

SUSTAINABILITY REPORT - 2024



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1. MESSAGE FROM MANAGEMENT

1.1 Message from CEO

Dear Stakeholders,

At Sönmez Trafo, we are proud of our strong commitment to sustainability, innovation, and growth. The year 2024 has been a pivotal one for us, showcasing significant advancements in both our operational performance and our environmental responsibilities. Our accomplishments stem from a clear vision that integrates with sustainable practices. We recorded a significant growth and strong financial performance compared to 2023. Our products are now utilized in over 90 countries, reflecting our reliability and the trust placed in us worldwide. With a dedicated team, we prioritize investment in talent, diversity, and safety, ensuring that every team member flourishes in a supportive environment. Sustainability is central to our operations. By cutting down greenhouse gas emissions, adopting renewable energy sources, and enhancing resource efficiency, we are making a tangible contribution to a sustainable future. Our support for the Sustainable Development Goals underscores our commitment to creating a positive social and environmental impact. Additionally, we have strengthened our community connections through social fostering innovation and education.

As we look ahead, our focus remains unwavering: to deliver quality, exceed customer expectations, and ensure that our growth aligns with responsibility and sustainability.

Thank you for being part of our journey.

Oluş Sönmez
CEO, Sönmez Trafo.

1.2 Message from our Sustainability Leader

Dear Stakeholders,

I am delighted to see you all here as part of Sönmez Trafo's sustainability journey. Today, I wanted to share with you not only the achievements of our company, but also our commitments to environmental, social and economic sustainability and the concrete steps we have taken in these areas.

Sustainability is not limited to protecting the environment. It also means securing the future of the company, contributing to all segments of society and providing equal opportunities to all our stakeholders. At Sönmez Trafo, we adhere to these values and integrate our sustainability approach into all our business processes.

Sönmez Trafo's sustainability vision not only focuses on environmental factors, but also covers our social responsibilities, economic responsibilities and interactions with our employees. By adopting this approach, we have made sustainability not a value but a part of our business. In other words, sustainability is shaped as a fundamental part of all our operations.

At the forefront of our sustainability goals is an environmentally sensitive production approach. In line with this goal, we have developed and implemented many strategies to reduce our environmental impact.

Energy efficiency is critical for both reducing costs and mitigating environmental impacts. We use advanced technologies to make our production processes more efficient and continuously make improvements by monitoring energy consumption. In this way, we contribute to both nature and the economy by using our resources in the most efficient way.

Renewable energy sources are one of the pillars of our environmental sustainability. As Sönmez Trafo, we actively use clean energy sources such as solar energy and contribute to a more sustainable energy future by increasing our investments in this field. We also implement projects that can set an example for the society in order to encourage the use of renewable energy.

Minimizing the waste generated in production processes helps conserve natural resources. By recycling most of our waste, we reduce our impact on nature. We also aim to increase the recycling rate of waste in line with our zero-waste policy. In this way, we both protect the environment and use our resources more efficiently.

Social sustainability encompasses our company's contributions not only to the environment but also to society. It is of utmost importance for us to look after the welfare of our employees, provide equal opportunities to the community and engage with society through social responsibility projects.

Promoting diversity and inclusion is an important part of our corporate culture. We offer equal opportunities to all our employees regardless of gender, age, disability status and ethnic origin. We provide special training programs, mentoring and career opportunities to increase the participation of women and people with disabilities in the workforce. By supporting diversity, we build a stronger workforce.

The career development of our employees is critical to the growth of our company. By offering training programs and development opportunities, we contribute to both the technical and personal development of our employees. Thus, we ensure sustainable growth by creating a more efficient and competent workforce.

As Sönmez Trafo, our contribution to society is not limited to our business. We undertake various social responsibility projects to improve the education, health and living standards of the communities around us. These projects are especially aimed at disadvantaged groups and are carried out with the aim of ensuring equality, equal opportunity and prosperity in society.

Economic sustainability is the foundation of sustainable growth and is a critical factor to ensure economic success with the right business models and strategies. As Sönmez Trafo, we have implemented a series of strategies and practices aimed at ensuring economic sustainability.

It is important to manage resources effectively for sustainable economic growth. In this direction, we are working to increase efficiency in all our processes. We minimize our environmental impact while reducing production costs.

As Sönmez Trafo, we continue to develop innovative solutions to build the future. Our investments in new technologies and energy solutions will ensure both the growth of our company and the development of our industry. In order to contribute to a sustainable economy, we attach great importance to our innovation and R&D activities.

We contribute to strengthening the regional economy by cooperating with local suppliers. By sourcing our products and services from local sources, we ensure a fair distribution of economic development.

The steps we have taken on our sustainability journey are just the beginning to achieve greater goals. In the years to come, we plan to further advance our sustainability goals, zero our environmental impact and increase our contribution to society.

As a conclusion, I am proud to be here today to share Sönmez Trafo's sustainability approach with you. Together, we are determined to build a sustainable future that adds value to our environment, society and economy. I believe that we will achieve our sustainability goals with the contributions of all our stakeholders, employees and business partners.

Continuing to walk together on Sönmez Trafo's sustainability journey will make a big difference not only for our business, but also for our planet and society. I hope we will work together for a greener, fairer and more sustainable future.

Thank you for being a part of sustainability.

Mehmet Temel

Energy Systems Engineer, Sönmez Trafo.

2. Sönmez Trafo at a Glance

2.1. Our Mission

To exist with our domestic capital in transformer and reactor production by constantly developing and remaining innovative.

2.2. Our Vision

To remain and maintain as a sought-after and trusted brand in meeting the needs of special transformers, reactors and CER transformers in our production scope.

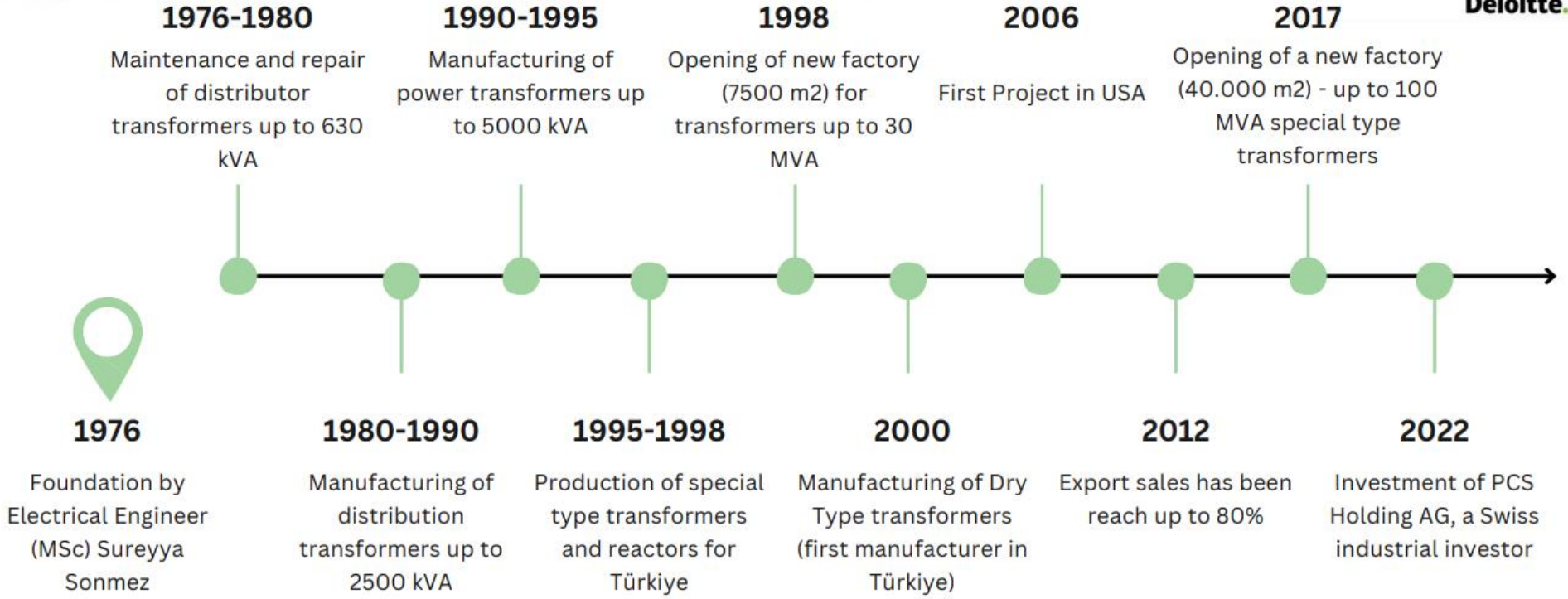
To make production efficient by using modern quality techniques within the standards in standard distribution and power transformers.

Sönmez Trafo is a Turkish company established in 1976 in Gebze, Turkey, manufacturing power transformers, reactors and special type transformers for electrical networks. Offering a wide range of products and services from industrial applications to power generation, the company is one of Turkey's most established and leading transformer manufacturers. It is known for its advanced technology, quality-oriented production approach and strategy to expand into global markets.

2.3. Company History

The story of Sönmez Trafo began in 1976 in a small workshop in Gebze. In the early years of the company, its business was the maintenance and repair of transformers. However, in the 1980s, the company switched to domestic production and started to contribute to Turkey's energy sector. The company, which grew and developed rapidly over the years, started to make a name for itself in world markets by turning to exports in the 2000s. Today, Sönmez Trafo exports to 90 countries and has become a globally recognized brand.

History



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Production Plant

40.000 m² land



Modern
Manufacturing
facility



Production
Capacity: 3.000
Transformers/Year



Accredited
Test Laboratory



Green Energy
620 kW Power
Generation
System



161 Employees
Blue-Collar: 104
White-Collar: 57
Suitable up to
250



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Our products working more than 90 countries.

