

**Koloğlu Holding
2024 SUSTAINABILITY REPORT**

**WE ARE MOVING FORWARDS
A SUSTAINABLE FUTURE**

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Introduction / About the Report

Koloğlu Holding has adopted the principle of sharing its sustainability commitments with the public in line with the principles of transparency and accountability. In this respect, the **Koloğlu Holding 2024 Sustainability Report** covers the environmental, social, and governance (ESG) performance for the period between January 1 and December 31, 2024.

Operating across a wide range of industries, Koloğlu Holding is one of Turkey's leading conglomerates with activities in construction, energy, shipbuilding, port operations, services, tourism, trade, manufacturing, and mining. Unless otherwise stated, the sustainability performance presented in this report includes the operations of the Holding headquarters as well as those of its group companies such as Kolin Construction, Sefine Shipyard, Armetek Elektrik, KL Yapı, Hekimhan Madencilik, Arslanlı Alçı, İzmırgaz, Esgaz, Port of Çanakkale, Teos Marina, Kolin Hotel, Akkol Hazır Yemek, and Turkol Turizm (Radisson Blu Tuzla Hotel). The report has been updated and enriched in content to reflect the key elements of our sustainability strategy. It provides a comprehensive evaluation of our priority topics, stakeholder expectations, and risk and opportunity assessments. Comparisons with data from previous years clearly demonstrate our areas of progress and improvement.

Prepared in accordance with GRI Standards, this report also considers the Türkiye Sustainability Reporting Standards (TSRS) issued by the Public Oversight Authority (KGK), with the aim of establishing a fully TSRS-compliant reporting infrastructure. Additionally, alignment with other international frameworks such as the United Nations Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) has been taken into account.

Most of the indicators included in the report are supported by quantitative data, explaining the developments and practices aligned with our sustainability targets. As in previous years, no independent assurance has been obtained for this report; however, external assurance practices are planned for future reporting cycles.

Our 2024 report serves as an important reference that reflects our determination and progress in the field of sustainability. Compiled through the contributions and data sharing of our group companies, this document demonstrates how sustainability has become a strategic component of Koloğlu Holding's business model.

We welcome your opinions and suggestions at surdurulebilirlik@kologluholding.com.tr.

Introduction / Message from the Chairman of the Board of Directors

In recent years, global earthquakes, forest fires, climate-related disasters, and pandemics have clearly revealed how fragile the balance of nature is and how far-reaching its impacts on humanity can be. These events have not only caused environmental consequences but also shaken social structures and created deep fluctuations in economic systems. Global challenges such as the climate crisis, the rapid depletion of resources, rising social inequalities, and digital transformation have become major dynamics urging the private sector to take greater responsibility and transform its way of doing business.

Sustainability is not merely an obligation that Koloğlu Holding must fulfil; we consider it an indispensable approach that forms the basis of our business strategies and guides long-term value creation. With the strong support of our Board of Directors, we are determined to continue developing and implementing sustainable growth policies fully aligned with environmental, social, and governance (ESG) principles.

Our sustainable growth is driven by the agile management approach of our group companies operating in different sectors, our experienced and competent human capital, our robust operational infrastructure, and our long-term financial planning capabilities. In 2024, we demonstrated strong, stable, and sustainable performance across all our business lines. We also redefined our sustainability strategy within a more holistic, accessible, and impactful framework.

During this period, we aimed not only to fulfill legal obligations but also to take further steps toward reducing our environmental footprint. We developed projects to integrate circular economy principles into our business processes and achieved tangible results in this area. Under the leadership of our Sustainability Committee, we are pleased to transparently share with our stakeholders the progress we have made toward our targets in this report.

In this context, we remain strongly focused on our goal of becoming carbon-neutral by 2053, while also working on new projects and roadmaps to bring this target forward to an earlier date. Throughout the year, we achieved improvements in energy efficiency and increased the share of renewable energy in our electricity consumption. We raised the ratio of women employees and managers and aligned our supply chain with sustainability criteria — thereby contributing not only to environmental but also to social and economic sustainability.

As Koloğlu Holding, we support Turkey's net-zero emissions target announced prior to the United Nations Climate Change Conference (COP26) and are structuring our strategic planning in line with this national commitment. We are also preparing for the new regulations shaped by the European Union's Carbon Border Adjustment Mechanism (CBAM) and closely monitoring the global biodiversity agenda, including COP15, to ensure that our sustainable development strategies remain aligned with environmental integrity.

We take pride in presenting our third Sustainability Report, which reflects our ongoing efforts in the field of sustainability. Guided by our responsibility toward future generations, we are committed to continuing and advancing our sustainability initiatives with determination.

We sincerely thank all our stakeholders who take the time to review our report, as well as all our employees, business partners, customers, and the wider community who accompany us on this transformation journey. Together, we will continue to create shared value and develop collective solutions for a sustainable future.

