

**ISSUED PURSUANT TO THE COMMUNIQUE SERIAL: II NO. 14.1.**

**TÜRK PRYSMİAN KABLO VE SİSTEMLERİ A.Ş.  
AND ITS SUBSIDIARIES**

**1 JANUARY 2024 – 31 DECEMBER 2024**

**BOARD OF DIRECTORS  
ANNUAL ACTIVITY REPORT**

**04.03.2025**



**CONVENIENCE TRANSLATION INTO ENGLISH OF  
INDEPENDENT AUDITOR'S REPORT  
ON THE BOARD OF DIRECTORS' ANNUAL REPORT  
ORIGINALLY ISSUED IN TURKISH**

To the General Assembly of Türk Prysmian Kablo ve Sistemleri A.Ş.

**1. Opinion**

We have audited the annual report of Türk Prysmian Kablo ve Sistemleri A.Ş. (the “Company”) and its subsidiaries (collectively referred to as the “Group”) for the 1 January - 31 December 2024 period.

In our opinion, the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements regarding the Group’s position in the Board of Directors’ Annual Report are consistent and presented fairly, in all material respects, with the audited full set consolidated financial statements and with the information obtained in the course of independent audit.

**2. Basis for Opinion**

Our independent audit was conducted in accordance with the Independent Standards on Auditing that are part of the Turkish Standards on Auditing (the “TSA”) adopted within the framework of the regulations of the Capital Markets Board and issued by the Public Oversight Accounting and Auditing Standards Authority (“POA”). Our responsibilities under those standards are further described in the “Independent Auditor’s Responsibilities in the Audit of the Annual Report” section of our report. We hereby declare that we are independent of the Group in accordance with the Ethical Rules for Independent Auditors (including Independence Standards) (the “Ethical Rules”) and the ethical requirements regarding independent audit in regulations issued by POA and the regulations of the Capital Markets Board and other relevant legislation that are relevant to our audit of the financial statements. We have also fulfilled our other ethical responsibilities in accordance with the Ethical Rules and regulations. We believe that the audit evidence we have obtained during the independent audit provides a sufficient and appropriate basis for our opinion.

**3. Our Audit Opinion on the Full Set Consolidated Financial Statements**

We expressed an unqualified opinion in the auditor’s report dated 4 March 2025 on the full set consolidated financial statements for the 1 January - 31 December 2024 period.

**4. Board of Director’s Responsibility for the Annual Report**

Group management’s responsibilities related to the annual report according to Articles 514 and 516 of Turkish Commercial Code (“TCC”) No. 6102 and Capital Markets Board’s (“CMB”) Communiqué Serial II, No:14.1, “Principles of Financial Reporting in Capital Markets” (the “Communiqué”) are as follows:

- a) to prepare the annual report within the first three months following the balance sheet date and present it to the General Assembly;



- b) to prepare the annual report to reflect the Group's operations in that year and the financial position in a true, complete, straightforward, fair and proper manner in all respects. In this report financial position is assessed in accordance with the financial statements. Also in the report, developments and possible risks which the Group may encounter are clearly indicated. The assessments of the Board of Directors in regards to these matters are also included in the report.
- c) to include the matters below in the annual report:
- events of particular importance that occurred in the Group after the operating year,
  - the Group's research and development activities,
  - financial benefits such as salaries, bonuses, premiums and allowances, travel, accommodation and representation expenses, benefits in cash and in kind, insurance and similar guarantees paid to members of the Board of Directors and senior management.

When preparing the annual report, the Board of Directors considers secondary legislation arrangements enacted by the Ministry of Trade and other relevant institutions.

## **5. Independent Auditor's Responsibility in the Audit of the Annual Report**

Our aim is to express an opinion and issue a report comprising our opinion within the framework of TCC and Communiqué provisions regarding whether or not the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements in the annual report are consistent and presented fairly with the audited consolidated financial statements of the Group and with the information we obtained in the course of independent audit.

Our audit was conducted in accordance with the TSAs. These standards require that ethical requirements are complied with and that the independent audit is planned and performed in a way to obtain reasonable assurance of whether or not the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements in the annual report are consistent and presented fairly with the audited consolidated financial statements and with the information obtained in the course of audit.

PwC Bağımsız Denetim ve  
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Özgür Beşikçioğlu, SMMM  
Independent Auditor

Istanbul, 4 March 2025

## Message from the CEO

Dear Shareholders,

As Türk Prysmian Kablo, the Turkish operations of Prysmian, a global leader in the energy and telecommunications cable systems industry, we successfully completed 2024 in line with our mission of “Connecting Türkiye to a Sustainable Future.” Through our initiatives aimed at sustainability, digitalization, innovation, and employee development, we strengthened our leadership in the sector.

The year 2024 was marked by global economic uncertainties, geopolitical tensions, and still high inflation. Despite these challenges, we continued our growth by achieving our goals and meeting the results of our strategic plans. We expanded our production capacity, optimized supply chain processes, and carried out projects aimed at improving energy efficiency. In line with our 2035 carbon neutrality goal, we worked to reduce our environmental impact and differentiate our sector with innovative solutions.

### Working Towards a Sustainable Future

We supported Prysmian’s commitment to achieving net zero in Scope 1 and Scope 2 by 2035 and in Scope 3 by 2050. In 2024, we optimized our energy consumption, saving 2.627.583 kWh of electricity, 353.569 m<sup>3</sup> of natural gas, and 123.360 liters of fuel. Additionally, we implemented various projects to increase energy efficiency in our production lines.

We reinforced our achievements in energy efficiency with awareness efforts across Türkiye, demonstrating our leadership once again with our results in the "Türkiye’s First TOP-EFFICIENCY 100 Research" conducted in 2024.

### Accelerating Transformation with Digitalization and Innovation in 2024

Digitalization remained a priority in 2024. As an industry leader, we continued investing in sustainability and digitalization.

In this regard, we introduced our eco-friendly labeling system, E Path, offering next-generation cable solutions that minimize our carbon footprint and promote circularity. Designed in compliance with the European Union’s eco-label regulation, the E Path label was developed on the foundations of sustainability, reliability, and quality. Türk Prysmian Kablo’s products bearing this label are among the first in the cable sector to comply with this green label criteria. E Path is not just about environmental awareness; it also aims to set a new standard for the industry.

### Creating Value in the Industry Through Strong Partnerships

In 2024, Türk Prysmian Kablo participated in international energy fairs to showcase our innovations. At these events, where we emphasized our company's critical role in the energy transition, we presented our eco-friendly and efficient cable solutions.

Additionally, during our 2024 Authorized Dealers Meeting, we shared our goals and future strategies with our dealers.

#### Enhancing Efficiency Through R&D and Digitalization Investments

Digitalization remained at the forefront of our agenda in 2024. As a leading company in the cable industry, we continue to ensure sustainability through increased investments in digitalization.

For the past 10 years, our pioneering Online Cable Training has been guiding industry professionals in selecting the right cables. To date, approximately 4,000 people have benefited from our free online training programs focused on digitalizing all business processes.

We implemented the Weighing Project to prevent excessive material usage and the Digital Maintenance Planning Project to systematize our maintenance processes, thereby enhancing production efficiency.

Our Mudanya R&D Center, covering 5,000 square meters and serving as one of Prysmian's worldwide 26 R&D centers, continued to develop new projects in 2024, reinforcing Prysmian's commitment and investment in Türkiye.

#### Adapting to a Changing World with Our New Corporate Identity

At the beginning of 2024, we renewed our corporate identity at Prysmian to further strengthen our brand value. This transformation aimed not only to align with changing global conditions but also to reflect our vision and mission more powerfully. Our refreshed identity symbolizes our leadership and innovative approach in the industry.

With our "Connect to Lead" philosophy, we brought our new vision to life. This transformation not only updated our appearance but also reinforced our strategic direction.

#### Taking Meaningful Steps for Social Solidarity

We have always placed social solidarity at the core of our sustainability vision. Following the devastating February 6, 2023, earthquakes that affected 11 provinces, we mobilized efforts from search and rescue operations to aiding those in need.

Immediately after the disaster, a team of volunteers participated in search and rescue missions and helped assess urgent needs. Our efforts extended to a wide range of activities, from distributing food and spending time with children to delivering essential supplies.

Additionally, with the support of Prysmian and its employees, we established “Prysmian Village” in the Tut district of Adıyaman, consisting of 150 container homes. Moving forward, we remain committed to overcoming such challenges and maintaining our dedication to the community.

#### Growing Together with Our Most Valuable Asset: Our Employees

Beyond our innovative products and leadership in sustainability and digitalization, we also stand out with our human resources and employer brand. Recognizing that our employees are our most valuable asset, we focus on projects that enhance employee satisfaction, health, safety, and professional development.

As part of our Behavior-Based Safety Management program, we conducted 13,000 hours of training and 206 safety observations in 2024 to reduce workplace accidents. We continued to support our employees’ professional growth and we have organized 1114 hours of training in 2024 through the Türk Prysmian Kablo Manufacturing Academy.

Prysmian continues to stand out with innovative approaches that encourage and motivate employees, whom we consider our most valuable investment. Through stock-based compensation and profit-sharing plans, Türk Prysmian Kablo employees share in Prysmian’s financial success. This initiative aims to increase employee loyalty and satisfaction.

Additionally, in line with our forward-thinking vision, we introduced flexible work arrangements in Türkiye, helping employees better balance their personal and professional lives.

Gender equality remains a key priority for us. In 2024, 51% of our senior management and 39% of our new hired desk workers were women.

We will continue improving all our efforts under the principle of "always striving for better", consistently adding value to Türkiye’s economy and society. As Türk Prysmian Kablo, we will maintain our pioneering role in sustainable energy infrastructures, enhance our investments in digitalization and innovation, develop environmentally friendly technologies, and accelerate our journey toward net-zero emissions.

We sincerely thank all our employees, business partners, and stakeholders for their invaluable contributions to our success.

Sincerely,

Daniele Mazzarella

CEO, Türk Prysmian Kablo

## GENEL BİLGİLER

Türk Prysmian Kablo ve Sistemleri A.Ş. is the Turkish operation of Prysmian, a world leader in the energy and telecommunications cables industry, with approximately 30,000 employees and 108 factories operating in over 50 countries.

The company stands out as one of the 16 facilities within Prysmian that can simultaneously produce energy and communication cables. The product range includes all energy cables up to 220 kV, copper conductor communication cables up to 3,600 pairs, fiber optic cables, railway signaling cables, studio broadcast cables, and special cables. Today, more than 22,000 different cables can be produced at the Mudanya factory. In addition, Türk Prysmian continues to provide unique and superior services to all its customers by implementing "Turnkey" projects for cables and systems.

Türk Prysmian's installed capacity is at levels that can compete in international markets. With a capacity utilization rate of 71% in 2024 and continuing to be a priority export center within Prysmian, approximately 29% of the company's total revenue of 14.323.612.636 TL in 2024 comes from export operations. Türk Prysmian maintains its leadership in innovation, technology, quality, and customer satisfaction both in Türkiye and international markets. Today, the company exports to over 50 countries, primarily the Turkic Republics and Middle Eastern countries, but not limited to these regions.

Prysmian has a total of 26 R&D centers worldwide; one of these R&D centers is located at Türk Prysmian's Mudanya factory. The Material Technologies Testing Laboratory within the Mudanya R&D center has been certified by the Turkish Accreditation Agency (TÜRKAK) with the TS EN ISO/IEC 17025 "General Requirements for the Competence of Testing and Calibration Laboratories" accreditation certificate. The certificate issued by TÜRKAK symbolizes that the test results to be carried out in the Türk Prysmian laboratory on 'fire tests' are reliable and internationally valid.

Türk Prysmian Kablo ve Sistemleri A.Ş., listed on the Istanbul Stock Exchange, continues to increase the effectiveness of its products and services both in Türkiye and international markets and has proven its value to people and its care for the environment by being the first in its sector to obtain ISO / DQS 9001 and ISO 14000 certificates.

Issued Capital: 216.733.652 TL

Registered Capital Ceiling: 1.300.000.000 TL

**Relevant Accounting Period of the Report:**

Our activity report covers the period from 01.01.2024 to 31.12.2024.

Company's Trade Registry Number and Contact Information:

**Head Office Address:** Ömerbey Mah. Bursa Asfaltı Cad. No:51 Mudanya / BURSA

Tel: +90 224 270 3000 Fax: +90 224 270 3024

**Branch Address:** Fulya Mah. Büyükdere Cad. Torun Center D Block No: 74d Inner Door No: 21 Şişli / Istanbul

**Tel:** +90 212 393 7700 Fax: +90 212 393 7762

**Trade Registry No:** M0153/Bursa Center

**Mersis No:** 086005137400023

**Website:** www.prysmian.com.tr

The Company's subsidiaries are detailed below:

<b>Subsidiaries</b>	<b>Types of activities</b>	<b>Main fields of activity</b>
Turkish Prysmian-Prysmian Powerlink DB.KAB.19 Business Ordinary Partnership	Sales	Sale of Power Cables

**1- SECTOR, VISION, AND MISSION IN WHICH THE COMPANY OPERATES As**

Prysmian, we are world leader in energy cables and systems, communication cables, and systems. We are a multinational company that has been successfully growing in local markets where we have been experts for over a century.