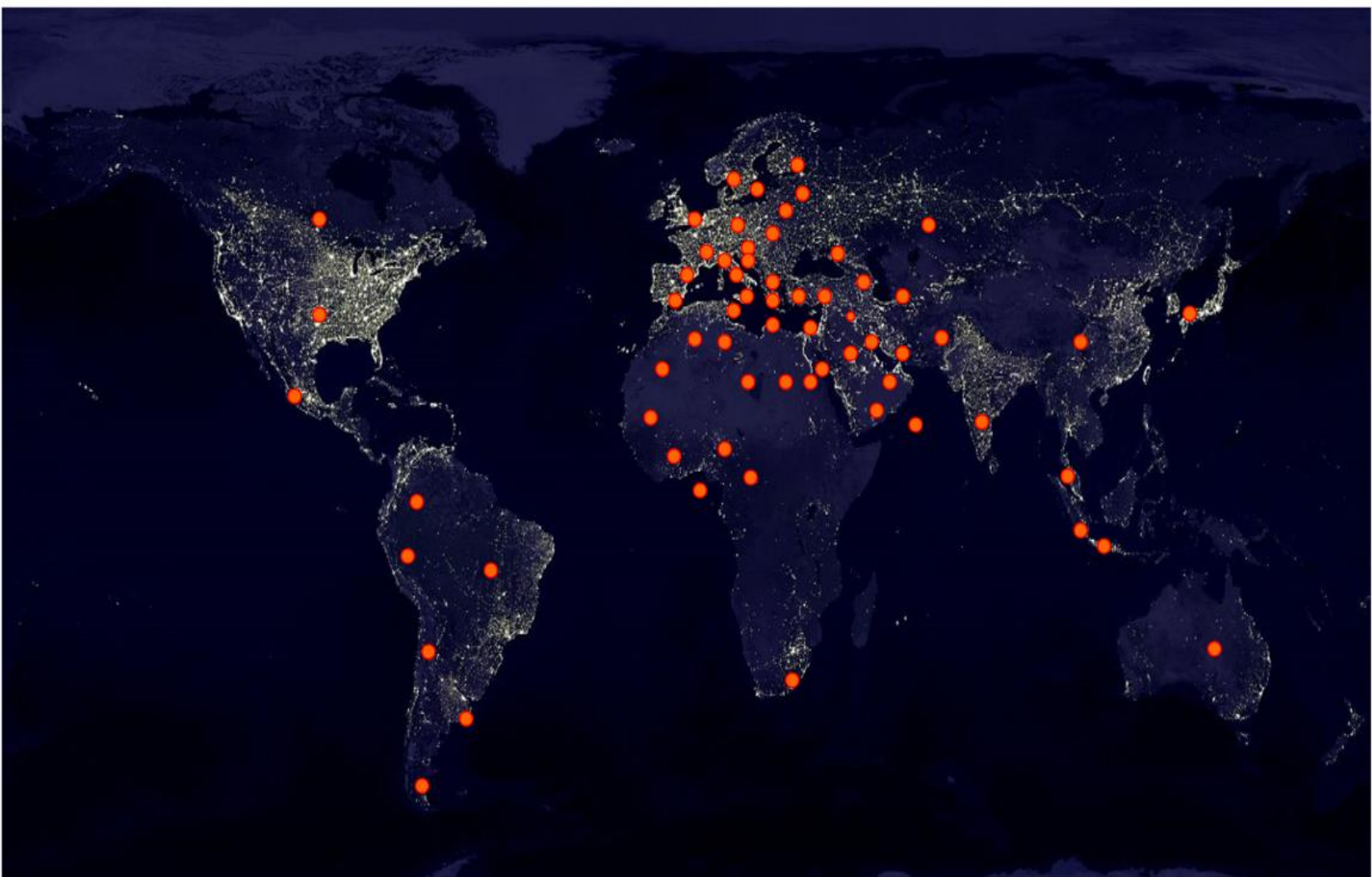


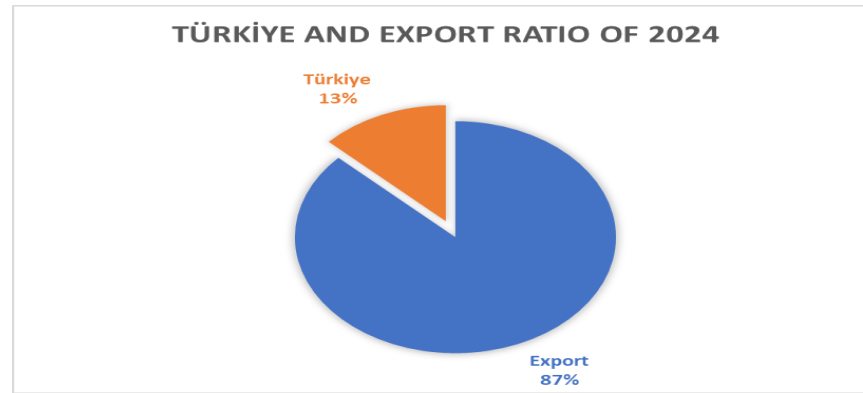


Figure 1



Figure 2

As seen in Figure 1, Sönmez Trafo's sales revenue in 2024 has increased by %15,5 compared to 2023.
As seen in Figure 2, Sönmez Trafo's export in 2024 has increased by %30.3 compared to 2023.



Graph 1

Graph 1 shows Sönmez Trafo's sales rates in Türkiye and export in 2024.

EMPLOYEES

2024 Data for Employees

General employee information for 2024 is given in figure 3, 4, 5, 6, 7 and 8.



Figure 3

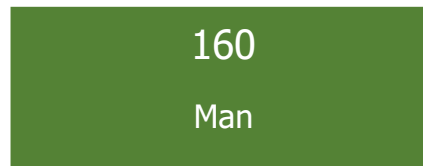


Figure 4

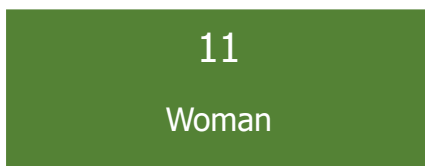


Figure 5



Figure 6

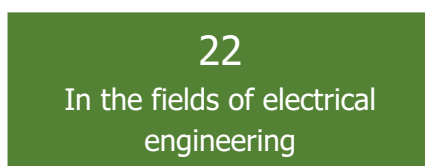


Figure 7



Figure 8

EMPLOYEES

Information showing the education level of employees in 2024 is given graph 2.

31 December 2024	
Employees by professional qualifications	
Secondary school qualifications/diploma	66%
Professional bachelor's degree	29%
Master's degree, specialist graduates	4%
PhD degree	1%

Graph 2

2.4. PRODUCTION

Products for Industrial Applications

Sönmez Trafo offers a wide range of transformers and reactors for industrial plants.

Power Transformers: Designed for high voltage energy transmission and distribution systems.

Converter and Rectifier Transformers: Used to meet direct current requirements in industrial plants.

Electro filter Transformers: Used in industrial air purification systems.

Motor Starter and Cooker Transformers: Suitable for controlled starting of motors and electric furnaces in heavy industry applications.

Test and Grounding Transformers: Used for electrical tests and system grounding.

It also offers products in various structural types such as oil-type and dry-type transformers and reactors.

Products for the Railway Sector

Sönmez Trafo manufactures special transformers for railway electrification systems. These products are used in applications such as traction power supply, signaling and energy distribution. The company has a certificate of conformity with **TS EN 15085** standard for welding processes for railway applications.

Products for the Energy Sector

Provides high efficiency transformer solutions in energy transmission and distribution systems.

Power Transformers (Distribution & Transmission): Designed for high voltage power transmission and distribution systems.

Switchyard Transformers: Suitable for energy distribution companies and MV/LV switchyards.

Reactors (series, shunt, harmonic filter): Used for voltage regulation and harmonic filtering in energy systems.

Transformer Groups with Automation System: SCADA compatible automation option enables monitoring and control of energy systems.

2.5. Production Facility and Capacity

In 2017, Sönmez Trafo moved to its new facility with a closed area of 20,000 square meters in Dilovası Makine OSB to increase its modern production capacity. This new facility is equipped with state-of-the-art machinery, ensuring high quality control at every stage of the production process. The company's production capacity has expanded to meet the demands of both local and international markets. This facility is an indication of the importance that Sönmez Trafo attaches to technology and engineering in the sector as well as producing high quality products.

2.6. Sustainability and Energy Efficiency

Sönmez Trafo is an important step forward not only in engineering and quality, but also in environmentally friendly and sustainable energy solutions. In 2015, the company established a solar power plant to generate its own electricity, thereby achieving energy efficiency. This project stands out as an initiative aimed at both environmental awareness and energy savings. Sönmez Trafo continues to develop environmentally friendly solutions for the future by increasing the use of sustainable energy.

2.7. Global Market Position

Sönmez Trafo has gained a strong foothold in the global market by focusing on developing technology and quality production. The company has achieved great success not only in the local market but also in international markets, exporting to 90 countries worldwide. The company's products have high standards in terms of reliability and durability, allowing Sönmez Trafo to be competitive in the global market.

2.8. Certified Products and International Quality Standards

Sönmez Trafo has various international certificates to prove that its products are manufactured in accordance with high quality standards. These certificates ensure the safety and efficiency of the products and help gain a competitive advantage in the global market.

ISO 9001: Quality Management System.

ISO 14001: Environmental Management System.

ISO 45001: Occupational Health and Safety Management System.

UL and CSA Certificates: Compliance with international safety standards for electrical and electronic products.

2.9. Future Goals

Sönmez Trafo aims to grow further and expand its product range in the future. In particular, it plans to increase its investments in renewable energy and energy efficiency and contribute more to energy projects around the world. In addition, the Company continues its efforts to develop domestic production and technology and maintains its goal of becoming a leader in Turkey's energy sector.

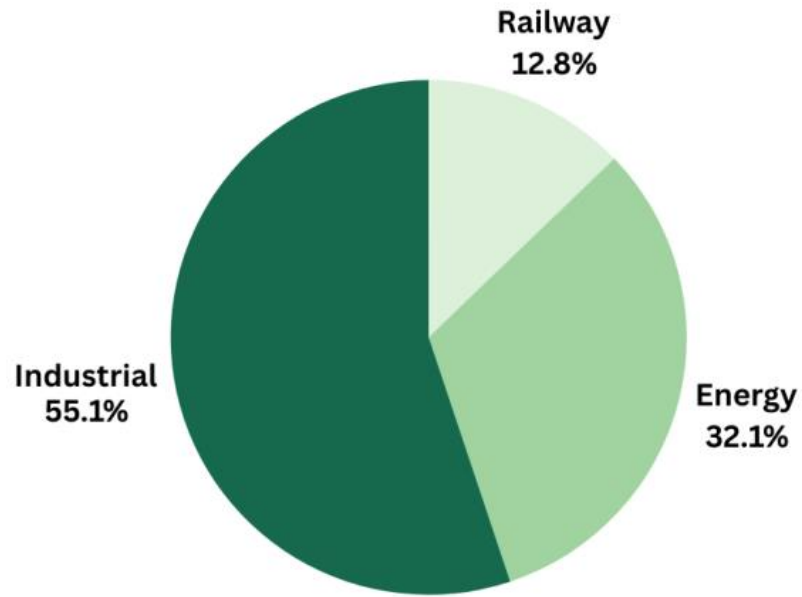
Since 1976, Sönmez Trafo has been Turkey's leading transformer manufacturer with its development and innovative approach in the sector. The company has reinforced its strong position in the energy sector with the increase in its production capacity, R&D investments, sustainability-oriented projects and the confidence it has gained in the global market. Sönmez Trafo continues to make significant contributions to Turkey's energy infrastructure with its investments in technology and quality production.

Production



Industrial

- Converter Transformers
- Furnace Transformers
- Rectifier Transformers
- Other Industrial Units




Railway

- Traction transformers for EMUs Locomotives



Energy

- Power Transformers
- Distribution Transformers
- Shunt Reactors
- Earthing Transformers
- Other Grid Applications

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3. Sustainability Management at Sönmez Trafo

3.1. Sustainability Approach

Sönmez Trafo views sustainability not only as an environmental responsibility, but also as a strategy to guarantee long-term business success. This understanding is integrated into all operations of the company and prioritized in strategic decision-making processes.

3.2. Sustainability Goals

Energy Efficiency: Minimizing energy consumption, causing less damage to the environment and reducing costs.

Environmentally Friendly Production: Integration of waste management, recycling and environmentally friendly production processes.

Use of Renewable Energy: Reducing carbon footprint by utilizing renewable resources such as solar energy.

3.3. Sustainable Development Plan

Performance Indicators and Progress

Some of the key performance indicators (KPIs) that we have identified to monitor the steps we have taken and the progress we have made on Gender Equality are presented below:

Female Employee Ratio: By 2025, we aim to increase the ratio of female employees (administrative side) to 40%.

Ratio of Female Managers: Steps will be taken to increase the ratio of women in management to 30%.

Equal Pay: Reduce the wage disparity between male and female employees to 0%.

Training Hours: Annual target of 50 hours of training hours per female employee.

Grievance Rate: Policies and measures will be implemented to reduce gender-based grievances to zero.

