

2022

**Türk Prysmian Kablo
SUSTAINABILITY
REPORT**



Sign it.
For a better tomorrow

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REPORT PROFILE

In keeping with its commitment to transparent communication with stakeholders, Türk Prysmian Kablo issues sustainability reports since 2021. We are delighted to share with you our second report in this journey where we have taken the lead in the industry.

We are able to further increase the level of awareness among our stakeholders on sustainability through this report, which was published thanks to the tireless work and extraordinary efforts of our sustainability ambassadors.

We were inspired by our 2008 "**Uluabat Lake Management Plan Stork-Friendly Villages**" project, in which we worked with Eskikaraağaç Village of Karacabey District to upgrade the power lines from bare wires to insulated wires, preventing storks from being injured by colliding with the village's power lines. We are moving forward with our years-long journey toward sustainability with solid steps.

This sustainability report covers our operations for the fiscal year beginning on January 1, 2022, and ending on December 31, 2022. The report has been prepared using data gathered in accordance with the 'Core' option of the Global Reporting Initiative's (GRI) Sustainability Reporting Standards (2021) and includes our production operations in Mudanya. The report also lists the goals of our priority areas, which correspond to the 17 Sustainable Development Goals identified by the United Nations.

Türk Prysmian Kablo's Sustainability Report 2022 is presented in two different languages, Turkish and English.

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.



Sign it.
For a better tomorrow

CEO'S LETTER

Cinzia Farisè, CEO, MEART Region, Prysmian Group

As the global industry leader in energy and communication cable systems, our main goal is to leave a healthier planet for future generations to enjoy. We are committed to responsible production practices in keeping with our vision to lead the local communities by example in the global marketplace. Taking all this into consideration, we take decisive action in support of our economic, social and environmental sustainability targets.

The impacts of the Russia-Ukraine war on the post-pandemic normalization process led to an increase in energy prices in 2022, and the problem of inflation was exacerbated as a result of global monetary and fiscal policies. Although the cable industry was negatively impacted by these factors that affected all industries, we were nevertheless able to retain our profitability thanks to strategies including having a proper pricing strategy and avoiding fluctuations through dynamic pricing. This way, we were able to achieve our sustainability targets through our initiatives and efforts throughout the year. We embrace sustainability as a core value of our business rather than as a mandatory initiative. With the support of our Sustainability Ambassadors who work to become the sustainability leaders of the future in the MEART Region, we continue to ensure that we achieve sustainable growth in the markets in which we operate in line with our long-term goals.

Within the framework of the Prysmian Group's 2030 sustainability roadmap, we have integrated our economic, social and environmental responsibilities into all aspects of our operations. We continue our sustainability efforts, aiming to become a profitable company that serves the community by strengthening our business plan and adding value for our stakeholders. We have aligned the Prysmian Group's long and medium-term Climate Change and social ambitions with regional goals. As a result, we have implemented effective sustainability projects in line with our 'Sign it.' Sustainability Plan toward our goal of becoming a more equal and a more inclusive company that has a positive impact on social and environmental development for all of our stakeholders.

The United Nations Sustainable Establishment Goals had a major influence on the development of our Group's sustainability agenda.

At Prysmian Group, we have achieved significant progress in ESG initiatives in 2022 both through our



efforts to align with the Paris Agreement and by setting targets in line with the Science-Based Targets initiative (SBTi). To achieve our climate goal, which we have committed to in 2021, we have prioritized the decarbonization of production and set a target of being "net zero" by 2035. We have achieved a reduction of 24% in Scope 1 and 2 over the year 2019. Additionally, we are also able to report Scope 3 emissions as of 2022, which shows a reduction of 7%. The total waste recycled increased to 70.8%. Through our energy and awareness initiatives, we will continue to be committed over the long term and make significant contributions to the sustainable development goals of the UN Global Compact initiative.

As part of its climate change commitment, our Group has officially established its "Climate Ambition," which it defined in 2021, through the Science-Based Targets initiative (SBTi), and this commitment is strongly sponsored by the Senior Management. 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 goals each day. The Sustainability Academy, which we founded in the MEART Region

to serve all members of our Prysmian Group family, successfully continues its efforts in this field.

Sustainability also requires producing technologically innovative products. When we consider today's new energy economy, we can see that the move to renewable energy is critical. We work to ensure that grid infrastructure is dependable and has the necessary power for energy transmission and distribution, which is a critical component in the integration of renewable energies. With our diverse product portfolio, we play a key role in the decarbonized energy transition. With our solar and wind initiatives, we cut the cost of current power plants while also supporting the energy transition with innovative and sustainable products. In addition to helping accelerate the energy transition, we want to enable the development of greener and smarter power lines through innovative cable technologies that cover greater distances and underwater depths.

By integrating economic, environmental and social sustainability 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 MEART Region to a Sustainable Future." Our sustainable optical fiber cables that support the broadband and 5G infrastructures, appeal to a broader customer portfolio each year and help to our decarbonization efforts.

We recognize that sustainability is not only about the environment, but also about society and governance. The fundamental goal we have set for ourselves is to increase our capacity to be more inclusive. Diversity, inclusion, equality, social empowerment, employee loyalty and engagement, and employee upskilling were all priorities this year as well as part of the Prysmian Group's Social Ambition. For instance, our efforts to increase the proportion of women employees within the context of our inclusive culture have had great results, and we have raised the proportion of women executives in our Group to 15.7% in 2022.

Our Sustainability Report, which sets light on our sustainability actions and performance through 2022, showcases the successful results of the dedicated and outstanding efforts of our various teams and departments led by Ülkü Özcan. I would like to extend my sincere appreciation and gratitude to all of our staff members, the coordination team and all of our stakeholders for their efforts and contributions in the publication of this Report.

Cinzia Farisè
CEO, MEART Region, Prysmian Group

Ülkü Özcan, CEO, Türk Prysmian Kablo

We experienced the earthquake disasters of 7.7 and 7.6 magnitudes concentrated in Kahramanmaraş, one of the worst disasters in our recent history while we were drafting the Sustainability Report 2022, affecting 11 provinces, and we are deeply saddened by the destruction and losses. This disaster has once again demonstrated the importance of our Group's "Zero and Beyond" approach to Occupational Health and Safety, which Türk Prysmian approaches with a people-first mindset.

Türk Prysmian Kablo, through its vision of leading the industry and its investments in innovative technologies and digitalization, works for the development of cable connection and transmission technologies, which are critical for sustainable development. In collaboration with its employees and stakeholders, Türk Prysmian Kablo carries out its sustainability efforts, which it integrates into all of its operations with the mission of "Linking Türkiye to a Sustainable Future." With our corporate culture, agile structure, and goal of being an investment company that generates great value for our shareholders while continuously meeting customer needs and expectations, we are making a positive impact on the nation's economy.

2022 had a significant impact on world dynamics, both in Türkiye and elsewhere. On the global scale, challenges such as the energy crisis and high inflation period affecting all countries served as further examples 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 goals. Türk Prysmian Kablo has also contributed to the sustainability strategy of the MEART Region, of which it is a part.

We promote the sustainable development goal 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.

We are proud to have been awarded the TOGG Factory project in 2022, where our next generation



of environmentally-friendly cables will be used to construct Türkiye's first locally built all-electric vehicle. The electricity generated by the solar power plants, of which Türk Prysmian Kablo is a part, can meet the demands of about 9 million households for one month. Stated differently, we have supplied enough cables for one full circumnavigation of the planet within the scope of these initiatives.

We continue to take on Türkiye's mega renewable energy projects including Karapınar YEKA-1, Türkiye's largest solar power plant, the first and largest high-voltage submarine cabling, most important wind farms, and the largest fiber optic cabling project.

With regards our social ambitions; we take important steps in occupational health and safety. With the projects we have developed under the umbrella of our "Zero and Beyond" vision, which prioritizes occupational safety in our company, we produce concrete and clear projects on the path of cultural transformation that will make a difference in occupational health and safety. With the goal of achieving zero accidents and injuries at work, we established the "Behavior-Oriented Safety Management" program in 2022 as a result of this understanding and our preliminary investigations.

Based on this program, which integrates occupational safety into our corporate culture and attempts to establish a safe working environment by lowering the likelihood of work-related injuries, we organized manager, supervisor and employee trainings.

As with all of our work, we carry on with our communication efforts in the sustainability field. With the help of our Sustainability Ambassadors, we released our first report in 2022 during our Sustainability Day event.

In terms of governance, we have improved our Corporate Governance Rating from 95.24 in 2021 to 95.48 in 2022 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, 2022 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 and social ambitions and aligned them with its environmental goals. 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 goals, 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 goals.

Thanks to the projects completed in the move toward responsible production in 2022, we have saved 1,915,853 kWh of energy and 92,000 liters of fuel in total. We have recovered 91% of our waste in 2022. We hope to improve this percentage through our field study on waste mapping.

I'm proud to present our second Sustainability Report, which details our efforts and performance on sustainability in 2022. I would like to extend my sincere gratitude to all of our colleagues and stakeholders, who are the most significant architects of this journey, for their diligent work and contributions into the process of creating our report.

Ülkü Özcan
CEO, Türk Prysmian Kablo

PRYSMIAN GROUP OVERVIEW

Following the global merger with General Cable, Prysmian Group is now the market leader for energy and telecom cables, with a revenue around 16 billion euros in 2022, 31,000 employees, 26 R&D centers, and 108 plants operating in more than 50 countries.

as of December 31, 2022



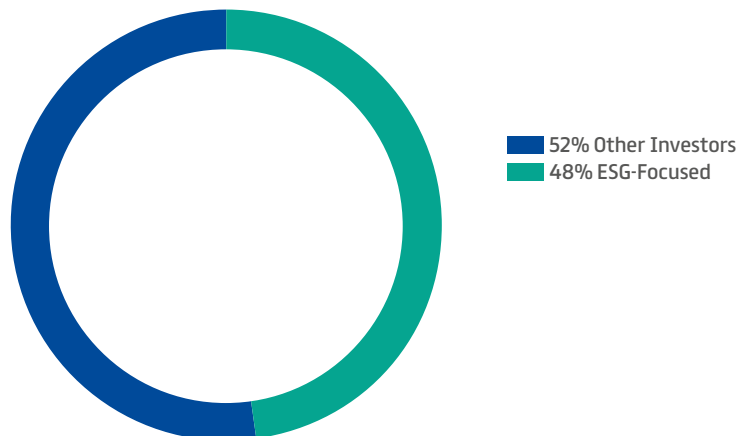
Prysmian Group, which sells high-tech products, has access to a variety of goods and services as well as cutting-edge technology and know-how. Prysmian Group offers low and medium voltage cables for the infrastructure and building industries, underground and submarine cables and systems for the power 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.

Half of investors are Environmental, Social and Governance (ESG)-aware

The weighting of Environmental, Social and Governance investors in Prysmian's ownership structure has increased significantly in the last 4 years (from 13% in 2019). The vast majority of them (about 80%) are "core ESG" investors whose investment decisions are driven solely by sustainability-related factors and have long-term investment horizons.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE INSTITUTIONAL INVESTORS



Source: Elaboration on Nasdaq December 2022 data

Business Segments

▶ **11.66%**
TELECOM

Represented 11,66% of the Group's total revenues, with €1.873 billion in 2022.

▶ **13.45%**
ENERGY PROJECTS

Represented 13,45% of the Group's total revenues, with €2.161 billion in 2022.

▶ **74.89%**
ENERGY PRODUCTS

Represented 74,89% of the Group's total revenues, with €12.034 billion in 2022.

2022 sales by business segments

▶ **13.45%**
ENERGY PROJECTS

▶ **51.01%**
ENERGY AND
INFRASTRUCTURE

▶ **21.42%**
INDUSTRIAL
AND NETWORK
COMPONENTS

▶ **2.46%**
ENERGY AND OTHERS

▶ **11.66%**
TELECOM

Vision, Mission and 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.

MISION

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 goal is to lead the industry's development by combining our capacity to grow our employees and business in line with the precise goals 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 goal of growing our company into a leader in its respective industries.



Ethical Values and Integrity

As the business has grown and changed in this competitive environment in which we operate, so too have our Code of Ethics and Compliance Policies. By regulatory reviewing the relevant regulations in these areas, we organize our policies in line with the best and the most recent practices. Seeking feedback from our stakeholders, and considering their demands are key to our continuous development in this field.

Our Code of Ethics, which outlines our expectations for how our employees should conduct themselves at work when performing their day-to-day tasks, is a helpful tool in preventing irresponsible or illegal conduct. Our Group Compliance Policies (including our Anti-Bribery and Anti-Trust Policy) which we have designed to ensure that our employees, suppliers, business partners, sales representatives, subcontractors, and authorized dealers comply with Prysmian Group's code of conduct, support these Code of Ethics.

Throughout the whole value chain, Türk Prysmian Kablo continuously works to promote business integrity and transparency. The goal of upholding high ethical standards at every level of our business operations is reflected in the **culture of transparency and integrity** that serves as the "constitution" of our organization.

We have created an Ethical Reporting program named **"Integrity First"** as these programs are among the best at detecting fraud and misconduct. Our Integrity First program adheres to the most recent standards for ethics, compliance, and processes. Employee awareness of our anti-corruption rules has increased as a result of this program.

We have developed a confidential and secure channel (including phone lines and a web portal) for those looking to report professional misconduct. This channel is managed by an **independent entity outside the company**, and this entity provides services on the condition that the identities of reporting individuals are kept strictly confidential. This organization also acts as an intermediary that shares necessary follow-up data, such as relevant questions and answers and information regarding the decision on the incident.

In addition to these channels, **we also have an Ethical Reporting Committee**. This Committee's responsibilities include providing an accurate assessment of the reports, carrying out investigations as needed, and implementing appropriate and consistent actions.

We never allow situations that could be indicative of practices such as forced and compulsory labor, child labor and bribery in our operations. Our employees can freely exercise their collective bargaining, association and union rights. As of 2022, **76%** of our employees work under a collective bargaining agreement. In addition, our employees working on-site are members of the United Metalworkers' Union.

We communicate policy updates company-wide and make them available to all of our employees and affiliates.

We are committed to conducting business in an ethical and transparent manner; therefore, we have taken a number of steps to make sure that we live up to our commitments. **99%** of our employees completed Ethics trainings in 2022.