Our vision is to be a company that is part of Prysmian and is the oldest, most established, and leading company in its sector in its region; with its distinguished and innovative role, it has an organizational structure that values openness and social responsibility, continuously provides satisfaction to its customers, establishes long-term partnerships, continuously creates value for its shareholders, dedicates itself to improving the conditions of society, and maintains its sector leadership in Türkiye and on the international platform.

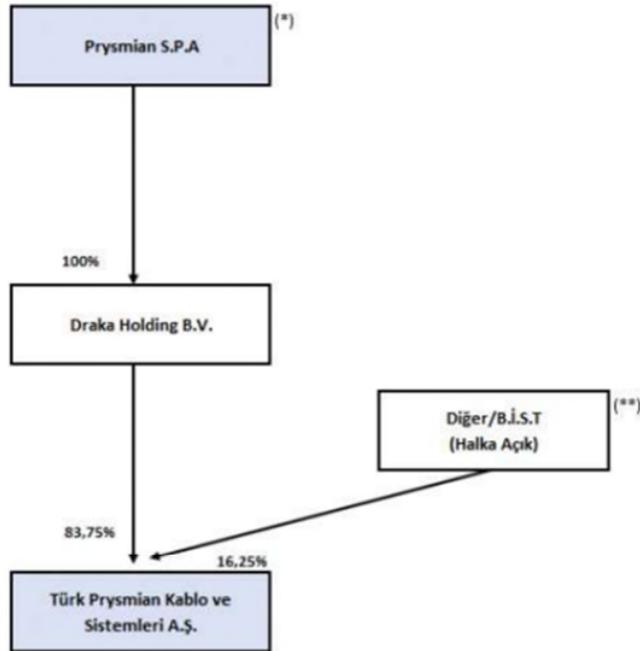
Our mission is to add value to our shareholders and the sector by offering our customers, business partners, and society innovative, advanced technology, standard-compliant, highest quality, and safe products and services.

## 2- CAPITAL AND SHAREHOLDER STRUCTURE

Capital Structure of the Company as of 31.12.2024 is as follows:

Partners	%	TL
Draka Holding B.V.	83,75	181.506.654
Other *	16,25	35.226.998
<b>Capital</b>	<b>100,00</b>	<b>216.733.652</b>

There are no privileged shares in the Company capital. Each share has 1 voting right in our Company.



\*Pysmian S.P.A, borsaya kote bir şirkettir ve %100'ü İtalya'daki Milano Borsası'nda işlem görmektedir.

\*\*2016 yılında SPK'nın 21.07.2016 tarihli basın duyurusu göz önüne alınarak başlatılan geri alım programı çerçevesinde geri alınan paylarla sermayenin %0,705'i Türk Prysmian Kablo ve Sistemleri A.Ş.'ye; %15,549'u Üçüncü Kişiler'e aittir.

### 3- BOARD OF DIRECTORS AND COMMITTEES, COMMITTEE MEMBERS AND ORGANIZATIONAL STRUCTURE

Members of the Board of Directors as of 31.12.2024 are as follows.

<b>POSITION</b>	<b>MEMBERS</b>	<b><u>Term of Duty</u></b>	<b><u>General Assembly Date</u></b>
Chairman	Halil İbrahim KONGUR	1 year	28.03.2024
Vice President of the Executive Board	Daniele Lorenzo Mazzarella	1 year	02.09.2024
Board Member	Marcelo De PAOLA	1 year	28.03.2024
Board Member	Maria Cristiana Bifulco	1 year	28.03.2024
Board Member	Giacomo SOFIA	1 year	28.03.2024
Independent Board Member	Mine AYHAN	1 year	28.03.2024
Independent Board Member	Ebgü Senem DEMİRKAN	1 year	28.03.2024
Independent Board Member	Mehmet GÖÇMEN	1 year	28.03.2024

#### **Halil İbrahim Kongur**

##### **Chairman**

Halil İbrahim Kongur has joined the Prysmian family in 1986 and since 2003, he has been working as Factory Director. Additional to his current responsibility, he's appointed as Chairman on January 2015. Kongur, worked as Planning Engineer, Logistics Manager, Production Manager and Purchasing Director before assigned to these roles. He is graduated from Karadeniz Technical University, department of Mechanical Engineering and completed his masters degree in Berlin Technical University in Manufacturing Technologies department.

#### **Daniele Lorenzo Mazzarella**

##### **Vice Chairman Of The Board Of Directors & CEO**

In 1996, Daniele Mazzarella graduated from Bocconi University in Italy and started his professional career in 1997. In 1997 he joined Thyssen Krupp Group as Controller and in 1999 he was appointed Controller of Management Reporting. In 2000, Mr. Mazzarella joined Pirelli Kabel as Senior Controller and in 2003 he joined Prysmian SpA as Logistics Controller. In 2007, he became the CFO of Prysmian Finland, and after 2011, he became the Regional CFO of Prysmian North America and then Prysmian Southern Europe in 2018. Daniele Mazzarella, who has worked in different positions in his 24 years of experience under the roof of Prysmian and has been Prysmian's Southern Europe Regional CFO since 2018, started to work as Prysmian Turkiye CEO as of September 2024.

## **Marcelo De Paola**

### **Board Member**

Marcelo De Paola has graduated in Business from Pontificia Universidade Catolica of Sao Paulo and he has an MBA in Finance at IBEMEC. Marcelo's career started 35 years ago as a financial analyst at Pirelli. Along these years at the company, he has been in charge of the financial, IT and corporate affair sectors, achieving the position of country manager. He has been in role of such activities in Brazil, Argentina, Italy and Mexico. He was further responsible for building the new SAP Process that has been implemented around the world. Moreover, while in Italy he was part of the team that made Prysmian's IPO and that defined the new group's reporting model. Marcelo De Paola is Prysmian Group's CEO in México since July 2020. He currently manages 6 plants and over 1.800 employees. He was previously assigned as Prysmian Group's CFO for the LatAm region. While in charge, Marcelo's duties comprised the company's accounting and treasury sections, financial planning, tax operations, as well as business support.

## **Maria Cristiana Bifulco**

### **Board Member**

She graduated magna cum laude in Business Administration, in 2000, at Università Commerciale "L. Bocconi" of Milan and got, in 2005, a Master in Business Administration at Kingston Business School of London. After first experiences as Consultant (Eos in Milan) and Analyst (Bloomberg Financial Services in London), in 2006 She joined, as Investor Relation Manager, IW Bank SpA, where She had the chance to follow, in May 2007, the quotation of the Bank in the market Expandi of Borsa Italiana. In 2008 She started a new professional challenge in Snam SpA, first as Head of Financial Markets Analysis and Investor Relations and then as Head of Foreign Subsidiaries, coordinating abroad M&A projects and following the acquisitions of foreign participations (Interconnector in UK, T.I.G.F. in France). In 2013 She became Head of Investor Relations in Indesit Company SpA where She was, inter alia, in charge of the due diligence process related to the divestment of controlling stake of the Company from the Holding (Fineldo) to Whirpool.

In September 2014 Maria Cristina entered a new professional experience, that still lasts, joining the Prysmian Group SpA as Group Investor Relations Director. She reports to the CFO of the Group and carries out, beside the IR duties, Corporate Governance Activities and Special Projects (Capital Increase 2018, Bond issues prospectuses, due diligence streams for M&A).

## **Giacomo SOFIA**

### **Board Member**

Giacomo Sofia holds a master degree in Mechanical Engineering from Federico II University of Naples and an Executive MBA from Bocconi University of Milan. He has covered multiple leadership roles within Prysmian Group for more than 20 years, both in Milan Headquarters as well as in different Regions of the Group.

After starting in the Corporate department of Strategic Planning and Industrial Investments, he has served as Logistics Director for Central Eastern Europe based in Budapest, before being assigned as COO of Country Romania. Following the acquisition by Prysmian of one of its major European competitors (the Dutch Draka), he moved to The Netherlands as Supply Chain Director of the newly established Telecom Division.

Back to Corporate leadership roles in 2014, Mr Sofia has become VP of Global Supply Chain and then VP of Global Manufacturing. In 2018, after the second major acquisition by Prysmian (of the American General Cables), he has been assigned as COO of the new Organization designed to manage the North American business headquartered close by Cincinnati (Ohio). Today he is back to Corporate Milan as Senior Vice President of Global Business Operations. Mr Sofia is also serving as CEO of Prysmian Cables and Systems, a sub-holding Company of Prysmian Spa, and he seats as member of the board in some other companies controlled by Prysmian Group.

## **Mine Ayhan**

### **Independent Board Member**

With more than 35 years of experience in the insurance and reinsurance industry, Mine Ayhan has a strong career in corporate governance, strategic leadership and technical expertise. After holding key positions at Allianz and Yapı Kredi Insurance, she worked as a senior executive at Generali Turkey for 15 years, during which time she served as CEO and Chairman of the Board of Directors. During this period, he led the company's growth, digitalization and customer-oriented transformation processes and achieved significant success in the sector. He is an expert in the field of engineering insurance and has deep knowledge in risk management and development of technical insurance solutions, especially for energy, PPP and BOT projects.

Ayhan, who is also an effective manager in the international arena, served as CEO and Chairman of the Board of Directors at Europ Assistance Turkey and also served as a Board Member of Europ Assistance Holding for three years. In addition, he played an active role in global management processes as a member of the Board of Directors of Paris-based Europ Assistance S.A. She is involved in projects supporting women entrepreneurship at TOBB Women Entrepreneurs Board and TOBB Istanbul Women Entrepreneurs Board, and has also served as a Board Member at SEV Foundation Schools, TSEV and Italian Chamber of Commerce.

A graduate of Tarsus American College and Boğaziçi University, Department of Mathematics, Ayhan holds the FT Non-Executive Director Diploma from the Financial Times Board Director Program. This diploma, which provides international competence in corporate governance, risk management and sustainable growth, is an important reference for independent board members. A member of the International Women's Federation (IWF) and the Chartered Institute of Logistics and Transport (FCILT), Ayhan also contributes to raising future leaders through mentoring activities.

## **Ebgü Senem Demirkan**

### **Independent Board Member**

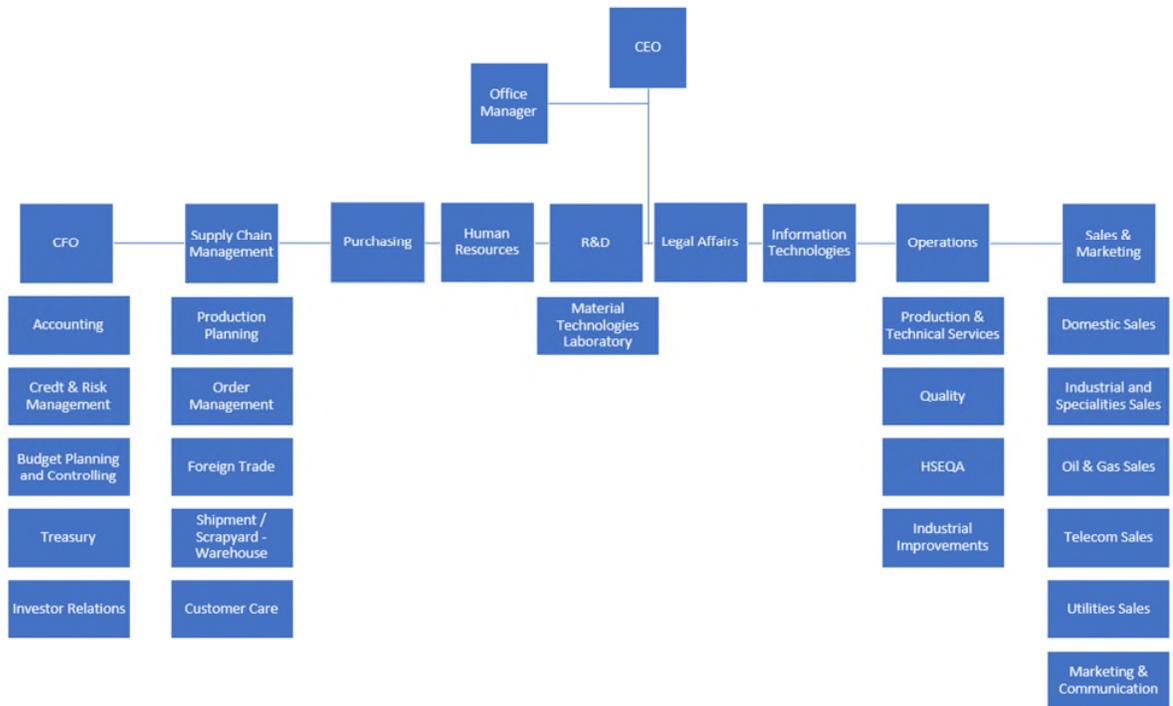
After graduating from Middle East Technical University, Department of Business Administration in 1993, Ebgü Senem Demirkan joined the Capital Markets Board of Turkey as a Professional Staff in 1995. Between 1995 and 2005, she worked in the Auditing and Partnership Finance Departments of the Capital Markets Board. Between 2002 and 2003, she attended the Capital Markets training program at the Wharton School of the University of Pennsylvania in the USA, and served as the Capital Markets Coordinator of Yaşar Holding A.Ş. between 2005 and 2016, and as the Capital Markets Advisor of Yaşar Holding A.Ş. between 2016 and 2020. Between March 2016 and March 2017, she worked at Oyak Asya Çimento A.Ş., and between March 2018 and March 2019, she worked at Bosch Fren Sistemleri San. And Tic. A.Ş. between March 2018 and March 2019, and Tukaş Gıda San. And Tic. A.Ş. between March 2018 and April 2022. Since April 2021, she has served as an Independent Board Member at Dinamik Isı Makine Yalıtım Malzemeleri Sanayi ve Tic. A.Ş. since April 2021 and Tapdi Oksijen Özel Sağlık ve Eğitim Hizmetleri San. And Tic. A.Ş. since April 2021 and Tapdi Oksijen Özel Sağlık ve Eğitim Hizmetleri San. ve Tic. A.Ş. since May 2023 and works as Managing Partner at Sekans Kurumsal Danışmanlık ve Eğitim Ltd. Şti.