Sönmez Trafo is moving forward decisively to achieve its Gender Equality (SDG 5) targets. Efforts to empower women, create a work environment based on the principle of gender equality and eliminate gender discrimination have become part of the company's core strategies. We will continue our efforts to create a workforce where both women and men have equal opportunities.

In line with our future goals, we will make further progress on gender equality and consolidate our success in this area with a broader impact on a global scale.

STS identified its contribution to the following goals: SDG 4, 5, 7, 8, 9, 10, 12, 13, 16 in 2024.



4. Sustainability Practices of Sönmez Trafo

4.1. Solar Energy Investments

In line with its sustainability goals, Sönmez Trafo established its own solar power plant in 2015 to generate environmentally friendly energy. This power plant meets a significant portion of the company's energy needs and thus reduces the company's dependence on fossil fuels.

Installation Capacity: The solar power plant is equipped with highly efficient panels and has a capacity of approximately 2.5 MW.

Carbon Footprint Reduction: Thanks to the solar power plant, tons of carbon emissions are avoided on an annual basis. This is a critical step for both the environment and the company's sustainability goals.

4.2. Environmentally Friendly Production Processes

Sönmez Trafo uses environmentally friendly technologies in its production processes to minimize waste and increase energy efficiency. The main environmentally friendly practices used in the company's production processes are as follows:

Energy Efficiency: Energy consumption in production facilities is monitored and improvements are made to increase efficiency. This is done to ensure that machines operate more efficiently and to prevent energy waste.

Waste Management: Sönmez Trafo recycles the waste generated during the production process and fully complies with environmental standards in waste management. In this way, the risk of harm to nature is reduced.

Water Utilization: Efficient use of water resources is encouraged and water savings are ensured. Waste water treatment systems prevent harmful water to be released into the environment.

4.3. R&D and Innovative Technologies

Sönmez Trafo attaches great importance to R&D investments in order to achieve its sustainability goals. The company's R&D department works to develop environmentally friendly and energy efficient products. These products are of great benefit not only to the energy sector but also to the industrial sector.

High Efficiency Transformers: Sönmez Trafo manufactures high efficiency transformers and reactors that minimize energy losses. This not only saves energy but also reduces the negative impact on the environment.

Innovative Reactor Systems: Innovative reactor systems stand out as products that increase energy efficiency and offer environmentally friendly designs.

4.4. Social and Environmental Responsibility

Sönmez Trafo attaches great importance not only to environmental sustainability but also to social responsibility projects. The Company organizes various training programs to raise environmental awareness and participates in various events to spread sustainability awareness in the society.

Environmental Trainings: The Company organizes various trainings and seminars to raise awareness of both employees and society on environmental issues.

Community Support Programs: Sönmez Trafo cooperates with various local communities to promote environmentally friendly practices and provides financial support to environmentally friendly projects.

4.5. Product Portfolio and Services

Sönmez Trafo's wide product range offers products designed for use in a number of sectors such as power generation, transmission and distribution. The main products of the company are as follows:

a) Power Transformers

Sönmez Trafo manufactures power transformers that play a critical role in energy transmission. These transformers are used in high voltage electrical transmission lines and are essential to ensure the operation of large power plants.

Features:

High safety and durability

Energy efficiency

Long life and low maintenance

b) Dry Type Transformers

Dry-type transformers are transformers specifically designed to operate in humid and harsh environmental conditions. They are commonly used in industrial plants, power plants and city networks.

Features

Not affected by moisture

Environmentally friendly, low maintenance

High reliability

c) Reactors

Reactors are equipment that stabilize voltage and current fluctuations in electrical networks. They are widely used in electrical energy transmission, especially in high voltage lines.

Features

High efficiency

Surge and voltage control in electrical distribution lines

d) Products for Special Applications

Sönmez Trafo offers customized products for special engineering projects. It manufactures transformers and reactors designed for use in sectors such as railway and marine. Also, in the field of nuclear energy, it manufactures magnetic coils for proton accelerators.

Specifications:

Products for the railway and maritime sectors

Special magnetic coils for nuclear research centers

4.6. Production Processes and Plant Technology

a) Production Facility

Sönmez Trafo's production facility is spread over a closed area of 20,000 square meters in Dilovası Makine OSB. In the facility, production is carried out using state-of-the-art machinery and advanced quality control processes.

Location: Makine İhtisas Organize Sanayi Bölgesi 5. Cadde No: 31 Dilovası KOCAELİ/TÜRKİYE

Technology: Production line equipped with state-of-the-art machinery.

Production Capacity: High-volume production capacity for both large-scale projects and special designs.

b) Production Process

Sönmez Trafo manufactures its products meticulously from design to production. Each stage from design to production process is meticulously controlled by the company's engineering team and each product is tested according to the quality standards set.

Testing and Quality Control: Products are tested and approved for compliance with industry standards.

4.7. R&D Activities and Innovation

a) Innovative Products

Sönmez Trafo continuously transforms its strength in engineering into innovative products. The production of Turkey's first dry-type transformer is an important example of the company's success and innovative approach in engineering. In addition, the production of magnetic coils for CERN-approved proton accelerators is also an important engineering achievement.

Magnetic Coils for Proton and Electron Accelerators: These products are used in projects requiring high technology and demonstrate the company's advanced engineering capacity.

b) R&D Investments

The company invests heavily in R&D activities. It develops solutions for electrical energy and automation systems and manufactures these solutions with high efficiency and durability.

Certifications and Approvals: It has many international certifications such as ISO quality management systems, environmental management systems and energy management.

4.8. Sustainability and Environmentally Friendly Projects

a) Solar Energy Investments

In 2015, Sönmez Trafo established a solar power plant to generate its own electricity for environmentally friendly production and energy efficiency. This investment demonstrates the company's environmental awareness and commitment to sustainable energy solutions.

b) Environmentally Friendly Production

Sönmez Trafo uses environmentally friendly materials in its production processes and has high standards in waste management and energy efficiency. In this way, it both reduces its environmental impact and contributes to sustainable production processes.

4.9. International Market and Export

a) Growth in the Global Market

Sönmez Trafo has gained an important place in the global market and currently exports to 90 countries. These exports have helped the company gain recognition in international markets and enabled it to take part in many major energy projects around the world.

b) Export Strategy

By prioritizing quality products and reliability, the company has achieved a strong position in international markets. Export activities enable Sönmez Trafo to take an active role not only in the local market but also in global energy projects.

4.10. Future Goals and Strategic Plans

a) Technological Investments

Sönmez Trafo aims to invest more in R&D and develop new generation energy solutions in the future. In particular, developing solutions for renewable energy projects and smart energy systems are among the strategic goals of the company.

b) Entering New Markets

The Company aims to grow further in new markets. Strategic plans are being made especially for emerging markets such as the Middle East, Asia and Africa. Participation in projects in these regions will increase the global impact of Sönmez Trafo.

4.11. Conclusion and Evaluation

Sönmez Trafo has been operating as a leading company in the energy sector since 1976. Thanks to its investments in engineering and technology, the company has a significant market share both in Turkey and worldwide. With its innovative products, high production standards, environmentally friendly projects and strong export strategies, Sönmez Trafo continues to be an important player in the global energy sector. In the future, Sönmez Trafo will continue to grow by developing more innovative solutions and becoming more present in global markets.

Sönmez Trafo is a Turkish company operating in the field of electrical energy transmission and distribution and produces various energy solutions. The company has established a strong position in the sector with transformers, reactors and special engineering products. Sönmez Trafo's business is based on diversified and high-quality production processes to meet the wide-ranging demands in the energy sector. Here is a detailed description of Sönmez Trafo's works:

Transformer Production

Transformers have a critical role during the transmission and distribution of electrical energy. Sönmez Trafo manufactures various types of transformers especially for use in large-scale energy projects and energy networks. The main transformers produced by the company are as follows:

a) Power Transformers

Power transformers are the most critical equipment that enables the transmission of electrical energy from high voltage transmission lines to low voltage usage areas. Power transformers produced by Sönmez Trafo are used in power plants, power transmission lines and large industrial plants.

Areas of Use: Power plants, power transmission lines, industrial plants.

Features: Ability to operate at high voltage, high safety and durability, low maintenance, long life.

b) Dry Type Transformers

Sönmez Trafo manufactures dry type transformers that are especially resistant to environmental conditions. This type of transformers is manufactured using a dry insulation material instead of oil. This makes them environmentally friendly and easier to maintain.

Areas of Use: Industrial plants, city power grids, transmission of energy.

Features: High reliability, environmentally friendly, low maintenance, high efficiency.

c) Oil Immersed Transformers

Oil-immersed transformers are used for high-capacity power transmission and oil is used for cooling. The oil provides a more efficient energy transmission by stabilizing the temperature of the transformer.

Areas of Use: Large power plants, high voltage lines, large industrial projects.

Features: High efficiency, long life, high capacity.

d) Transformers for Special Applications

Sönmez Trafo also manufactures customized transformers according to specific industrial needs. These products are designed to be used in more niche and specialized projects.

Areas of Use: In special sectors such as railroad, maritime, nuclear energy projects.

Features: Requires high engineering capacity, customized designs on project basis.

Reactor Production

Reactors are used to regulate voltage and current fluctuations in electricity transmission lines. The reactors produced by Sönmez Trafo help to eliminate current imbalances in the networks and ensure more efficient operation of the system.

a) Network Reactors

Sönmez Trafo manufactures reactors to ensure grid stability. These reactors stabilize the voltage fluctuations on the transmission lines and ensure safe and efficient operation of the system.

Areas of Use: Electricity transmission lines, power plants.

Features: Voltage stabilization, current control, high efficiency.

b) Phase Shifting Reactors

Phase shifting reactors help to change the phase of the electric current and thus eliminate voltage imbalances in the system.

Areas of Use: Energy transmission lines, industrial plants.

Features: Phase shifting, high performance, eliminating unbalance in the system.

Solutions for Special Applications

In addition to energy transmission and distribution, Sönmez Trafo also produces special engineering solutions for the needs of specific industrial sectors. This includes developing customized products for customers' specific requirements.

a) Products for Railway and Transportation Industry

Sönmez Trafo manufactures special transformers for train systems and locomotives in the railway industry. These transformers are designed to meet high performance and safety requirements.

Areas of Use: Railway electric locomotives, high speed train lines.

Features: High durability, efficiency, special designs.

b) Products for Marine Industry

Sönmez Trafo manufactures special transformers suitable for use in the marine industry. Products specially designed for ships and offshore platforms are designed to operate safely and efficiently in the harsh conditions in this sector.

Areas of Use: Ship transformers, marine platforms.

Features: Durable, resistant to environmental conditions, energy efficient.

c) Nuclear Energy and High Technology Products

Sönmez Trafo is also involved in nuclear power plant projects and manufactures magnetic coils for high technology products such as proton accelerators.

Areas of Usage: Nuclear energy, proton accelerators, high technology research centers.

Features: High engineering capacity, solutions for special applications.

R&D and Innovation Studies

Sönmez Trafo aims to continuously innovate and make R&D investments in the electrical energy sector. The company conducts various engineering and research studies to develop new generation energy solutions. These innovations are aimed at increasing the efficiency of transformers, producing environmentally friendly solutions and developing new technologies.

a) Domestic Dry Type Transformers

The production of the first domestic dry-type transformers produced in Turkey is an important achievement that demonstrates Sönmez Trafo's strength in engineering and R&D.

b) Magnetic Coils for CERN Approved Proton Accelerators

Sönmez Trafo manufactures magnetic coils approved by the European Center for Nuclear Research (CERN). These coils are used in proton accelerators and other high technology projects.

c) Continuous Innovation and Technological Investments

Sönmez Trafo follows innovative developments in the energy sector, continues its R&D investments and develops technologies to be used in future projects.

