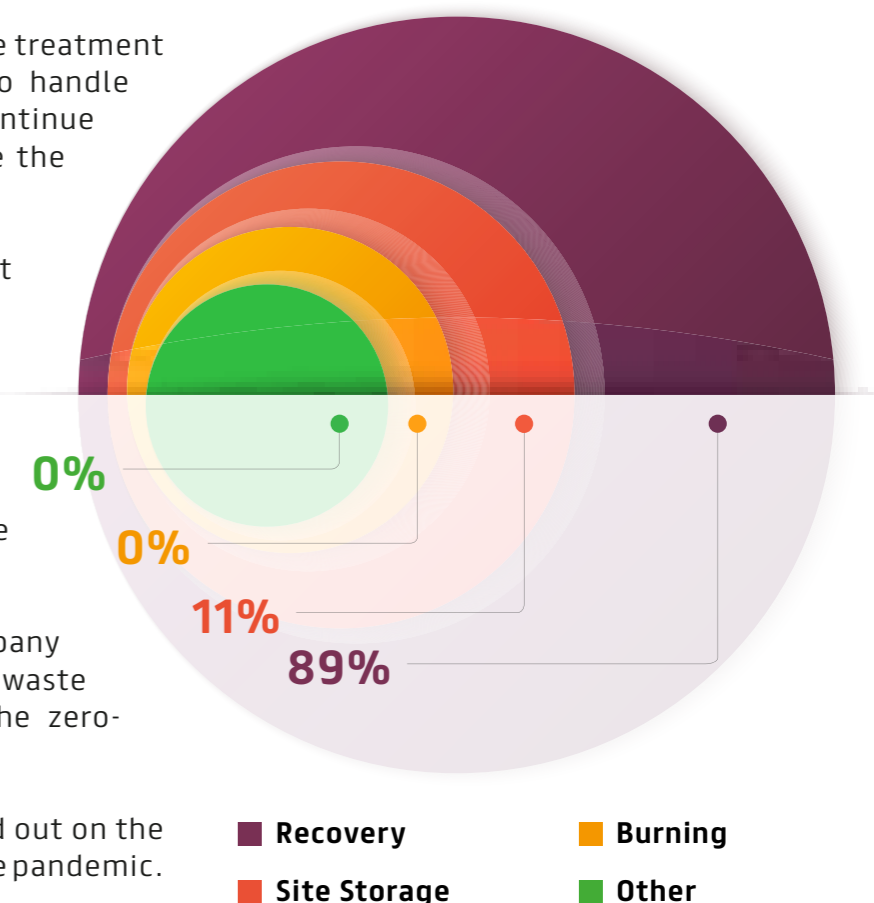
Türk Prysmian Kablo is a company that places a high priority on waste management and adheres to the zero-waste philosophy in this regard.

Careful studies have been carried out on the management of wastes during the pandemic.

Since 2021, we continue to make efforts to cut waste at its source as the first company in our industry to earn a certificate for zero waste.

Our accomplishments and assessments in relation to our 2030 targets as a result of these initiatives and operations are as follows:

Waste Disposal Methods by Type of Waste (2021)



MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
CIRCULAR RESOURCE USE	MATERIAL AND WASTE	REDUCING THE USE OF RAW MATERIAL (Copper, Aluminum) IN PRODUCTION	LCA (Life-Cycle Assessment) project completed	Maintain	Maintain
		REDUCING THE USE OF PETROCHEMICAL (PVC, XLPE, Other) BASED INPUT MATERIALS IN PRODUCTION		Maintain	Maintain
		REDUCING GROUNDWATER USE	50.000 tons	%50	5%
		PERCENTAGE OF REUSED DRUMS	27%	>75%	27%*
		PERCENTAGE OF RECYCLABLE WASTE	89%	100%	89%

\* This value is in tons.  
 \*\* We used 2020 as our base year for the values achieved in 2021.  
 \*\*\* The 2030 target is used as the basis for the calculations in the tables.



# WE ENHANCE OUR BUSINESS MODEL



## 3- WE ENHANCE OUR BUSINESS MODEL

In order to ensure profitability and growth, we collaborate with our stakeholders to prioritize sustainability in all our operations from production to sales, position digitalization as a facilitating factor and redefine market dynamics, and work to develop sustainable, innovative and progressive business models by setting stakeholder engagement as our priority.

### PRODUCT EXCELLENCE

Through our Green Belt - 6 Sigma trainings, we wanted to increase our employees' ability to define, measure, analyze, improve and control projects. Through our projects, we have ensured that works are carried out to increase work efficiency, reduce the cost of poor quality, increase capacity and reduce material consumption. In addition to the completed projects, we continue our efforts to increase similar benefits with the ongoing projects.

Thanks to our projects to this end, we contributed to our sustainability targets by reducing 8 tons of copper, 41 tons of non-copper materials and saving 108,942 kWh of electricity.

### DIGITAL TRANSFORMATION

In 2021, digitalization has more successfully than ever infiltrated our agenda. We keep making efforts in sustainability and digitization as part of our duty as the industry leader in cable manufacturing.

The following are the initiatives we will be focusing on for digital transformation in 2021:

**E-delivery:** The mandatory electronic waybill system was implemented after the electronic invoice, electronic book, and electronic archive practices, allowing for quick transmission of shipment notifications. In 2021, the initiative saved us 520 kg of paper and printing expenses.