You can learn more about our code of ethics and integrity policies at **www.prysmiangroup.com.tr**. Our employees can reach us at the following addresses:

Web site: **www.prysmiangroup.ethicspoint.com**

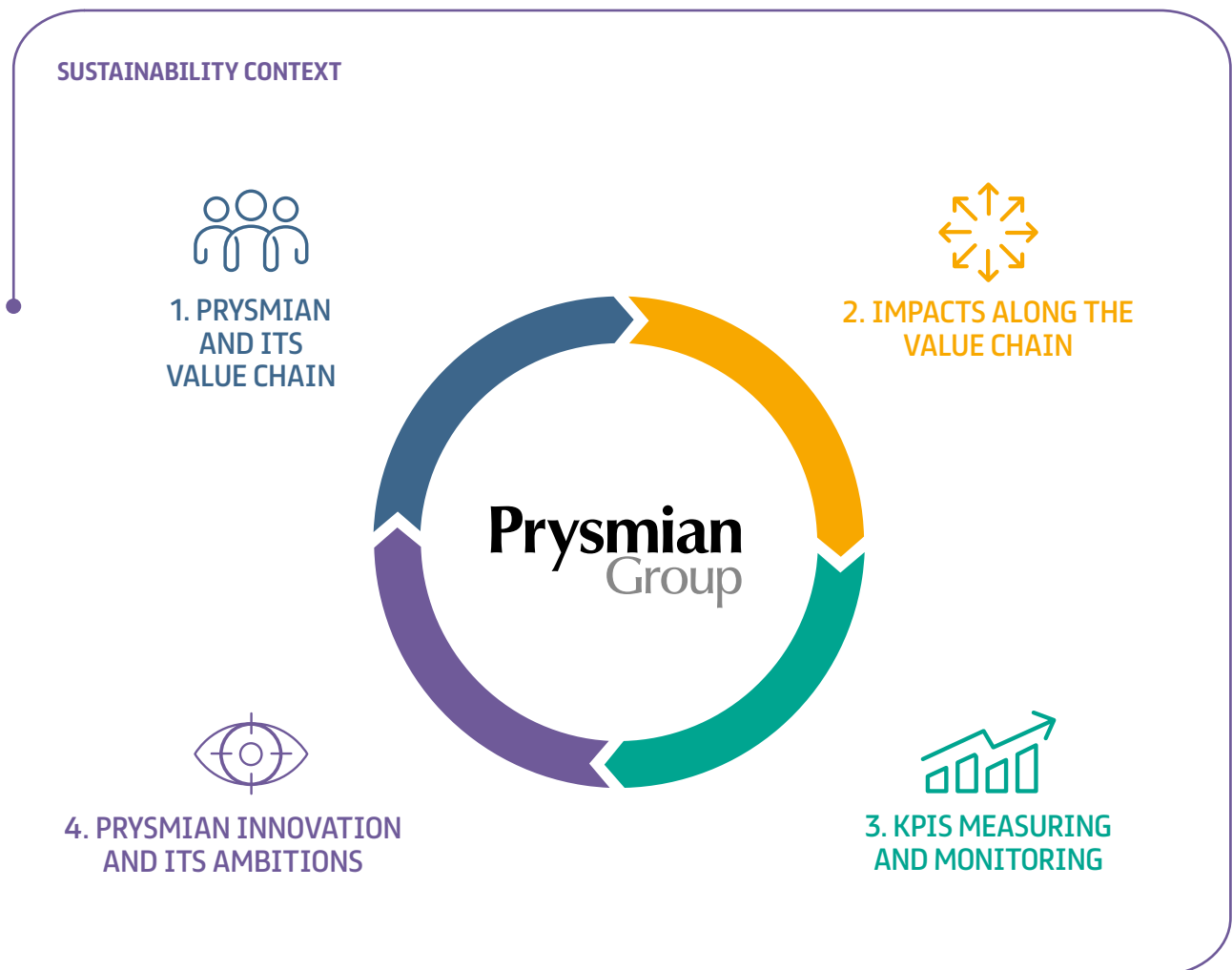
E-mail: **helpline@prysmiangroup.com**

PRYSMIAN GROUP SUSTAINABILITY CONTEXT

Thanks to its ongoing drive for innovation and the remarkable projects it takes on all around the world, Prysmian Group leads its industry. An important tool that demonstrates how it centers its strategy around environmental and social sustainability initiatives and communicates this to all stakeholders is the sustainability report that was released in 2022. You can access the Prysmian Group 2022 sustainability report at ["Sustainability Report | Prysmian Group"](#).

The Prysmian Group's sustainability strategy is based on an **"Impact Creation"** model. This model analyzes the results of its actions to identify the areas for improvement. The strategy's impact is continuously tracked and improved in line with the principle of measurability.

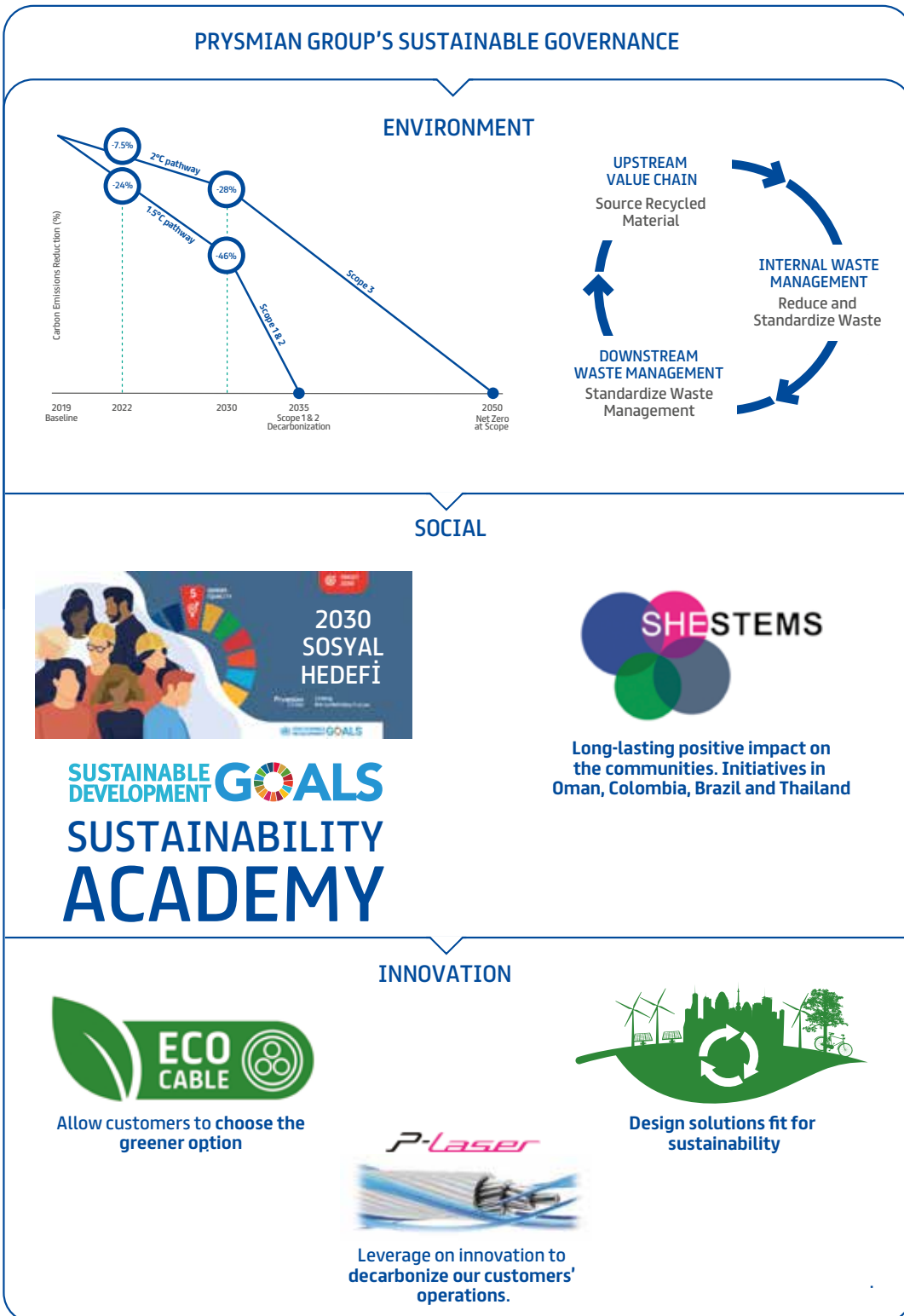
Impact Creation model comprises 4 areas.



Climate Change and Social Ambitions

In order to become a leader in the sustainability domain, Prysmian Group concentrated on two primary objectives in 2021: **Climate Change and Social Development**. The company formed the Sustainability Committee in March 2020 to oversee ESG (Environmental, Social, and Corporate Governance) matters and to autonomously guarantee the governance of these objectives. This Committee made sure that performance indicators were determined for every process and made a significant contribution to the group's long-term goal setting.

PRYSMIAN GROUP'S SOLID GOVERNANCE



Climate Change Ambition

The climate strategy adopts “science-based” targets aligned with the Paris Agreement climate objectives. In this context, the Prysmian Group got its climate targets approved by the Science-Based Targets initiative. The Science-Based Targets initiative defines the requirements for an effective Net-Zero strategy. Our Group is a signatory of the Business Ambition for 1.5 C° pledge. As a result, it pledges to reduce its Scope 1 and 2 GHG emissions by 46% from its 2019 baseline by 2030 and be Net Zero in Scope 1 and 2 by 2035, and Net Zero in Scope 3 by 2050.

- 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,
- Scope 3:** Includes indirect emissions from the company’s operations, excluding those specified in Scope 2. Includes all process emissions in both the upstream value chain (supply) and downstream value chain (provision of products and services) directions. In 2022, Prysmian Group incorporated Scope 3 tracking into its key performance indicators.

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.

2030 SOCIAL AMBITION TARGETS

HEALTH AND SAFETY	GENDER EQUALITY	RACE/ETHNICITY INCLUSION	EMPOWERMENT OF LOCAL COMMUNITIES	DIGITAL INCLUSION	UPSKILLING & IMPROVING ENGAGEMENT
Injuries Index towards 0 (employees & contractors)	<p>50/50 in Recruiting of Desk Workers</p> <p>30% Women in Senior Leadership roles</p> <p>25% of Women in the Total Workforce</p> <p>+500 women in a fully-dedicated STEM program</p> <p>Zero Pay Gap Desk Workers</p>	<p>More than 30% of Executives from underrepresented nationalities / ethnicities / origins</p> <p>Local mentoring programs for 500 students coming from minorities-poverty</p>	<p>At least a project per year, with focus on developing countries and vulnerable communities</p> <p>Local projects with donations of optic and electric cables</p>	Connecting 100% (over 31,000) of our employees through global platforms, achieving a proper level of adoption	<p>40 yearly hours per capita of experienced learning for all employees</p> <p>Involvement of more than 25% of employees in mobility/growth experience</p> <p>50% of employees as stable shareholders through share ownership plans (YES)</p> <p>Higher than 80% response rate to Engagement Survey</p> <p>Leadership Impact Index improved to 70-80%</p>

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 MEART Sustainability strategy has been developed, with Türk Prysmian Kablo designated in the management region. MEART Sustainability Strategy has come a long way with the targets set in 2021, and a comprehensive road map has been laid out for 2022. Türk Prysmian Kablo also supports the MEART strategy with an integrated perspective and KPI tracking in 2022, as it did in 2021.

Sustainability Academy

The Prysmian Group launched the Global Sustainability Academy involving 31,000 employees in over 50 countries in early 2023.

This academy aims to raise awareness among all company employees worldwide about the culture of sustainability and to strengthen the Group's work towards its climate and social targets. The MEART region's establishment of the Sustainability Academy demonstrates our region's efforts to set an example for sustainability.



ABOUT TÜRK PRYSMIAN KABLO

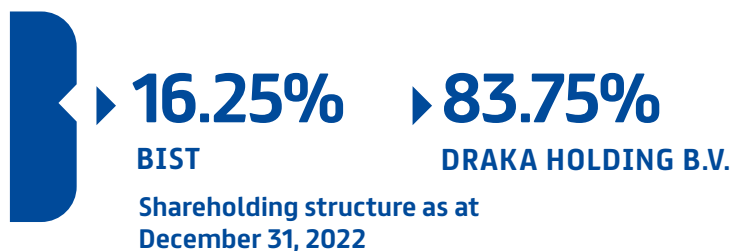
Following our global merger with General Cable, we, at Türk Prysmian Kablo, maintain the Turkish operations of the Prysmian Group, a global leader in the energy and telecom cables business with almost 31.000 employees and 108 plants operating in more than 50 countries.



HISTORICAL TIMELINE



Shareholding Structure



Products and Services

Prysmian Group defines sustainable products and services as those that may reduce emissions during both the production and usage phases by providing products and solutions with a lower impact on the environment. P-Laser power transmission and distribution cables, for instance, stand out as an important step in lowering environmental impact.



These cables are produced using fully recyclable materials and through a “zero gas” process. In this way, CO₂ emissions are significantly reduced. Considering the raw materials, cable production and end-of-life stages, the CO₂ content of these products is reduced by 30% compared to conventional cables.

Click on the following link for detailed information about Prysmian Group's sustainable products:

[Sustainable Products | Prysmian Group](#)

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 product line, we place a specific emphasis on renewable energy products in keeping with our environmental sustainability goals.

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. In other words, we have provided enough cables to round the globe once within the context of these projects.



We focused on our sustainable product efforts in 2022 and included issues such as eco labels and environmental product declarations (EPD) in our sustainability strategy in 2023. You may want to check out our efforts in this context under the title "We Use Our Resources in a Circular Model".

Energy Cables



Power Transmission

High voltage underground and submarine cables

Power Distribution

Medium & Low voltage cables

Cable Accessories

Joints, terminations and connectivity components

Low voltage and building cables

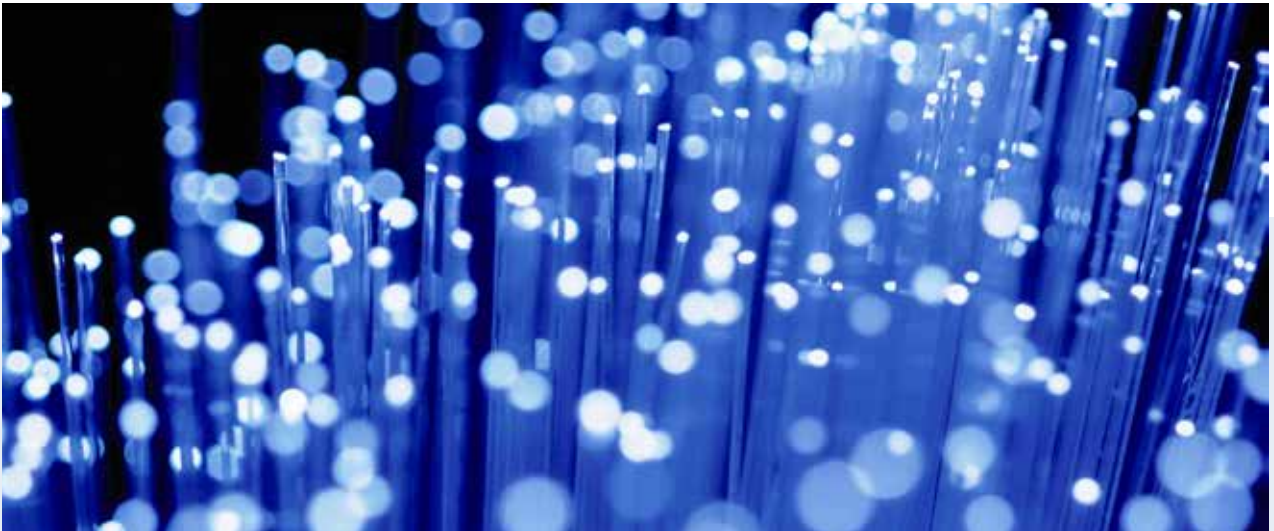
- Fire-resistant
- Environment-friendly
- Low smoke and zero halogen (LSOH)
- Customized solutions for each application

Special Applications

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

Check out our product details at
www.prysmiangroup.com.tr

Telecom Cables



Copper Telecom Solutions

- Cable and system solutions facilitating people's communication

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

2022 Production Capacity

52.000 ton
ENERGY CABLES

820.000 Lkm
TELECOM COPPER CABLES

500.000 Fkm
FIBER OPTIC CABLES

R&D Center

The R&D Center in Mudanya, which has been in operation since 2016 and completed 9 Projects as of the end of 2022, leads the Turkish cable manufacturing industry with its infrastructure investments in the industry and its operations.