International Exports and Global Projects

Sönmez Trafo is expanding into global markets and exports products to 90 countries. The company's products are used in major energy projects around the world. Major export destinations include Europe, the Middle East, Asia and Africa.

a) Export Strategy

Sönmez Trafo's export strategy is to produce high quality and reliable products and to offer these products to the global market. Export activities increase the company's competitiveness in the international arena.

b) Taking Part in Global Projects

Sönmez Trafo participates in important global projects in the field of energy transmission and distribution. Its products are used in many power plants and large infrastructure projects around the world.

Sustainability and Environmentally Friendly Projects

Sönmez Trafo attaches importance to developing environmentally friendly production processes and sustainable energy solutions. In 2015, the Company established a solar power plant to generate its own electricity and increased its use of environmentally friendly energy.

a) Solar Energy Investments

The solar power plant investment enables Sönmez Trafo to meet its own electricity needs. With this investment, the company has increased energy efficiency and reduced carbon emissions.

b) Environmentally Friendly Production

The company aims to utilize natural resources efficiently by using environmentally friendly technologies in its production processes.

Sönmez Trafo has gained an important place in the energy sector with its wide product range and high engineering capacity. The company is among the leading companies in the sector with its contributions in energy transmission and distribution, solutions for special applications, R&D studies and global projects. Sönmez Trafo also draws attention with its environmentally friendly production processes and sustainable energy solutions.

Sönmez Trafo has strongly adopted the principle of equality in sustainability and integrated this understanding into its business processes. While adopting environmental, social and economic sustainability approaches, the company recognizes equality as a fundamental value and incorporates this value into all its operations. The importance that Sönmez Trafo attaches to equality in sustainability is not limited to environmentally sensitive practices, but also manifests itself in providing equal opportunities and a fair approach to its employees, society and other stakeholders. The importance Sönmez Trafo attaches to equality in its sustainability approach is explained in detail below.

Environmental Sustainability and Equality

Sönmez Trafo protects nature with the projects it implements in environmental sustainability, while also taking into account the principles of equality. Environmental responsibility is not just about reducing the company's carbon footprint; it is also about ensuring that these projects benefit all segments of society equally.

a) Use of Renewable Energy

Sönmez Trafo is committed to using renewable energy sources as part of its environmental sustainability strategies. By using clean energy sources such as solar energy, the company tries to reduce its impact on the environment while at the same time increasing the social benefits of these projects.

Equal Benefits for Society: Renewable energy projects are encouraged not only in Sönmez Trafo's own production facilities but also in the surrounding communities to contribute to the widespread use of clean energy. Such projects create opportunities for local people to live in a healthier and more sustainable environment.

b) Zero Waste Policy and Recycling

Sönmez Trafo uses environmentally friendly technologies in its production processes in order to recycle waste. In this process, the understanding of equality is of great importance to ensure that resources are shared fairly and that environmental impacts do not have equal impacts on the whole society.

Equal Resource Allocation: Recycling projects are implemented not only in the areas where the company operates but also in the surrounding settlements, contributing to raising environmental awareness throughout the society. Sönmez Trafo's cooperation with the communities involved in such projects, supporting equal and sustainable resource utilization for all, is an example of the equality approach in sustainability.

5. Social Responsibility

5.1. Human Rights Policy

Equality

Equality in social sustainability means ensuring that all segments of society have equal opportunities and increasing social welfare. Sönmez Trafo supports social equality and has developed projects that support social development. In this context, equality is at the forefront of the company's social sustainability strategies.

Gender Equality

Gender equality means that all individuals have access to equal rights, opportunities and resources regardless of their gender. This means eliminating discrimination on the basis of gender and ensuring that men and women can participate in society with equal opportunities.

Gender equality increases productivity in the workplace, makes the workforce more diverse and inclusive, and helps to strengthen social cohesion in general. In addition, a more active participation of women in economic life contributes to increased social welfare and a stronger economy.

As STS, we attach importance to gender equality. We carry out activities on common grounds in order to ensure the participation of both sides in the work carried out. We aim to protect the equality between people by making job divisions both on the administrative staff side of our STS company and in management.

Sönmez Trafo has adopted the principle of transparency and equality in the recruitment process in order to eliminate gender discrimination. Gender-based discrimination in job postings is prevented and a fair process is followed to ensure that men and women are evaluated equally. Our female employees are offered opportunities to rise to leadership positions, and women's access to leadership roles is supported through mentoring and career development programs. Our female employees are offered opportunities to rise to leadership positions, and women's access to leadership roles is supported through mentoring and career development programs. Training programs are organized to support the professional development of women employees. These programs aim to empower women in areas such as leadership, management and technical skills. In order to increase women's employment, strategies

to increase the proportion of female employees have been identified each year. In line with this target, women's participation in the labor force is encouraged. Sönmez Trafo strictly adheres to the principle of equal pay for equal work between male and female employees. Equal pay and benefits are provided for all positions regardless of gender.

Diversity and Inclusion

Sönmez Trafo promotes diversity and inclusion in its social sustainability policies. Practices and projects have been developed to ensure the participation of various demographic groups, especially women and people with disabilities.

Women Empowerment

Special training programs, mentoring and career opportunities are offered to increase women's participation in the workforce. This is a step that promotes gender equality and enables women to be more involved in the business world.

Participation of Persons with Disabilities

The company supports the participation of people with disabilities in working life and creates accessible spaces for disabled employees in the workplace. In addition, special workforce training programs and employment opportunities are provided for persons with disabilities.

Equal Education and Career Opportunities

Sönmez Trafo provides equal training and career development opportunities to its employees. While supporting the development of its employees, the company ensures that everyone has equal rights.

Community Based Social Projects

Sönmez Trafo provides equal service to all segments of society through social responsibility projects. The projects carried out in various fields such as education, health, women's rights and the environment aim to ensure that different segments of society have equal rights.

Equality in Education: Sönmez Trafo supports projects and scholarship programs for girls' education by supporting gender equality. These projects aim to increase access to education opportunities for girls in disadvantaged regions.

Health Projects: In the field of health, projects are implemented to increase access to health services, especially for communities in rural areas. These projects aim to create equal health conditions for all.

Economic Sustainability and Equity

Equality in economic sustainability aims to ensure that economic development is distributed fairly to all segments of society. Sönmez Trafo takes care to make economic opportunities equal and accessible for everyone while ensuring sustainable economic growth.

Economic Participation of Local Communities

Sönmez Trafo promotes regional development by collaborating with local communities. These collaborations not only provide economic benefits, but also enable local people to access more employment opportunities.

Cooperation with Local Producers: By collaborating with local suppliers, the company helps them grow their businesses and achieve sustainable development. This contributes to economic equality.

Fair Trade and Responsible Consumption: Sönmez Trafo works in accordance with fair trade principles. In offering its products and services, it offers fair terms to all stakeholders in the supply chain and adheres to the principle of economic equality.

Job Creation and Employment Opportunities

Sönmez Trafo promotes job creation and employment opportunities as another important step supporting economic sustainability. It offers equal labor opportunities to its employees and empowers local communities through employment projects.

Equal Employment Opportunities

The company provides equal opportunities in its workforce regardless of factors such as gender, ethnicity or disability. Diversity in employment is promoted and every individual is given the opportunity to work on equal terms.

5.2. Development Management

Training Programs: Various training programs are organized for employees. These trainings provide equal opportunities for employees at all levels and support their development. No discrimination is made in terms of access to trainings.

STS, we regularly provide quality training to our employees by expert teams. Participation rates and success percentages of the given training are evaluated and documented.



Career Development: Promotion and career development processes within the company are based solely on the competencies of employees. Factors such as gender, age, ethnicity are not taken into consideration, thus ensuring equal labor opportunities among employees.

Conclusion

Sönmez Trafo demonstrates the importance it attaches to equality in its sustainability strategies by aiming to share fairly with all its stakeholders in environmental, social and economic areas. In environmental sustainability, equal benefits are provided for everyone, while in social sustainability, projects are developed to ensure equal opportunities for all segments of society. In economic sustainability, economic equality is supported through collaborations with local communities and fair trade practices. This approach is part of Sönmez Trafo's vision of being a sustainable company that ensures not only environmental, but also social and economic equality.

5.3. Social Benefits and Activities


As our STS company, regular trainings are provided by both senior management and experts in regular periods, not short-term trainings. It adopts that the trainings given by our company are not instant solution-oriented or short-term, but are continuously developed and continued. Continuation reports of the trainings are kept in the form of high-level exams. One of the biggest effects of our STS Company is that they come together with the students of Istanbul Technical University and Yıldız Technical University. Seminars are planned to help young people who will carry us forward to design their careers together and to help their ideas.




As STS, in addition to quality education, we support another great project and together with YüzBinKoş Club, we are opening a Free Triathlon school to train professional triathletes. We contribute to the development of triathlon sport in our country and the training of national athletes.

Sönmez Trafo employees had a great running experience at the Büyükkada Half Marathon at October 2024.



Early Diagnosis Saves Lives! 

As Sönmez Trafo female employees, we came together to raise awareness against breast cancer within the scope of October 1-31 Breast Cancer Awareness Month. With our pink ribbons, we convey our message of support and solidarity for breast cancer treatment and recovery; we draw attention to the importance of information in the fight against breast cancer. 



6. AFFORDABLE AND CLEAN ENERGY

Accessible and Clean Energy (SDG 7), one of the United Nations Sustainable Development Goals (SDGs), aims to ensure that all individuals have access to safe, sustainable and affordable energy. Clean energy promotes economic growth and social development while reducing environmental impacts. This goal is geared towards achieving sustainable development by accelerating the transition from fossil fuels to renewable energy sources.

As Sönmez Trafo, we aim to develop solutions based on sustainable energy sources and become the industry leader in this field. This report includes the steps we have taken towards achieving the goals of Accessible and Clean Energy (SDG 7), our strategies and future targets.

Affordable and clean energy means that energy production is accessible and affordable for all segments of society without harming the environment. This is achieved by reducing dependence on fossil fuels and using energy more efficiently and sustainably by using renewable energy sources (solar, wind, hydroelectric, biomass, etc.).

Installation of Renewable Energy Facilities: Sönmez Trafo invests in renewable energy sources such as solar energy. These investments enable the company to meet its energy needs with clean and sustainable sources. Affordable and clean energy refers to a form of energy production and consumption that ensures economic accessibility while ensuring environmental sustainability. This is necessary to replace energy sources based on fossil fuels and reduce carbon emissions and environmental damage. Clean energy includes energy from renewable sources that, unlike fossil fuels, do not harm the environment. A total of 2 solar panel systems are used in our company (100kW - 600 kW). It is a major project in terms of both cheap electricity consumption and sustainability. After the studies carried out, it was determined that it is of great importance in terms of environmental impact.



6.1. Energy Efficiency and Conservation

- a) Energy Efficient Technologies:** Technologies such as efficient machines and LED lighting systems are used to increase energy efficiency in our employees and facilities. In this way, energy consumption is reduced and more production is realized at lower costs.
- b) Energy Monitoring and Management Systems:** Advanced technologies are used to monitor and manage energy consumption. These systems help to reduce consumption rates by analyzing energy consumption data.

6.2. Carbon Footprint Reduction

- a) Carbon Emission Reduction Targets:** Our company has determined its annual carbon footprint and set targets to reduce this value. Energy efficiency measures are taken and renewable energy sources are used to reduce carbon emissions.
- b) Zero Carbon Target:** As of 2030, the Company has started working towards a zero-carbon target. To achieve this goal, clean energy solutions will be implemented at both operational and supply chain levels.