**Online Leave Request Approval Systems:** We implemented a project where leave requests can be created online via kiosks/computers instead of paper and approved digitally by the managers. In addition to saving 76 kg of paper and printing costs in 2021, the project saved 144 working hours per year thanks to instant approval, tracking and reporting.



**S4 Big Bang:** We have successfully upgraded our SAP ERP system, which we have been using since 1995, to the S4 Hana system within the entire Prysmian Group. Thus, we will be able to benefit from S4 Hana's features such as the internet of things, intelligent asset management, machine learning and predictive functionality, which enable digital transformation and form the basis of future innovative scenarios.

**Data Page Automation:** We wanted to develop a system that would quickly meet the quotation and datasheet needs of customers. With the DataSheet Engine, which was incorporated into the Prysmian Electronic Bidding system, which we called PETEK for short and which we commissioned in 2016, we imagined a system where technical parameter files can be downloaded with literally a single click, from the CA (Common Analysis) design system. Thus, datasheet preparation, which takes hours, will be free from human errors and we will be able to provide quick service to our customers. We plan to launch it very soon.

**Credit Card Registration Automation:** Our Online Payment Platform offers our dealers the opportunity to pay with credit cards.

With this project, we want to simplify payments for our customers while also reflecting the payment benefits of numerous banks. In 2020, we finished SAP automation of our project, which was started in previous years. Credit card payment documentation are automatically prepared thanks to this integration. We saved 120 working hours with this project because it removed the risks associated with manual payment operations.



**Drumbuster:** Our project was awarded in the 2020 Cost Buster competition and has had great economic and environmental benefits since its launch. Our aim in this project is to ensure that the most suitable drum is used for the order. The values we have achieved in 2021 with this project are as follows:

1. 4,45 Million saved,
2. 1141 trees protected,
3. 21.202 Kg CO<sub>2</sub> emission reduced,
4. Big drum use down from 32% to 13%.



**SAP KPI Management:** All key performance indicators are gathered and reported using this system. It is a technology that allows us to view all the data relevant to sustainability from a single location with the reports it automatically generates, facilitating senior management's decision-making and allowing them to witness development in complete transparency.



**OHS: Pocket PC Security:** A system was established in which workplace operators will check whether the safety devices in the workplaces are functional at the beginning of the shift. In this way, the technical service will be automatically informed about the equipment that is not functional.

**OHS: Real Time Status of Our Employees:** Through this project, we wanted to detect the movements of our personnel working alone during the night shift, to determine the location and to create notifications to the officers within a few minutes in case of inactivity, and at the same time to see and confirm the work to be done on their handheld computers when they enter the designated areas.

**OHS: Energy Management:** Through the Energy Management project, which is the second leg of our SAP KPI project, we wanted to automatically collect data from the field and take action in advance with warnings.

**Employee Satisfaction Survey:** This project was implemented very recently. This was a survey where we asked our employees questions and collected answers from various tablet computers placed around the site. Through this project, we wanted to increase employee satisfaction by taking actions based on collected data.



**Scale Project:** Through this project, which was started as a pilot project by our Italian headquarters and our local team and has been implemented in our company for more than 1 year, we aimed to prevent the use of excessive materials in production. This project makes a significant contribution to sustainability in order to reduce waste and achieve the optimum. Weekly reports on the subject are sent to the relevant persons.

**Planning and Implementation of Needed Raw Material:** Through this project, the raw materials needed in production were automatically calculated and sent to the forklift screens in the warehouse. Thus, both paper and time waste will be reduced and the right raw material will be provided for production. With this project, we wanted to save 130 reams of A4 paper annually.



**New Warehouse Management using RFID:** With the use of RFID labels in our raw material warehouses, as in our spare parts warehouse, raw material goods entry and exit movements will be made automatically with a tablet or pocket pc, so that the raw material inventory will be realized very quickly, and the relevant people will be automatically informed about the unannounced exits.

**CableApp:** The CableApp application, which works in compliance with the TS HD 60364-5-52 standard, which is also in force in Turkey, provides both convenience in choosing the right cable and saving time when we consider the increasing needs and demands of our industry, which is rapidly developing in parallel with technology. CableApp helps all users, from field installers to engineers in the office, to choose the best cabling solution in accordance with the project and installation method. CableApp, where more than 85,000 people have registered

and more than 574,000 cable section calculations have been made, is offered free of charge in 26 languages, including Turkish.



**Online Cable Trainings:** Our Online Cable Trainings, which are a part of our digitalization vision, continued at full speed in 2021 as well.

Our Online Cable Trainings provide our stakeholders in the industry both convenience and time savings in choosing the right cable, when we consider the rapidly increasing new needs and demands in our industry in parallel with technology. Our Online Cable Trainings, which we have implemented in order to increase the awareness of quality cable use, also offer professional development opportunities to employees in the industry. In this training, which is completely free and held for the first time in Turkey, there are 9 modules and an exam: basic information about cables, application areas of cables, material technologies, general cable structure, fire performance tests, use of cables and reels, Construction Materials Regulation (CPR), fiber optic cables and sustainability. Anyone wishing to attend Online Cable Training can register free of charge 24/7 at [www.prysmiangroup.com.tr](http://www.prysmiangroup.com.tr).