Thanks to its cutting-edge technological applications, highly experienced teams and specialized know-how, Türk Prysmian Kablo launched the Turkish cable manufacturing sector's first R&D Center certified by the Ministry of Science, Industry, and Technology.

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 Burn 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 holds 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 Türkiye 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 30 national and international tests in the scope of accreditation by Turkish Accreditation Agency (TURKAK).



Our mission at the R&D Center is to create innovative approaches that prioritize high performance, efficiency and safety. We use Prysmian Group approach to implement our plans. This allows us to select, define and manage raw materials, application techniques, production process line parameters, and other variable parameters dynamically.

Türk Prysmian Kablo Manufacturing Academy

The Prysmian Group decided to build the Manufacturing Academy, which they were planning to set up, in Türkiye, thanks to our Mudanya plant's performance and the Manufacturing Academy began its journey in Mudanya in 2015.



The Manufacturing Academy undertakes an important mission with its training programs aimed at employees from many different locations of the Prysmian Group. The training programs aims to train the future production managers and plant managers of the Prysmian Group. Mudanya Manufacturing Academy plays an important role in reinforcing our leadership in the sector and contributing to global production processes.

“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.

Through the Manufacturing Academy in Mudanya, over 500 employees of Prysmian Group have completed 296 days of training, or up to 45,000 hours, since 2015.

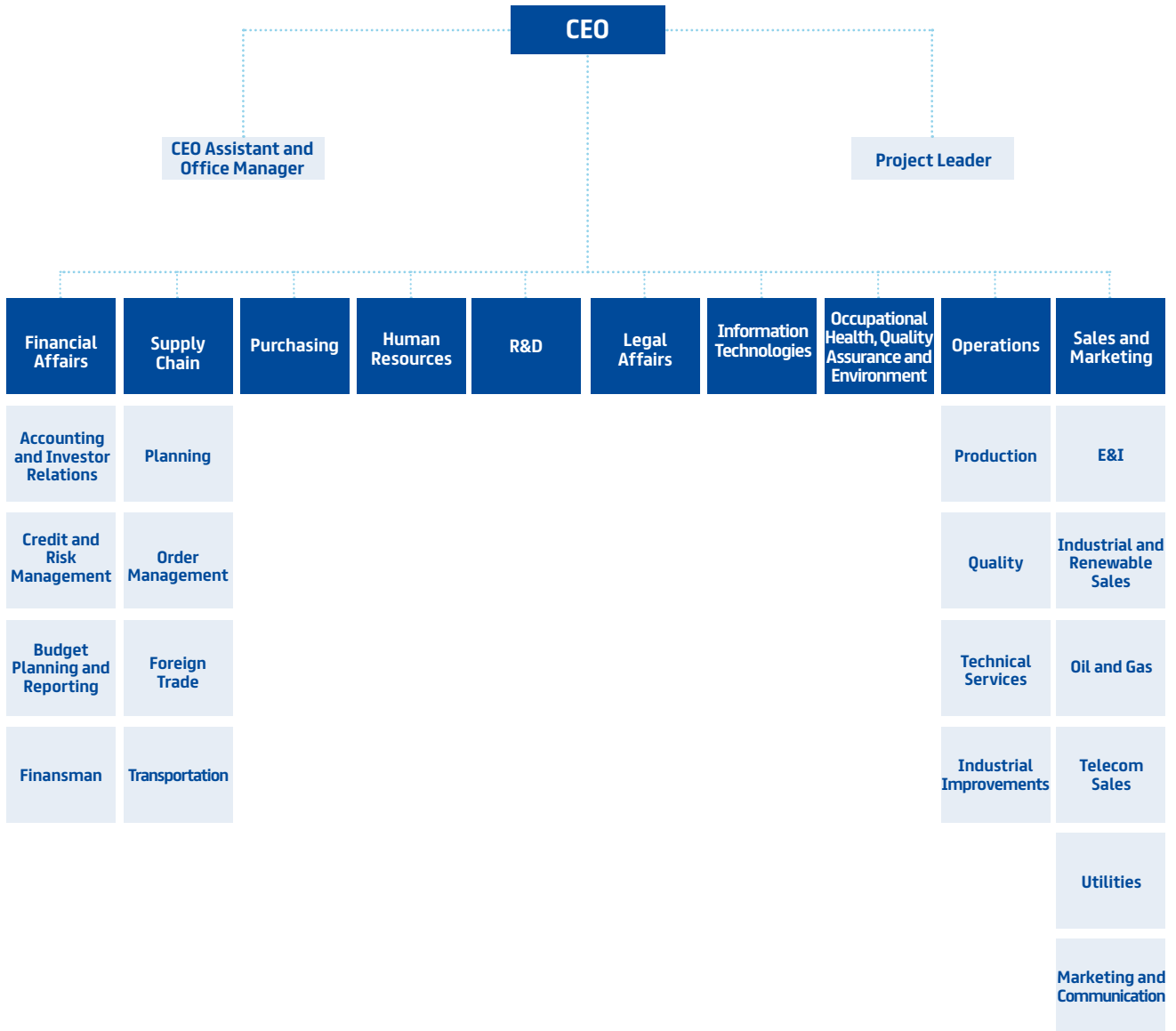


The Academy's activities resumed in 2022 after being suspended due to the Covid-19 pandemic in 2020–2021, and they were incorporated into Prysmian training programs in 2023.

We have had the chance to provide our training to staff members all around the world throughout this process, and updated versions of our courses are designed to take into account the most recent demands and trends in the business. In this way, we continue to improve employee skills and support innovative work practices.

Organizational Structure

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



Our Board of Directors convenes four times every year, once at the end of each quarter. For detailed information about our Board of Directors, you can review our annual report at www.prysmiangroup.com.tr.

Sustainability Organization

Our sustainability operations are being carried out by a committee under the sponsorship of Türk Prysmian Kablo's CEO since 2019. Launched in 2023, our 'Sign it.' sustainability initiative includes our 2030 Goals 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.

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.

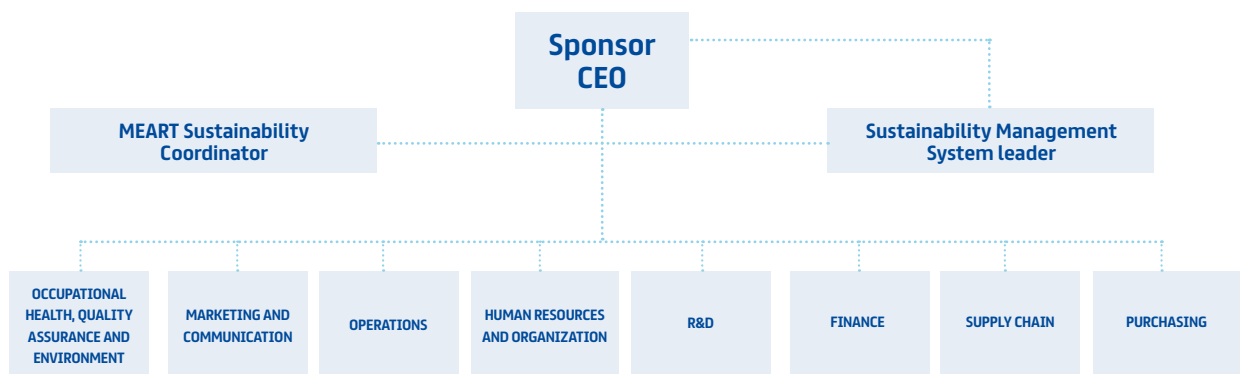
In addition to the Sustainability Committee, the Sustainability Ambassadors representing the different departments and functions of the organization consist of people who have contributed most to the progress of our sustainability journey in 2022, as in 2021. Sustainability Committee Leaders and Sustainability Ambassadors meetings are held regularly every month and feedback is provided to the CEO at regular intervals.

Our 2021 sustainability report is a key indicator of our sustainability ambassadors' effective activities throughout the process.

Türk Prysmian Kablo's Sustainability Management System is also compatible with the MEART Sustainability strategy. The sustainability goals 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 MEART Sustainability Committee.

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

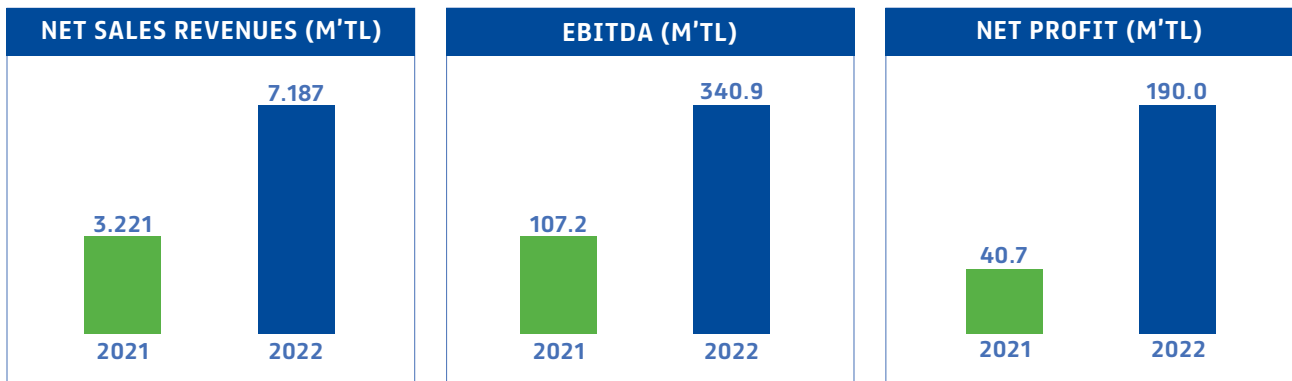
Türk Prysmian Kablo Sustainability Committee



Financial Leadership

From an economic standpoint, it is evident that, despite the fact that the COVID-19 pandemic's economic consequences have subsided in 2022, the monetary and fiscal policies put in place during that time have had an inflationary impact. The year began with hopes for economic stability, but those hopes were dashed when the Russia-Ukraine War broke out at the beginning of the year. The war's effect on rising energy prices led to an exacerbation of the inflation issue.

Despite all of these challenging circumstances, Türk Prysmian Kablo was able to significantly boost its sales revenue over the previous year, mostly due to our efforts in executing two submarine projects. At the same time, we have seen rises in profitability levels as a result of our successful pricing strategies, which quickly reflect changes in the cost of raw materials, and our dynamic pricing mechanism, which is in place to guard against costs and fluctuations in the supply chain.



Please review our 2022 Annual Report at www.prysmiangroup.com.tr for more information.



Risk Management

The Board of Directors will be able to make strategic decisions and serve as the foundation for developing guidelines in this regard thanks to the Prysmian Group ERM Risk Management System, which has been designed based on systematic tools and regular information flow.

The Prysmian Group has adopted the “Enterprise Risk Management (ERM)” model to improve its risk management capabilities. Furthermore, our Group conducted a careful risk analysis focusing on climate change and energy transition starting from 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 for further information. You can find the updated study on risks and opportunities for 2022 in the [“2022 Prysmian Group Sustainability Report.”](#)

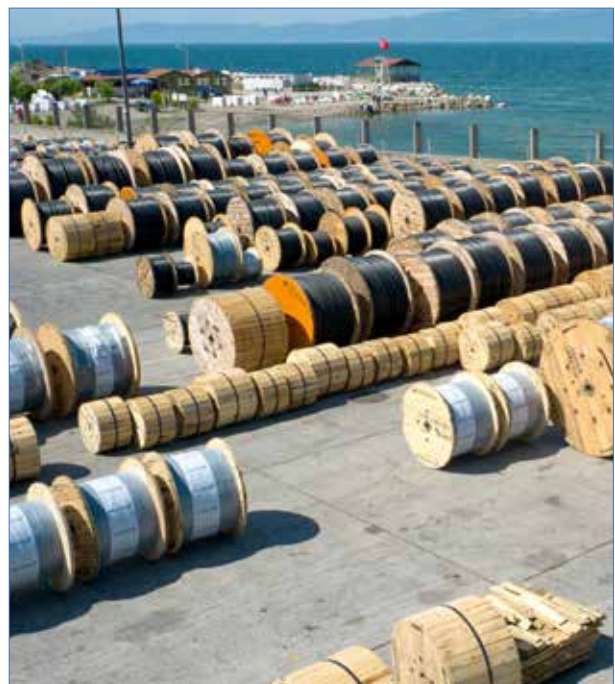
The guidelines for the System of Internal Control and Risk Management approved by the Board back in 2014 are part of the Group ERM Policy, which formalizes the ERM model adopted. This model adopts a top-down approach, being guided by senior management and our medium/long-term business objectives and 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.