Sönmez Trafo attaches importance to electric transportation vehicles both in social life and within the factory site as a method of reducing carbon footprint. They are fed by the charging stations we have established in our company. In addition, avoiding fossil fuels by using solar energy plays a major role in reducing the carbon footprint.

ENVIRONMENT&ENERGY MANAGEMENT

How much electricity is produced on a daily, weekly, monthly basis can be monitored on our website. It can be monitored on our website, which shows which equipment can be used and how much of it can be used with the generated electrical energy.

Total solar energy production in 2024 is 12156 kWh.



The energy to operate a TV for 1215 days



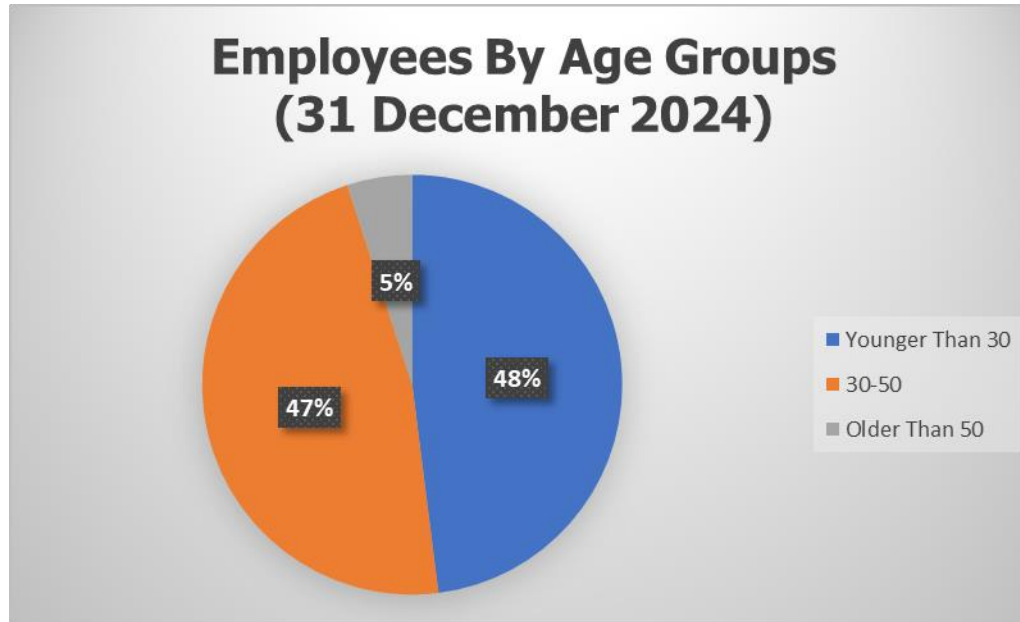
The pollution an average passenger car emits over 1240 years



The energy to power 320 computers for 1 year

7. Decent Work and Economic Growth

It is one of the United Nations Sustainable Development Goals and is important for companies to implement in order to promote sustainable economic growth, create quality jobs for all individuals and ensure equitable economic opportunities. This report will serve as a case study to assess a company's sustainability strategies, practices and impacts within the framework of SDG 8. Our company operates with an understanding that prioritizes the welfare of our employees, equitable working conditions and job security while achieving economic growth. One of the biggest advantages of our company is that the blue-collar employees are unionized. While this event aims to keep the employee rights, socialization, job security and economic events of our workers above the standards, we have been their biggest supporters. Our company regularly monitors and evaluates its performance towards achieving SDG 8 targets. In this context, data such as employee satisfaction surveys, productivity analyses, economic growth reports and diversity indicators are collected and our level of achievement of the targets is constantly reviewed. Our company is taking important steps towards achieving SDG 8 - Decent Work and Economic Growth. However, as it is an area that requires continuous development, innovative solutions, training programs and sustainable business models need to be developed continuously in order to achieve these goals.



Graph 3

8. Industry, Innovation, and Infrastructure

Industrial Innovation and Infrastructure occupies an important place as Goal 9 of the United Nations' Sustainable Development Goals (SDGs). This goal plays a critical role in ensuring sustainable economic development, promoting the modernization of industry and strengthening infrastructure. There are many specific targets under the Goal.

Sustainable Industrial Development: Making industries more efficient, low-carbon and environmentally friendly. This requires taking steps to ensure long-term development, both environmentally and economically. As STS, we are pioneering an environmentally friendly and long-term investment with the solar panel system we installed on the roof of our facility.

Encouraging Innovation: Supporting new technologies, research and development activities. Innovation is vital for the sector to be sustainable and competitive.

Infrastructure Improvements: In order to support the economic development of societies, modern infrastructure needs to be strengthened and improvements need to be made in areas such as transportation, energy, water and information communication technologies. Our STS company continuously deploys these technologies within the company. These include building the main building on a smart system, heating the hot water used in the company with solar panels, ensuring the highest level of accessibility of the systems used in the factory buildings, and finally keeping the temperature of the facility at certain levels by passing hot water through pipes and radiation. “The use of environmentally friendly technologies is prioritized in production processes. Our company aims to minimize environmental impact through practices such as waste recycling, water saving and energy efficiency. In addition, product design and production processes are optimized by using environmentally friendly materials. Our company has taken important steps to achieve SDG 9 - Industry, Innovation, and Infrastructure. It will continue to contribute to the industry with sustainable industrial and infrastructure investments, integration of innovative technologies and environmentally friendly solutions. Our future goals include accelerating digital transformation processes, contributing more to local economies and creating more sustainable infrastructures.

Next Steps

Increasing investments in R&D projects.

Implementing Industry 4.0 and digitalization strategies in wider areas.

Developing stronger partnerships with local communities.

These efforts will contribute not only to the growth of our company, but also to social welfare and environmental sustainability.

9.Reduced Inequality

By adopting policies to reduce inequalities, our company aims to provide equal opportunities to all employees, eliminate income inequalities and promote social equality. This report addresses how our company contributes to this goal, its practices and achievements within the framework of Sustainable Development Goal 10.

Our company applies a transparent and fair salary policy to minimize income inequality among employees. The salaries of our employees are determined fairly according to industry averages and their experience. In addition, salary inequalities are regularly monitored and improvement steps are taken to prevent any gap in this regard. Our company provides equal opportunities for individuals from different ethnic origins, age groups, genders, disabilities and social backgrounds. Training programs are organized to prevent ethnic; gender and disability discrimination and confidential lines are established for complaints. The Company has adopted an equal pay for equal work policy to ensure that all employees have equal rights.

We also provide career development opportunities, trainings and mentoring programs for employees, ensuring that everyone has equal access to development opportunities. In order to reduce inequalities in income distribution, our company aims to balance income levels by offering social benefits and bonuses to its employees. In addition, health insurance and other social benefits are provided for low-income employees. In order to encourage the participation of our employees in decision-making processes, more diversity has been introduced at management levels. In addition, regular surveys are conducted to collect feedback from our employees and this feedback is shared with management.

9.1. Workforce Diversity

Our company encourages the participation of individuals from all social groups in the workforce. Equal opportunities are provided to every individual regardless of ethnicity, gender and disability. Diversity in the workforce contributes to the emergence of innovative ideas and a more inclusive work environment.

9.2. Women's Empowerment and Gender Equality

Gender equality is one of the priorities of our company. Career opportunities are offered to our female employees under the same conditions, mentoring and leadership trainings are provided for women to take more leadership positions. In addition, awareness-raising trainings on gender equality are organized.

9.3. Support for Disabled Employees

Necessary arrangements have been made in our workplaces to encourage the participation of disabled individuals in the workforce. Facilities such as physical accessibility, special working hours and psychological support for disabled employees are offered.

9.4. Monitoring and Evaluation

Our company regularly monitors its performance using specific indicators to achieve SDG 10 targets. These indicators include data on gender equality, income inequality, employee diversity and empowerment of local communities.

Employee Equality Surveys: We regularly collect our employees' views on access to equal opportunities and diversity in the work environment.

Income Inequality Monitoring: We monitor income differences within the company and take action to reduce these differences.

Social Contribution Monitoring: We monitor the effectiveness of community support projects and evaluate the results in terms of contributing to the economic well-being of communities.

Conclusion and Next Steps

Our company has taken many important steps to achieve SDG 10 - Reduced Inequality. It is moving towards this goal with equitable working environments, policies to reduce income inequality and social participation strategies. However, this journey is a process that requires continuous improvement.

Next Steps

Provide more diversity and inclusion opportunities for employees.

Expand the scope of social responsibility projects and collaborate with more communities.

Take steps to further reduce income inequalities and strengthen transparency policies.

By working further to reduce inequalities, our Company aims to create a fairer and more equal opportunity environment both in the internal workforce and in society.

10. Responsible Consumption and Production

Our company strengthens its leading position in the sector with sustainable business processes and environmentally friendly production methods. This report addresses our company's practices, achievements and future targets regarding responsible consumption and production processes within the framework of Sustainable Development Goal 12.

Our company takes various steps to reduce environmental impacts and increase efficiency by transitioning to sustainable consumption and production systems. Our basic principles are to minimize the use of resources, reduce waste and use environmentally friendly materials in our production processes.

Our company attaches great importance to the efficient management of natural resources used in production processes. The use of recycled materials has been increased and water and energy consumption has been optimized. In addition, attention is paid to the sustainability of raw material resources used in the supply chain and collaborations are made with suppliers in this direction.

Operating in the food sector, our company has developed strategies to minimize food waste from production to consumption. Surplus products are directed to those in need through social responsibility projects, while excess stocks are used efficiently to prevent waste.

The use of chemicals and waste management are material issues for our company. While developing environmentally friendly and sustainable products, chemical use is minimized. In addition, recycling rates are increased in our waste management systems and waste is disposed of without harming the environment.

Various projects are carried out to minimize waste in production processes. We have adopted the philosophy of reducing waste at source, increasing recycling rates and zero waste. Biodegradable and recyclable materials are used in product packaging.

We organize various training and awareness-raising programs to create responsible consumption habits in our consumers. Product labels provide information on sustainability and environmentally friendly ingredients. We also encourage consumers to make such choices by offering recyclable and environmentally friendly products.

10.1. Sustainable Production Practices

a) Energy Efficiency and Renewable Energy Use

Our company makes investments to increase energy efficiency. In our production facilities, the sun is used as a renewable energy source and energy consumption is optimized. In addition, energy-efficient machines and devices are used and energy losses are minimized.

b) Reducing Water Use

In order to use water resources efficiently, water recovery systems have been put in place in production processes. Water reuse is ensured through wastewater treatment plants and water consumption is regularly monitored.

c) Zero Waste and Recycling

A zero-waste approach has been adopted and the rate of waste recycling is being increased. Waste generated in production processes is recycled and reused without losing its resources. This process is applied at every stage, from production to final consumption.

d) Sustainable Material Use

Sustainable and recyclable materials are used in production processes. Raw materials obtained from natural resources are replaced with environmentally friendly alternatives. In addition, all suppliers in the supply chain are encouraged to use sustainable materials.

10.2. Consumer Awareness and Participation

a) Education and Awareness

Our company raises awareness among consumers about the importance of environmentally friendly products. The labels of products contain informative content about the materials used and recycling rates. In addition, trainings and campaigns on sustainable consumption habits are organized on social media and digital platforms.

b) Consumer Feedback

We value feedback from our consumers. This feedback is important for developing sustainable products and services. Consumer complaint and suggestion channels are actively working and continuous improvements are made on the sustainability of products.

c) Monitoring and Evaluation

Our Company monitors its performance with the following indicators to achieve its sustainable consumption and production targets:

Energy Consumption: Monitoring the total amount of energy used in production processes.