## **Mehmet GÖÇMEN**

### **Independent Board Member**

After graduating from Middle East Technical University, Department of Industrial Engineering, Mehmet Göçmen started his professional career as a Project Manager at Çelik Halat ve Tel Sanayi A.Ş. in 1983 and served as a Member of the Executive Committee within the same company. In 1996, he continued his career at Lafarge Group as General Manager and assumed the position of Vice President. In 2003, he joined Sabancı Holding A.Ş. and served as General Manager at Akçansa Cement until 2008. Subsequently, he served as Human Resources Group President between 2008 and 2011, Cement Business Unit President between 2009 and 2014, and Energy Business Unit President between 2014 and 2017 at the same company. Between 2017-2019, he served as CEO and Board Member. Since 2019, he has been working as a Board Member at Trakya Çimento Sanayi ve Ticaret A.Ş., Board Member at Coşkunöz Holding A.Ş., Board Member at Saint-Gobain and Dalsan JV, Board Member at Çalık Holding A.Ş. and Consultant at Credia Partners.

## Organization Structure



## SECTORAL VALUATION

The year 2024 has been quite eventful for the global economy, with significant progress made despite many challenges. Central banks implemented tight monetary policies to control inflation, regional tensions continued to impact energy markets, and many countries accelerated their investments in renewable energy. The digital economy has been one of the key drivers of growth, especially in the Asia-Pacific region. Post-pandemic supply chain issues have persisted, particularly in the technology sector concerning chip supply. Additionally, the increasing frequency of natural disasters and the economic cost of climate change have led to problems such

as droughts in the agricultural sector and rising food prices. Overall, despite the challenges, significant progress has been made in areas such as digitalization and renewable energy in 2024.

While global trade remained flat, the Turkish economy showed a slowdown in activity and a decrease in growth rate in 2024. Measures taken to combat high inflation led to an economic slowdown and a contraction in domestic demand, while increasing regional tensions, exchange rate policies, and high energy costs created new risks in export markets, increasing uncertainty for both the Turkish economy and the cable sector.

Although the construction sector gained momentum due to urban transformation and reconstruction processes accelerated after the major earthquake disaster, the increase in interest rates as part of the fight against inflation made financial conditions and access to credit more difficult. This situation caused the sector, which performed above the general economy throughout the year, to experience fluctuations.

The ongoing lack of domestic market demand throughout 2024 increased competition in the cable sector, leading to price fluctuations, extended payment terms, and delayed payments, directing the sector towards exports. This trend in the domestic market and the pressure on prices are expected to continue for some time. Cable sector exports have remained stable at the level of 3 billion dollars, which is an important value for the Turkish economy, for the last two years. However, developments in export markets and embargoes resulting from high regional geopolitical tensions affect the export performance of companies. On the other hand, the tightening of bank loans in financial markets, the significant decrease in their willingness to lend, and the very high rates at which the limited available loans are provided negatively affect the operational profitability of sector companies, which already operate with very low profit margins.

In addition to the uncertainty regarding the upcoming period, fluctuations in raw material, energy, and logistics costs, supply chain issues caused by geopolitical risks, and high inflation create significant pressure on the cable sector, which imports a large portion of its raw materials. The sector is negatively affected by exchange rate movements due to the fact that metals such as copper and aluminum used in cable production, as well as polymer materials such as PVC and polyethylene, are traded in foreign currencies. The occurrence of such fluctuations under conditions where a large part of the costs are in foreign currency and sales are in Turkish Lira and on credit terms wears down the sector.

Despite the stagnation experienced in the world and in Türkiye, the continued increase in the use of renewable energy sources in Türkiye day by day and thus Türkiye becoming one of the important actors in the region in terms of energy positively supports the development of the cable sector. As green economy, energy transformation, and carbon reduction targets take their place as the most important topics on the business

agenda, companies that invest in environmentally friendly new products and systems, have a sense of responsibility towards the universe, focus on renewable energy projects that will benefit both the world and the industry, have a sustainability perspective, and can develop commercial policies towards climate change, and place sustainability at the center of all their activities will be the least affected by global developments and will serve the sector in the long term.

In cables, features such as not endangering human life and property safety, having improved fire performance, and being designed to transmit more data faster and with less space are sought. Leading cable manufacturers in our country, producer associations, and relevant official institutions and organizations have also launched a serious fight against non-standard cables. In order to live in a safer and more efficient world; the preference for high-performance and cost-effective solutions, raising awareness in the sector about the correct use of cables, conducting market surveillance and inspection activities to ensure the compliance of cables used in the market with standards, and continuing information activities to raise awareness about the inconsistencies in the quality of some cables sold in Türkiye are ongoing.

## **R&D ACTIVITIES**

Türk Prysmian Kablo aims to increase its competitive power in the energy and telecommunication cables industry, offering users of cutting edge technologies the opportunity to take the advantage of its leadership in innovation and development, and is working on efficient, effective, superior and ecofriendly products and system solutions. The Research & Development (R&D) Centre in Mudanya, both it is an R&D center approved by the Turkish Ministry of Industry and Technology and one of the 26 centers of Prysmian R&D family that plays a leading role internationally in cable production and material technologies. Owing to its comprehensive infrastructure and operations, Mudanya R&D Centre is also the pioneer of the Turkish Cable Industry.

Established on an area of 5 thousand square meters and comprised of 6 separate departments, the R&D Centre encompasses a Material Technologies Laboratory, a Burn Test Laboratory, an Energy Cable Testing Laboratory, a Telecom and Fiber Cables Testing Laboratory as well as a Design and Innovation Office and a Process Design and Prototype Development Office. The R&D Centre holds the TS EN ISO /IEC 17025 Standard “General Requirements for the Competence of Testing and Calibration Laboratories”, and the Private Sector Burn Test Laboratory has been the first lab accredited by the Turkish Accreditation Agency (TURKAK) in Turkey to possess the infrastructure prescribed by “CRP - Construction Products Regulation”.

As a result of its research and product development activities, Türk Prysmian Kablo, which is the first company in the Turkish Cable Industry to receive the CPR certificate and pioneers the sector with its expertise in this field, continues its CPR studies uninterruptedly. Cables with high-level CPR performance have been developed to meet the increasing CPR demands in the railway industry. The high-level combustion performance of the cables used in facilities that receive investment such as renewable energy generation plants and Data Centres is expected to be in B2 and C CPR class and at the same time drop class d0 and d1. Similarly, the use of cables

with high-level CPR performance is becoming widespread in petrochemical plants. In this scope, we continue to develop innovative materials. New CPR families were created in control, instrumentation and energy cable groups and certification studies were carried out.

In order to increase export markets, our certification studies for low voltage energy cables have gained momentum. In addition to our existing certificates for ship cables, we are working to receive Lloyd's Register certification.

Big data management issues are increasing in importance day by day. In this field, large data centers are being established in many countries. Studies on both energization and data transfer have been initiated to meet the needs of data centers. The demands in the European market are targeted in this sector.

In the railway sector, research and development activities were carried out, new product groups were developed and necessary approvals were received in order to export cables to large markets such as America, Europe, Asia and Australia. We continue our efforts to increase product range and reach new markets.

Innovative product development efforts were continued by carrying out joint projects with the central R&D in fiber optic cable solutions. Within the scope of these works, our efforts to increase the number of fibres per mm<sup>2</sup> continue.

Our R&D center continues its work intensively in the field of sustainability. A multi-layered study has been initiated for a more sustainable product. The carbon footprint of the products is calculated and new materials and technologies are researched to reduce it. All toxic products that harm the environment are monitored within the scope of REACH and RoHS and in candidate lists, and this information is used in material technologies, but the products on these lists are not used. Work on renewable energy cables and high-efficiency cables, which are important within the scope of sustainability, continues. The aim is to lead the industry towards a genuine, standardised and acceptable green labelling system. The aim of this system is to identify truly green products and provide reliable information to customers. By referencing green labelling (E-Path) criteria, it is intended to create a common language for environmentally friendly best practices throughout the supply chain. Our work for the classification of cables within the scope of E-Path has been completed.

Increasing its investment in technology and innovation with Mudanya R&D Centre, Türk Prysmian Kablo aims to improve the competitiveness of our country by bringing users together with technological innovations and high-performance products. In line with this vision, it has been operating in the first R&D Centre approved by the Ministry of Science, Industry and Technology in the cable sector since 2016. In addition to innovation and product development studies, it has 7 completed Tübitak Projects and 11 patents. Cooperation with universities continues to increase. In this scope, our university-industry cooperation has gained momentum as the newly recruited R&D personnel have started their master's degree education. Within the scope of the R&D centre, we have 9 projects completed as of 2024 and 8 ongoing projects as of 2025.

Türk Prysmian Kablo continues to produce innovative solutions that prioritize high performance, efficiency and security in its R&D Center. State-of-the-art, user-friendly, high-performance solutions are developed in energy, fiber and communication cables, with features suitable for a wide range of challenging geographies,

environmental and usage conditions, according to the user and industry market. Among these developed solutions, special distribution signal cables, low voltage and fiber optic cables for the petrochemical industry, minitube fiber optic cables, defense industry and wagon cables, explosion-resistant fiber optic and special cables for the petrochemical industry can be highlighted. Additionally, as a result of the importance Türk Prysmian Kablo attaches to product and test reliability, the number of national and international tests included in the scope of accreditation by the Turkish Accreditation Agency (TÜRKAK) has increased to 29 and scope development efforts are continuing.

## **2024 – Annual Realization**

2024 was a year in which the impact of high inflation and the tight monetary policy stance in response to it was felt intensely in Turkey. The interest rate hikes that started in the second half of 2023 reached its peak on March 21 when the policy rate was raised to 50% and remained at the same level for almost the entire year. At the December MPC meeting, the CBRT cut the policy rate by 2.5 percentage points to 47.50% and ensured that exchange rate increases remained below inflation throughout the year. In the first half of 2024, inflation followed a relatively high course, while in the second half it reversed its downward momentum due to the base effect and the decisive stance of the CBRT.

Turkish Statistical Institute (TurkStat) announced that December monthly inflation was realized as 1.03% and with this data, inflation for 2024 was realized as 44.38%, close to CBRT expectations, while December monthly inflation was recorded as the lowest inflation rate since May 2023. The main group with the lowest year-on-year increase was the transportation sector with 25.88%. On the other hand, the main group with the highest increase compared to the same month of the previous year was education with 91.64%. By main expenditure groups, the main group with the highest decrease in December 2024 compared to the previous month was clothing and footwear with -0.67%. On the other hand, the main group with the highest increase in December 2024 compared to the previous month was household goods with 2.78%.

On the other hand, the Domestic Producer Price Index (D-PPI) increased by 0.40% in December 2024 compared to the previous month, by 28.52% compared to December of the previous year, by 28.52% compared to the same month of the previous year and by 41.10% compared to twelve-month averages. Annual changes in the four sectors of the industry were realized as 36.17% increase in mining and quarrying, 30.02% increase in manufacturing, 11.21% increase in electricity, gas production and distribution and 34.48% increase in water supply.

The Turkish economy grew by 3% in the last quarter of the year, and Gross Domestic Product (GDP) increased by 3.2% in 2024. GDP per capita was calculated as 507 thousand 615 TL in current prices and 15 thousand 463 in US dollars in 2024. According to the production method, GDP at current prices increased by 63.5% in

2024 compared to the previous year, reaching 43 trillion 410 billion 514 million TL. In general, policies to combat inflation caused a slight slowdown in economic activity in 2024.

The seasonally adjusted unemployment rate was 8.5%. The unemployment rate was estimated to be 6.9% for men and 11.4% for women. The number of employed people decreased by 54 thousand people in December 2024 compared to the previous month, reaching 32 million 718 thousand people, and the employment rate decreased by 0.1 points to 49.5%. This rate was 66.9% for men and 32.4% for women.

As of December 31, 2024, the population residing in Türkiye increased by 292 thousand 567 people compared to the previous year, reaching 85 million 664 thousand 944 people. While the male population was 42 million 853 thousand 110 people, the female population was 42 million 811 thousand 834 people. In other words, 50.02% of the total population was male, while 49.98% was female. According to TurkStat data, the annual population growth rate was 1.1 per thousand in 2023 and 3.4 per thousand in 2024.

While the economy management continues to implement new measures in currency protected deposits, the decline momentum has also accelerated. According to the Banking Regulation and Supervision Agency (BDDK) data, currency protected deposit stock has decreased to 1.13 trillion TL. Another development during the year was that S&P and Fitch upgraded Türkiye's credit rating.