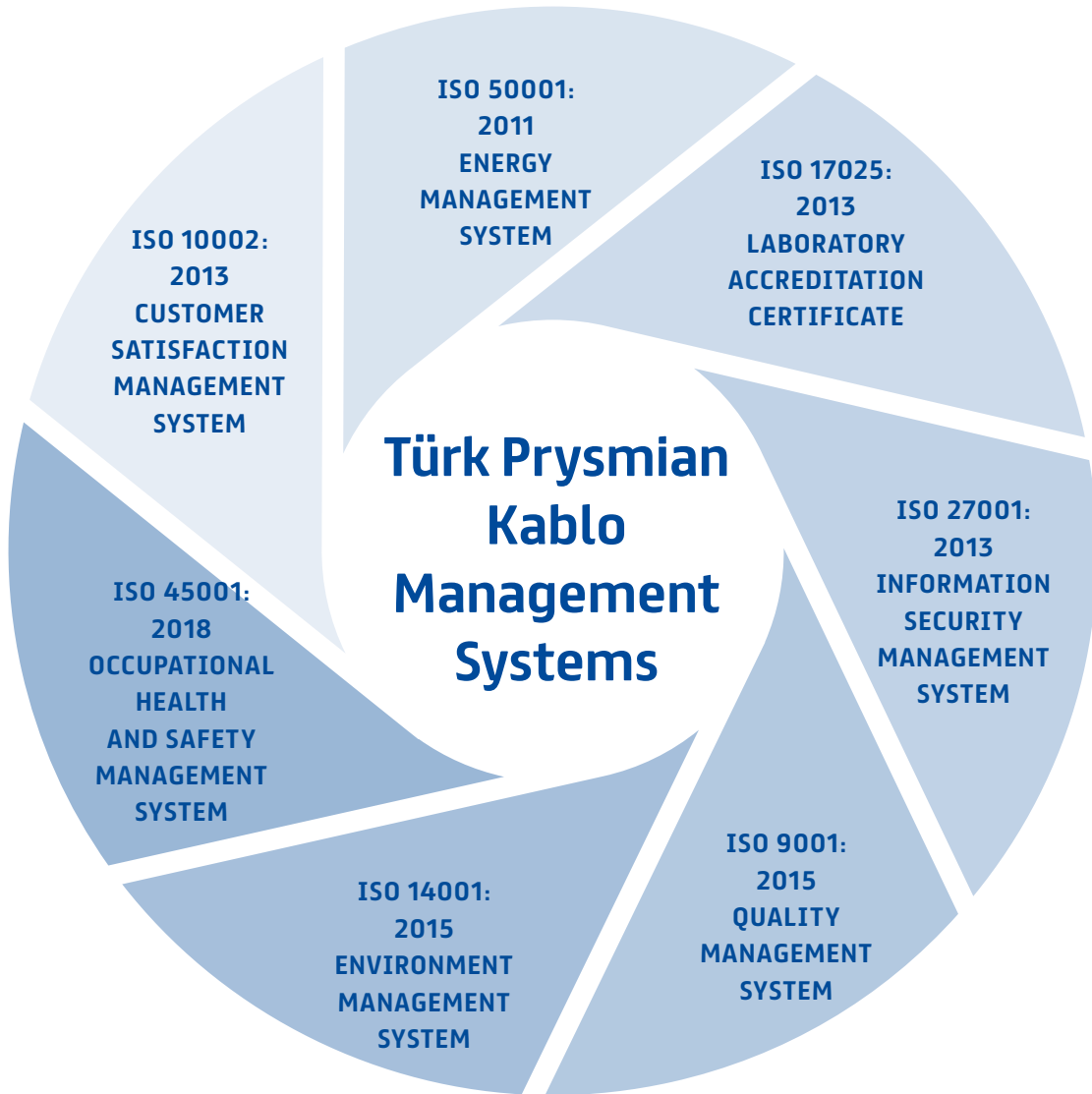
Each year, the Group’s main business/function managers participate in the process of identifying and evaluating the most significant risk factors and opportunities. Here, they review risks within the scope of ESG (Economic, Social, Corporate Governance) including sustainability and climate change.

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:



Materiality Analysis and Stakeholder Engagement

Building solid relations with our stakeholders is very important for us in this journey where we act with the mission of "Linking Türkiye to a Sustainable Future". In this context, we developed our materiality analysis, which we started in 2019, by also ensuring the engagement of external stakeholders in 2022.

We conducted a comprehensive survey to get feedback from stakeholders within the value chain to form the basis of our sustainability strategy. With this survey, we addressed the economic, environmental and social topics that will create the greatest impact and value for all our stakeholders. The stakeholder groups whose feedback were received include employees, customers, suppliers, business associations, subcontractors, business and governance stakeholders. We organized material topic surveys specifically for these stakeholder groups, including their expectations in the field of sustainability. Through these surveys, we managed to get feedback from approximately 400 key stakeholders.

Stakeholder Engagement is fundamental to corporate performance. because value can only be created at its maximum level when everyone in the organization is involved in creating a common goal. The key to success for us is to make stakeholder engagement an indispensable part of our corporate strategic planning and to maintain stakeholder communication in a continuous and transparent manner, rather than seeing it only as a risk management tool. We share the steps we have taken in this field with all our stakeholders through in the ["Sustainability"](#) tab we have added to our website.

In our stakeholder survey, we asked stakeholders to evaluate the main topics in the table below, which lists the outputs of our

materiality analysis with our Sustainability Ambassadors, in terms of materiality, and their expectations from us:

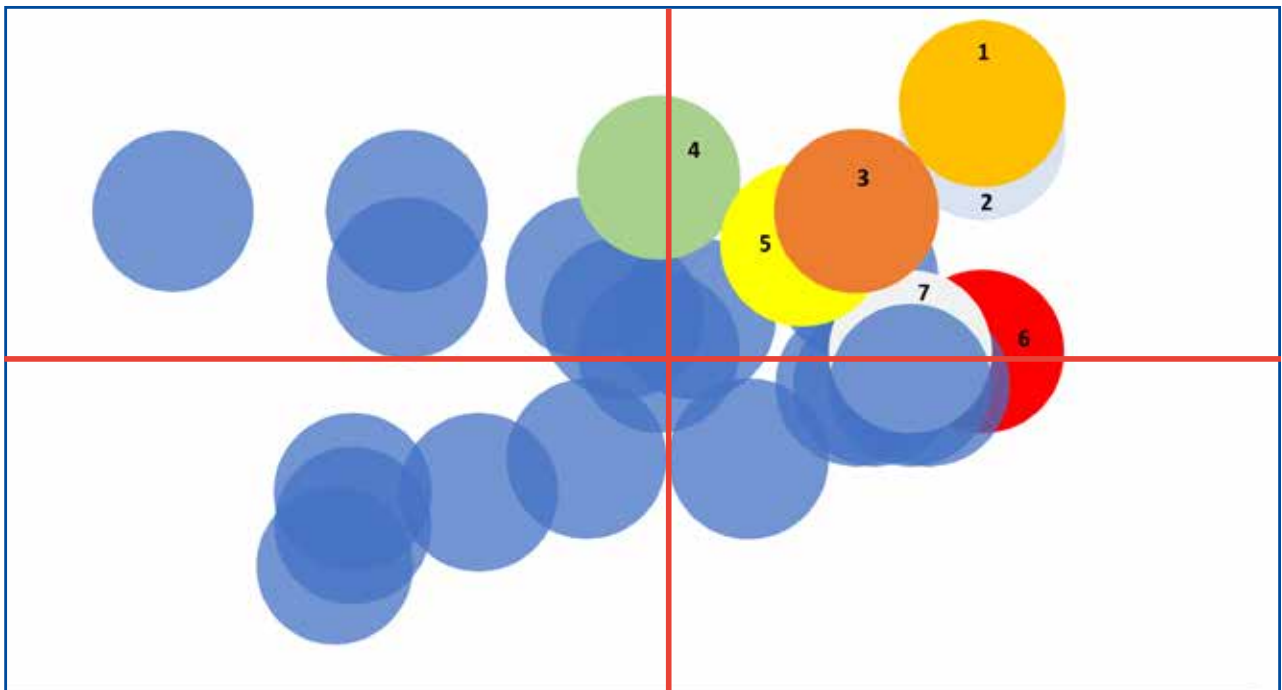
- Strong Financial Performance
- Positive Impacts on Local Employment
- Product and Service Diversity
- Brand Management
- Good Management of Financial Risks and Cash Flow
- Market Presence and Number of Customers
- Circular Economy Activities
- Conservation of Biodiversity
- Action Against Climate Change
- Development of Environmentally-Friendly Products and Services
- People Wellbeing
- Work-Life Balance
- Employee Engagement and Upskilling
- Diversity and Inclusion
- Respecting Human and Employee Rights
- Avoiding Anti-Competitive Behavior
- Crisis and Risk Management
- Sustainable Supply Chain
- Occupational Health and Safety Practices
- Compensation Transparency
- Local Social Benefit
- Customer Satisfaction and Loyalty
- New Product and Innovation
- Digital Services
- Low-Carbon Enabling Products (EPD, Eco Label)

Following this process, we contacted each of our stakeholder groups and created our materiality matrix. While certain topics are more important to different stakeholder groups, their effects on us vary from a strategic standpoint.

According to the material topics matrix below, the most important topics that have the greatest impact on both our stakeholders and our company are:

1. Respecting Human and Employee Rights
2. Development of Environmentally-Friendly Products and Services
3. Low-Carbon Enabling Products (EPD, Eco Label)
4. Sustainable Supply Chain
5. Customer Satisfaction and Loyalty
6. Circular Economy Activities
7. Work-Life Balance

Türk Prysmian Kablo Materiality Matrix



Our report presents our activities and projects under these headings, which are important for both our stakeholders and our strategic goals.



SUSTAINABILITY VISION

We submit the following as our sustainability vision, keeping in mind the 59-year-old values and culture of Türk Prysmian Kablo, with all the work we do:



In accordance with our vision, which we define as "Linking Türkiye 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.

The most significant guiding principle we used when developing our corporate culture and incorporating it into our business strategy was sustainability.

At Türk Prysmian Kablo, we continue to operate under four primary pillars, as outlined in our 2021 report, with the principle of "integrating economic, environmental and social sustainability, and being a responsible business" into our sustainability vision in all our work.



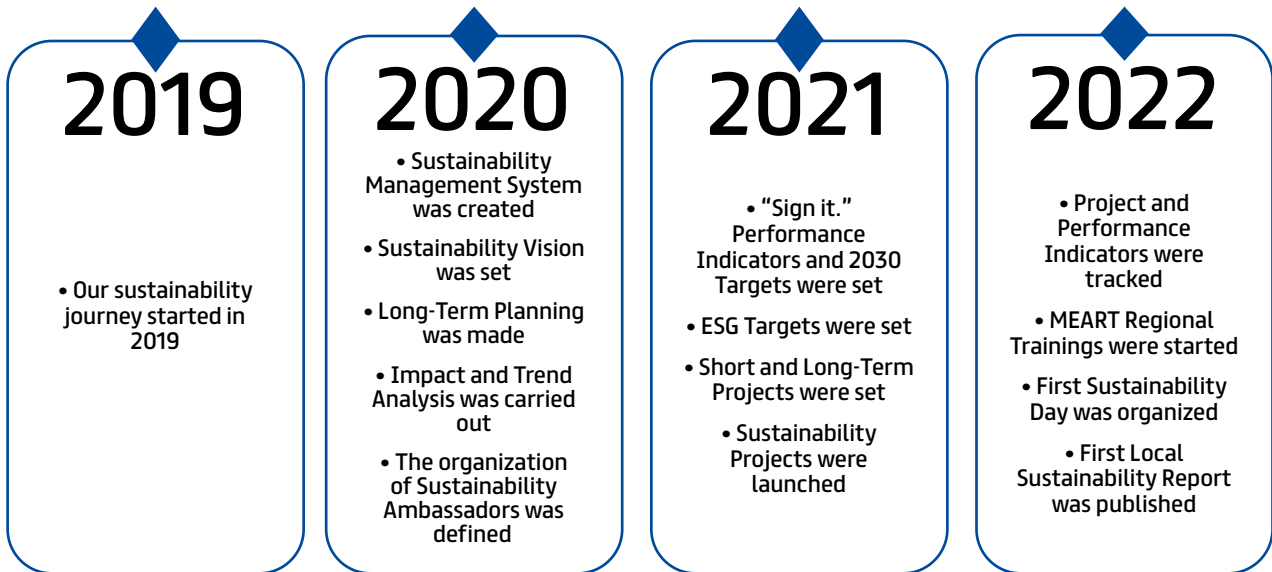
At Türk Prysmian, we embrace the goal of setting an example in the cable sector through our efforts in the sustainability field, approaching both our local and international stakeholders with this understanding.

SUSTAINABILITY ROADMAP

In each action we take that falls under the purview of our Sustainability Management Plan, we give the environment, the economy, and society top priority. We also embrace the responsible production ethic in all our work.

We are committed to achieving our 2030 Net Zero target and are pleased to be leading our industry in the process we started in 2019.

We collaborate for a sustainable future and include sustainability into our business approach.



In 2022, Türk Prysmian Kablo carried out its operations under four primary pillars that were established as part of its "Sign it." campaign. With our work teams organized under these four main pillars, we present our sustainability justification on the path to staging the "Contemporary in Future World" as follows.

We Eliminate Our Carbon Footprint

We work towards our Net Zero goal through efficient production using fewer resources and transition to renewable energy.

We Use Our Resources in a Circular Model

We protect and reuse our resources to prevent depletion of natural resources and damage to the natural environment.

We Enhance Our Business Model

We prioritize sustainability in all our operations, from production to sales, by working with our stakeholders in order to achieve sustainable growth.

We Develop Our Employees and Community

Diversity and inclusivity are two of our company's core values as we pursue our mission of "People First". We strive to draw in a skilled and younger workforce and advance our abilities daily in order to better serve the community in which we live.







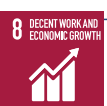
SUSTAINABILITY TARGETS AND PERFORMANCE

For Türk Prysmian Kablo, 2022 has been a year in which the targets set in 2021 were adopted and concrete results were achieved.













Targets must be established and their progress must be tracked in order to build a credible approach to sustainability. Prysmian Group is committed to reaching both short- and long-term targets identified in particular fields and at Türk Prysmian Kablo, we have incorporated these targets into our performance indicators and updated our processes.

Tracking our goals on the digital platform in 2022 helped the targets to be more embraced by those responsible for the process.