## HEALTH AND SAFETY AT WORK

The Prysmian Group is always committed to ensuring that the integrity, health and well-being of employees is protected in their workplaces. The Group has a Health, Safety, Environment and Energy Policy that guarantees its commitment to comply with good management procedures to ensure a safe workplace. In this context, Türk Prysmian Kablo has the ISO 45001:2018 standard and Türk Prysmian Kablo is the first company in the cable industry to receive the ISO 45001:2018 certificate.

In 2021, we strengthened and continued the "Zero and Beyond" initiative developed by the Group. As part of the **Zero and Beyond** initiative, we held our first manager training in 2020.

The main purpose of the Zero and Beyond initiative;

- Increasing the participation and commitment of managers in the occupational safety system,
- Increasing the functional leadership competencies of occupational safety leaders,
- Developing a group approach by reducing cultural differences,
- Developing an occupational safety culture in which we will take care of ourselves and each other.

**Global Safety Week:** Prysmian Group, which undertakes the occupational safety culture based on the "Zero and Beyond" approach as a mission, organized the "Global Safety Week" online between 8-12 November 2021. The importance of safety in the Workplace and Beyond was emphasized at the event, which is an important step to increase awareness of occupational safety. Held for the first time this year, the global event is also critical as Prysmian Group makes a common commitment to the security approach of all its operations. In the event held online, attention was drawn to the injuries that can occur in both business and

private areas, and information was shared to raise awareness on occupational safety, one of the most important links of the sustainability chain.

In more than 60 webinars organized within the scope of the event; good examples, experiences and ideas from stakeholders were shared; problems and solutions were discussed. The main themes of the event, which aims to increase awareness of occupational safety, were occupational safety as a basic value and culture, dimensions of occupational safety leadership, effective occupational safety practices, human and organizational factors and occupational safety ambassadors.



We hold monthly board meetings in order to share our current occupational safety process with all concerned. Occupational safety meeting time held in 2021 is over 50 hours. We also implemented improvements in the fire system in 2021 and increased our competence in proactive prevention.

The injuries that occurred locally and at Prysmian Group during the period directed our operational priority to occupational safety. In this context, we conducted more detailed and comprehensive studies on forklift movement plan and risks. We had a great participation from Turkey in Safety Week held at the end of 2021. We enable our operators to check the equipment before the shift with the security equipment checks made with the help of Pocket PCs.

In 2022, we continue our work by detailing the forklift risk analysis and ergonomic studies.

As a result of these projects and operations, our achievements and assessments based on our 2030 targets are as follows:

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
ENHANCING BUSINESS MODEL	PRODUCT AND SERVICES	PERCENTAGE OF ANNUAL REVENUES FROM PRODUCTS THAT HELP REDUCE CARBON FOOTPRINT	22%	39%	22%
		NUMBER OF SUSTAINABILITY AUDITS ON RISKS IN THE SUPPLY CHAIN	0	20	0
	IMPACT OF INDUSTRY PROCESSES	INJURY FREQUENCY RATE; INJURY SEVERITY RATE	1,45; 37,22	0; 0	1,45; 37,22
		TERMINATION OF PAPER-BASED PROCESSES (EXCEPT LEGAL COMPLIANCE PROCESSES)	225 reams of A4 paper	100%	13%

\*\* We used 2020 as our base year for the values achieved in 2021.  
 \*\*\*The 2030 target is used as the basis for the calculations in the tables.



# WE DEVELOP EMPLOYEES & COMMUNITY





## 4- WE DEVELOP EMPLOYEES & COMMUNITY

We work with the motto of **always getting better** to serve the society we live in in the best way, by focusing on constantly improving our skills and activities in a way that attracts the attention of talented and new generation employees.

Again, with the motto of **always getting better**, we continue our efforts for continuous development and transformation in our line of business. We also communicate with local communities and non-governmental organizations, carry out activities, and create awareness and benefit for the society through social responsibility initiatives.

While we are fed by the diversity and ideas of our stakeholders, we strive to be a leader and always preferred company in the society and our industry, and to ensure occupational safety without compromising our ethical values.

### PERFORMANCE AND TALENT MANAGEMENT

We see our employees as the building blocks of sustainable performance, and together with our colleagues in the light of Group values, we carry out continuous development-oriented works with the motto of always getting better. We offer our employees a fair, equitable and safe working environment where productivity and creativity are supported, talents are developed; we attach importance to diversity in this environment.

In 2021, we have an average of 590 employees, of which 449 are desk workers and 141 are non-desk employees. We act within the framework of equal opportunity by considering ethical values in all human resources processes. We do not compromise our fair approach in all human resources processes such as recruitment, remuneration, determination of social benefits, performance management, and we do not allow any discrimination among employees. While 9.66% of our total workforce consists of female employees, 33.3% of our office workers are women. 15.6% of our employees who

manage teams are women. At the same time, 16.67% of our senior executives are women. As of 2021, we started to employ 10 female employees at our production site for the first time. While 20% of our total workforce consists of senior female managers, 65.2% of our employees who joined the workforce in 2021 are female employees. 22% of our employees who joined the workforce in 2021 and managed teams are women.

We take care to include talents of different colors and experiences in our family who are eager to make our world a more livable and sustainable place and are ready to embrace the challenges and uncertainties of the new world. With our **"Build the Future"** new graduate recruitment program, designed under the leadership of Prysmian Group and continuing with great success and positive feedback for 10 years, we promise to provide an immersive experience in our company from the first day, and we try to provide international experience for our new graduates.