Waste Reduction: Monitoring the amount of waste generated during production and recycling rates.

Water Use: Monitoring water consumption and recycling rates.

Sustainable Product Ratio: Proportion of environmentally friendly and recyclable products in the total product portfolio.

Consumer Satisfaction: The extent to which sustainability-oriented products are preferred by consumers and feedback.

Conclusion and Next Steps

Our company has taken great steps to achieve SDG 12 - Responsible Consumption and Production targets. It contributes to these goals through practices such as sustainable production processes, the use of environmentally friendly materials and waste management. However, our sustainability journey is a process that requires continuous improvement.

Next Steps

Further expand consumer awareness and education programs.

Reducing waste and further increasing recycling rates.

Reducing our carbon footprint by further expanding the use of renewable energy.

In order to achieve these goals, our Company will continue to generate innovative solutions and strengthen its environmentally friendly practices day by day.

11.Climate Action

Sönmez Trafo has been a leader in the electricity and energy sector for many years by providing high quality energy solutions. Our company carries out active efforts in the fields of energy efficiency and sustainability. This report examines the steps taken by our company in combating climate change and environmental responsibility within the scope of Sustainable Development Goal 13 - Climate Action.

11.1. Alignment with Goals

a) Building Resilient Societies and Infrastructures Against Climate-Related Risks and Disasters

Sönmez Trafo develops innovative and durable solutions to prevent the energy infrastructure from being affected by climate change. Our products are designed to be resistant to high temperatures, flooding and other climate change-induced disasters while increasing energy efficiency. We also aim to strengthen our existing infrastructures against climate change risks.

b) Integration Of Climate Change Related Strategies and Plans at National Level

Our company develops projects in line with national policies and global strategies to combat climate change. We support sustainable energy policies and offer renewable energy solutions in order to comply with laws and regulations that promote the fight against climate change in Turkey and around the world.

c) Providing Education and Awareness on Climate Change

Sönmez Trafo organizes training programs aimed at raising awareness of its employees and communities on combating climate change. Our employees are regularly trained on energy efficiency, sustainable production processes and waste management, and their awareness on these issues is raised.

d) Increasing Financial Resources to Combat Climate Change

Our Company evaluates both internal and external financing options to increase financial resources for energy efficiency projects. Investments in renewable energy projects are increased and financing is provided to develop low-carbon solutions.

e) Strengthening Early Warning Systems and Risk Management Related to Climate Change

Our Company installs early warning systems to identify risks in energy infrastructures and prevent negative impacts caused by climate change. In addition, continuous monitoring and risk assessments are carried out in operational processes to minimize climate risks.

12. Sönmez Trafo's Climate Action Strategies

12.1. Energy Efficiency and Zero Waste

Sönmez Trafo has taken many steps in the field of energy efficiency. We have invested in energy-efficient technologies to minimize the amount of energy used in our production facilities. In addition, in line with the zero-waste philosophy, waste is reduced and recycled in production processes.

12.2. Renewable Energy and Clean Technologies

Our company adopts an approach that uses renewable energy sources and develops environmentally friendly solutions. In order to minimize the environmental impact of the materials used in our products, we encourage the use of renewable energy and optimize production processes with clean technologies. We also help our customers reduce their carbon footprint by providing energy efficiency and renewable energy solutions.

12.3. Low Carbon Products and Solutions

Sönmez Trafo develops designs that provide low carbon emission in its products. High efficiency transformers minimize energy losses and enable users to consume less energy. This brings great benefits both economically and environmentally.

12.4. Sustainable Production and Waste Management

In production processes, it is aimed to reduce energy consumption and increase recycling rates. In addition, an effective system has been established to properly manage and dispose of waste without harming the environment. In this way, environmental impacts are minimized and natural resources are protected.

13. Climate Action and Environmental Impacts

13.1. Carbon Footprint

Sönmez Trafo carries out various activities to monitor and reduce the carbon footprint of its operations. Our company strives to minimize carbon emissions by reducing energy consumption and using renewable energy. By reviewing the types of energy used in production processes, more environmentally friendly solutions are sought.

13.2. Water Use and Management

Various projects are carried out to protect water resources. Water recovery systems have been put into operation at production facilities and water savings have been achieved. These projects are seen as a measure against the impacts of climate change on water resources.

13.3. Environmental Audit and Remediation

Environmental audits are conducted at all our production facilities and environmentally friendly practices are continuously improved. These audits are critical to ensure that production processes are environmentally conducted.

13.4. Monitoring and Evaluation

Our company measures its performance with the following indicators to monitor the effectiveness of its climate action strategies:

- a) **Carbon Emissions:** Total amount of carbon dioxide emitted in production facilities and general operations.
- b) **Energy Efficiency:** Monitoring the amount of energy used in production processes and increase in efficiency.
- c) **Waste and Recycling:** Rate of recycling of waste from production processes and achievement of waste reduction targets.
- d) **Renewable Energy Use:** The rate of renewable energy used in production processes.
- e) **Water Consumption:** Efficient use of water resources and recovery rates.

Conclusion and Next Steps

Sönmez Trafo takes important steps to combat climate change in line with SDG 13 - Climate Action targets. Our company aims to reduce the impacts of climate change by increasing energy efficiency, offering renewable energy solutions and adopting environmentally friendly production processes.

Next Steps

Increase renewable energy investments to further reduce our carbon footprint.

Realizing the zero waste target in production processes.

Provide more training and awareness-raising on climate change to our employees and our society.

These steps will help Sönmez Trafo fulfill its responsibility for a sustainable future.

14. Peace, Justice, and Strong Institutions

Sönmez Trafo is a company operating in the energy sector and producing high quality power transformer solutions. It maintains its leadership in the sector with its strong corporate structure and ethical business approach. Our company aims to contribute to sustainable development goals by building strong institutions around themes such as justice, transparency and security. This report addresses our company's practices, achievements and future goals within the scope of Sustainable Development Goal 16 - Peace, Justice and Strong Institutions.

14.1. Alignment with Goals

a) Combating Violence and Ensuring Equal Security for All

Sönmez Trafo prioritizes the safety of its employees and all stakeholders. A zero-tolerance policy is adopted against workplace violence, harassment and discrimination. In addition, extensive training and awareness-raising programs are conducted to address phenomena such as violence or bullying in the workplace.

b) Prevent All Forms of Mistreatment of Children, Young People and Vulnerable Groups, Such as Abuse, Trafficking and Violence

Our company completely prohibits child labor and complies with local and international labor regulations to protect the rights of its employees. In addition, equal opportunities are provided to ensure that the young workforce is employed in a safe and fair working environment.

c) Ensure Fair Justice for All and Promote the Rule of Law at All Levels

Sönmez Trafo adopts a fair and transparent management approach at all levels. All transactions and operations within the company are carried out in accordance with the law and ethical rules. Our legal department is responsible for ensuring legal compliance at all levels of the company and internal audits are strictly performed.

d) Combating Money Laundering and Terrorist Financing

Sönmez Trafo strictly complies with global frameworks and local regulations combating money laundering and terrorist financing. In our Company, financial transactions are carried out in a fully transparent manner and all financial flows are subject to regular audits.

e) Combating Corruption and Strengthening the Principles of Transparency and Accountability

Our company has very strict rules and policies on anti-corruption. A zero-tolerance approach has been adopted against any corruption or ethical violations. All processes within the company are managed in a transparent and accountable manner, and all employees are regularly trained on these issues.

f) Accountable Institutions and Transparency in Decision-Making Processes

Sönmez Trafo encourages transparency at all levels. Our corporate governance principles ensure a fair and open decision-making process for all stakeholders. In addition, up-to-date information on the company's activities, financial status and sustainability targets are transparently shared with stakeholders through annual reporting processes.

g) Ensuring Everyone's Participation in Decision-Making Processes

Our Company receives and values the opinions of all employees and stakeholders in decision-making processes. Internal communication and feedback processes are carried out regularly and the participation of employees and other stakeholders is ensured.

h) Building Capacity at National and Local Level on the Rule of Law

Sönmez Trafo cooperates with local and national governing bodies to implement the rule of law. In our company, trainings are provided on all kinds of legal requirements, employee rights and environmental management, as well as regular internal audits on legal compliance.

i) Strengthening International Cooperation

Sönmez Trafo contributes to building fairness and strong institutions by establishing global collaborations. Working together with various local and international organizations, it promotes ethical standards and strong corporate structures in the business world. It also contributes to the establishment of human rights and sustainability principles at the global level.

14.2 Company Strategies for Peace, Justice and Strong Institutions

a) Governance and Transparency

All decision-making processes in our company are carried out in a transparent and accountable manner. Our Board of Directors regularly conducts audits to ensure the company's compliance with ethical rules in all areas and provides clarity to employees and stakeholders. In addition, the company's performance is monitored annually through transparent reporting processes and shared with the public.

b) Employee Rights and Equality

A strict policy is followed to offer equal opportunities to our employees, prevent discrimination and create a fair working environment. The rights of our employees are protected and any complaints are resolved in a transparent manner. In addition, training provided to every employee within the company supports their professional development and offers a fair career path.

c) Corruption and Code of Ethics

All internal transactions are carried out in accordance with anti-corruption and ethical rules. Sönmez Trafo invests heavily in internal audit systems to prevent corruption, bribery and unfair gains. In this context, all employees receive regular ethics and compliance training, and all transactions are subject to independent audits.

d) Strong Internal Audit and Compliance Mechanisms

Our Company has strong internal audit mechanisms and compliance programs. All financial and operational processes are regularly audited and full compliance with legal requirements is ensured. In addition, transparent reporting of internal audits and compliance processes enhances corporate transparency.

14.3. Monitoring and Evaluation

Sönmez Trafo uses the following indicators to monitor its efforts to achieve SDG 16 - Peace, Justice, and Strong Institutions:

- a) **Transparency Ratio:** The proportion of reporting and information updates shared with the company's internal and external stakeholders.
- b) **Employee Satisfaction:** Employee feedback on fair working conditions, equality and transparency.
- c) **Audit and Compliance Rate:** Effectiveness of internal audit processes and completeness of legal compliance reports.
- d) **Corruption and Ethical Violations:** Number of incidents of anti-corruption and ethical violations detected within the company.
- e) **Training Programs:** Participation rate of employees in ethical rules and compliance trainings.

14.4. Conclusion and Next Steps

Sönmez Trafo is taking important steps to achieve SDG 16 - Peace, Justice, and Strong Institutions. Our company's strong internal audit mechanisms, transparency and ethical business processes are the cornerstones for building strong institutions. In order to contribute to these goals in the future:

Further strengthen transparency and accountability processes,

Develop new strategies to prevent corruption and ethical violations,

It aims to take further steps in employee rights and equality.

As a strong institution, Sönmez Trafo is committed to building peace, justice and strong institutions both within its own organization and on a global scale.

15. TRAINING AND EDUCATION

15.1. Sustainability in Training and Development

Our commitment to sustainability is deeply embedded in our approach to employee training and development. By fostering continuous learning, we aim to equip our workforce with the knowledge and skills necessary to support our company's long-term sustainability goals. This includes:

- a) Environmental Stewardship:** We provide specialized training programs focused on environmental responsibility, equipping employees with best practices in energy efficiency, waste reduction, and sustainable resource management.
- b) Social Responsibility and Ethics:** Training on diversity, equity, inclusion, and ethics reinforces a culture that values respect and community engagement, which are core to our corporate social responsibility (CSR) commitments.
- c) Ongoing Professional Development:** We offer comprehensive training for skill development and career growth, ensuring that our employees are well-prepared for the evolving demands of a sustainable and innovative workforce.
- d) Health, Safety, and Well-being:** Our training programs include a focus on health and safety protocols, promoting a safe and healthy work environment as part of our social sustainability priorities.
- e) Impact Measurement:** We regularly evaluate the impact of our training programs on employee engagement and our sustainability metrics, allowing us to refine and enhance these programs for maximum long-term benefit.