The following table shows Türk Prysmian Kablo sustainability targets and achieved results for 2022:

TÜRK PRYSMIAN KABLO SCORECARD					
SDGs	PERFORMANCE INDICATORS	2020	2021	2022	Target 2022
 13 CLIMATE ACTION	Total Greenhouse Gas Emission (ktCO2eq)	19.09	19.68	18.66	19.02
	Greenhouse Gas Emission Scope 1 (ktCO2eq)	3.00	3.43	2.74	3.38
	Percentage reduction of Scope 1&2 GHG Emissions	0	3.08%	-2.27%	-0.38%
	Energy Consumption (TJ)	177.11	183.98	172.56	178.54
	Percentage of Plants with ISO 14001 Certification	100	100	100	100
 3 GOOD HEALTH AND WELL-BEING	Injury Frequency Rate – Internal Employees	2.38	1.45	2.83	1.37
	Injury Severity Rate - Internal Employees	43.65	37.22	40.27	35.36
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Percentage of Recyclable Waste	89.1%	89.1%	91.0%	89.6%
	Total Drums (Tons)	5.119	6.757	6.111	5.950
	Percentage of Drums Reused	28.2%	27.3%	15.8%	29.0%
	Number of Sustainability Audits For Risks In The Supply Chain	-	-	-	2
	Percentage of Cables Assessed Using Ecolabel Criteria Developed internally by Prysmian	-	-	-	-
 11 SUSTAINABLE CITIES AND COMMUNITIES	Percentage of Product Families Covered by the Carbon Footprint Measurement	100%	100%	100%	100%
 7 AFFORDABLE AND CLEAN ENERGY	Percentage of Annual Revenues from Low Carbon Enabling Products	25.2%	21.7%	32.0%	39.3%
 5 GENDER EQUALITY	Percentage of Women Executives	25.0%	20.0%	22.0%	25.0%
	Percentage of White-Collar Women Hired with Permanent Contracts	60%	65.2%	40.0%	50.0%
	Percentage of White-Collar Women Hired with Permanent Contracts (Only Band D and above)	-	22%	20%	28%
 8 DECENT WORK AND ECONOMIC GROWTH	Average Number of Training Per Employee Each Year (Hours/Employee)	4	6	13	8
	Leadership Index	-	-	47%	67%

Prysmian Group has decided to merge its sustainability targets for 2023 and make them more inclusive. In this context, below are the 2023 Sustainability targets set by the Prysmian Group.

SDGs	Categoria	KPI	Baseline 2022	Target 2025
 	Impacts on Society	Enable access to green electricity to households ¹	21m 	110m
		Enable fast digital access to households ²	3m 	15m
 	Climate	Percentage reduction of GHG emissions (Scope 1&2 Marked Based) vs 2019 baseline ³	-24%	-35%/-37%
		Percentage reduction of Scope 3 GHG Emissions vs 2019 baseline ⁴	-7.5%	-11.5%/-15%
	Green & Circular Economy	Share of revenues linked to Sustainable Products – in EU/RoW ⁵	52%/5%	57%/19%
		Share of recycled content on PE jackets and copper ⁶	10%	15%/16%
 	Diversity & Inclusion	Percentage of Desk Workers women hired ⁷	44.9%	47%/49%
		Percentage of Executive women ⁸	15.7%	21%/24%
	People Wellbeing	Safety Assessment Plan ⁹	-	2.75/5
		Leadership Impact Index ¹⁰	55%	57%/61%
 	Solid Governance & Ownership	Percentage of shareholders employees ¹¹	37%	44%/45%
		Completion rate for compliance e-trainings promoting anticorruption ¹²	75%	90%

Along with maintaining adherence to the 2021 indicators, Türk Prysmian Kablo updated its 2023 performance indicators to align with the target KPIs of the Prysmian Group.





WE ELIMINATE OUR CARBON FOOTPRINT

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 goal entails equating the quantity of greenhouse gases released into the atmosphere with the amount of greenhouse gases naturally absorbed by the Earth.

The Carbon Border Adjustment Mechanism (CBAM), which is one of the basic tools to achieve the targets set by the European Union (EU) under the European Green Deal, targets, on the one hand, the preservation of Europe's competitiveness against the cost of green transformation, and on the other hand, increasing the efforts to combat climate change at the global level. Prysmian Group is also working intensively on the potential effects of climate change on our business strategy because risk and opportunity surveys regarding climate change are key for us*.

We kept a close eye on the national and international initiatives that will help us meet our carbon footprint reduction target in 2022.



The 2022 Intergovernmental Panel on Climate Change (IPCC)'s 6th Assessment Report emphasized that the use of fossil fuels must be stopped urgently. The report also stated that livestock raising is an industry that harms the environment, that sustainable urban planning should be implemented, and that human activities are the main cause of climate change.

Countries at the COP27 summit agree to set up a fund to compensate developing nations for the "losses and damages" caused by climate-related disasters. During the COP27 summit, Türkiye revealed its revised Nationally Determined Contributions (NDC). Türkiye's emission reduction target in 2030 was increased by 21% to 41%.

Determining when Turkey would stop using coal was one of the main expectations at the Climate Council held in Konya. The Council's decisions included supporting carbon capture, use and storage technologies, using heat from thermal power plants, and supporting natural gas and nuclear energy.

** [Click here to see the detailed risk and opportunity survey conducted in this context.](#)*

Development of Environmentally-Friendly Products and Services

At Türk Prysmian Kablo, we lead the industry with our efforts to reduce our carbon footprint in our production operations. In this context, we continue our efforts to use our resources more efficiently and direct our energy use to renewable resources in order to achieve Prysmian Group's Net Zero Emission target in Scope 1 and Scope 2 in 2035.

Based on the United Nations Sustainable Development Goals, we focus our work on minimizing the environmental impacts caused by our products and services and contributing to the protection of the environment. **Within the framework of ISO 14001 Environmental Management System**, we quantify the environmental impacts of all the services received and operations carried out by our company and make improvements to eliminate or minimize these impacts.

In line with the Occupational Health and Safety Environmental Policy, at Türk Prysmian Kablo, we strive for continuous improvement and environmental performance maximization while abiding by all legal regulations and obligations. In keeping with these goals, the projects we completed in 2022 resulted in a total energy and fuel savings of 1,915,853 kWh and 92,000 liters.



Our Projects for Energy Saving in the Production Line

The electrical industry is responsible for the greatest portion of Turkey's carbon footprint, which is made up of CO2 emissions. We, at Türk Prysmian Kablo, are making significant progress toward our Net Zero goal through our energy-saving initiatives.

Use of New Generation Efficient Motors

High-power DC motors make up the majority of the extruder motors on our production lines. Owing to their winding methods and working principles, DC motors have constructions with significant electrical energy consumption and maintenance-repair costs.

Replacing the DC motors in our three critical production lines with new generation, high energy efficiency class AC motors and control systems is one of the significant steps we have taken in our energy management system to lower the energy consumption and increase the efficiency of DC Extruder Motors.

We were able to accomplish successful outcomes with this project, which we conducted in order to address the high energy consumption and maintenance-repair drawbacks associated with the use of DC motors. These fruitful outcomes validated the project's significance and influence.

In the upcoming years, we intend to apply this idea on our other production lines in light of its performance. Our objective is to increase electrical energy efficiency and achieve our environmental goals more effectively.



Replacing Administrative Building and Exterior Lighting Systems with LED Lighting

We installed new LED lights in our administrative building and environmental lighting. LED lighting's long lifespan and low maintenance requirements have drastically decreased waste and our operating expenses. By taking this action, we have improved environmental sustainability and established a more productive and environmentally friendly corporate environment. More natural and uniform light is emitted by LED lighting, which enhances the working environment and boosts visual comfort. As a result, we were able to improve the comfort and work efficiency of our employees in addition to meeting our energy efficiency goals. Furthermore, in order to lower the amount of energy used for lighting during the day, we have increased the usage of semi-transparent panels on roofs.



Energy Busters Teamwork

The Energy Busters Project is a critical step in integrating our sustainability values into the corporate culture by raising employee awareness and responsibility for energy efficiency. Through actions including employee training, energy consumption monitoring, and energy-saving projects across the factory, our project aims to use energy efficiently on our sites.

During the training given to our factory workers within the scope of the project, we covered subjects including energy awareness, energy-saving tips, significant energy sources, and environmental impacts.

Teams were established in order to find and eliminate unnecessary energy use in industrial sectors. By modifying the required methods and designs in light of these teams' inputs, we hope to lower our energy consumption.

We carried out the necessary work to extend the drum rotation pin axes in order to allow the air dryers to operate in accordance with machine start-stop systems, and to provide the torque values needed to rotate the cable drums in the winders and unwinders, with less current drawn by the motor.

Sustainable Supply Chain

The worldwide environmental issues and the climate crisis have raised awareness of the green transition taking place in the logistics sector. At a time when sustainable development is centered on the mobility and transportation sector, the green logistics strategy places a high value on environmental conservation while also seeking to positively impact economic expansion.

At Türk Prysmian Kablo, we work in the distribution chain and include the green logistics strategy into our business model to meet our sustainability goals. We considerably lessen our carbon impact in this way, contributing in a meaningful way.

Our Projects in the Distribution Chain

Intermodal Transportation Project

Intermodal transportation refers to a mode of transportation wherein many modes are utilized with a single transportation vehicle, and there is no handling of the goods during mode changes. At Türk Prysmian Kablo, we have adhered to the shipping methods we have put in place as of 2021, keeping in mind the sustainability mindset. By examining the various transportation modes that make up our current shipping structure, we hope to guarantee transportation mode conversion with little impact on the environment.

We took the first step towards switching to intermodal transportation instead of road transportation in our Italy shipments. We increased the intermodal transportation rate in our Italy transportation operations from 2% in 2021 to 31% in 2022.

Reduction of Cost and Emissions in Warehouses

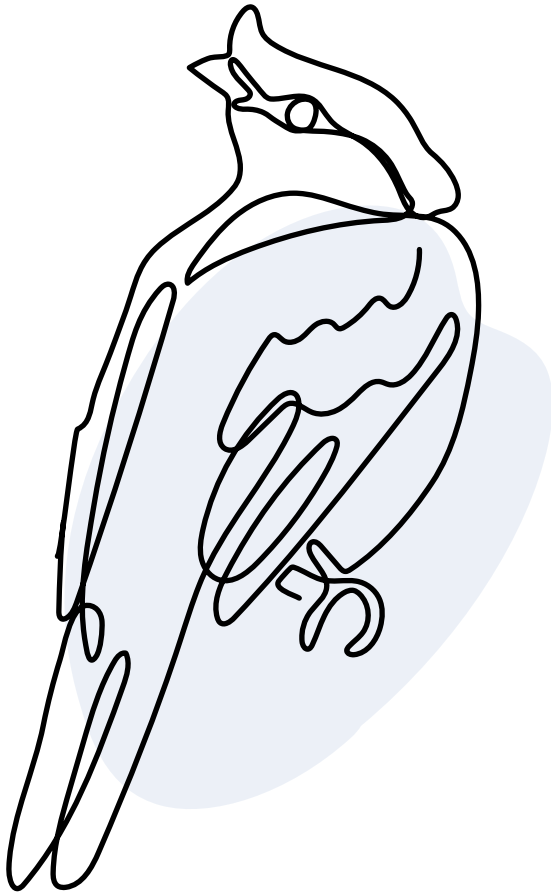
By using our suppliers' warehouses instead of direct vehicles for partial shipments, we maintained our procedures in 2022 with a focus on cost per ton and pollution emissions. The dispatch tonnage per vehicle climbed from 2,500 kg in 2021, with the work done, to 4,365 kg in 2022, a 75% improvement.

Route Optimization and Truck Load-Carrying Capacity Improvement Efforts

Our goal for the project, which we began in 2017, was to raise our average load per vehicle. By employing fewer trucks, we were able to boost our load carrying capacity from 7.2 tons in 2017 to 12.1 tons in 2022. This effort means a 68% increase in tonnage in 2022 over 2017. We carry out route optimizations as part of our ongoing process improvement initiatives on a yearly basis.

Cost and Waste Reduction through Improvement in Packaging Material

We continue to improve our processes by integrating our nylon waste into bubble wrap as a result of our cooperation with our supplier, in order to ensure both circularity and cost advantage in the packaging materials we use within the scope of our zero-waste target. Our supplier carried out the necessary work on the use of our nylon waste in bubble wrap production and produced bubble wrap using 50-70% of our nylon waste in the samples received.



Reducing Emissions Using a Scrap Yard Crusher

Thanks to our cooperation with our supplier as part our emission reduction targets, we have switched to crusher use in order to optimize the shipment of our nylon and cardboard waste. With this practice, we achieved a 60% improvement in the number of waste transportation trips and emissions with the crusher.

Along with our ongoing efforts in our supply chain, we will collaborate with our transportation suppliers to calculate the emissions of vehicles that are providing regular services in the upcoming period. We shall designate the vehicle renewal procedure as one of the top priorities for our upcoming contract period based on the findings of these calculations. By taking this action, we hope to better demonstrate our dedication to sustainability, reduce our environmental impact even more, develop a sustainable transportation model for the future, and continue to be the industry leader in this area.







**WE USE
OUR RESOURCES
IN A CIRCULAR
MODEL**

Circular Economy Activities

The demand for natural resources is rising rapidly due to the growing global human population, and our ecological resources are running out daily to meet this demand. Our forests, soils, and water resources are gradually drying up due to overuse of these resources.

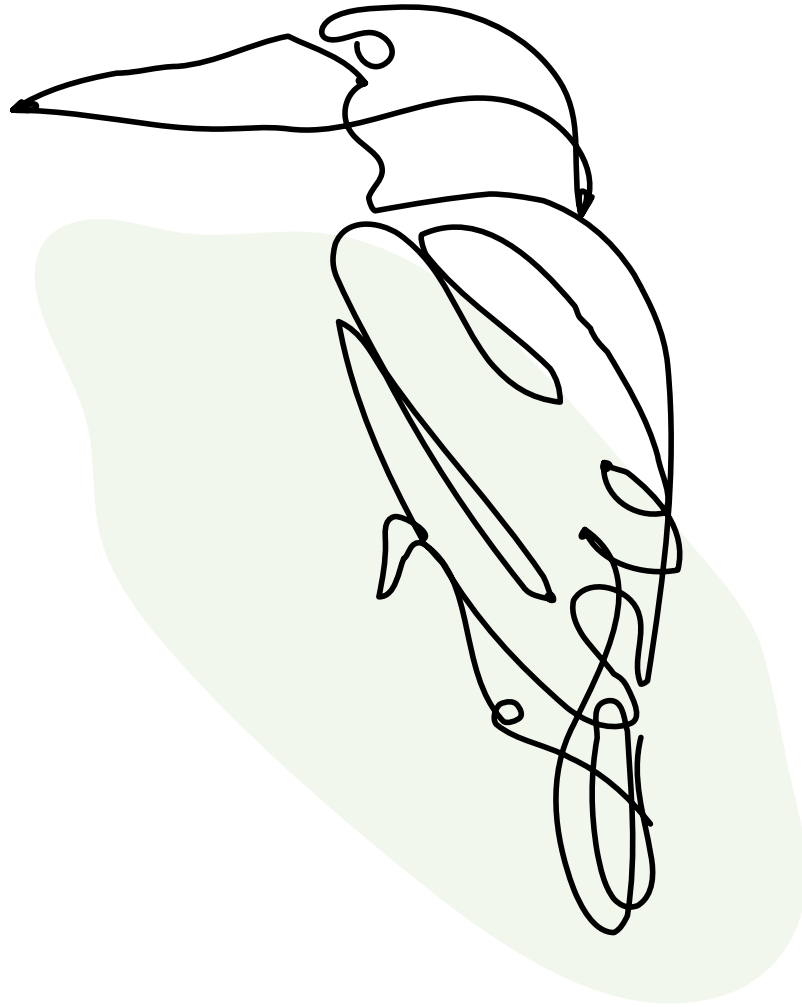
The term **“Earth Overshoot Day”** refers to the point at which human activity consumes more natural resources in a given year than the planet can replenish. To put it another way, we may think of it as the day that our yearly consumption surpasses the rate at which the world renews itself.