Through our **"Internal Job Posting"** initiative, we inform our employees about job postings in our organization so that they can see different job opportunities.

Providing a new way of recruiting for our company, this initiative ensures transparency, leverages a culture of feedback and provides visibility of professional development opportunities. New positions opened throughout the group are also shared with different countries throughout the Group through the internal job posting application, thus contributing to the career diversification of our employees.

In order to reach young talents and increase the awareness and preference of our company, we are sponsoring summits and events, participating as a panelist or speaker, cooperation with universities,

We are 'always getting better' and we develop.

We support our employees to develop their personal and professional competencies.

short and long-term internship programs, social sustainability studies and awareness-raising activities in our locations.

**"Build the Future"**, which started with a two-week Global Orientation, which includes training and activities organized by Prysmian Group Academy in partnership with Bocconi University, one of the best business faculties in the world, and many educational institutions that have made a name for themselves with their achievements in the field, allows to experience a one-year job rotation in 3 different key areas for our company: Research & Development, Operations and Sales & Marketing. After the first year, a separate journey of experience begins with an international assignment process that will last for 3 years. Program participants return to the country of employment at the end of their overseas assignments and continue their careers in the Prysmian Group.

In 2022, 50 new participants joined in the "Build the Future" program around the world. In this program, which also attaches great importance to gender equality, 2 participants were included in Türk Prysmian Kablo for the year 2022.

We support our employees to develop their personal and professional competencies and offer various training programs to our employees at all levels. In this context, we provided a total of 5,455.5 hours of training for desk workers and 3,992.5 hours for non-desk employees in 2021.

Through the "Sustainability and Cable Industry" training we added to our online trainings, we aimed to raise awareness of our employees about the trends in our industry. Through our **"GROW by 10"** training catalog, we wanted to gather the training activities of our employees under one roof, to direct the trainings, to increase their efficiency and to facilitate the follow-up and budget management. The training calendar offered for desk workers in the first half of 2021 was also presented for our non-desk employees in the second half of the year.

### WORK – LIFE BALANCE

Our targets are to be a group of highly committed employees who have the necessary knowledge and competencies to create business models of the future and develop a sustainable business environment. In line with our company vision, on the one hand, we increase the loyalty of our current employees, on the other hand, we work to keep versatile and diverse talents in our company with our diversity perspective and to support their career development.

In this regard, a loyalty survey (**Speak up Survey**) is conducted with all our employees throughout the Group once a year, and their feedback and comments are received. Actions for needs and suggestions are planned, prioritized and implemented.

Feedback given at the right time and method increase the efficiency of employees and companies; it also contributes to the increase of company performance by opening the door for a new gaining. In order to spread the feedback culture within the organization and to inform our employees about giving accurate feedback, we provided effective feedback training to 61 people according to the results of the **"Speak Up Survey"** conducted in 2021. For the year 2022, we added feedback trainings to the training plan and provided competence to 2 of our in-house trainers.

We support the education of our employees' children by providing scholarships. In the 2021-2022 academic year, we provided a total of 80,000 TL scholarship support to the children of 25 of our employees.

As a company, we attach importance to the balance that must be observed between work and private life, and we take this into account when evaluating and updating our working conditions. Along with COVID-19, there were remote working opportunities in our company with all necessary technical infrastructure and equipment considered so that employees can continue their work remotely without causing any technical problems.

*SPEAK UP,  
DREAM UP,  
JUMP UP*



We have designed the pre and post maternity opportunities and rights for our female employees to be managed even beyond legal practice. We have provided the necessary opportunities for our employees to spend this period in the healthiest way, and we have protected their role so that they can work after returning from maternity leave. In addition to the delivery and maternity leave that our female employees have during pregnancy and postpartum, our employees are supported by flexible working hours and hybrid working practices.

**Employees support packages:**

Since the beginning of the pandemic, we have been supporting our employees and their families with a support information system, where they can receive opinions and be informed by experts on any subject they may need, and can be reached 24/7 via a hotline specially allocated to our company:

- Psychological Counseling and Guidance (7 Days 24 Hours Unlimited)
- Psychological Counseling and Guidance by Phone (7 Days 24 Hours Unlimited)
- Face-to-face Psychological Counseling and Guidance (6 Sessions Free per Year)
- Crisis Critical Situation Management Support (Unlimited Annually)
- Medical Counseling and Information Services (7 Days 24 Hours Unlimited)
- Waist, Neck, Back Pain and Office Ergonomics (7 Days 24 Hours Unlimited)
- Financial Information Services (7 Days 24 Hours Unlimited)
- Legal Information Services (7 Days 24 Hours Unlimited)
- Social Life / General Information Services (7 Days 24 Hours Unlimited)
- Newborn Care Information Services (7 Days 24 Hours Unlimited)
- Healthy Nutrition Counseling (7 Days 24 Hours Unlimited)

**DIVERSITY AND INCLUSION**

We strive to create a working environment where all our office and non-desk employees feel valued and respected, and diversity and inclusion are valued. In this context, we focus on creating a productive, collaborative and inclusive workplace culture in our plants and offices. To this end, we aim to establish platforms and groups consisting of our colleagues, where we can get their ideas and hear their voices, in order to add strength to our strength with the harmony created by diversity. Because we believe that diverse and inclusive work environments pave the way for sustainable behaviors and creativity. We know that this environment that encourages creativity will better adapt to the changing expectations of our internal and external stakeholders.