In global economies, the US Consumer Price Index (CPI) increased in line with expectations in December 2024 by 0.4% monthly and 2.9% annually. According to preliminary data from the European Union Statistical Office (Eurostat), the annual inflation rate in the Eurozone increased from 2.2% in November 2024 to 2.4% in December 2024. According to estimated data published by the OECD in December, global economic growth was 3.2% in 2024, while the US economy grew by 2.8%, while growth in the Eurozone remained at 0.8%. The Chinese economy recorded a growth rate of 4.9%. The most important election focused on in 2024, which was recorded as an election year, was the US Presidential Elections held in November. Donald Trump's re-election as president pointed to a period in which decisions regarding international trade, security policies and global alliances and uncertainties in this context will be monitored.

## **2025 Expectations-Forecast**

While Turkey will generally struggle with inflation in 2024, 2025 is expected to be a challenging year. While the expectation of a slowdown in inflation is prominent, expectations for growth performance are estimated between 2.6% at the lowest and 4% at the highest. The growth target in the Medium Term Program (MTP) covering the 2025-2027 period has been determined as 4%, foreseeing a 0.5% decrease compared to the

previous program. In contrast, in the prominent estimates, while the 2025 growth expectation in the CBRT's market participant survey decreased from 3.2% to 3.1%, Turkey's 2025 growth forecast was announced as 3% in the European Bank for Reconstruction and Development (EBRD) report.

On the inflation side, inflation, which peaked in 2024, is expected to ease throughout 2025 but remain in double-digit figures. Annual inflation, which started 2024 at 64.86%, followed a high course in the first half of the year, peaked at 75.45% in May, and turned downward in the second half due to the base effect and the tight stance of the CBRT.

While the CPI expectation for 2025 was revised to 17.5% in the OVP, the CBRT increased its 2025 year-end inflation forecast from 14% to 21%. In the CBRT's market participant survey, the inflation expectation was announced as 27.07%.

According to the latest CBRT market participants survey, the current year-end exchange rate (USD/TL) expectation was 43.03 TL in the previous survey period, while it became 42.89 TL according to the latest survey. In addition, the 12-month ahead inflation expectation decreased from 27.07% in January to 25.38%, while the 24-month ahead inflation expectation decreased from 18.47% to 17.72%. While the participants' 2025 growth estimate remained constant at 3.1%, the growth expectation for 2026 was 3.9%.

It can be stated that in 2025, economic activity, and therefore the course of GDP, will depend on the disinflation process. It is assessed that the tight monetary stance should continue for a while for inflation to fall to targeted levels, but interest rate reductions may be on the agenda if the inflation path is in line with the targets. In 2025, it is expected that policies that will provide green and digital transformation will be implemented in order to increase competitiveness in global trade and that efforts and integration will come to the forefront to support the transformation of exporting companies.

The IMF continues to predict that global economic growth will remain below historical averages. In its January update of the World Economic Outlook, the IMF forecast that global growth will be 3.3 percent in both 2025 and 2026, below the historical (2000-19) average of 3.7 percent. A potential trade war in the second quarter of 2025, in which the U.S. increases tariffs on China to 60 percent and on other countries to 10 percent, could increase inflation in the U.S. and weaken global growth. Immigration restrictions in the U.S. could strain labor markets in key sectors, adding to inflationary pressures, while a toughening U.S. stance against Iran in the Middle East in 2025 could slow growth and raise oil prices.

The implementation of the SKDM carbon reporting requirement in 2025 and the full implementation of carbon pricing in 2026 are forcing the EU's major trading partners, such as Turkey, to adapt to the new order. The tightening of sustainability standards by the European Union makes it a strategic necessity for Turkey to invest in green production technologies in order to maintain its competitiveness in this market, which has a 40% share in total exports, and reveals the need for further structural reforms and investments.

**4- SUMMARIZED ACTIVITY RESULTS**

**CONDENSED BALANCE SHEET**

	<b>Independent Audit Completed 31 December 2024</b>	<b>Independent Audit Completed 31 December 2023</b>
Current assets	4.682.636.093	7.082.671.874
Non-current assets	801.593.039	1.321.640.976
<b>Total assets</b>	<b>5.484.229.132</b>	<b>8.404.312.850</b>
Short-term liabilities	4.505.134.358	6.649.716.898
Long-term liabilities	95.493.417	218.853.332
Shareholder's Equity	883.601.357	1.535.742.620
<b>Total Liabilities and Equity</b>	<b>5.484.229.132</b>	<b>8.404.312.850</b>

## CONDENSED INCOME STATEMENT

	<b>Independent Audit Completed 31 December 2024</b>	<b>Independent Audit Completed 31 December 2023</b>
Revenue	14.323.612.636	18.007.801.884
Cost of sales (-)	-12.644.509.750	-16.288.771.436
<b>Gross profit</b>	<b>1.679.102.886</b>	<b>1.719.030.448</b>
Operating Expenses/Loss	-2.840.950.233	-1.679.969.496
<b>Operating profit/loss</b>	<b>-1.161.847.347</b>	<b>39.060.952</b>
Operating profit/(loss) before financial income / (expense)	<b>-1.158.862.810</b>	<b>47.304.720</b>
Income from investment activities	2.984.537	8.243.768
Financing (income/expense)	-54.432.660	-623.665.470
Gain /loss	449.069.796	474.825.549
Profit/(loss) before taxation	-764.225.674	-101.535.201
Tax income / (expense)	36.843.271	-23.873.694
<b>Net profit /(loss) for the period</b>	<b>-727.382.403</b>	<b>-125.408.895</b>

Our net loss for the operating period of January 1– December 31, 2024 was (727.382.403) TL

### FINANCIAL SOURCES OF THE COMPANY

The company uses the funds it generates as a result of its activities as a source of financing. As of December 31, 2024, there is no bank loan debt. As of December 31, 2024, the export credit commitment debt is EUR 8,862,879.

### Basic Ratios

	<b>31 December 2024</b>	<b>31 December 2023</b>
Current Ratio (Current Assets/Short-term liabilities)	1,04	1,07
Total Liabilities/Total Assets	0,84	0,82
Total Liabilities/Equity	5,21	4,47

	<b>1 January- 31 December 2024</b>	<b>1 January- 31 December 2023</b>
Gross Profit/Net Sales	11,72%	9,55%
Operating Profit/Net Sales	(8,11)%	0,22%

## **DECLARATION OF COMPLIANCE WITH CORPORATE GOVERNANCE PRINCIPLES**

With more than 50 years of experience in Turkey, Türk Prysmian Kablo ve Sistemleri A.Ş. is one of the leading and most experienced companies in its sector.

Since its establishment, the Company, together with its Board of Directors and Executive Management, has adopted basic corporate structure and management principles in its relations with shareholders and all related stakeholders. The Company's board structure and management style are tried to be shaped in accordance with the general outlines of the Capital Markets Board Corporate Governance Principles. Furthermore, since Türk Prysmian Kablo ve Sistemleri A.Ş. is part of the Prysmian Group, which has a worldwide network system and company operations, Türk Prysmian is subject to the corporate governance principles of the Prysmian.

The Company has always been committed to its social responsibilities in its relations with the public, its customers and its suppliers, and in line with the ethical values of the business world, the Company is taking its improvement activities and studies in this context to a higher level.

Türk Prysmian Kablo, the leader of the Turkish cable industry, has been included in the Borsa Istanbul A.Ş. ("Borsa Istanbul") Corporate Governance Index, which has been contributing to the development of the Turkish capital markets and the Turkish economy since its inception and reflects the corporate values of companies, as the 23rd company with a Corporate Governance rating of 7.76 out of 10 (77.58%) in 2009, as a result of the rating studies conducted by SAHA Corporate Governance and Credit Rating Services Inc. ([www.saharating.com](http://www.saharating.com)) based on the Corporate Governance Principles of the Capital Markets Board.

<b>Borsa Istanbul Corporate Management note</b>		
<b>Main sections</b>	<b>Weight</b>	<b>Note (%)</b>
Shareholders	25%	95,90%
Public opinion Lighting And Transparency	25%	98,41%
Benefit Owners	15%	98,14%
Management board	35%	92,29%
<b>Total</b>	<b>100%</b>	<b>95,60%</b>

In 2024, Türk Prysmian Kablo has maintained its compliance with the relevant values and its adequacy compared to the previous year, with a Corporate Governance grade of 9.56 out of 10 (95.60%) according to the evaluation results made by SAHA Corporate Governance and Credit Rating Services Inc., which operates in Turkey with a Capital Markets Board (CMB) license, under the main headings of “Shareholders, Public Disclosure and Transparency, Stakeholders and Board of Directors”, the summary of which is provided above, in line with the Corporate Governance Principles published by the Capital Markets Board in January 2014.

You can view the full Corporate Governance Report in our web site ([www.prysmian.com.tr](http://www.prysmian.com.tr)) under the category of "Investor Relations" and “Corporate Governance“ tab.

In 2024, activities in the field of corporate governance were carried out in accordance with the Capital Markets Law, which includes the CMB's regulations on corporate governance principles, and the communiqués prepared on the basis of this Law. At the Ordinary General Assembly held in 2024, our Board of Directors and Board Committees were established in accordance with the regulations in the Corporate Governance Communiqué. The process of determining and publicizing the independent member candidates before the general assembly meeting was carried out in accordance with the regulations. Board committees continue their activities effectively. With the general shareholders' meeting information document prepared, information such as voting rights, organizational changes, résumés of board member candidates and other information required to be disclosed by the principles were made available to investors three weeks prior to the general shareholders' meeting. In addition, activities focused on protecting the confidentiality of insider information and preventing information abuse were carried out in 2024. The Company's website and annual report were reviewed and updates were made as deemed necessary for full compliance with the principles. In the coming period, necessary updates will be made by following the developments in regulations and actual practices for compliance with the principles.

The Company complies with and implements the Corporate Governance Principles published by the CMB, except for the matters specified below, in the activity period ending on December 31, 2024. The Corporate Governance Principles that are not mandatory and are not currently implemented are explained below with their justifications. The principles other than the currently implemented principles and those not yet implemented have not led to any conflict of interest among stakeholders to date.

1.5.2 : Regarding the principle numbered; minority rights are not granted to those who own less than one twentieth of the capital by the articles of association, and the use of minority rights in the company is subject to the Turkish Commercial Code, the Capital Markets Law, the relevant legislation and the communiqués and decisions of the Capital Markets Board. Maximum care is taken in this regard.

4.4.2. : Regarding the principle numbered ; although there is no written rule, in practice, information and documents related to the issues on the Board meeting agenda are not made available for review by the Board members in sufficient time before the meeting in order to ensure equal flow of information.

4.4.7.: Regarding the principle numbered , since the business and sectoral experiences of the board members contribute significantly to the board of directors, there is no restriction on the board members to take on other duties outside the company. The CVs of our board members are included in our activity report. Considering the effective work of the board of directors, no change is foreseen in the short term in the current practice, which is considered not to create any negative situation in terms of corporate governance.

4.5.5 Regarding the principle numbered, committees are formed in accordance with the relevant regulations by taking into account the knowledge and experience of our board members, and some of our board members are assigned to more than one committee. Members who serve in more than one committee ensure communication between committees working on related issues and increase cooperation opportunities. Considering the efficient work of the board members with the contribution of their knowledge and experience, it is seen that the current committee structure enables effective work and this situation does not cause any conflict of interest within the company.

4.6.1. : There is no performance evaluation system for the Board of Directors regarding principle numbered .

4.6.5 egarding the principle numbered, the payments made to the members of the board of directors and the executives with administrative responsibility are collectively disclosed to the public in the ordinary general assembly and in our financial statement footnotes in parallel with general practices. Market practices are closely monitored on the issue that is considered important in terms of the confidentiality of personal information, and it is envisaged to act in parallel with the common practice. There is no conflict of interest that our Company is exposed to due to the failure to fully comply with the non-mandatory principles. Our Company is not exposed to any conflict of interest due to failure to fully comply with non-mandatory principles.

The characteristics and justifications of the non-compliance are explained in the relevant sections of the report.

The Corporate Governance Compliance Report (CRF) and Corporate Governance Information Form (CGIF) for the year 2024, prepared in accordance with the CMB Resolution No. 2/49 dated 10.01.2019 and approved by our Company's Board of Directors, are disclosed on the Public Disclosure Platform together with the annual report.