The Global Footprint Network’s analysis has led to the announcement that Earth Overshoot Day will occur on July 28, 2022, instead of August 2, 2023, as previously announced. In other words, we use resources as if there were about 1.75 worlds.

By creating a circular system of consumption, the circular economy provides innovative solutions. This strategy improves sustainability by preserving necessary resources. Its primary goal is to increase resource efficiency by minimizing the need for new resources through the principles of reduce, reuse, and recycle. Sustainable development includes the circular economy as a key component.

According to the Circularity Gap Analysis 2023 report, which was released by Circle Economy and Deloitte, the circularity gap shrank to 7.2% in 2023. This indicates that over 90% of materials are either wasted, lost, or cannot be used again for many years because they are utilized to create long-lasting structures and machinery.*

At Türk Prysmian Kablo, we take into account environmental factors and the circular economy principle from product design to the production



stage. We take our leadership approach in the cable industry one step further every day with the responsible use of underground resources and innovative production methods.

Thanks to the circular economy principle we adopt in our operations, we contribute to the circular use of our resources with products that support low carbon transformation, water efficiency and waste management.

** This metric means that materials returned to the global economy after their end of life, also known as secondary materials, account for 7.2% of all material inputs into the economy.*

Products That Support Low-Carbon Transition

At Türk Prysmian Kablo, our main goal in product innovations is to offer sustainable products and services to the end user by pioneering the technologies of the future. We carry out our operations at our Mudanya factory, which is one of Prysmian Group's 26 R&D centers worldwide, in line with this goal.

At Türk Prysmian Kablo, we innovate to offer goods and services that facilitate the shift to low-carbon energy while also developing projects and safeguarding our natural resources. Here are some examples of our efforts:

Halogen-Free Materials Containing Recyclable Materials

Through a variety of recycling techniques, we hope to reintroduce the plastic waste produced in our production processes as raw materials. With this method, raw material use is assessed circularly as opposed to linearly. Stated differently, resources are recycled and reincorporated into the production cycle, which lowers the need for raw materials.

We have completed our prototype work and conducted all necessary tests on the relevant cable types within the context of this goal. The product was prepared for serial use, and as a result, 40% less waste was discharged into the environment.



Disposal of Non-Reprocessable Thermoset Materials

In today's world, thermoset polymers are used to make plastic products that are meant to be more durable. This kind of plastic can withstand heat and a variety of chemicals. Reprocessing, using as raw materials, and adding them to manufacturing processes is extremely complex. Chemical bonds must be broken in order to recycle these thermoset plastics, and numerous scientific studies are being conducted in this area.

While global plastic pollution becomes increasingly critical, approximately 20% of the plastics produced worldwide will be recyclable thanks to such scientific studies. Until such research is concluded, it is of great importance that the thermoset plastic wastes generated during manufacturing are used by other companies through symbiotic relationships.

Environmentally Friendly Products

Within the scope of our sustainability efforts, we carry out R&D studies to develop products that can be described as environmentally friendly. These environmentally friendly products will be evaluated and certified with an evaluation system developed within the Prysmian Group.

Each category's impact will be assigned a certain weight and each product will receive a certain environmental impact score. As a result of the evaluation, products that will be classified as "environmentally friendly" cables will be identified. This classification aims to keep the negative impact of the cable on the environment to a minimum.

The evaluation will be made based on 6 different environmental criteria. These criteria are;

1. Carbon footprint
2. No environmentally harmful substances
3. Recyclability of the products
4. Percentage of recyclable material they contain
5. Other environmental contributions



Drum Recovery

This is one of the most basic topics we address under the heading of material recovery. The use of second-hand drums benefits the environment and the economy. We support the decrease in tree felling as a result of the use of timber and are working to enhance this usage rate in our company. In this regard, we recovered 15.8% of the drums through the optimization research we conducted in 2022. Our cooperative efforts with our suppliers to raise this rate are still ongoing.

Water Efficiency

One of the most vital natural resources for all life in our planet is water. Unplanned usage of this resource seems to be a risk factor that will have an impact on global future generations. Water resources must therefore be handled using a sustainable strategy. Only in this way can we protect our resources in the long term.

With this consciousness and awareness, at Türk Prysmian Kablo, we have set a target to reduce the use of our water resources by 50% by 2030. In this context, we contributed to this target with our water efficiency projects in 2022.

Automatic Green Grass Irrigation System

With this project, we established an automatic system that allows irrigation of green grass by using water more efficiently than traditional irrigation methods. The project is important in terms of protecting water resources, reducing waste water and sustainable green grass maintenance.



Domestic Wastewater Recovery Project

The domestic wastewater treatment system in our plant uses the biological treatment method and can purify 140 m³ of water per day. We reuse this biologically purified water through the wastewater recovery system. In this way, we meet some of the water we need with recycled water without resorting to underground resources.

Approximately 60% of the water treated through this project is sent back to be used in the process. We reduce environmental risks by drawing less water from our well, which has no alternative especially during drought periods.



Waste Water Recovery Device

Rainwater System Integration Project

At our premises, we have two underground tanks where we collect rainwater from the rooftops and the ground. We then purify the water and use it as needed. With the implementation of this project, our factory is constantly inspected and minimizes the risk of spread of a dangerous problem for the marine ecosystem such as mucilage. Additionally, using this high-quality purified water in our production processes instead of discharging it into the sea shows that our company acts in accordance with its sustainability vision and encourages the efficient use of water.




Waste Management


We guarantee that all waste produced at our sites is recycled in compliance with environmental legislation. When recycling is not an option, we employ efficient disposal techniques.

With the work we perform annually to meet our "zero waste" goal in waste management, we raise our recycling rate. We are recovering 91% of our waste as of 2022. Through field-based waste mapping studies, we hope to raise this rate.

Also, we have become the first company in our industry to earn a Zero Waste Certificate.



T.C.
BURSA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü




Belge No: TS/16/C/20/5 Tarih: 24/03/2020

SIFIR ATIK BELGESİ
(Temel Seviye)

Adı : TÜRK PRYSMIAN KABLO VE SİSTEMLERİ A.Ş.
Adresi : BURSA, ÖMERBEY Mahallesi, BURSA ASFALT CADDE, No: 51 /7-1, MUDANYA, Türkiye
Vergi No : 8760051374

12/07/2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

 **e-imzalıdır**
Mehmet Ersan AYTAÇ
Çevre ve Şehircilik İl Müdürü Vekili

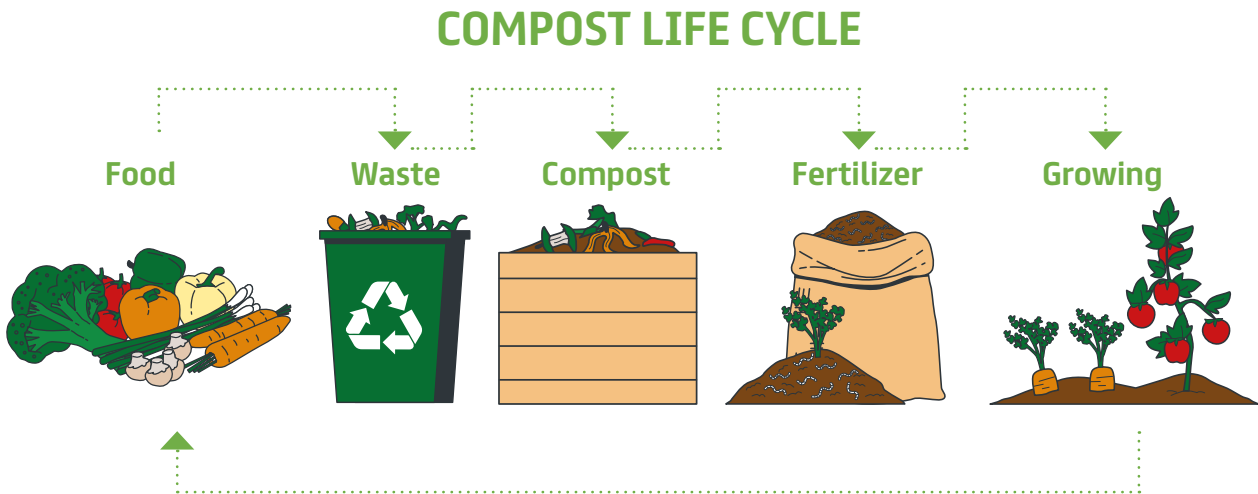
Belge Son Geçerlilik Tarihi: 24/03/2025

Not: 5070 sayılı Elektronik İmza Kanunu gereği bu belge elektronik imza ile imzalanmıştır.
Evrak Değerleme Kodu: İKZYMSKD Evrak Takip Adresi: <https://www.turkiye.gov.tr/cevre-ve-sehircilik-bakanligi>



Composting Project

Compost is an organic fertilizer created by transforming plant and animal wastes in a wet and oxygenated environment. Recycling waste food through composting and promoting natural fertilizer production is an important practice in terms of environmental sustainability and resource efficiency.



As of 2022, a compost machine that is situated in an appropriate area for compost production is used to process the waste food that is collected from our cafeteria. Food waste decomposes naturally in this location, producing useful compost material. For usage in gardens and other agricultural areas, the compost generated is given away free of charge to our staff members and nearby farmers.

250 L of waste can be accepted in our compost device at a time. When the compost device is operated at maximum capacity, 60%-75% of the waste that goes in the device is eliminated after an average of 20 hours, depending on the physical properties of the composted waste.

Our compost project has been a significant success for our environmental sustainability by reducing the use of chemical fertilizers as it increases soil fertility, improves water retention capacity and supports plant growth.







WE ENHANCE OUR BUSINESS MODEL

Product Excellence

Recently, agility, innovation, entrepreneurship, and digitalization adaptability have become critical to keeping up with the business world's rapid change. Providing new products and services to the end user in the most efficient manner, collaborating with stakeholders, and accurately identifying market needs are some of the fundamental requirements for business model change.

As a component of our strategic management, business model development is the hallmark of the value we generate as a company and our long-term vision of sustainable growth. This is what makes Türk Prysmian unique.

Lean Six Sigma in Production

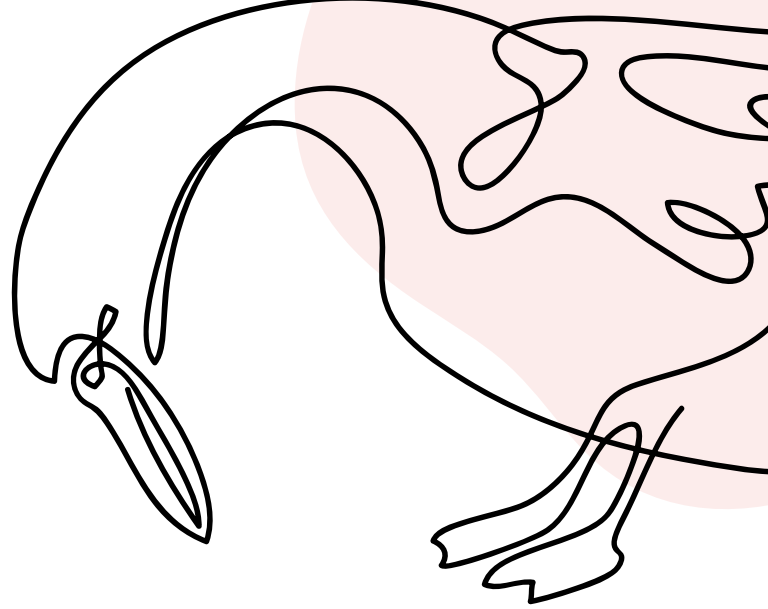
Six Sigma is a growth strategy that helps businesses meet or even surpass consumer expectations by increasing profitability, reducing costs associated with subpar quality, eliminating unnecessary processes, and improving the efficacy and efficiency of operations. Managerial definition of Six Sigma is, **"It is a shift in culture that makes it possible for the company to boost customer happiness, which in turn boosts profitability and competitive advantages."**



6S methodology: the basis of lean production

The 5S methodology was first launched by Toyota in the 1950s with the vision of lean production and it consists of the steps of Seiri (Sort), Seiton (Set), Seiso (Shine), Seiketsu (Standardize), Shitsuke (Sustain). This methodology has evolved into 6S with the Safety step added in recent years. The lean production philosophy of Taiichi Ohno, an engineer who created the lean production model and developed the lean production principles, focuses on eliminating losses in production, increasing efficiency, reducing work-related accidents and errors, effective use of production area and facilities and increasing quality. It has been shown that the motivation and efficiency of employees increases with a cleaner, more orderly and safer work environment created in organizations that adopt a lean production model.

At Türk Prysmian, our primary goals are to reduce costs, simplify the organizational structure by employing qualified employees in the best manner, and increase both quality and safety using the 6S methodology that we launched in 2017 and spread throughout the plant. The orientation towards perfection, which is the basic principle of the 6S methodology, has been adopted by all our units and work teams, and we collaborate to get better every day.



Thanks to our 6S activities in our production sites in 2022;

- **We have been successful in cutting waste and getting rid of inefficient processes. We have taken care to reduce environmental impact by using natural resources more efficiently. Reducing the amount of waste was a positive step in terms of our sustainability efforts.**
- **We tried to promote energy efficiency. By maintaining an orderly and clean work place and making more efficient use of energy-consuming components, we were able to prevent energy waste and lessen our impact on the environment.**
- **We provided safe working conditions to encourage our employees' awareness of occupational health and safety.**
- **We tried to organize and manage material inventories. We optimized resource use by reducing unnecessary material purchases and waste.**

Digital Transformation

From the standpoint of businesses, digitalization seems to be one of the most significant development factors in the modern world. Digitalization is the only way companies can remain viable and continue, or to put it another way, sustain themselves. By incorporating emerging technology into every aspect of business operations, the digital transformation vision advances businesses of the new generation and creates a more effective, dynamic and efficient model.

Being the company of the future by embracing the digital revolution in the cable manufacturing sector makes Türk Prysmian proud. Our digital projects help to advance the fundamental principles of sustainability. We are now working on the following digital transformation projects for the year 2022:

Scale Project

It was started as a pilot project in 2021 by our Italy headquarters and local team. With the scaling project, raw material entry and exit transactions, scaling of the finished product with scales placed near the machines, automatic transfer of data to the digital system and reporting of deviations from the standard were ensured. If the deviation is out of tolerance, a warning is quickly sent to the people in charge. Thus, by aiming to analyze and prevent the use of excess materials in production, a significant contribution to sustainability has been made by reducing waste. In 2022, the project was developed with new actions for factory truck entrances, exits and scrap tracking. A significant achievement was made in the digital measurement system, with a total of 76,834 measurements in 2022.