In this context, our work during the period can be listed as follows:

**eNclusion week:**

We organized an **eNclusion Week** between 17-21 May 2021 to raise awareness of Diversity & Inclusion within the Prysmian Group. With this event, we aimed to further reinforce this issue with various digital sessions. 4 main topics were covered in the panels and workshops:

- Gender Diversity
- Diversity & Inclusion
- Inclusion Culture in the Workplace
- Intergenerational Diversity and Inclusion



**Efforts to increase women's employment:**

At Türk Prysmian Kablo, we see that the difficulties experienced in the business world, society and the environment can only be overcome by making sustainability the cornerstone of all corporate philosophy, by making a strong plan and by realizing the necessary cultural transformation. By adopting an inclusive and sustainable business model, we strive to be a sustainable company and balance our corporate, social and environmental agenda.

Türk Prysmian Kablo, which had numerous achievements all over Turkey, took part in the research of "Turkey's 50 Most Powerful Female CEOs" by Economist and Capital magazines. Türk Prysmian Kablo CEO Cinzia Farisè was ranked 14th in the list where female senior executives were ranked based on corporate turnover, making her one of the strongest female CEOs in Turkey. Continuing to break new ground in the industry, Türk Prysmian Kablo continues to support women in all areas of business life by making women's participation in the workforce one of the most important corporate cultures.

As of 2021, we started to see our female employees among us on our production floor. We aim to increase their number by making the necessary arrangements within the facility and in the recruitment procedures.

**STEM IT Initiative**

The STEM IT Initiative is an employment project implemented by the Prysmian Group to increase the number of women in the technology world. Prysmian Group's principal targets are hiring and developing over 500 women and giving technical and scientific roles to the next generation of women who want to pursue a career in a fully dedicated STEM IT initiative by 2030. The company's support for increasing women's employment and raising awareness in the fields of information and technology continues.



By adopting an inclusive and sustainable business model, we strive to be a sustainable company and balance our corporate, social and environmental agenda.



The STEM IT Initiative is backed by a 5-year plan built around enterprise, training and networking. With a series of trainings to be provided under the initiative, candidates participate in a comprehensive education and academic program created by collaborations between Prysmian Group Academy and top business schools. The first two years of the program continues with training courses and networking events that will enable the new generation of STEM Women to unlock their knowledge, skills and full potential. In the third year, young women who receive training are assigned a new role that is strongly linked to the core of the job, depending on their performance. It is anticipated that the last two years of the program will continue with performance and potential-based leadership courses.

**March 8, International Women's Day**

On March 8, International Women's Day, we organized an event called "Women in Prysmian", where new business models powered by diversity and inclusion were discussed. With this online event, we aimed to draw attention to the importance of sustainable solutions for today's and tomorrow's world. On the same day, within the scope of the "Side by Side" project, which was launched in 2016 and made a reality worldwide by promoting diversity and inclusion, we organized another online event with the participation of all female employees, where the importance of being a team was emphasized once and a team work was carried out. The first session, in



the format of a roundtable discussion on how to create a better world through business, was attended by Prysmian Group women employees at both the Board of Directors and management levels.

### **Speak Up, Dream Up, Jump Up**

At the end of 2020, we have created a project group of our employees, where we aim to ensure that the voices of all employees are heard in order to continue to be successful in the future, to create an inclusive culture together and to enable a sustainable future.

We have designed a working method that combines creativity, flexibility, technology, efficiency and employee participation under the umbrella of sustainable development that will enable us to be ready not only for today but also for the future and create a working environment that embraces the culture of inclusion. In this initiative, which has been going on since 2018, we are trying to understand the skills and competencies that will strengthen our hand in global competition, taking into account the future of our line of business.

We think, plan and act with this group of employees with the aim of making our working environment more flexible, agile, courageous, entrepreneurial, collaborative and ultimately more attractive to the most talented. In this 3-phase program, we created three main sub-working groups: **Communication, Development and Well-being**.

Under the **communication** group, focusing on the areas of participation, togetherness, inclusion and sharing, our team rolled up its sleeves for many studies to design and manage internal communication while working to understand the big picture in order to feel that we are one team. Through **"Be My Guest and Come to Me"**, one of the most enjoyable projects to realize during the year, we held both interactive and very enjoyable information and interaction sessions with question and answer, in which each department introduced their team members.

The focus of our **development** group is to carry out many studies for sustainable development in every sense including individual, leadership and organizational.

As a first in our company, the Mid-Level Leadership Development Program was carried out, in which every employee who manages a team was included. The program started its first phase with 4 teams and 65 people.

Based on the 70-20-10 Learning Model, many new training and development programs were designed in line with the needs and published in our Grow-2021 training catalogue. These trainings have been very beneficial for the development of our employees.

The focus of our **well-being** group is employee satisfaction, work-life balance and socialization, while workforce productivity, overtime, absenteeism and workload planning are among the areas where they aim to provide priority development and transformation.

With the **Prysmian Events and Activity Club (PEAK)**, many projects including Beach Cleaning, Nature Walk, etc., which can be carried out together with employees and their relatives, realized, increasing commitment and motivation.

In order to reduce overtime in production operations, 25 new non-desk employees were included among us.

Injury insurance, check-up and ergonomic solutions were provided to our employees for the remote working period.