[Committees | Prysmian](#)

## EXPLANATIONS ON CORPORATE GOVERNANCE

### Shareholder Relations Unit

To facilitate the follow-up of shareholder rights, the company operates a “General Accounting & Investor Relations Service” affiliated to “Financial Affairs Department”, Contact info of executives in Shareholder Relations Unit are given below :

<b>Name</b>	<b>Title:</b>	<b>Tel:</b>	<b>E-mail</b>
Sarah Lynn Snyder	Director of Financial and Administrative	(224) 270 3082	tpks@prysmiangroup.com
Ayşe Çiğdem Çelikbilek	Yatırımcı İlişkileri Yöneticisi	(224) 270 3000	tpks@prysmiangroup.com

The primary duty of this unit is to ensure that shareholders exercise their rights in compliance with the legislation, Articles of Association and other in-house regulations and to take all measures that will enable the shareholders to exercise such rights, Major duties of the unit are as follows:

- a) Keeping records of shareholders in a proper, secure and up-to-date manner,
- b) Responding to shareholders’ oral or written queries for information regarding the company, excluding undisclosed information that is considered confidential and trade secret,
- c) Ensuring that the General Assembly meeting is conducted in accordance with applicable legislation, Articles of Association and other in-house regulations,
- d) Preparing documents to be used by shareholders during General Assembly meeting,
- e) Keeping records of voting results and ensuring that all reports related to resolutions of the General Assembly Meetings are delivered to shareholders,
- f) Observing and monitoring all issues regarding public disclosures, including applicable legislation and the company’s disclosure policy,
- g) Carrying out activities for compliance with capital market principles,
- h) Carrying out activities concerning relations with investors.

Oral or written information requests addressed to this unit, are responded in the shortest time possible and

without discrimination among shareholders, and to the extent permitted by the disclosure policy of the company, and excluding information that is considered confidential or trade secret, as per the Capital Markets Legislation, Regulations and Resolution of Capital Market Board.

The Investor Relations Unit submits a report to the Corporate Governance Committee at least once a year regarding the work carried out, to be submitted to the Board of Directors. The report regarding the activities in 2024 was submitted to the Corporate Governance Committee on 04/03/2025 to be submitted to the Board of Directors, and was evaluated at the Corporate Governance Committee and Board of Directors meetings held on 04/03/2025.

### **Profit Distribution Policy and Profit Distribution Time**

Within the framework of the Capital Markets Board (CMB) regulations, the "Profit Distribution Policy" established by the Company's Board of Directors' decision dated 07/03/2018 and numbered 2018/07 was submitted to the approval of the shareholders at the 2018 Ordinary General Assembly Meeting and was accepted. The Company's Profit Distribution Policy has been announced on the Public Disclosure Platform (KAP) and the Company's corporate website.

There is no privilege in terms of participation in the Company's profit, and the Profit Distribution Policy is as follows;

*Our Company, within the framework of the Turkish Commercial Code, Capital Markets Legislation, Tax Legislation and other legislation and the provisions of our Articles of Association regarding profit distribution; the Company's investment/financing needs and future expectations including market forecasts are allowed to the extent permitted. In profit distribution, a balance is consistently observed between the interests of shareholders and the Company.*

*The distribution method and time of the profit decided to be distributed are decided by the General Assembly upon the proposal of the Board of Directors in accordance with the Capital Markets legislation on this matter. The profit share is distributed equally to all shares existing as of the distribution date, regardless of their issuance and acquisition dates.*

*There is no real person who receives a privileged share from the distributable profit of our Company."*

No profit distribution was made in the operating period of 01.01.2024 - 31.12.2024. The decision of the Company's Board of Directors regarding the Profit Distribution Proposal, dated 04/03/2025 and numbered 2025/7, is given below.

As a result of the review and evaluation carried out by taking into consideration the Turkish Commercial Code, Capital Markets Law, Capital Markets Board Regulations/Decisions/Guidelines, Corporate Tax, Income Tax, Tax Procedure Law and other relevant legal legislation provisions, as well as the relevant provisions of our Company's Articles of Association and the "Profit Distribution Policy" disclosed to the public; It has been determined that our Company incurred a "Net Period Loss" of -727,382,403 TL according to the financial statements dated December 31, 2024, prepared in accordance with the Communiqué on Principles Regarding Financial Reporting in Capital Markets No. I-14.1 and subjected to independent audit, and a "Net Period Loss" of -198,281,392 TL according to the legal records kept in accordance with the Tax Procedure Law. For this reason, it has been unanimously decided by the members undersigned that the loss incurred by not distributing profit will be transferred to the previous years' losses account and that this proposal will be presented to the approval of our shareholders at the Ordinary General Assembly Meeting of our Company, where the activity results for the 2024 accounting period will be discussed.

### **Corporate Social Responsibility**

Türk Prysmian Kablo ve Sistemleri A.Ş. has been certified with ISO 14001 Environmental Management System since 1997. Within the scope of ISO 14001 Environmental Management System, the environmental impacts of all services received and activities carried out by our Company are determined, and continuous work is carried out to eliminate or minimize these impacts. All these works are carried out with the philosophy of continuous improvement in line with the Türk Prysmian Kablo ve Sistemleri A.Ş. Environmental and Work Safety Policy determined by the senior management. In addition, projects that will provide energy savings are produced within the scope of ISO 50001 Energy Management System.

No lawsuit has been filed against our company due to environmental pollution. Our company ensures that all waste generated by it is recycled, where possible, and disposed of when recycling is not applicable, in accordance with the relevant regulations within the scope of Environmental Legislation. Our company has a Basic Level Zero Waste Certificate dated 2020.

Our company has published its 2023 Sustainability Reports.

Our company fulfills its sustainability commitments and Prysmian Group principles by supporting social, cultural and some sports activities and from time to time by making in-kind and cash donations and participations to public institutions and organizations.

**Please see:** Prysmian Group Values and Ethics Code / Article 5 - Communities and Article 8 - Environment

## Board Of Directors

### Structure, Formation and Independent Members of the Board of Directors

The Articles of Association of our Company state that the duties and responsibilities of the Board of Directors are subject to the basic provisions determined in accordance with the Turkish Commercial Code and the regulations in the Articles of Association. The appointment, re-election, evaluation and separation of the Board Members are made in accordance with the provisions of the Articles of Association of the Company and the Turkish Commercial Code.

### Board Of Directors

POSITION	MEMBERS	EXECUTIVE	NON-EXECUTIVE	INDEPENDENT
Chairman	Halil İbrahim Kongur		X	
Vice Chairman	Daniele Lorenzo Mazzarella	X		
Member	Marcelo De Paola		X	
Member	Maria Cristina Bifulco		X	
Member	Giacomo Sofia		X	
Member	Mine Ayhan			X
Member	Mehmet Göçmen			X
Member	Ebgü Senem Demirkan			X

POSITION	MEMBERS	FIRST APPOINTMENT	LAST APPOINTMENT
Chairman	Halil İbrahim Kongur	30.03.2012	28.03.2024
Vice Chairman	Daniele Lorenzo Mazzarella	02.09.2024	02.09.2024
Member	Marcelo De Paola	28.03.2024	28.03.2024
Member	Maria Cristina Bifulco	08.07.2020	28.03.2024
Member	Giacomo Sofia	29.03.2023	28.03.2024
Member	Mine Ayhan	30.03.2020	28.03.2024
Member	Mehmet Göçmen	28.03.2024	28.03.2024
Member	Ebgü Senem Demirkan	28.03.2024	28.03.2024

The Board of Directors consists of members who have the knowledge and skills to understand and analyze financial statements, the legal knowledge required to conduct the Company's daily business and long-term

activities, and the knowledge and skills to express opinions in different areas of expertise regarding the company's management. The Board Members are individuals who are knowledgeable about the Company's field of activity and management, have gained experience by working in the private sector, and have higher education.

The number and qualifications of the independent members to serve on the board of directors have been determined in accordance with the Capital Markets Board's regulations on corporate governance. The members of the Board of Directors have been elected by the General Assembly of the Company in accordance with the provisions of the Capital Markets Legislation, the Turkish Commercial Code and the Articles of Association of the Company. All independent members of the Board of Directors are persons resident in Turkey in accordance with the Income Tax Law.

In addition, the declarations of the independent members of the board of directors regarding their independence are as follows:

**BAGIMSIZLIK BEYANI** Tarih: 22.01.2025  
Türk Pryaman Kablo ve Sistemleri A.Ş. Yönetim Kurulu'nda mevcut, esas sözleşme ve Sermaye Piyasası Kurulu tarafından düzenlenen 17.1 sayılı Kurumsal Yönetim Bileten'i Tebliği kapsamında "Bağımsız Üye" statüsüne göre yapmaya hazır ve aday olduğunu ve aday gösterilmesini istediğiyle Sermaye Piyasası Kurulu Kurumsal Yönetim Bileten'i Tebliği maddesi 4.3.1'ne muvafık;  
a) Türk Pryaman Kablo ve Sistemleri A.Ş., Türk Pryaman Kablo ve Sistemleri A.Ş.'nin yönetim kurulunda ya da örneği dernekte aktif olduğu ortaklıklar ile Türk Pryaman Kablo ve Sistemleri A.Ş.'nin yönetim kurulunda olduğu kurumlarla veya Türk Pryaman Kablo ve Sistemleri A.Ş.'de örneği dernekte aktif olduğu ortaklıklar ve bu ortaklıkların yönetim kurulunda sahip olduğu diğer şirketler ile ilişkiler, iş ve ilişki dernekte aktif kan ve ilişki hususları açısından son üç yıl içinde örneği görev ve sorumlulukları nedeniyle yönetici pozisyonunda aktif olarak görev yapmadığını, sermaye veya diğer haklarını veya diğer payların %5'inden fazlasına sahip olduğu bir başka şirket olmadığını ya da örneği ilişkili kişi ile ilgili olmadığını;  
b) Son üç yıl içerisinde hiçbir Türk Pryaman Kablo ve Sistemleri A.Ş.'nin derneği (veya derneği, kurulu derneği, Ş. derneği ve derneği, derneklerderneği ve derneklerderneği olarak ifade edilen) yönetim kurulu üyesi olarak görev yapmadığını, herhangi bir üniversitede öğretim üyesi olmadığını ve işle ilişkilerinden sonra da bu statüsü koruyacağını;  
c) 31/12/1985 tarihi ve 185 sayılı Gelir Vergisi Kanunu (G.V.K.)'na göre Türkiye'de yerleşik olduğunu;  
d) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerine ilişkin bilgileri dernekte bulunmadığını, şirket ile pay sahipleri arasındaki çıkar çatışmalarını tartışmadığını konuşmadığını, menfaat çatışmasını haklarını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını;  
e) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerinin şeffaflığı takip edileceği ve çıkarıldığında şirketin çıkarlarını tenzih edecek şekilde hareket edeceğini zaman zaman ayrıntılı olduğunu ve ayrıntılı olduğunu;  
f) Şirketin yönetim kurulunda son on yıl içinde aktif yitken fazla yönetim kurulu üyesi yapmadığını olduğunu;  
g) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin veya Türk Pryaman Kablo ve Sistemleri A.Ş.'nin yönetim kurulunda olduğu kurumlarla ilişkili yönetim kurulunda olduğu ortaklıkların yönetim kurulu üyesi olarak görev yapmadığını;  
h) Yönetim kurulu üyesi olarak seçilen diğer kişi adına tevdii ve ben edileceğini olduğunu beyan eder, ilgili tarafların bilgilerine sunar.

**Mine Ayhan**  
Independent Board Member

**BAGIMSIZLIK BEYANI** Tarih: 22.01.2025  
Türk Pryaman Kablo ve Sistemleri A.Ş. Yönetim Kurulu'nda mevcut, esas sözleşme ve Sermaye Piyasası Kurulu tarafından düzenlenen 17.1 sayılı Kurumsal Yönetim Bileten'i Tebliği kapsamında "Bağımsız Üye" statüsüne göre yapmaya hazır ve aday olduğunu ve aday gösterilmesini istediğiyle Sermaye Piyasası Kurulu Kurumsal Yönetim Bileten'i Tebliği maddesi 4.3.1'ne muvafık;  
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b) Son üç yıl içerisinde hiçbir Türk Pryaman Kablo ve Sistemleri A.Ş.'nin derneği (veya derneği, kurulu derneği, Ş. derneği ve derneği, derneklerderneği ve derneklerderneği olarak ifade edilen) yönetim kurulu üyesi olarak görev yapmadığını, herhangi bir üniversitede öğretim üyesi olmadığını ve işle ilişkilerinden sonra da bu statüsü koruyacağını;  
c) 31/12/1985 tarihi ve 185 sayılı Gelir Vergisi Kanunu (G.V.K.)'na göre Türkiye'de yerleşik olduğunu;  
d) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerine ilişkin bilgileri dernekte bulunmadığını, şirket ile pay sahipleri arasındaki çıkar çatışmalarını tartışmadığını konuşmadığını, menfaat çatışmasını haklarını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını;  
e) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerinin şeffaflığı takip edileceği ve çıkarıldığında şirketin çıkarlarını tenzih edecek şekilde hareket edeceğini zaman zaman ayrıntılı olduğunu ve ayrıntılı olduğunu;  
f) Şirketin yönetim kurulunda son on yıl içinde aktif yitken fazla yönetim kurulu üyesi yapmadığını olduğunu;  
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h) Yönetim kurulu üyesi olarak seçilen diğer kişi adına tevdii ve ben edileceğini olduğunu beyan eder, ilgili tarafların bilgilerine sunar.