Drumbuster

With this project, we aimed to ensure that the most appropriate drum is used for the order. Our award-winning project, which we commissioned with the Cost Buster competition in 2020, has made significant contributions to our company in both financial gains and environmental terms in 2022.

In addition to our achievements in 2021, with our drumbuster project in 2022, we achieved;

- **the protection of 718 trees,**
- **the reduction of 15.214 kg CO₂ emission**
- **the optimization of large drum usage rate from 32% to 16%.**

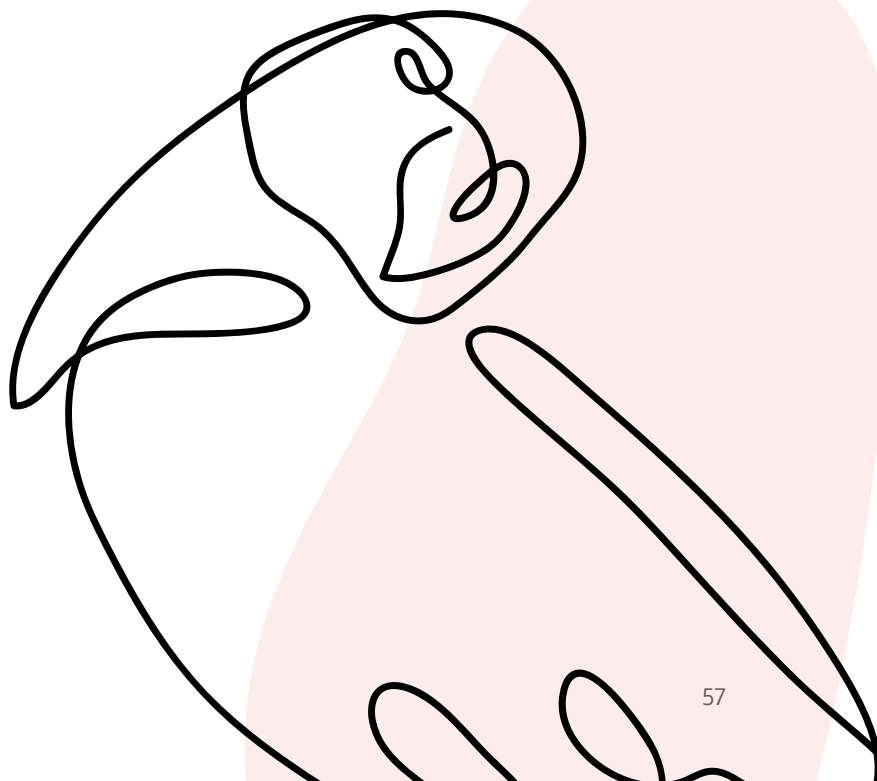
Digital Maintenance Planning

In 2019, we implemented a new strategy to fully automate our maintenance and repair module, which was first put into service in 2001, using the RFID technology. We switched from using an Excel tracking system to digital technologies for all maintenance plans in 2022. Instead of using paper, tablets are now used for maintenance. Through digital transformation of our maintenance planning, we were able to reduce the amount of paper waste generated. As a result, we enhanced our procedures by adding real-time and graph tracking of plans.



Empty Drums Storage Area Management

Thanks to the empty drums storage area management that we commissioned as a sub-project of the Drumbuster project, we ensured that the drums coming from the suppliers were registered to the site locations. In this way, we saved time and reduced carbon emissions by tracking the number of drums needed in production and at which location within the site.



New Warehouse Management Using RFID

We began automating raw material entry and exit movements with a tablet or pocket computer by utilizing RFID tags in our raw material warehouses, as well as in our spare parts warehouse. Raw material inventories could now be managed very rapidly and efficiently thanks to this breakthrough. Furthermore, automatic alerts started to be sent to people in charge about unnotified exits. This made inventory tracking more precise and fast, allowing for quick action to be taken in the event of a crisis.

1. Logistics

Logistics Planners select orders and operations sent to the work center using barcode readers.

- Barcode in Worksheet
- BT Scanner



2. Responsible Planner for Raw Material

Raw materials are automatically registered on each machine. The materials planner changes the quantity and/or standard work center if necessary.

- The barcode is sent to the worksheet
- BT scanner

3. Forklift Operator with Tablet PC for Raw Material Warehouse

The Forklift Operator is able to see the raw material needed from the tablet PC and select the appropriate box from the warehouse management address for each operation.

- Tablet PC
- Remote scanner

4. Raw Material Warehouse Management

If the declaration is incomplete or the wrong product comes out of the raw material warehouse, the system sends a message to the warehouse manager and a siren sounds.

- T3D RFID tag

Material Requirements Planning and Application

The raw material planning project enabled the raw materials needed in production to be automatically computed and sent to the forklift screens in the warehouse. Thanks to this project, we managed to reduce waste of paper and time. We have also optimized the process of sourcing the right raw materials for production. Within the scope of the project, we saved 130 reams of A4 paper annually.

Replacing Marking Devices with New Generation Efficient Devices

In 2022, we made a concerted effort to replace the old models of inkjet marking devices - which are essential support tools for the cable industry, manual and require old technology and high consumable consumption - with automated models that operate with great efficiency and minimal consumable material consumption.

We identified the latest devices that are best suited for our production line and working conditions as a consequence of thorough feasibility studies. Through both theoretical calculations and practical application, we were able to obtain real consumption data simultaneously. We came to the conclusion that new inkjet marking equipment will result in an annual savings of 40% in this manner. We made the decision to replace the old model of inkjet devices on our production line with modern ones in 2022 in light of these encouraging outcomes. This shift, which is centered on sustainability, is regarded as a critical step in boosting productivity and cutting carbon emissions without compromising our business objectives.



We Moved Our SAP Maintenance and Repair Module to our MEART Region

By carrying the experiences and achievements we gained in our country to our region, we achieved our sustainability targets in our other Group company affiliated with the MEART region. With more than a year of work in 2022, we saved time and materials by minimizing factory workplace downtime with spare parts, labor efficiency and automation efforts.







WE DEVELOP OUR EMPLOYEES AND COMMUNITY

WE DEVELOP OUR EMPLOYEES AND COMMUNITY

At Türk Prysmian, we always manage our processes with the motto **"People First"** and believe that the experiences, leadership styles and attitudes of our employees are individually valuable. We work together to create sustainable values while achieving our future goals. In this regard, our most important capital is **our employees**.

We feel responsible towards society and work for **social benefit** through the social responsibility projects we implement and our responsible consumption practices.

Gender Equality, Diversity and Inclusion

Gender Equality

As a company that aims to raise awareness about gender equality and women's participation in the workforce, we believe that professions have no gender and we work to increase role models in this regard.

For this, we include female employees in our STEM (Science, Technology, Engineering and Mathematics) positions at all levels in our non-desk operations at Prysmian. We are determined to balance the ratio of men and women at the management and workforce levels. We also focus on reducing the wage gap and creating local employment.

With its female workforce project in STEM, Prysmian Group aims to increase the number of female employees from over 100 in 2022 to over 500 by 2030. We support each employee who joins us within the scope of this project with special training and upskilling programs. We follow the career journeys of our acquired talents through processes such as evaluation, coaching and rotation.

At Türk Prysmian, thanks to the importance we attach to gender equality, we have set targets for female employee ratio. In this regard, we aim to increase our female desk workers' ratio to 50% by 2030.

As of 2021, we started to employ our female employees in our production site for the first time, and we continued our activities with 8 female non-desk employees in 2022. While 22% of our total workforce consists of senior female managers, 40% of our employees hired in 2022 are female employees.

Diversity and Inclusion

In line with our diversity principle, we respect our employees who have different views, preferences, experiences, cultures and social environments, and we act with the awareness that such differences are elements that foster creativity and originality for our organization.

We embrace the principle of inclusion and aim to create environments where our employees can be involved in our decision-making processes and express their ideas freely. With this principle, we continue our efforts to create platforms where they can present and implement innovative ideas, and to constantly improve and renew by taking their feedback into account.

SPEAK UP, DREAM UP, JUMP UP

Conducting an anonymous **Speak Up** survey, we found out about our employees' opinions regarding our working conditions and their requests for improvement, and then we worked to offer the best solutions. We carry out all these and similar surveys in order to further involve our employees in the management's improvement decisions.

The Speak Up survey is applied to all Prysmian Group employees, and regions prepare their own action plans according to the survey results. In accordance with the survey results, "Effective Meeting" and "Written Communication" trainings for the organizational needs of 2022 were prioritized and these trainings were completed.

With the **Suggestions Bank** platform, we enable our employees to submit their ideas to develop and improve our processes. In 2022, we made a contribution of 3,400,000 TL to our company thanks to the suggestions from our employees.



Through the "Be My Guest and Join Me" project, meetings were held to increase empathy and communication among.

In 2022, 886 hours were allocated only for training and meetings as part of this initiative.

Upskilling and Talent Management



Our company focuses on globally recruiting talents with diverse backgrounds and experiences, acting with the vision of a sustainable world, through its graduate recruitment programs named "Build the Future - Graduate Program" and "Build the Future - Empower Your Community".

Graduate Recruitment Programs

Both programs begin with training and events run by Prysmian Group Academy in collaboration with a top business school, with a week-long global orientation taking place at the Headquarters in Milan. Following this orientation, a one-year rotation period begins in the R&D, Production and Sales departments. At the end of the first year, you are given a local role in one of these areas for a year. While the **"Build the Future"** program continues for three years with international assignments, the **"Empower Your Community"** program includes a local experience that aims to contribute to accelerating the energy transition and digitalization in our country.

We hired a newly graduated employee who will strengthen our company in 2022, within the scope of **"Build the Future - Empower Your Community"**. He was planned to start with a global orientation program in March 2023, where they will meet with other graduates hired in more than 50 countries. "

Internal Job Posting

Vacancy announcements are published on the **"Internal Job Posting"** platform in all Prysmian Group factories globally for our friends who have completed two years within Prysmian Group and are looking for new career opportunities. In 2022, 4 of our colleagues within Türk Prysmian were assigned to their new roles in Prysmian factories in the Czech Republic, Germany, Spain and the UK through "Internal Job Posting". In this way, our employees are offered different career opportunities on a global scale.



Performance Evaluation

Our employees are the cornerstone of our sustainability performance. By integrating our company goals with the personal goals of our employees, we aim to achieve our company goals and achieve continuous improvement by supporting their individual achievements. In order to monitor and improve our performance, we use the **Prysmian People Performance (P3)**, which is a fair, systematic and measurable approach, for all our employees. This system provides the essential evaluation needed for collaboration and sustainable achievements.

Effective Communication

In an effort to create and develop a continuous feedback culture in our company, we update our content and organize training throughout the year. We hope to operationalize the feedback culture through such trainings. Training topics include biases (inferences), empowerment, the SBI (Situation-Behavior-Impact) model, and supporting others to help their own development. In this way, we aim to create a feedback culture among our employees based on effective communication, cooperation and continuous development.



Digitalization

We aim to provide 100% access for all employees to our global platforms with **our digital school**. "Code of Ethics" and "Compliance" trainings have been uploaded to enable constant access by our employees who have completed a total of 280 hours of training in our digital school.

Our **Human Resources Solution Center** aims to find solutions to our employees' problems regarding training, service, food, stock plan for employees, Social Security and payroll issues. Thanks to this digital platform, we both identify problems and develop sustainable solutions to improve our processes. We aim to improve our way of doing business and service quality by meeting the needs of our employees more quickly and effectively. In this way, we increase productivity by increasing employee satisfaction and support sustainable business processes.



Social Benefit

Türk Prysmian Kablo has been working on corporate social responsibility projects on many issues since the first day it was founded. We carry out various studies to meet social needs, especially education, for the social development of our society. Our 2022 activities within the scope of corporate social responsibility are:



Happiness Bank

Türk Prysmian Kablo organized the first of its "Happiness Savings Box " projects in 2018 with voluntary participation of employees. We gave away coats, boots and stationery materials, which were provided with the support of employees as part of the "Happiness Savings Box 2022" project, to 152 students of Burçakalan Primary School in Van's Çaldıran district on April 18, 2022. Within the scope of the project, gifts were sent to children in Muş, Gaziantep and Urfa in previous years, respectively. This year's organization reached almost 1000 children within the scope of the project. Türk Prysmian Kablo plans to expand the scope of its project sustainably every year with the support of its business partners and employees.



Umut Café (KAÇUV)

In cooperation with the Hope Foundation for Children with Cancer (KAÇUV) and Perpa Trade Center at Istanbul Perpa, we organized a support event for children receiving cancer treatment on May 11, 2022. As part of the event, which was organized in cooperation with three organizations, 150 Boxes of Hope containing food, hygiene and personal care items were provided to be sent to children receiving cancer treatment and their families.



World Forestry Day

In order to protect the forests and raise awareness about it, at Türk Prysmian, we came together to green our forests by participating in the tree planting event in Göynüklü, organized by Bursa Regional Forestry Directorate, on March 21, World Forestry Day.



Kızılay Blood Donations

In an effort to support sustainable and safe blood supply, at Türk Prysmian, we organized a blood donation event in cooperation with the Red Crescent team in our Mudanya site on May 23, 2022. Keeping in mind that "Each blood donation saves three lives," 47 of our colleagues voluntarily donated blood and supported those in need.



Women in Technology Event

Türk Prysmian Kablo became one of the sponsors of the **"Women in Technology"** event held in Istanbul on March 8, International Women's Day. We supported women's employment and raising awareness on informatics and technology by taking on the bronze sponsorship of the event organized by the Association of Women in Technology. In this event, we continued our pioneering role in line with the principles of equality, diversity and inclusion adopted as our corporate culture by announcing the STEM IT program to increase the female workforce in technology.



Leadership in Sustainability

Ülkü Özcan, Türk Prysmian Kablo's CEO, became one of the leading names in Turkey when she was included on Fast Company Magazine's "Sustainability Leaders 2022" list. 142 managers who pioneered sustainability and made a difference in their companies and communities in this field were nominated, and as a result of the evaluation based on concrete criteria such as "projects implemented, project outcomes and future plans", Türk Prysmian Kablo CEO stood out as the only cable company in the list.

Special Digital Film for International Women's Day on March 8

Türk Prysmian Kablo, which leads the sector in female employment ratio, introduced its digital film under the slogan "Linking the Future Together", which mirrors the roles in the business world, to the audience on March 8, International Women's Day.

The film, which was specially shot for the International Women's Day on March 8, highlighted how social norms shape people's opinions and how gender is irrelevant when working in the production industry.