### **Sustainability Day**

On November 23 Sustainability Day, the Prysmian Group senior management launched three digital interactive stakeholder engagement workshops to get feedback on our sustainability strategy. We strongly believe that we must work together with our business partners to achieve our sustainability targets. Therefore, stakeholder engagement is an important part of Prysmian Group's sustainability strategy.

## **AUTHORIZED DEALER NETWORK**

In order to achieve the Sustainable Development Targets, it is important that we cooperate with our Authorized Dealers and ensure inclusive stakeholder engagement. We believe that by acting together with our Authorized Dealers, we will reach our sustainability targets much faster by spreading the culture of sustainability among our customers and stakeholders.

With the strength we derive from our mission of "Linking Turkey to a Sustainable Future", we are walking towards a sustainable future together with Team A Authorized Dealers, one of the most important architects of our company's success, in order to move the entire ecosystem we are in to a more efficient level.

Regular and effective communication with our customers is important in our sustainability approach. The main theme of our meeting with A-Team Authorized Dealers online in 2021 was Sustainability. At Türk Prysmian Kablo, we shared our sustainability vision with our dealers at the meeting, informed our dealers about our sustainability efforts, and aimed to help sustainability efforts.

## **COMPLIANCE WITH REGULATIONS AND STANDARDS**

The process of compliance with Regulations and Standards at Türk Prysmian Kablo proceeds under the leadership of the Legal Department and Quality Assurance. The HSEQA (Health, Safety, Security, Environment and Quality Assurance) Department ensures that national/local laws and regulations related to Environment, Energy and Occupational Safety are obtained and that possible changes are constantly followed by contacting the relevant agencies by following Mevbank actively and by agreeing with a publishing house that publishes and constantly renews the Energy, Environment and Occupational Safety laws/regulations through its legal service. It follows the revision announcements and the regulation changes from the publishing house.

Norms and procedures related to Environment, Energy, Occupational Health and Safety published by Prysmian Group Headquarters are followed by HSEQA in the intranet environment. The new procedures or norms to be implemented regarding the cable industry are transferred to the HSEQA department by the Prysmian Group Headquarters. All Integrated Management System Standards such as ISO 14001, ISO 45001, ISO 50001 are followed by the HSEQA department from TSE. If the change is present and necessary, it is distributed to the relevant departments as a controlled document.

During the identification of environmental aspects and risks, the HSEQA Department determines which environmental aspects are subject to legal obligations and which ones require official documents, and records the name of the regulation/law/communiqué/other requirement with the identified legal obligation in the List of Compliance Obligations. It informs the directorate/departments directly related to the requirements and the Environment and Occupational Safety Board on these issues. Based on relevant legal and other requirements, the creation of new procedures, instructions or operational controls or the necessary changes to the existing documents are organized by the HSEQA Department and necessary actions are taken with all relevant departments. This article also applies in case of a change in legal or other requirements. Periodic measurements required by law and procedures regarding leave periods are carried out in accordance with the Monitoring and Measurement Procedure no S.QS.PRS.016.

GRI: 102-12

## **SOCIAL BENEFIT**

We see adding value to society as indispensable to ensure social sustainability. We contribute to economic growth and employment in the Mudanya region where we operate. We support different social benefit projects that create positive value.

We carry out special projects on subjects such as education, environment and art, focusing on meeting social needs.



In 2021, together with the Association for Supporting Contemporary Life, we contributed to the inclusion of students in distance education with computer donations and supported the purpose of creating a brighter future through the financial donations we made on behalf of our female employees on March 8, International Women's Day.

We donated to the Mother Child Education Foundation (AÇEV), which develops and implements educational programs so that every child deserves to be safe and healthy, have a fair start in life, and mothers raise their children with confidence and hope.

With our "Happiness Bank" project, we met the winter clothing needs of 155 students from Çaldıran Burçakalan Primary School in Van with the support of our employees, and our project has always warmed our hearts and students.

The forest fires we experienced in the summer of 2021 once again reminded us of the importance of our forests. We donated saplings to TEMA foundation on behalf of our training and webinar participants. We also promised that we #WeWillGrowAgain following the fires in the summer months

and we donated 5,000 saplings to the campaign organized by the TEMA foundation.

The disasters in our country have deeply saddened us all. As a company operating in the energy sector, we did not leave those affected by the 2020 İzmir earthquake and 2021 Manavgat fire alone, and supported the continuity of their communication with the spare chargers we provided.

Together with the Italian Consulate General in Istanbul, the Italian Chamber of Commerce, the Private Italian High School and the Italian companies operating in Turkey, we organized a thank you dinner for the healthcare staff of the Istanbul Cerrahpaşa Medical Faculty Hospital, which provides services within the framework of the fight against Covid-19. We provided vehicle and driver support to the filiation teams working under the District Health Directorate of Mudanya District Governorship.

At the same time, we restarted our membership to the Ethics and Reputation Society (TEID) in 2021.