**Ebgü Senem Demirkan**  
Independent Board Member

**BAGIMSIZLIK BEYANI** Tarih: 22.01.2025  
Türk Pryaman Kablo ve Sistemleri A.Ş. Yönetim Kurulu'nda mevcut, esas sözleşme ve Sermaye Piyasası Kurulu tarafından düzenlenen 17.1 sayılı Kurumsal Yönetim Bileten'i Tebliği kapsamında "Bağımsız Üye" statüsüne göre yapmaya hazır ve aday olduğunu ve aday gösterilmesini istediğiyle Sermaye Piyasası Kurulu Kurumsal Yönetim Bileten'i Tebliği maddesi 4.3.1'ne muvafık;  
a) Türk Pryaman Kablo ve Sistemleri A.Ş., Türk Pryaman Kablo ve Sistemleri A.Ş.'nin yönetim kurulunda ya da örneği dernekte aktif olduğu ortaklıklar ile Türk Pryaman Kablo ve Sistemleri A.Ş.'nin yönetim kurulunda olduğu kurumlarla veya Türk Pryaman Kablo ve Sistemleri A.Ş.'de örneği dernekte aktif olduğu ortaklıklar ve bu ortaklıkların yönetim kurulunda sahip olduğu diğer şirketler ile ilişkiler, iş ve ilişki dernekte aktif kan ve ilişki hususları açısından son üç yıl içinde örneği görev ve sorumlulukları nedeniyle yönetici pozisyonunda aktif olarak görev yapmadığını, sermaye veya diğer haklarını veya diğer payların %5'inden fazlasına sahip olduğu bir başka şirket olmadığını ya da örneği ilişkili kişi ile ilgili olmadığını;  
b) Son üç yıl içerisinde hiçbir Türk Pryaman Kablo ve Sistemleri A.Ş.'nin derneği (veya derneği, kurulu derneği, Ş. derneği ve derneği, derneklerderneği ve derneklerderneği olarak ifade edilen) yönetim kurulu üyesi olarak görev yapmadığını, herhangi bir üniversitede öğretim üyesi olmadığını ve işle ilişkilerinden sonra da bu statüsü koruyacağını;  
c) 31/12/1985 tarihi ve 185 sayılı Gelir Vergisi Kanunu (G.V.K.)'na göre Türkiye'de yerleşik olduğunu;  
d) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerine ilişkin bilgileri dernekte bulunmadığını, şirket ile pay sahipleri arasındaki çıkar çatışmalarını tartışmadığını konuşmadığını, menfaat çatışmasını haklarını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını, menfaat çatışmasını etkilemek amacıyla diğer tarafla görüşme yapmadığını;  
e) Türk Pryaman Kablo ve Sistemleri A.Ş.'nin faaliyetlerinin şeffaflığı takip edileceği ve çıkarıldığında şirketin çıkarlarını tenzih edecek şekilde hareket edeceğini zaman zaman ayrıntılı olduğunu ve ayrıntılı olduğunu;  
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h) Yönetim kurulu üyesi olarak seçilen diğer kişi adına tevdii ve ben edileceğini olduğunu beyan eder, ilgili tarafların bilgilerine sunar.

**Mehmet Göçmen**  
Independent Board Member

## **Fundamentals to Activities of The Board Of Directors**

Board of Directors meetings are held at least every three months. Except for exceptional cases, Members of the Board of Directors are provided with the necessary documents and information in advance, within a reasonable period of time, in order to express their informed opinion on the matters examined.

There is a Board of Directors secretariat established to inform and communicate with the Board Members. In case a different opinion is expressed at the meeting and/or in case of opposition to a decision taken by the Board of Directors, reasonable and detailed dissenting vote justifications regarding these issues should be recorded in the decision minutes, communicated in writing to the company auditors and announced to the public. Although our company has no reservations, such a situation has not been encountered so far, so no such practice has been carried out.

Attention is paid to ensuring actual participation in the Board of Directors meetings. Questions asked by the Board of Directors members during the meeting are recorded in the decision minutes. In order not to undermine the equality between the members, no Board of Directors member is granted weighted voting rights and/or negative veto rights.

During the 2024 activity period, Board of Directors meetings were held physically; 62.50% of the Board Members physically attended these meetings.

Members who could not physically attend the meeting due to their agendas participated through online applications (Teams).

## **Restrictions of Competition and Transaction with the Company**

The ability of our Board Members to conduct transactions within the framework of Articles 334 and 335 of the Turkish Commercial Code is presented to the approval of our shareholders at our Ordinary General Assembly held every year.

## **Number and Structure of the Committees Formed Within Board of Directors and Liberty of Action**

In order to ensure that the Board of Directors fulfills its duties and responsibilities in a healthy manner within the framework of the Corporate Governance Principles of the Capital Markets Board, the Audit Committee, the Early Detection of Risk Committee and the Corporate Governance Committee were established. In accordance with the Corporate Governance Communiqué numbered II-17.1 published by the Capital Markets Board, it was decided in the Board of Directors meeting numbered 2013/02 and dated 31.01.2013 that the duties of the Nomination Committee and the Remuneration Committee, determined by the legislation and the Board of

Directors decision, would be fulfilled by the Corporate Governance Committee and the working principles of these committees were regulated under the Working Principles of the Corporate Governance Committee.

The areas of duty and working principles of the committees have been determined by the Board of Directors and disclosed to the public on the Public Disclosure Platform (KAP) and the Company's corporate website. The members to be included in the committees have been determined at the Board of Directors meeting dated 2024/15 and disclosed to the public on the Public Disclosure Platform (KAP) and the Company's corporate website. The chairmen of the Board committees are independent Board members, and all members are non-executive Board members. All members of the Audit Committee are independent Board members. The Chief Executive Officer/General Manager do not serve on the committees.

<b>Committee of Board Member</b>	<b>Name</b>	<b>Qualification</b>
Audit Committee	Mine AYHAN	Independent Member
Audit Committee	Ebgü Senem DEMİRKAN	Independent Member
Audit Committee (Chairman)	Mehmet GÖÇMEN	Independent Member
Corporate Governance Committee	Mine AYHAN	Independent Member
Corporate Governance Committee (Chairman)	Ebgü Senem DEMİRKAN	Independent Member
Corporate Governance Committee	Ayşe Çiğdem Çelikkilek	Investor Relations Director
Committee for Early Detection of Risk (Chairman)	Mine AYHAN	Independent Member
Committee for Early Detection of Risk	Ebgü Senem DEMİRKAN	Independent Member
Committee for Early Detection of Risk	Mehmet GÖÇMEN	Independent Member

<b>Committee</b>	<b>Number of Annual Meetings (minimum)</b>	<b>Number of Members</b>	<b>Number of Independent Members</b>
Audit Committee	5	3	3

**Members of Audit Committee:** Mehmet Göçmen, Mine Ayhan, Ebgü Senem Demirkan

<b>Committee</b>	<b>Number of Annual Meetings (minimum)</b>	<b>Number of Members</b>	<b>Number of Independent Members</b>
Early Detection of Risk and Risk Management Committee	6	3	3

**Members of Early Detection of Risk and Risk Management Committee:** Mine Ayhan, Ebgü Senem Demirkan, Mehmet Göçmen

<b>Committee</b>	<b>Number of Annual Meetings (minimum)</b>	<b>Number of Members</b>	<b>Number of Independent Members</b>
Corporate Governance Committee	4	3	2

**Corporate Governance Committee Member:** Ebgü Senem Demirkan, Mine Ayhan, Ayşe Çiğdem Çelikkbilek

In the evaluation made by the Company's Board of Directors; it was evaluated that all committees of the company were established in accordance with the legislation, the activities were carried out effectively within the framework of the working principles previously established and published on our Company's website, a sufficient number of meetings were held periodically during the year and the principles specified in the Corporate Governance Principles were complied with as a result of these meetings. Detailed information on the working principles of all committees was disclosed to the public in the "Investor Relations" section of the Company's website.

### **Mission and Vision and Strategic Targets of the Company**

**Mission:** Our mission is to add value to our shareholders and to the sector by providing innovative, technologically advanced, high quality and safe products and services to our clients, business partners and the society in general, meeting all applicable standards,

**Vision:** As being a member of Prysmian Group and as the oldest well-established and leading company in its sector, our vision is;

- To exhibit a creative and superior performance within the workforce with its distinguished and innovative role,
- To have an organizational structure which emphasizes openness and social responsibility,
- To keep customer satisfaction by providing long-term partnerships,
- To create a value for its stakeholders with permanence,
- To dedicate itself to improve the social conditions,
- To be always the leader of the sector in Turkey and international platform,

**Please See:** Prysmian Group Values and Code of Ethics / Article 2 - Targets and Values

### **Risk Management and Internal Audit Mechanism**

#### **Evaluation of the Operation of Internal Audit, Internal Control and Risk Management Systems in the 2024 Activity Period**

The Risk Management Department has been operating since 2002 to ensure the effective use of risk management. In this department, processes for effective risk management on the Company and Prysmian Group basis have been developed and implemented. In this context, risks are effectively monitored with daily reports and the aim is to collect receivables on time.

The Company's internal control system is organized to ensure appropriate disclosure of all activities of the Company and an adequate control system. Responsibility for the internal control system lies with the Board of Directors, and the Board of Directors not only determines the relevant outlines, but also verifies the adequacy of the control and whether it works effectively.

The Audit Committee consists of three Board Members. All three of these people are Board Members who do not directly contribute to the activities and management of the Company. The Audit Committee meets regularly as stated in the relevant communiqué of the CMB and may invite the representative of the Company's external audit company to these meetings.

The purpose of the Audit Committee is to assist the Board of Directors in fulfilling its long-term responsibilities regarding the Company's accounting and financial reporting practices, policies and procedures, the quality of the Company's internal control systems and risk assessment.

Internal auditing and periodic auditing activities also provide the necessary controls to see whether procedures, policies and strategies are followed. Apart from the audit audits of the Internal Audit Department, Prysmian Group's Internal Audit Department also carries out internal audit audits at Türk Prysmian Kablo ve Sistemleri A.Ş., in addition to the audits regularly carried out by the external Audit Company.

There is also a Planning and Control Department, which provides monthly detailed reports to the Executive Director and Executive Management and provides useful and comprehensive information for monitoring specific activities.

Information about relations with the independent auditing firm PwC Independent Audit Ve Serbest Muhasebeci Mali Müşavirlik A.Ş.: <http://www.pwc.com/tr/tr> and information about the tax auditing firm KPMG: <http://www.kpmg.com.tr>

Operating in the cable sector, Prysmian has established adequate Internal Control, Internal Audit and Risk Management systems (internal systems) appropriate to its activities and business lines. In order to monitor and manage risks integrated with activities, both local legislation and Prysmian Group requirements were taken as basis in the establishment of internal systems. Internal systems comply with the principles of independence, objectivity, effectiveness, competence and separation of powers throughout the organization. All our activities and business processes aim to increase the economic value of shareholders through customer satisfaction, sustainable income generation and risk-sensitive capital management. The Prysmian Group Board of Directors

is responsible for the establishment and execution of internal systems in accordance with legislation and oversees this responsibility through the Audit Committee, which oversees the activities related to financial control and audit. While performing this function, the Audit Committee examines and evaluates in detail the reports received from the Audit Department, which was established to review, audit and report the efficiency of our processes from a financial perspective, gives the necessary instructions to the Company management and presents them to the Board of Directors for information and approval when necessary. The Board of Directors operates within and under the coordination of the Audit Committee. The Audit Department reviews the efficiency of all business processes of the Company from a financial perspective, tests the appropriateness, effectiveness and implementation levels of the audit mechanisms related to them, determines the measures to be taken to eliminate any deficiencies, if any, together with the operational units, and reports the results of the work to the Audit Committee.

## **Code of Ethics**

A pyramid structure is adopted in our system in respect of applicable principles and procedures, and this system can be summarized as follows:

**Code of Ethics:** These rules encompass the general principles - transparency, equity and loyalty - which form the business relations of the Company in every level. Our Company, with the belief that business ethics must be pursued alongside business success, carries out its internal and external transactions in accordance with the principles set out in this Code.

**Internal Audit System:** This system is a population of “instruments” with a view to reaching reasonably the targets regarding operational efficiency and effectiveness, reliability of financial and administrative information, observance to laws and legislation, and even protection of the Company’s assets against possible fraud. The internal audit system which is based on common practices and defined within this frame, is applied to all corporate levels.

**Lines of Conduct:** The Lines of Conduct stipulate special rules concerning relations with the representatives of the Public Administration, and these rules classify good lines of conduct as “performable”, and bad lines of conduct as “non-performable”, and by this way, provide clear definition of major operational practices stipulated in the Code of Ethics.

**Internal Executive Procedures and Policies of the Company:** These items cover the main business areas as a natural extension of the internal audit system, Therefore, they determine the internal rules concerning the main activities of the Company. Türk Prysman determines organizational principles and intra-structure relating to employees and executives by adopting procedures and policies covering Personnel rights, Recruitments, Purchasing / Sales activities, Investments, Protection of Environment, Information Systems, Inventory, and

Intellectual Property Rights, All the procedures and policies are presented to the employees in the updated form on the intranet page of the Company.

Also, Please See Prysmian Group Values and Code of Ethics

## **LEGAL STATEMENTS**

### **1-Lawsuits Filed Against The Company That May Affect Company's Financial Status**

Provision for litigation risks set aside against any possible risk is TRY 4,692,557 as shown under footnotes of financial statements, yet there is no major litigation that may affect the financial status of our Company.

### **2- Administrative or Criminal Sanctions Imposed Against The Company And Members Of The Company's Managing Bodies Due To Any Conduct In Violation Of The Law**

There is no sanction existing as of 1 January - 31 December 2024 imposed against the company and members of the company's managing bodies due to any conduct in violation of the Law.