This film underlined that women are present in all business processes, including the production process, and that they add value to our company. You can watch the Women's Day film from the link below: www.youtube.com/watch?v=H8K4VNxUPQo



Sustainability Day Event

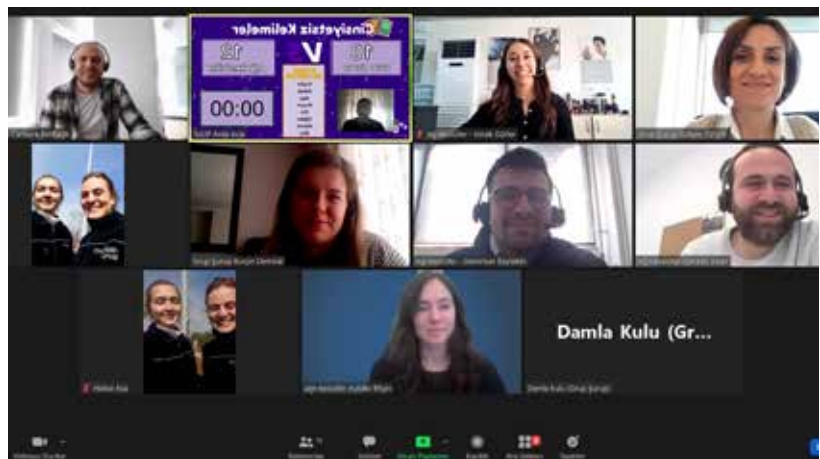
At our Sustainability Day event held in Mudanya on October 4, we approved and signed the disclosure of the Sustainability Report, which we have been working on for some time to reduce the climate crisis, support a carbon-free world and build a sustainable future, with the participation of our Sustainability Ambassadors.

This valuable sustainability report, which we have prepared in full compliance with our Group's sustainability approach and in line with our 'Sign it for a Better Future' strategy, contains many valuable information such as our Environmental, Social and Governance (ESG) strategy and targets.



Gender-Neutral Words Event

On International Women's Day, Friday, March 4, we organized the Gender-Neutral Words event to raise awareness that language is one of the most important sources that feed gender inequality, and to draw attention to forbidden words in order to support the struggle and solidarity of our women.



International Women's Day Workshop: Fighting Biases at Work

We committed to implementing concrete steps that may be taken to counteract the most prevalent stereotypes that women encounter in the workplace by highlighting them in this workshop, which was held on March 8, 2022.



Health and Safety at Work

With the "People First" approach, Zero and Beyond is our top priority as part of occupational health and safety.

The main purpose of the Zero and Beyond initiative is to increase the participation and commitment of managers in the occupational safety system, to increase the functional leadership competencies of occupational safety leaders, to develop a group approach by reducing cultural differences, and to develop an occupational safety culture in which we will protect ourselves and each other. In line with this goal, we started training activities covering all employees, from the top manager of the company to the lowest level, with the Behaviour Based Safety Management-Communication project we launched. In this context, desk and non-desk supervisors made behavior and situation-based observations in the field and reported them. Both desk and non-desk employees attended this training program, which we conducted for 1,872 hours in 2022, face to face. Trainings for this transformation journey have been planned for 2023. We organized an event so that all Türk Prysmian employees could watch the video recording the story of Brandon Schroeder, who almost lost his life when he failed to follow the safety protocol, and we devoted a total of 908 hours to this training. In this way, we brought Brandon's impressive experience, which contributed to our Zero and Beyond approach, to all our employees.



We maintain occupational safety as our top concern and exchange life-saving techniques and procedures. In this context, we are gradually working toward our goal of "Zero and Beyond" through the projects we have implemented in 2022.



**We are linked to each other,
we work safely**



Utility Knife Project

Analyses of infirmity interventions and work accidents in the past years showed us that injuries occurred due to utility knives. For this reason, in 2022, we first provided operators with training on safe use of utility knives. We also identified where utility knives were used and the requirements by machine through machine-based risk analysis.

For machines requiring the use of utility knives, we determined and purchased the safe utility knives that would be most suitable for our processes. We eliminated the use of utility knives in 30% of the machines in our factory, completed the transformation in 19% and switched to the use of safe utility knives. We continue to work on 51% of the machines.

Safety on Elevated Works

We determined the working at height areas in our factory and completed the risk analyses of a total of 69 points. We started working to establish a lifeline suitable for each region. We have completed risk analyses for working with forklifts. In this context, our work on the topics identified by the Group has been completed at a rate of 98%.

Forklift Safety

We started forklift revisions in 18 topics (regulatory compliance, speed limiters, alarm systems under maximum load, top protectors, load back guardrails, anti-skid strips, seat belts, seat belt locking systems, automatic braking systems, handbrakes, blue lights, red lights, audible horn systems, reversing horns, front and rear lights, rear view mirrors, sun visors, windshield wipers) identified by Prysmian Group in 2022.

We have completed our risk evaluations on forklift usage. In this context, we have finished 98% of the work on the topics that the Group identified.

Prysmian Group | People

HAYAT KURTARAN KURALLAR



Makinelere ait güvenlik ekipmanlarını (kafes, switch, acil durdurma vb.) asla iptal etmez ve devre dışı bırakmayız.



Bağlanıp, düşmeye karşı korunmadan asla yüksekte çalışmayız.



Bir elektrikli ekipmana müdahale etmeden önce mutlaka enerjisini keseriz.



İzin prosedürüne tam uyup, sahada etkin önlem alındığı doğrulanmadan asla ateşli (sıcak) iş yapmayız.



Forklift veya yaya hareketleri esnasında asla trafik kurallarını ihlal etmeyiz. Bu kapsamda belirlenen hız limitlerine uyarız, geçiş üstünlüğüne saygı duyar ve güvenliğimiz için belirlenmiş kurallara uyarız.

En öncelikli hedefimiz: Sıfır ve Düşük kapsamda hep belkile bizi ve ailemizin güvenliğini sağlamaktır. Yukarıda belirlenen kurallar **Hayat Kurtaran Kurallar**dir çünkü bu kuralları bir defa bile ihmal etmek ciddi yaralanma ve ölümlü ile sonuçlanabilir. Hayat Kurtaran Kurallardan herhangi birinin ihlalinde "Sıfır Tolerans" ile hareket edilir ve ilgili prosedürlere bağlı kalınarak düzleşen süreçler izlenir. Gerektiği durumlarda, iş aklının festine karar verilir. Bu prosedürlere kuralları ihlal durumunda, ISO performansına uygun ceza veya sahaden uzaklaştırma kararı alınır.





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, and 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.

They then inform 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.

APPENDICES



1. PROJECTS

	Projects
We Eliminate Our Carbon Footprint	Use of New Generation Efficient Motors
	Replacing Administrative Building and Exterior Lighting Systems with LED Lighting
	Energy Busters Teamwork
	Intermodal Transportation
	Route Optimization and Truck Load-Carrying Capacity Improvement Efforts
	Reduction of Cost and Emissions in Warehouses
	Cost and Waste Reduction through Improvement in Packaging Material
	Reducing Emissions Using a Scrap Yard Crusher
We Use Our Resources in a Circular Model	Halogen-Free Materials Containing Recyclable Materials
	Disposal of Non-Reprocessable Thermoset Materials
	Automatic Green Grass Irrigation System
	Domestic Wastewater Recovery
	Rainwater System Integration
	Composting Project
We Enhance Our Business Model	Lean Six Sigma in Production
	Scale Project
	Digital Maintenance Planning
	Drumbuster
	Empty Drums Storage Area Management
	New Warehouse Management Using RFID
	Replacing Marking Devices with New Generation Efficient Devices
We Develop Our Employees and Community	Happiness Bank
	Umut Café
	Kızılay Blood Donations
	Behavior-Based Safety Management
	Utility Knife Project
	Forklift Safety
	Safety on Elevated Works

2. AFFILIATIONS AND COLLABORATIONS

Corporate Affiliations
Bursa Businesswomen and Executives Association (BUIKAD)
Bursa Chamber of Industry and Commerce (BUSIAD)
Bursa Chamber of Commerce and Industry
Electrical Installation Engineers Association (ETMD)
Electromechanical Industrialist Association (EMSAD)
Ethics and Reputation Association (TEID)
Istanbul Stock Exchange
Italian Chamber of Industry and Industry Association
Confederation of Italian Entrepreneurs (CIIM)
Cable Manufacturers Association (KABLODER)
Metal Industrialists' Union (MESS)
SolarProsumer
Supply Chain and Logistics Association (TEDAR)
Turkish Quality Association (KALDER)
New Investor Relations Association (TÜYİD)
International Solar Energy Society (GUNDER)
International Investors Association (YASED)
Authorized Economic Operator Association (AEO)

List of Abbreviations

Abbreviation	Description
CBAM	Carbon Border Adjustment Mechanism
CPR	Construction Materials Regulation
CRO	Chief Risk Officer
ÇYS	Environmental, Social and Corporate Governance
EPD	Environmental Product Declarations
ERM	Corporate Risk Management
ESG	Environmental, Social and Corporate Governance
EU	European Union
FTTH	Fiber-to-the-Home
GRI	Global Reporting Initiative
IPCC	Intergovernmental Panel on Climate Change
LSOH	Low Smoke Zero-Halogen
NDC	Nationally Determined Contributions
P3	Prysmian People Performance
RFID	Radio Frequency Identification
SBTi	Science-Based Targets Initiative
STEM	Science, Technology, Engineering, Mathematics
TCFD	Climate-Related Financial Disclosures Working Framework
TÜRKAK	Turkish Accreditation Agency

Stakeholder Groups

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

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3. PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

ENERGY

POWER CONSUMED	UNIT	2019	2020	2021	2022
Electricity	kWh	34,312,020	35,372,081	35,728,137	34,995,047
Natural Gas	m ³	1,204,378	1,180,034	1,357,134	1,103,630
Diesel	Liters	221,490	207,658	177,789	185,152

2021 Scope 1	3.426 Tons
2021 Scope 2	16.256 Tons

2022 Scope 1	2.738 Tons
2022 Scope 2	15.922 Tons

Scope 1 at September 2023	1.880 Tons
Scope 2 at September 2023	10.170 Tons

WATER

TOTAL VOLUME OF WATER DRAWN	UNIT	2019	2020	2021	2022
Underground Water	m ³	284.445,00	211.901,00	152.080,00	176.314,00
Third Party Water (Mains Water etc.)	m ³	0,00	0,00	0,00	0,00
Total		284.445,00	211.901,00	152.080,00	176.314,00

WASTE WATER DISCHARGE	UNIT	2019	2020	2021	2022
Marine Water	m ³	0	0	0	0
Third Party (Sewage System)	m ³	60.505	67.276	54.749	49.626
Total		60.505	67.276	54.749	49.626

ENVIRONMENT

WASTE DATA/BY TYPE OF WASTE	UNIT	2019	2020	2021	2022
Hazardous Waste	Kg	25.559,00	101.920,00	102.655,50	142.081,50
Non-Hazardous Waste	Kg	1.131.457,75	4.495.603,20	5.664.138,60	6.363.191,30

WASTE AMOUNT BY WASTE DISPOSAL METHOD	UNIT	2019	2020	2021	2022
Recovery	Kg	747.762,75	4.097.469,70	5.097.312,60	5.927.514,00
Landfill	Kg	376.350	451.148	626.329	557.190
Incineration	Kg	32.904	46.169	0	0
Other	Kg	0	0	0	0

OCCUPATIONAL HEALTH AND SAFETY INJURY STATISTICS

INJURY	GROUP	UNIT	2019	2020	2021	2022
Index Frequency	Company	Rate	1,75	2,38	1,45	2,83

LOST DAYS	GROUP	UNIT	2019	2020	2021	2022
Severity Rate	Company	Rate	22,31	43,65	37,22	40,27

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE MEETINGS	2019	2020	2021	2022
Number of Occupational Health and Safety Committees	12	12	12	12
Total Number of Members in Occupational Health and Safety Committees	35	33	36	36
Number of Employee Representative in Occupational Health and Safety Committees	1	1	1	1

SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022
Desk Worker Female	50	46	47	51
Desk Worker Male	89	91	94	89
Non-Desk Worker Female	0	0	9	8
Non-Desk Worker	378	411	442	450

		2019	2020	2021	2022
Foreign	Female	1	1	1	0
	Male	1	0	0	2
Disabled	Female	0	0	0	0
	Male	13	13	16	16

	2019	2020	2021	2022
Permanent - Female	50	46	56	59
Permanent - Male	450	468	457	537
Temporary - Female	0	0	0	0
Temporary - Male	17	34	79	2

		2019	2020	2021	2022
Senior Management	Female	2	2	2	4
	Percentage	16,7%	16,7%	16,7%	27,0%
	Male	10	10	10	11
	Percentage	83,3%	83,3%	83,3%	73,0%
Middle Management	Female	19	18	17	21
	Percentage	32,2%	31,0%	30,9%	33,0%
	Male	40	40	38	43
	Percentage	67,8%	69,0%	69,1%	67,0%
Other	Female	29	26	37	32
	Percentage	6,5%	5,4%	7,0%	6,0%
	Male	417	452	488	486
	Percentage	93,5%	94,6%	93,0%	94,0%

SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022
Newly hired-total	35	46	74	43
<i>Desk Workers</i>	9	5	22	19
<i>Non-Desk Workers</i>	26	41	52	24
Quitting-total	47	13	40	36
<i>Desk Workers</i>	9	5	22	21
<i>Non-Desk Workers</i>	38	8	18	15

		2019	2020	2021	2022
Male – Newly hired	Number	30	44	50	36
	Percentage	86%	96%	68%	84%
Male – Quitting	Number	41	9	23	27
	Percentage	87%	69%	58%	75%
Female – Newly hired	Number	5	2	24	7
	Percentage	14%	4%	32%	16%
Female – Quitting	Number	6	4	17	9
	Percentage	13%	31%	43%	25%

		2019	2020	2021	2022
18-30 years old - Newly hired	Number	23	38	63	8
	Percentage	66%	83%	85%	19%
18-30 years old - Quitting	Number	28	7	20	10
	Percentage	60%	54%	50%	28%
31-40 years old - Newly hired	Number	8	7	4	32
	Percentage	23%	15%	5%	74%
31-40 years old - Quitting	Number	7	2	5	12
	Percentage	15%	15%	13%	33%
41-50 years old - Newly hired	Number	4	1	6	2
	Percentage	11%	0%	8%	5%
41-50 years old - Quitting	Number	9	2	11	8
	Percentage	19%	15%	28%	22%
51-60 years old - Newly hired	Number	0	0	1	1
	Percentage	0%	0%	1%	2%
51-60 years old - Quitting	Number	3	2	4	5
	Percentage	6%	15%	10%	14%
Over 60 - Newly hired	Number	0	0	0	0
	Percentage	0%	0%	0%	0%
Over 60 - Quitting	Number	0	0	0	1
	Percentage	0%	0%	0%	3%

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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.

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