As a result of these projects and activities, our achievements and assessments based on our 2030 targets are as follows:

# APPENDICES

MATERIALITY	IMPACT	KPI	2021 ACHIEVEMENT**	2030 TARGET***	CURRENT PROGRESS IN LINE WITH OUR 2030 TARGETS
DEVELOPING EMPLOYEES AND SOCIETY	EMPLOYEES AND COMMUNITY	<b>PERCENTAGE OF SATISFIED EMPLOYEES</b>	Non-Desk Employees: 73% White-Collar Employees: 68% Total: 72%	Rate of Increase: 70%	72%
		<b>INCREASE IN THE PERCENTAGE OF WHITE-COLLAR AND NON-DESK WORKER WOMEN</b>	Percentage of Female Executives: 20% Percentage of White-Collar Women with Permanent Contracts: 65.2% Percentage of White-Collar Women with Permanent Contracts/Percentage of Female Employees (Only Level D and Over): 22%	White-Collar Employees: 50% Female, 50% Male  Non-Desk Employees: 5% Female, 95% Male	Percentage of Female Employees: 39% Percentage of White-Collar Women Employees in Manager and Executive Roles (Only Level 17/D and Over): 33% Percentage of White-Collar Women Employees: 34% Percentage of Women Non-Desk Employees: 1.9%
		<b>WORK-LIFE BALANCE</b>	2021 overtime: 17.09%	15-20% reduction in overtime	2.52% reduction in overtime
		<b>TRAINING</b>	14,5 hours/employee	40-45 hours/employee	14,5 hours/employee

\*\* We used 2020 as our base year for the values achieved in 2021.  
\*\*\*The 2030 target is used as the basis for the calculations in the tables.



# 1. PROJECTS

	Core Topics	Projects
<b>We Eliminate Our Carbon Footprint</b>	Environmental Concerns Logistics Performance	Eliminating Equipment Downtime
		Elimination of Air Leaks
		Air Dryer Analysis
		Insulation Controls
		Solar Water Heating System for Dressing Rooms
		Specialized Uninterruptible Power Supply (UPS) for Main Sheathing Line
		Boiler Economizer
		Inverter Control for Cooling Water Pumps
		Efficient Industrial Water Pumps
		Use of Fuel Saver Device
		Water Cooler Efficiency
		More Efficient AC Motors
		Supply Chain Logistics Performance
		<b>We Use Our Resources In A Circular Model</b>
Reuse of Drums		
Reducing Groundwater Use through Various Applications		
Waste Management		
Composting		
<b>We Enhance Our Business Model</b>	Product Excellence Financial Leadership OHS	E-delivery
		Online Leave Request Approval Systems
		S4 Big Bang
		Credit Card Registration Automation
		Datasheet Automation
		Product Excellence - Green Belt - 6 Sigma Trainings
		Drumbuster (Optimum Drum Usage)
		Scale Project
		SAP KPI Management
		Pocket PC Occupational Safety Tracking System
		Real Time Status of Our Employees
		Employee Satisfaction Survey
		Planning and Implementation on Needed Raw Materials
		New Warehouse Management using RFID
CableApp		
<b>We Develop Employees &amp; Community</b>	Work-Life Balance Compliance with Regulations and Standards	GROW by 10 - Training Catalog
		Speak Up, Dream Up, Jump Up
		Happiness Bank
		Blood Donation Campaign
		We Will Grow Again Campaign
		Diversity & Inclusion
		Ethics & Reputation Trainings

# 2. AFFILIATIONS & COLLABORATIONS

Corporate Memberships
Bursa Chamber of Industry and Commerce
CIIM Confederation of Italian Entrepreneurs
Electrical Installation Engineers Association (ETMD)
Ethics and Reputation Association (TEID)
Istanbul Stock Exchange
Istanbul Chamber of Industry and Commerce
Italian Chamber of Industry and Industry Association
Cable Manufacturers Association (KABLODER)
Metal Industrialists' Union (MESS)
Supply Chain and Logistics Association (TEDAR)
Turkish Quality Association (KALDER)
TÜYİD New Investor Relations Association
International Solar Energy Society (GUNDER)
International Investors Association (YASED)

## List of Abbreviations

Abbreviation	Description
AÇEV	Mother Child Education Foundation
CPR	Construction Materials Regulation
CRO	Risk Officer
ERM	Enterprise Risk Management
ESG	Environmental, Social and Corporate Governance
Green Belt	Green Belt
HSEQA	Occupational Health and Safety and Quality Assurance
IPCC	Intergovernmental Panel on Climate Change
MEAT	Middle East, Africa, Turkey
SBTI	Science-Based Targets
STEM	Science, Technology, Engineering, Mathematics
TCFD	Climate-Related Financial Disclosures Working Framework
TEID	Ethics and Reputation Society
TEMA	Turkish Foundation for Combating Erosion, Afforestation and Conservation of Natural Assets
TÜRKAK	Turkish Accreditation Agency



### 3. PERFORMANCE INDICATORS

#### ENVIRONMENTAL PERFORMANCE INDICATORS

##### ENERGY

POWER CONSUMED	UNIT	2019	2020	2021
Electricity	kWh	34.312.020	35.372.081	35.728.137
Natural Gas	m <sup>3</sup>	1.204.378	1.180.034	1.357.134
Diesel	Litre	221.490	207.658	177.789

2021 Scope 1	3.426 Tons
2021 Scope 2	16.256 Tons

Scope 1 at September 2022	1.986 Tons
Scope 2 at September 2022	10.675 Tons

##### WATER

TOTAL VOLUME OF WATER DRAWN	UNIT	2019	2020	2021
Underground Water	m <sup>3</sup>	284.445,00	211.901,00	152.080,00
Third Party Water (Mains Water etc.)	m <sup>3</sup>	0,00	0,00	0,00
<b>Total</b>		<b>284.445,00</b>	<b>211.901,00</b>	<b>152.080,00</b>