### **3- Ordinary/Extraordinary General Assembly Meetings Held In The Period**

An Ordinary General Assembly meeting for the year 2023 was held on March 28, 2024. The results of the meeting were published on Turkish Trade Registry Gazette dated 05.04.2024, Results of Ordinary General Assembly Meetings are presented to our shareholders on Public Disclosure Platform (KAP), our website ([www.Prysmian.com.tr](http://www.Prysmian.com.tr)) and on our company page on the information portal of Central Registry Agency (MKK). Results of Ordinary General Assembly Meetings are presented to our shareholders on Public Disclosure Platform (KAP), our website ([www.prysmian.com.tr](http://www.prysmian.com.tr)) and in our company page on the information portal of Central Registry Agency (MKK).

No Extraordinary General Assembly meeting was held in 2024

### **4- Changes to the Articles of Association Made During the Period**

No changes were made to the Company's articles of association during the 01.01.2024 - 31.12.2024 activity period.

The latest version of our articles of association can be accessed at [www.prysmian.com.tr](http://www.prysmian.com.tr), [www.kap.gov.tr](http://www.kap.gov.tr).

### **5- Aid and Donations Made During the Period**

The upper limit of donations to be made in 2024 was determined as 1,000,000 TL at the Ordinary General Assembly meeting of our Company dated 28.03.2024. Our Company made donations of 84,148.-TL within the scope of in-kind and cash donations based on nominal amounts in the interim accounting period of 01.01.2024-31.12.2024. In addition, 450,000.-TL education scholarships were paid to the children of company employees.

#### **6- Statements Regarding Private Audits and Public Audits Conducted During the Accounting Period**

In 2024, a limited VAT refund audit covering the year 2019 was carried out by the Tax Inspection Board and a report was prepared by the Tax Inspection Board. According to the report, no negative opinion or penal sanction was issued.

#### **7- Information on Legislative Changes That May Significantly Affect Company Activities**

There are no changes in legislation that will significantly affect the company's activities.

#### **8- Information on conflicts of interest between the company and institutions from which it receives services such as investment consultancy and rating, and measures taken by the company to prevent such conflicts of interest**

It's not available.

#### **9- Subsidiary Report**

Pursuant to Article 199 of the Turkish Commercial Code No. 6102; the Board of Directors is obliged to prepare a report on the Company's relations with its controlling partner and companies affiliated with its controlling partner in the previous operating year within the first 3 months of the operating year and to include the conclusion of this report in the activity report. The Report dated 04/03/2025 prepared by the Company's Board of Directors states that "In all transactions made by the Company with its controlling partner and the affiliated companies of the controlling partner in 2024, it has been concluded that an appropriate counter-performance was provided in each transaction, according to the circumstances and conditions known to us at the time the transaction was made or the measure was taken or avoided, and that there was no measure taken or avoided that could harm the Company, and that there was no transaction or measure that would require compensation within this framework."

#### **10- Statement on Company Equities**

As of 31.12.2024, the issued capital of our Company is 216,733,652 TL. As of the end of 2024, it has been determined that the equity amount exceeds the issued capital by 83,601,357 TL.

## **11- Mandatory Information to be Provided to Partners Regarding Related Party Transactions and Balances**

Information regarding the purchase and sale of goods and services carried out by the Company with its related parties is provided in the Explanatory Notes to the Financial Statements for the Year Ended 31 December 2024 (Note 26 Related Party Disclosures).

## **12- Employee Benefits**

The average number of employees working in the company during the year as of December 31, 2024 is 585. (December 31, 2023:589) The company provides meal and travel assistance to all employees. In addition, health insurance, personal accident insurance and life insurance are provided to office employees in line with the company's side benefit plan. In addition to these, flexible working practices, collective use of breastfeeding leave and adding it to maternity leave, preserving the position of female employees after the maternity leave process, scholarship programs for the education of employees' children, and global leadership development programs for managers and employees in the talent pool are also implemented. Benefits are provided to field employees in accordance with the collective labor agreement.

### **Benefits Provided to Senior Executives**

The rights granted to the Board Members are decided at the General Assembly, and there is no reward that would be based on the performance of the Board Members or reflect the performance of the Company in determining the financial rights of the Board Members.

The benefits provided to senior managers during the period are as follows:

31/12/2024

Rights granted to senior executives	14.780.889
Other long-term benefits	35.059
Grand Total	14.815.948

The rights granted to the Board Members are decided at the General Assembly, and there is no reward that will be based on the performance of the Board Members in determining the financial rights of the Board Members and will reflect the performance of the Company. A total of 1,350,000 TL gross attendance fee was paid to the Independent Board Members in 2024. Apart from this, there is no payment accrued for 2024 and made to the Board Members and other executive management. In addition, no debt was lent to any Board Member or the Company's Senior Manager during the period, no credit was provided, no benefit was provided under the name of credit through a third party, and no guarantees such as suretyship were given in their favor.

## **Collective Labor Agreements**

In accordance with the collective labor agreement made between the United Metal Workers' Union and the MESS - Turkish Metal Industrialists' Union, of which our Company is a member; The Collective Labor Agreement, which includes our company and covers the period of September 1, 2023 - August 31, 2025, is implemented in our company.

## **Investment Incentive Practices**

As per the Law no, 5746 on Supporting research and Development Activities, we receive incentives and support granted for R&D Centers.

We were granted an investment incentive for "production of insulated wires and cables" on 10,10,2022 within the scope of Reduced Corporate Tax, The incentives granted is classified under Zone 1 according to tax incentive legislation and provides tax incentive of 30%, In the Company's statement of financial position, a reduction is made in the corporate tax for the current period according to the amount of investment spending.

## **Sustainability**

### **Linking Turkey to a Sustainable Future**

#### **Our Sustainability Commitment**

As Türk Prysmian Kablo, with the strength of having a deep-rooted history of 60 years in Turkey and being a part of Prysmian, which has more than 130 years of experience globally, we are determinedly moving forward in our goal of becoming a sustainable company. In line with this goal, we manage this cultural transformation process that we are in dynamically with a solid plan by integrating our economic, social and environmental responsibilities into every area of our business and all the activities we carry out. This transformation can only be achieved with a strategic approach; by planning the future as a company in a prudent manner, by including stakeholders inside and outside the organization in the process and receiving their opinions, by closely following the industry and the global economy, and by adopting an action plan that serves both the business and the environment and society. Working in this direction is our most basic direction.

Our Principles:

Sustainability discussions are forcing businesses to take longer-term steps. While emissions, water, and chemical loads continue to harm the environment; our planet is also reaching its limits.

As Türk Prysmian; every day; we come to work with the awareness of our promise to protect our planet and combat climate change by switching to zero-carbon energy systems while continuing our production activities in a responsible manner.

We improve the sustainability of our production processes while protecting the environment. We communicate with local communities to ensure that the areas we operate in are protected and to guarantee workplace safety.

Aware of our social responsibility, we develop projects that support social and cultural life in the society we live in.

Our Commitment to the United Nations Sustainable Development Goals:

The United Nations “10-Year Action Plan” defines concrete solutions to all the challenges posed by the 2030 Sustainable Development Goals.

Türk Prysmian Kablo is committed to supporting the achievement of global agenda goals by taking part in the fulfillment of SDG5 (Gender Equality), SDG7 (Accessible and Clean Energy), SDG8 (Decent Work and Economic Growth), SDG11 (Sustainable Cities and Communities), SDG12 (Conscious Production and Consumption), SDG13 (Climate Action) goals, and contributing to the construction and improvement of infrastructures in the field of energy transmission and distribution and telecommunications, which are the main drivers of the transition to a new development model for civil society.

Our Implementation Plan: In the period following the planning study we carried out in 2020, project feasibility studies were reviewed and plans were created for the selected projects; budget, team, resource and project plans were created. These project studies have started as of January 2021. This process, which was concluded with our first sustainability report in 2022, is progressing in a way that aims to reach all our stakeholders with the publication of our second report in 2023 and then our third report in 2024.

Our sustainability activities are monitored monthly with our Sustainability Committee under the leadership of the CEO.

Our sustainability activities so far:

- All our activities are included under the four main headings we have specified in our vision and are implemented in a way that will advance our relevant goals.
- Our project priorities determined for sustainability are as follows:
  - Applications for energy efficiency and the transformation of energy into renewable resources,
  - Applications for water and other resource efficiencies,
  - Conducting life cycle analyses of our products,
  - Establishing the operation of our sustainability management system and integrating it with our existing management systems,

- Applications that will create a positive impact on the society and communities we live in,
- Applications aimed at employee happiness and productivity. All details of these projects are included in our Sustainability Reports.

The sustainability approach forms the basis of all our work. In line with our environmental sustainability initiatives, we focus particularly on renewable energy products in our industrial cable product range. To date, the cable volume we have supplied for solar energy projects has reached approximately 40 million meters. In other words, we can say that within the scope of these projects, we have supplied enough cables to circumnavigate the world once. This means the electricity needs of approximately 9 million households for 1 month.

With our sustainability projects that we started in 2021 and progressed every year, we are gradually approaching our 2035 Scope 1 and 2 Net Zero target. Thanks to these projects implemented with investments in this field, we have prevented approximately 6,029 tons of CO2 emissions since 2021.

This success was achieved by reducing natural gas consumption by approximately 677 thousand Sm<sup>3</sup>, electricity consumption by approximately 8,037 thousand kWh, and diesel consumption by approximately 425 thousand liters.

Türk Prysmian Kablo has been carrying out corporate social responsibility projects on many issues since the day it was founded. It carries out different works to meet social needs, especially education, for the social development of the society. As Türk Prysmian Kablo, we mobilized from search and rescue efforts to the process of healing the earthquake wounds after the February 6, 2023 earthquakes that affected 11 of our provinces. Our search and rescue team of 18 people was on the field from the first day of the disaster and worked tirelessly to help those affected by the disaster. Their efforts resulted in the successful rescue of two citizens and demonstrated their dedication and skills in the face of difficulties. We were also aware of the importance of meeting the basic needs of thousands of earthquake victims. Our team supported many initiatives from hot meal distribution to food and clothing supply. In addition to the works we carried out, we launched the “Prysmian Village” consisting of 150 containers in the Tut district of Adiyaman with the support of Prysmian and its employees.

In 2023, the Prysmian running team contributed to an important social responsibility project by participating in an event organized for the benefit of children with autism. By taking our steps in the charity run organized for children with autism to have access to intensive, continuous and special education, we supported the access of more children with autism to education and the increase of autism awareness. Thus, while increasing social awareness, we are proud to contribute to the future of our children with autism.

In order to ensure the spread of sustainability activities throughout the company and to convey to all our employees that this initiative is a cultural transformation journey, we started our “Ambassadors’ Talks” events in 2023. These

events were planned to increase sustainability awareness in a way that would include all our employees. Our sustainability ambassadors explained the projects they implemented with their presentations on our focal points of Reducing Our Carbon Footprint, Circular Use of Our Resources, Developing Our Business Model and the Future of Our Employees, and shared the impact of these studies on our company's strategic roadmap, thus increasing sustainability awareness throughout the company. At the end of the event, we prepared a mini competition for the audience on the sustainability themes that were the subject of the day, thus increasing the level of awareness and creating a synergistic environment among employees.

Sustainability Day was a special event organized to celebrate our report, a valuable outcome of our ambassadors' work throughout the year, and to determine our roadmap for the upcoming period. Our ambassadors, who actively take part in four different working groups, came together with our general manager, factory director and the entire sustainability committee on this special day to share their experiences on their sustainability journeys. This meeting provided an important opportunity to further our sustainability goals. As Türk Prysmian Kablo, we carried out a large-scale underwater and beach cleaning on the Mudanya coast on October 8 with our 6 divers and professional diving instructors, and undertook an important environmental responsibility.

With the "People First" approach, 0 error and 0 accident are our top priority in occupational health and safety. The main purpose of the Zero and Beyond initiative is to increase the participation and commitment of managers in the occupational safety system, to increase the functional leadership competencies of occupational safety leaders, to develop a group approach by reducing cultural differences, and to develop an occupational safety culture where we will protect ourselves and each other. In line with this goal, we started training activities covering all employees from the top manager to the bottom level of the company with the Behavior-Focused Safety Management-Communication project we started. We started training activities covering all employees from the top manager to the bottom level of the company with the Behavior-Focused Safety Management-Communication project. In 2022, both office and field employees participated in this training program, in which we recorded 1872 hours, face-to-face. For 2023, we carried out 5130 hours of training as a continuation of this transformation journey. In 2023, we made 174 observations in total within the scope of Behavior-Focused Safety Management.

With the amendment made to the Corporate Governance Communiqué numbered II-17.1, which entered into force upon publication in the Official Gazette dated 3/1/2014 and numbered 28871, and entered into force upon publication in the Official Gazette dated 2 October 2020 and numbered 31262, it has been made mandatory for annual activity reports to include whether the sustainability principles published by the Capital Markets Board are implemented, if not implemented, a reasoned explanation regarding this, and explanations regarding the impacts on environmental and social risk management due to failure to fully comply with these principles, and in the event of a significant change in the explanations during the period, the relevant change should be included in the interim activity reports. Within this framework, it is aimed to comply with many of the principles specified in the "Sustainability Principles Compliance Framework" with the CMB's "comply or explain" approach. Full compliance has not yet been achieved due to reasons such as difficulties in implementing some of the principles in question, uncertainties in the general national and

international arena, and the fact that compliance principles will be determined according to the findings to be obtained in ongoing studies. It is aimed to implement the principles that have not yet been fully complied with, in a way that will contribute to our company's goal of creating sustainable value.