16. Contribution of Electric Vehicles to Sustainability

16.1. Introduction

Sönmez Trafo is a major player in the energy sector and plays a critical role in providing infrastructure and energy solutions for electric vehicles. The contribution of electric vehicles to sustainability is not limited to the vehicles themselves, but also the infrastructure, charging stations and power transmission systems that support them. This report discusses how Sönmez Trafo serves the sustainability contributions of electric vehicles and the importance of these contributions.

16.2. Contributions of Electric Vehicles to Sustainability

a) Reducing Greenhouse Gas Emissions

Electric vehicles have a much lower carbon footprint than fossil fuel vehicles. By using electric motors instead of internal combustion engines, greenhouse gas emissions are reduced. The energy infrastructure provided by Sönmez Trafo is critical for electric vehicles to operate more efficiently and benefit from green energy sources. Charging stations powered by renewable energy have the potential to further reduce these emissions.

b) Reducing Air Pollution

Electric vehicles directly reduce air pollution in cities as they do not produce exhaust emissions. Sönmez Trafo's energy solutions enable the provision of sustainable energy for electric vehicles and further strengthen the environmentally friendly characteristics of these vehicles. Infrastructure investments enable electric vehicles to reach a wide range of users.

c) Energy Efficiency

Electric vehicles outperform conventional internal combustion vehicles in terms of energy efficiency. This means traveling more distance with less energy consumption. The quality energy transmission infrastructure provided by Sönmez Trafo enables electric vehicles to operate with this high efficiency. Transformers and energy storage systems are important to ensure a reliable and efficient flow of energy at charging stations.

16.3. Sönmez Trafo's Contribution to the Sustainability of Electric Vehicles

a) High Performance Power Transmission

Charging infrastructure for electric vehicles requires accurate energy transmission and distribution. Sönmez Trafo ensures the safe and efficient operation of electric vehicle charging infrastructures with transformer solutions that offer high performance in energy transmission and distribution. This helps electric vehicles to charge more quickly and safely.

b) Renewable Energy Integration

Electric vehicles can minimize their environmental impact by charging with clean energy. Sönmez Trafo's solutions allow the integration of electricity from renewable sources such as solar and wind energy into the grid. This integration is essential for electric vehicles to operate in a more environmentally friendly way.

c) Charging Station Infrastructure and Distribution

Establishing an adequate charging infrastructure is of great importance for the widespread use of electric vehicles. Sönmez Trafo provides reliable energy distribution systems for charging stations, enabling both private and public charging stations to operate efficiently. This encourages the use of electric vehicles.

d) Energy Storage Systems

Sönmez Trafo offers solutions to meet the energy needs of electric vehicle charging stations with energy storage systems. Especially off-grid energy storage solutions enable charging stations to operate more efficiently and sustainably. These systems support the most efficient use of energy during charging of electric vehicles.

16.4. Economic and Social Contributions of Electric Vehicles

a) More Favorable Energy Costs

Charging electric vehicles can be lower compared to the energy costs of fossil fuel powered vehicles. Thanks to the efficient energy transmission systems it provides to charging stations, Sönmez Trafo ensures that users receive energy at lower costs.

b) Support to Local Economy

Electric vehicles and charging infrastructures contribute to strengthening local economies. Sönmez Trafo's contributions create new job opportunities through local charging stations and energy infrastructures, thus supporting sustainable economic development.

c) Contribution to Social Health and Quality of Life

Electric vehicles improve the quality of city life by reducing air pollution and noise levels. With the energy solutions provided by Sönmez Trafo, the widespread use of electric vehicles can improve social health.

16.5. Challenges and Future Perspectives

a) Battery Production and Recycling

The production of electric vehicle batteries can lead to environmental challenges. Sönmez Trafo can provide energy infrastructure solutions to help the development of battery recycling technologies. Furthermore, making the battery charging infrastructure more efficient contributes to solving this problem.

b) Charging Infrastructure Investments

In order for electric vehicles to become widespread, charging infrastructure needs to be expanded rapidly. By supporting these infrastructure investments, Sönmez Trafo can make the use of electric vehicles more accessible.

16.6. Conclusion and Recommendations

Electric vehicles are an important tool for ensuring environmental friendliness and economic sustainability. However, strong energy infrastructures need to be established for these vehicles to operate efficiently. Sönmez Trafo plays a critical role in contributing to the sustainability of electric vehicles. High quality energy transmission, renewable energy integration, energy storage and efficient charging infrastructure can accelerate the spread of electric vehicles.

17.Environmental and Energy Management

Sönmez Trafo is a company that attaches great importance to environment and energy management in the energy sector. Environmentally friendly practices and energy efficiency not only increase the operational success of the company, but also play an important role in achieving sustainability goals. This report examines how the steps taken by Sönmez Trafo in environmental and energy management contribute to sustainability.

In 2024, the Electricity Consumption Cost/Turnover ratio equal to 0,3976

Natural Gas Consumption Cost/Turnover ratio was calculated as 0,06

Water Consumption Cost(m3/person) was equal to 36,01

Electricity kWh	1384907
Water consumption m3	5870
Heat Energy m3	72299

17.1. Contributions of Environmental and Energy Management

a) Energy Efficiency and Cost Savings:

Energy management is at the center of Sönmez Trafo's sustainability goals. The company optimizes production processes and uses innovative technologies to achieve energy efficiency. By reducing energy consumption, it both contributes to the environment and reduces operating costs.

Example:

Sönmez Trafo reduced energy consumption in its production processes by 20% by using energy efficient machines and automation systems. In this way, lower energy costs were achieved and carbon emissions were significantly reduced.

b) Use of Renewable Energy:

Sönmez Trafo takes active steps to utilize sustainable energy sources. The company aims to reduce its carbon footprint and minimize dependence on fossil fuels by using renewable energy sources such as solar energy.

Example:

Sönmez Trafo meets 30% of its annual electricity needs from solar energy with solar panels installed on its roof. This reduces the company's energy costs as well as its negative impact on the environment.

c) Waste Management and Recycling:

Effective management of waste within the scope of environmental management is another important area for Sönmez Trafo. The Company aims to minimize and recycle the waste generated during production. In this way, both natural resources are protected and environmental pollution is prevented.

Example:

Sönmez Trafo recycles metal and plastic waste generated during the assembly of the transformers it manufactures and recycles approximately 50 tons of waste annually. This practice reduces the amount of waste and ensures more efficient use of natural resources.

d) Zero Waste Project:

In line with its zero-waste target, Sönmez Trafo optimizes its production processes and strives to recycle all waste. With this project, waste is managed in a way that does not harm the nature.

Example:

Within the scope of the zero-waste project, the company has increased its recycling rate to 90% by collecting waste from its offices and production areas separately. This is an important step that demonstrates the company's sensitivity to the environment.

e) Reducing Carbon Footprint:

Sönmez Trafo aims to reduce its carbon footprint by carefully selecting the sources of energy used in production processes. By turning to renewable energy sources, it reduces emissions from energy supply.

Example:

Thanks to the use of solar energy and energy efficiency projects, Sönmez Trafo has managed to reduce its annual carbon emissions by 15%. This is an important step in achieving the company's sustainability goals.

17.2. Contributions of Environmental and Energy Management to Sustainability:

a) Protection of Natural Resources:

Environmental management ensures more efficient use of natural resources. Through renewable energy sources and recycling practices, depletion of natural resources can be prevented. Sönmez Trafo's energy efficiency efforts and waste management contribute to this goal.

Example:

Sönmez Trafo reuses the water used in production processes through recycling systems. In this way, it reduces its environmental impact by using water resources efficiently.

b) Business Continuity and Competitive Advantage:

Environmentally friendly practices and energy management not only provide environmental benefits, but also reduce the company's costs and create competitive advantage. The use of renewable energy reduces external dependence and increases resilience to fluctuations in energy prices.

Example:

Thanks to Sönmez Trafo's energy efficiency projects, the company's electricity bills decreased by 20%. In the long run, this significantly reduced the company's costs and helped it gain a competitive advantage.

c) Social Contribution and Corporate Image:

Sönmez Trafo's environmentally friendly and energy efficient practices strengthen the company's corporate image. An environmentally friendly approach creates a positive impact on customers and business partners. It also contributes to raising environmental awareness in society.

Example:

Sönmez Trafo has strengthened its cooperation with other companies in the sector thanks to its environmentally friendly practices. The company has achieved a leading position in the sector through environmentally friendly projects and sustainable business practices.

d) Employee Satisfaction and Motivation:

Sönmez Trafo's environmentally conscious and sustainability-oriented management approach has a positive impact on employees. Employees are proud to work in an environmentally conscious workplace and this increases the company's labor productivity.

Example:

Sönmez Trafo continuously educates and raises awareness of its employees through environmentally sensitive projects and practices. Participation in such projects increases employee motivation and provides a more productive working environment at work.

Conclusion:

Thanks to its environmental and energy management practices, Sönmez Trafo not only ensures environmental sustainability but also makes economic and social contributions. Renewable energy use, energy efficiency, waste management and zero waste projects play

a critical role in achieving the company's sustainability goals. These practices reduce the company's costs, create competitive advantage, strengthen its corporate image and contribute to raising environmental awareness in society by adopting an environmentally sensitive approach. Sönmez Trafo's environmental and energy management strategies make significant contributions to the company's success and sustainable growth in the long term.

18. Our Ethical Values

Managers and employees must do their part to maintain the reputation of the company and its shareholders at the highest level by observing these core values in all their relations and work.

18.1. Activities

- Company activities are carried out on the basis of the applicable legislation, articles of association, internal regulations and established policies.
- All employees cooperate and support the internal audit activities carried out to monitor the compliance of the Company's activities with legal regulations and internal regulations.

18.2. Prevention of Corruption and Bribery

- Not take part in, and in no way tolerate, any form of corruption or bribery, including any payment made to a public official or any gain otherwise obtained in order to influence the decision-making process in circumventing a law.

18.3. Respect for the Fundamental Human Rights of Employees

- Providing equal opportunities and treating employees equally regardless of their color, race, nationality, social status, disability, sexual orientation, political and religious convictions, gender and age;
- Respect the dignity, privacy and rights of each individual;

- Not forcing anyone to work against their will;
- Oppose unacceptable behaviors such as psychological violence, sexual harassment and discrimination against employees:
- Prohibit behavior that involves sex, coercion, threats, insults or exploitation, including gestures, utterances and physical contact;
- Provide appropriate remuneration to employees and guarantee the payment of the applicable national minimum wage;
- Comply with the maximum working hour requirements recognized as applicable by law;
- To the extent legally possible, recognize the rights of employees to associate freely and not discriminate against members of employee organizations or unions;

18.4. Business Ethics and Behavior

- All employees carry out their duties in an egalitarian, transparent, accountable and responsible manner.
- Company resources and facilities may not be used to support political activities, political activities may not be carried out within the company, donations may not be made to political parties and political campaigns may not be supported.
- Political, social and religious views cannot be expressed or discussed in the work environment.
- In principle, employees cannot work in a second job outside the company. However, employees are encouraged to fulfill their social responsibilities. For this purpose, with the approval of the Board of Directors, employees may take office in a public service association, foundation, professional or educational organization.
- Relationships other than business relationships cannot be established at all levels within the company, and it should be known that relatives cannot be employed within the company.
- E-mails, records of customer and other transactions, files, documents, programs, data, customer lists, computer software, reports, technical information, materials provided by the Company may not be used outside of business. This information cannot be disclosed to third parties for any reason without the approval of the Board of Directors.