WASTE WATER DISCHARGE	UNIT	2019	2020	2021
Marine Water	m <sup>3</sup>	0	0	0
Third Party (Sewage System)	m <sup>3</sup>	60.505	67.276	54.749
<b>Total</b>		<b>60.505</b>	<b>67.276</b>	<b>54.749</b>

##### ENVIRONMENT

WASTE DATA / BY TYPE OF WASTE	UNIT	2019	2020	2021
Hazardous Waste	Kg	25.559,00	101.920,00	102.655,50
Non-Hazardous Waste	Kg	1.131.457,75	4.495.603,20	5.664.138,60

WASTE AMOUNT BY WASTE DISPOSAL METHOD	UNIT	2019	2020	2021
Recovery	Kg	747.762,75	4.097.469,70	5.097.312,60
Landfill	Kg	376.350	451.148	626.329
Incineration	Kg	32.904	46.169	0
Other	Kg	0	0	0

##### OCCUPATIONAL HEALTH AND SAFETY INJURY STATISTICS

INJURY	GROUP	UNIT	2019	2020	2021
Injury Frequency Rate	Company	Percentage	1,75	2,38	1,45

LOST DAYS	GROUP	UNIT	2019	2020	2021
Injury Frequency Rate	Company	Percentage	22,31	43,65	37,22

NUMBER OF OCCUPATIONAL SAFETY BOARD MEETINGS	2019	2020	2021
Number of Established OHS Committees	12	12	12
Total Number of Members in Established OHS Committees	35	33	36
Number of Employee Representatives in Established OHS Committees	1	1	1



## SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021
Desk Worker Female	50	46	47
Desk Worker Male	89	91	94
Non-Desk Worker Female	0	0	9
Non-Desk Worker Male	378	411	442

	2019	2020	2021	
Foreign	Female	1	1	1
	Male	1	0	0
Disabled	Female	0	0	0
	Male	13	13	16

	2019	2020	2021
Permanent Contract - Female	50	46	56
Permanent Contract - Male	450	468	457
Non-Permanent Contract – Female	0	0	0
Non-Permanent Contract – Male	17	34	79

	2019	2020	2021	
Senior Executive Level	Female	2	2	2
	Rate	16,7%	16,7%	16,7%
	Male	10	10	10
	Rate	83,3%	83,3%	83,3%
Mid-Level	Female	19	18	17
	Rate	32,2%	31,0%	30,9%
	Male	40	40	38
	Rate	67,8%	69,0%	69,1%
Other	Female	29	26	37
	Rate	6,5%	5,4%	7,0%
	Male	417	452	488
	Rate	93,5%	94,6%	93,0%

	2019	2020	2021
Newly Recruited - Total	35	46	74
<i>Desk Worker</i>	9	5	22
<i>Non-Desk Worker</i>	26	41	52
Quit - Total	47	13	40
<i>Desk Worker</i>	9	5	22
<i>Non-Desk Worker</i>	38	8	18

	2019	2020	2021	
Male - Recruited	Persons	30	44	50
	Percentage	86%	96%	68%
Male - Quit	Persons	41	9	23
	Percentage	87%	69%	58%
Female - Recruited	Persons	5	2	24
	Percentage	14%	4%	32%
Female - Quit	Persons	6	4	17
	Percentage	13%	31%	43%

	2019	2020	2021	
18-30 years old - Recruited	Persons	23	38	63
	Percentage	66%	83%	85%
18-30 years old - Quit	Persons	28	7	20
	Percentage	60%	54%	50%
31-40 years old - Recruited	Persons	8	7	4
	Percentage	23%	15%	5%
31-40 years old - Quit	Persons	7	2	5
	Percentage	15%	15%	13%
41-50 years old - Recruited	Persons	4	1	6
	Percentage	11%	0	8%
41-50 years old - Quit	Persons	9	2	11
	Percentage	19%	15%	28%
51-60 years old - Recruited	Persons	0	0	1
	Percentage	0	0	1%
51-60 years old - Quit	Persons	3	2	4
	Percentage	6%	15%	10%
Over 60 years old - Recruited	Persons	0	0	0
	Percentage	0	0	0
Over 60 years old - Quit	Persons	0	0	0
	Percentage	0	0	0





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## Waiver

This Sustainability Progress Report was drafted by Türk Prysmian Kablo taking into consideration the United Nations Sustainable Development Goals and internationally recognized sustainability standards criteria, and imposes no legal obligations on the company's stakeholders. This report aims to raise awareness on sustainability and present Türk Prysmian Kablo's position on it. The report's data was gathered from publicly accessible information sources and supplied by the related units of Türk Prysmian Kablo. No assurance is offered as to the correctness or accuracy of current information, other from the inherent uncertainty of forward-looking information. This document has been created solely for informational purposes and does not represent an offer, guarantee, or commitment. Readers are not advised to use the report as a basis for their investment decisions, nor is it intended to be used as a basis for any decisions they may make about the company. The board of directors, employees, consultants, or subsidiaries of Türk Prysmian Kablo are not in any way accountable for the information in this report or for any decisions that were made in reliance on it.

Please feel free to contact Türk Prysmian Kablo Sustainability Committee to give us your feedback, suggestions and questions.