## **SUSTAINABILITY**

### **PRYSMIAN SUSTAINABILITY APPROACH**

Prysmian is working intensively to make the concept of sustainability a part of its DNA. Prysmian Sustainability Strategy is based on the “Impact Creation” model.

This model aims to analyze the impacts of its activities and identify areas for improvement. With the principle of measurability, the impact of the strategy is constantly monitored and improved. The impact creation model consists of 4 areas:

1. Prysmian and the Value Chain
2. Impacts on the Value Chain
3. Performance Indicators Measurement and Monitoring
4. Prysmian Innovation Processes and Goals

Prysmian, with the aim of being a leader in sustainability, focused on two main goals in 2021: Climate Change and Social Development. In order to independently ensure the governance of these goals, the Sustainability Committee, which is responsible for the oversight of the EMS (Environmental, Social and Corporate Governance) issues, was established in March 2020. This Committee strongly contributed to the determination of the long-term goals of the group and ensured the determination of performance indicators for all processes.

Climate Target;

Climate strategy; adopts “Science Based” targets in line with the Paris Agreement targets. In this context, Prysmian has approved its climate targets to the Science Based Targets Initiative. The Science Based Targets initiative defines the requirements for an effective Net-Zero strategy. Our Group is a signatory to the 1.5 C° partnership for the business world.

Prysmian announced to its stakeholders on the Capital Markets Day in 2023 that it foresees a 45% reduction in Scope 1 and 2 emissions and a 23% reduction in Scope 3 emissions as early as 2027. Prysmian announced that it will set a target of 55% to 60% reduction in Scope 1 and 2 emissions by 2030, instead of the 47% emission reduction target approved by the SBTi. This target supports the Group's commitment to decarbonize its operations by implementing more effective solutions to reduce its impact on the environment.

Scope 1: Our greenhouse gas emissions from sources directly emitted or controlled by our company,

Scope 2: Our indirect emissions related to the production of imported/purchased electricity, heat or steam,

Scope 3: Includes emissions indirectly resulting from the company's activities, excluding those specified in Scope 2. This includes all emissions in the upstream value chain (supply) and downstream value chain (provision of its products and services). In 2022, Prysmian included Scope 3 tracking among its performance indicators.

Within the scope of Prysmian Climate target, Türk Prysmian Kablo also carries out projects that will reduce its footprint.

It shares its carbon footprint targets and current status with all representatives in monthly sustainability meetings.

One of the main focuses of Türk Prysmian Kablo in the sustainability process is climate change and carbonization studies, and it continues to work on its entire impact area in this context.

Social Goal;

Prysmian Social Goal focuses on 2030 commitments within the scope of Sustainable Development Goals. In this context, diversity and inclusion, equality, strengthening of societies, employee engagement and employee development have been determined as the most important issues. Prysmian adopts a proactive approach and takes determined steps towards becoming a company that values diversity, inclusion and gender equality at every level and empowers women.

You can access details about Social Goals and Prysmian Sustainability approach at [Sustainability: report and responsibility | Prysmian](#).

The medium and long-term sustainability strategy determined by Prysmian is reflected in all regional structures. Sustainability is followed in all regional structures with the targets determined in the global framework.

Türk Prysmian Kablo; In line with Prysmian Social Goals and with the awareness that its greatest value is people, it continues to work to include all its stakeholders. In order to increase its impact on the entire network of the value chain, it carries out activities such as stakeholder analyses, seminars, trainings within the scope of sustainability that will increase participation and belonging.

## OUR SUSTAINABILITY VISION

With all our work, considering the 60-year values and culture of Türk Prysmian Kablo, we present our sustainability vision as follows:

By integrating economic, environmental and social sustainability into all our work for all stakeholders and the planet; In line with our mission defined as "Connecting Türkiye to a Sustainable Tomorrow", we aim to provide innovative energy and telecommunication solutions by making responsible production.

#### OUR SUSTAINABILITY ROADMAP

We prioritize environmental, economic and social issues in every activity carried out within the scope of our Sustainability Management Plan and adopt the philosophy of responsible production in every field.

We are proud to lead our sector in the process we have started since 2019 and we are taking firm steps towards our 2030 Net Zero target.

We integrate sustainability into our business model and work together for a sustainable future. As Türk Prysmian Kablo, we continued our work in 2024 under four main headings that we determined with our "Signature" plan. With our work teams formed under these four main headings, we present our sustainability rationale on the way to becoming the "Contemporary of the Future" as follows.

#### Eliminating Our Carbon Footprint

We are working towards our Net Zero goal with efficient production using fewer resources and conversion to renewable energy.

#### We Use Our Resources Circularly

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

#### We Are Developing Our Business Model

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

#### We Work for the Development of Our Employees and Society

Inclusivity and diversity are among the fundamental principles of our company in our journey that we set out with our motto of "People First". We work to serve the society we live in in the best way possible by attracting the attention of talented and new generation employees and improving our skills day by day.

#### SUSTAINABILITY ORGANIZATION

Our sustainability journey was initiated in 2019 under the leadership of Türk Prysmian Kablo CEO and is currently being carried out at the level of our management team. With our "Signature" Sustainability Plan that we created in 2020, our company's critical sustainability impact areas were analyzed and our 2030 Goals were determined.

The sponsor of the system in the Sustainability Management Organization is the CEO.

The Türk Prysmian Kablo Sustainability Committee, formed with the CEO and the leaders of the company's critical functions, regularly reviews the development every month and makes decisions for progress. Progress and decisions are recorded within the scope of the Sustainability Management System processes.

In addition to the Sustainability Committee, the Sustainability Ambassadors representing the different units and functions of the institution are composed of the people who have contributed the most to the progress of our sustainability journey since 2021. Sustainability Committee Leaders and Sustainability Ambassadors meetings are held regularly and feedback is provided to the CEO at regular intervals.

The Sustainability Management System created by Türk Prysmian Kablo is also compatible with the MEART Sustainability strategy. The sustainability targets given to all management regions by Prysmian have also been adopted by Türk Prysmian Kablo. Türk Prysmian Kablo Sustainability Leaders and Ambassadors also play an active role in the MEART Sustainability Committee.

The MEART Sustainability Organization, sponsored by the MEART Regional CEO, meets regularly to review the progress of the goals and projects. Türk Prysmian Kablo is represented in the MEART Sustainability Organization by the CEO and all relevant department managers.

## RISK MANAGEMENT

Prysmian ERM Risk Management system; It has been developed based on systematic tools and regular information flow that will enable the Board of Directors to make strategic decisions and form the basis for the formation of guidelines in this context. Prysmian adopts the corporately developed "Enterprise Risk Management (ERM)" model in risk management. Starting from 2021, it has carried out a careful risk analysis focusing on climate change and energy transition in line with the TCFD-Climate-Related Financial Disclosures Working Framework. In this context, short, medium and long-term strategies have been developed and decarbonization policies have been developed. You can visit [www.prysmian.com.tr](http://www.prysmian.com.tr) for detailed information on the subject. You can access the risk and opportunity study updated in 2023 from the "2023 Prysmian Sustainability Report.

The principles regarding the Internal Control and Risk Management System approved in 2014 are part of the Group ERM Policy, which formalizes the adopted Corporate Risk Management model. This model adopts a top-down approach driven by the top management and our medium/long-term business goals and strategies. This approach covers all types of risks and opportunities that are potentially significant for the Group. These risks and opportunities are shown in five groups that reflect the characteristics of Prysmian's business model: Strategic Risks, Financial Risks, Operational Risks, Legal and Compliance Risks, Planning and Reporting Risks. The ERM process is managed by the CRO (Chief Risk Officer) who is responsible for the timely identification, assessment and monitoring of the main risks faced by Prysmian and its subsidiaries. In addition, a Risk Management Committee consisting of top managers oversees the ERM process through the CRO and ensures that the ERM process remains dynamic. The CRO reports to the top management on these changes periodically, at least twice a year. Every year, the Group's main business/function managers participate in the process of identifying and evaluating the most important risk factors.

Here, all main topics within the scope of ESG (Environmental, Social and Corporate Governance), including climate change, are reviewed.

As Türk Prysmian Kablo, we effectively manage operational and process risks based on the results of all these risk management processes. We integrate all regulations arising from disruptions, risks, opportunities, local and global developments in our operational and process risk plan.

We control the risk management studies carried out in the Management Review meetings and advance our processes under the leadership of the senior management.

## MANAGEMENT SYSTEMS

Türk Prysmian Kablo promotes the integrated use of management systems,

Türk Prysmian Kablo management systems are ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, IATF 16949:2016, ISO 27001:2013, ISO 10002:2013.

## PRIORITIZATION ANALYSIS AND STAKEHOLDER RELATIONS

Establishing meaningful relationships with our stakeholders is very important for us in this journey where we act with the mission of "Connecting Turkey to a Sustainable Future". In this context, we developed our prioritization work, which we started in 2019, by ensuring the participation of external stakeholders in 2022.

Through these surveys; we conducted a comprehensive study to obtain a breakdown of the sections within the value chain to create a unification of our sustainability strategy with approximately 400 key stakeholders. With this study, we addressed the economic, relationships and social issues that will create the greatest impact and value for all our partners. The feedback received included; People, customers, complementors, collaborations, subcontractors, business and governance forces. Extensive subject surveys were conducted specifically covering the expectations of these sections in the sustainability areas. We were able to obtain their opinions.

Through these surveys, we were able to obtain the views of approximately 400 key stakeholders.

Stakeholder engagement is the foundation of companies' success. Because value can only be created to the maximum extent when everyone in the organization is involved in the process of creating a common purpose. For us, the key to success is to make stakeholder engagement an indispensable part of our corporate strategic planning, rather than seeing it as just a risk management tool, and to maintain stakeholder communication in a continuous and transparent manner. We share the steps we take in this area with all our stakeholders through the "Sustainability" tab we have added to our website.

In our stakeholder survey study, we asked our stakeholders to evaluate the main issues listed in the table below, which are the outputs of our prioritization analysis with our Sustainability Ambassadors, in terms of priority, and their expectations from us:

- Strong Financial Performance
- Contribution to Local Employment

- Product and Service Diversity
- Brand Management
- Good Management of Financial Risks and Cash Flow
- Market Presence and Number of Customers
- Circular Economy Activities
- Conservation of Biodiversity
- Fighting Climate Change
- Development of Environmentally Friendly Products and Services
- Employee Happiness
- Work and Private Life Balance
- Employee Engagement and Talent Development
- Diversity and Inclusion
- Respect for Human Rights and Workers' Rights
- Avoiding Anti-Competitive Behavior
- Crisis and Risk Management
- Sustainable Supply Chain
- Occupational Health and Safety Practices
- Transparency in Wage Policy
- Contribution to Local Community
- Customer Satisfaction and Loyalty
- New Product and Innovation
- Digital Services
- Products Supporting Low Carbon (EPD, Ecological Label)

After this process, which helped us determine our priority issue list, we contacted each stakeholder group and created our priority issue matrix. While certain issues are more important to different stakeholder groups, their impact on us varies strategically.

1. Respect for Human Rights and Workers' Rights
2. Development of Environmentally Friendly Products and Services
3. Products that Support Low Carbon (EPD, Ecological Label)
4. Sustainable Supply Chain
5. Customer Satisfaction and Loyalty
6. Circular Economy Activities
7. Work-Life Balance

## **TÜRK PRYSMIAN KABLO SUSTAINABILITY TARGETS**

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

In order to create a reliable approach to sustainability, it is important to set goals and monitor progress towards them. Prysmian is quite determined to achieve short-term goals as well as long-term goals, and as Türk Prysmian Kablo, we have updated our processes by including these goals in our own performance indicators.

While we contribute to the development of the MEART Regional strategy with our studies, we have also developed projects in line with our Sign It goals. You can access the details of our goals in our Sustainability Report.

### **Annual Activity Report Legal Basis:**

The Group's Annual Activity Report for the Accounting Period of 01,01,2024-31,12,2024 is based on the provisions of the "Regulation on Determining the Minimum Content of the Annual Activity Report of Companies" prepared by the Ministry of Customs and Trade, based on the third paragraph of Article 516 and Article 518 of the Turkish Commercial Code, It has been prepared in accordance with the provisions of the "Communiqué on Principles of Financial Reporting in the Capital Market" of the Capital Markets Board.

### **Principles for Preparing the Annual Activity Report:**

The annual activity report shall reflect the business stream and the financial position of the company, in all aspects, in an accurate, complete, straight-forward, realistic and honest manner for the relevant fiscal year, taking into consideration the rights and interests of the company. All misleading, exaggerated and untrue statements are avoided, Annual activity report is prepared in a detailed manner to ensure shareholders have complete and accurate access to all kinds of information about company activities.

### **Annual Activity Report Approval:**

The Annual Activity Report of the Group for the fiscal period 01,01,2024-31,12,2024 was approved by the members of the Board of Directors of the Company on 04,03,2024,