18.5. Prohibition of Child Labor

- Not employing workers under the age of 15 or not employing workers under the age of 14 in countries included in the developing country exception in ILO (International Labor Organization) Convention No. 138.

18.6. Employee Health and Safety

- Respect the occupational health and safety responsibilities of their employees in their workplaces;
- Control hazards and take the best possible precautions against accidents and workplace diseases;
- Provide training and ensure that employees are trained in occupational health and safety measures;
- Establishing or using an occupational health and safety management system in accordance with ISO 45001 or equivalent standards.

18.7. Environmental Protection

- To act in accordance with applicable mandatory and international standards regarding environmental protection;
- Minimize pollution of the environment and ensure continuous improvements for the protection of the environment;
- Establish or use an environmental management system in accordance with ISO 14001 or equivalent standards.

Supply Chain

- To strive to ensure that suppliers comply with this Code of Ethics;
- To comply with the principle of non-discrimination in the selection of suppliers and in the attitude towards suppliers

19. Stakeholder Engagement

Sönmez Trafo attaches great importance to stakeholder engagement in sustainability. The company adopts an approach in line with environmental, social and governance (ESG) criteria and shapes its business processes by taking into account the views and needs of all stakeholders (such as employees, suppliers, customers, local communities and shareholders). Stakeholder engagement plays an important role in increasing the success of sustainability strategies.

19.1. Identification of Stakeholders

Sönmez Trafo identifies and groups all stakeholders with whom it interacts while achieving its sustainability goals. These groups are;

Employees: Employees, who are internal stakeholders of the company, play an important role in determining and implementing sustainability strategies. By training, raising awareness and ensuring employee participation, more efficient and environmentally friendly production processes can be created.

Customers: Sönmez Trafo's customer base attaches great importance to ensuring that products are environmentally friendly and comply with sustainability requirements. Product development processes and environmentally friendly solutions are offered according to customer demands.

Suppliers: Providing products and services that comply with sustainability criteria in the supply chain is critical in terms of reducing environmental impacts. The use of sustainable materials and technology is emphasized in cooperation with suppliers.

Local Communities and the Public: Local communities can participate in projects that contribute to environmentally friendly production and public health. Compliance with public policies and regulations is an important factor in the adoption of Sönmez Trafo's sustainability principles.

19.2. Stakeholder Engagement Strategies

Sönmez Trafo uses various methods to ensure stakeholder engagement:

Surveys and Feedback: Sönmez Trafo collects regular surveys and feedback to assess customer and employee satisfaction and make improvements in line with sustainability goals.

Meetings and Workshops: Meetings with suppliers and other stakeholders help identify common sustainability goals. Workshops, trainings and seminars are organized to increase stakeholders' interest in the issue.

Communication Channels: Sönmez Trafo is in constant communication with stakeholders through its website, social media and corporate reports. Sönmez Trafo ensures transparency towards its stakeholders and regularly shares the results of its sustainability efforts.

19.3. Sustainability Goals and Stakeholder Engagement

Sönmez Trafo considers the views of stakeholders when determining its sustainability goals. These goals include topics such as reducing environmental impact, increasing energy efficiency, using renewable energy, waste management, and reducing carbon emissions. Feedback from stakeholders ensures that the company's sustainability policies and practices are more effective.

19.4. Monitoring and Evaluation

Sönmez Trafo regularly monitors the criteria and performance indicators set to achieve its sustainability goals. Performance reports are prepared to ensure stakeholder participation and these reports are presented to both internal and external stakeholders. Through these reports, the company transparently demonstrates how successfully environmental and social goals are being realized.

19.5. Stakeholder Communication and Transparency

Sönmez Trafo builds trust by providing transparency to its stakeholders. The opinions of all stakeholders are taken into account when making decisions in sustainability-related processes. This transparent communication increases stakeholders' trust in the company and allows them to participate more actively in sustainability projects.

19.6. Future Plans and Continuous Improvement

Sönmez Trafo acts with an understanding of continuous improvement in sustainability. Accordingly, a specific sustainability report is prepared every year, in which the achievements and shortcomings of the previous year are evaluated. New strategies are developed to increase stakeholder engagement and the impact of sustainability efforts is expanded.

Conclusion

Sönmez Trafo uses various strategies to ensure stakeholder engagement in sustainability and to manage this process effectively. The views of stakeholders play an important role in determining the company's sustainability goals, and thus, long-term success goals can be achieved by ensuring a balance between environmental, social and economic aspects.

20. Occupational Health and Safety

At Sonmez Trafo, we prioritize occupational health and safety as a core component of our company culture and operational processes. Recognizing its critical importance, we are dedicated to identifying our strengths and weaknesses in this area and launching initiatives designed to effectively manage associated risks.

Our primary responsibility is to ensure that our employees work in a healthy and safe environment. We aspire to achieve zero occupational accidents and illnesses by fostering a proactive safety and health culture. This commitment drives us to identify and manage occupational health and safety risks diligently and to establish and review goals and programs focused on improving these areas.

As part of our Occupational Health and Safety (OHS) management system, we are proud to hold ISO 45001 certification. We have successfully completed the ISO 45001 audit in 2024, and our certification is valid until May 2027. This certification demonstrates our commitment to maintaining high standards of health and safety across our operations.

At Sonmez Trafo, we ensure compliance with all legal requirements. We continuously monitor health and safety risks across all departments and tasks, and we implement OHS practices by employing qualified staff in accordance with local regulations. To promote a culture of safety, we provide comprehensive occupational health and safety training for new hires, as well as regular

training sessions for all employees. While Turkish regulations mandate a minimum of 12 hours of OHS training every two years, we strive to exceed this requirement by offering additional training opportunities to our workforce.

20.1 Life Saving Rules

In 2024, We determined out 10 Life Saving Rules of HSE approach. It was published with our employees and other stakeholders. These rules are;

1. When dealing with chemical materials, my first step is to check the SDS for information.
2. I only use equipment I'm trained and allowed to operate.
3. Before starting any task, I assess the risks involved.
4. I always follow safety rules, standards, and signs and I wear the necessary safety gear.
5. I never disable safety devices.
6. I follow procedures and instructions during testing processes and when working with energized equipment.
7. I'm careful with load handling and maintain a safe distance from hanging goods.
8. I take precautions to avoid falling from heights.
9. When doing hot work, I follow procedures and clear flammable materials from the area.
10. If I come across an unsafe situation, I stop working and inform my supervisor.

20.2. Employee Involvement

The use of our suggestion system, which we have maintained for years within the scope of employee participation activities, continues in 2024. With our employee satisfaction surveys, we measure employees' satisfaction with working conditions, career expectations and OHS-Environment issues.



In addition, we started the inspection of new hand tools for employees to improve hand tools according to the occupational accidents experienced in 2024. For some of our activities, the use of safe cutting devices has started instead of using grinding machines.

Furthermore, in accordance with the provisions of the agreement with the employee union, obligations regarding occupational health and safety have been fulfilled.

20.3. HSE Committee

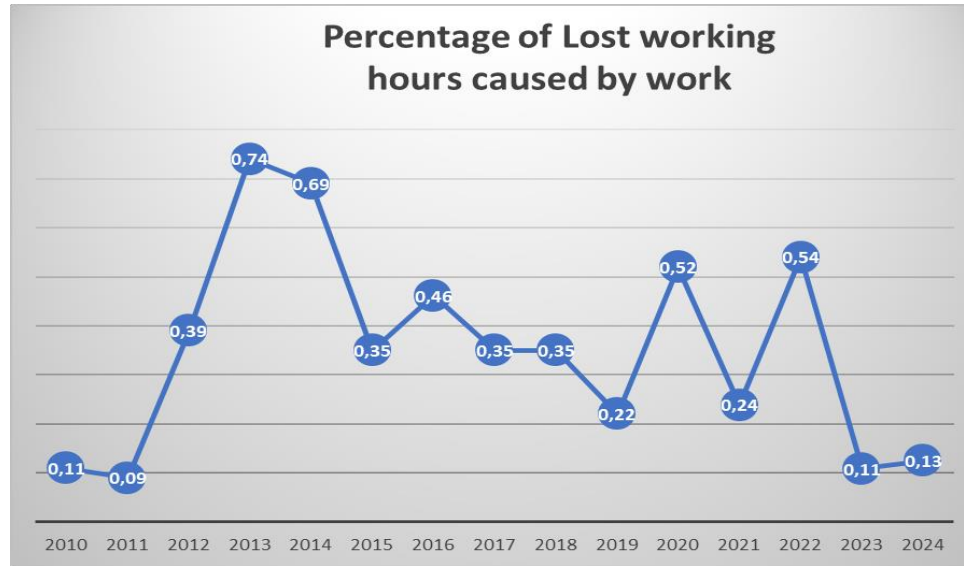
In accordance with the Regulation on Occupational Health and Safety Committees in Turkey, companies with 50 or more employees are obliged to establish an OHS Committee. In this context, OHS and Environment Board has been established within Sönmez Trafo. HSE Committee consists of CEO, work union representative, an occupational health and safety specialist, workplace doctor, civil defense chief, representative of foremen, HR department representative. The HSE Committee plans and monitors the implementation of occupational health and safety rules at the organization. It also organizes the execution of occupational health and safety tasks, provides information and training related to occupational health and safety, and ensures the prevention of work-related risks and their effects on the health and safety of workers. STS HSE Committee meets at least once every two months, in accordance with local regulations.

20.4. Work Related Injuries

The total number of work-related injuries in 2024 was 18. none of them was incident with loss of limb or fatal accident. These incidents were cases such as small cuts or bruises. 14 of the incidents were Lost Time Incidents and 4 of them were First-aid cases. The percentage of lost working hours caused by work - related injuries in 2024 is 0.13%, It was 0.11% in 2023. After work accidents, corrective actions are initiated through our system and corrective actions are implemented and requested and improvement works related to work accidents are carried out by the department leaders.



Figure 9



Graph 4

20.5. Health Examinations and Occupational Illnesses

Our company regularly conducts initial and periodic health examinations of its employees and no occupational illness has occurred since our foundation.

In 2024, health examinations were carried out for all newly hired employees, the requirements of the occupational health and safety legislation were fulfilled and the general health status of the employees was monitored.



20.6. Safety Actions

In 2024, we prioritized implementing safety action on working at height. We commenced a new project to provide a safer working at height. Step ladder without a platform were removed from the site and replaced with stairs with a platform section. We continued to procure safe equipment for safe working at height activities. A new Mobile Elevated Work Platform was installed.

Secondly, we focused on lifting operations safety, over 100 slings were renewed to make the lifting operations safer and to acquire continuous improvement target.

Lastly, we have new plans to make our make environment safer in 2025. New investments on our furnace systems will be installed in 2025 and safety systems will be full-automation. Automatic fire fighting system improvements and chemical storage improvements are also in our action plans for 2025.

20.7. Occupational Health and Safety Trainings

In 2024, totally 658 human/hour of occupational health and safety training was conducted.

The training time per person was equal to 3,82 hours per employee. In 2025, we are going to refresh health and safety trainings, these figures are usually high one year and then lower the following year.





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