Change is inevitable; however, its direction is in our hands. We choose not merely to observe this change but to lead it. Our commitment to sustainability is a reflection of our determination to secure the well-being of not only today's society but also future generations.

Naci Koloğlu
Chairman of the Board



Message from the Chairman of the Sustainability Committee

As Koloğlu Holding, founded in 1976, we continue to carry our corporate legacy into the future in line with environmental, social, and governance (ESG) principles as we leave behind nearly half a century of experience. We embrace an inclusive and responsible management approach that not only creates economic value but also prioritizes social benefit and environmental impact.

As the Sustainability Committee, we are responsible for defining Koloğlu Holding's sustainability vision, setting strategic priorities, monitoring implementation, and continuously improving corporate performance. The work we carried out in 2024 has revealed the concrete results of our data-driven decision-making approach and the strong collaboration we have built with our stakeholders.

Highlights of 2024

Carbon Management: Through our solar power plant projects, we aim to prevent 112,333 tons of CO₂ emissions per year, achieving an impact equivalent to the annual carbon sequestration of approximately 5.1 million trees.

Resource Efficiency: We reduced our total water consumption by 25% compared to 2021, bringing it down to 907,911.4 m³.

Waste Management: Excluding organic waste, our waste recovery rate increased to 96.2%. Through recycling activities, we achieved a reduction of 2,149.8 tons of greenhouse gas emissions in 2024.

Workforce and Diversity: The total number of employees across our reporting companies reached 12,190. Compared to the previous year, we achieved a 27% increase in the number of women employees and a 36.6% increase in newly hired women. At our Holding headquarters, the female representation rate reached 44%, and the ratio of women in managerial positions rose to 50%.

Training and Development: A total of 29,445 hours of training were provided across the Holding, corresponding to an average of 7.98 hours per employee and 24.5 hours per female employee.

Supply Chain: We continued working with 1,394 suppliers, and we terminated business relationships with those whose environmental and social performance did not meet our standards.

We regularly monitor the rapidly evolving sustainability regulations and reporting standards at both global and national levels. In 2024, while maintaining our reporting approach in alignment with GRI Standards, we initiated preparations for the transition to the Türkiye Sustainability Reporting Standards (TSRS). This will enable us to build a more agile infrastructure for future regulatory requirements. In addition, we closely follow the latest developments in sustainable finance and reporting to provide our stakeholders with more transparent and comparable data.

Our Committee's key focus areas include climate-related physical and transition risks, sustainable management of natural resources, workforce diversity, digitalization, and ethical governance. In 2024, we improved our data collection and reporting processes in these areas, allowing for more comprehensive and systematic monitoring of our sustainability indicators.

Alongside these efforts, we continue to refine our forward-looking targets.

Our medium-term goals for 2030 include:

- Recycling at least 98% of all waste generated,
- Eliminating the use of single-use plastics in all administrative areas,
- Achieving full implementation of ISO 14046 Water Footprint Management System and ISO 14064 Corporate Carbon Management System across all our companies,
- Reducing total water consumption by 30% and expanding rainwater harvesting systems in critical operational sites.

Within our long-term commitments, we aim to:

- Achieve net-zero carbon emissions by 2053,
- Mainstream circular economy practices across all subsidiaries.

Our focus on sustainability is not merely a strategic objective, but rather a corporate responsibility towards future generations. It is with great pride that we present our 2024 Sustainability Report, and I would like to express my sincere appreciation to all our colleagues who contributed to its preparation.

Demir Koloğlu
Chairman of the Sustainability Committee



About Koloğlu Holding

Founded in 1977 with the establishment of Kolin Construction and incorporated under a formal holding structure in 2016, Koloğlu Holding is today one of Turkey's leading private sector groups, operating in 11 countries, across 9 business lines, with over 80 subsidiaries and more than 40,000 employees. Supporting Turkey's economic development while contributing to employment and local growth, Koloğlu Holding has a diversified portfolio spanning energy, transportation, construction, services, tourism, and manufacturing. The Holding provides uninterrupted energy services to approximately 10 million users across three electricity and two natural gas distribution regions, maintaining the continuity of a vast ecosystem with significant social impact.

Since its inception, Koloğlu Holding has made substantial contributions to Turkey's economic progress, expanding its influence each year. Kolin Construction ranks among the world's top contractors, while Sefine Shipyard stands out in the defense industry with its advanced technological shipbuilding capabilities, low-emission hybrid vessel projects, and export achievements.

The vision of Koloğlu Holding is to be a competitive, innovative, and responsible group of companies that pursues sustainable growth in every field of operation. Its mission, aligned with this vision, is to develop sustainable projects that contribute to economic development, create social value, and integrate environmental awareness into its business practices.

The Holding's core values include integrity, trust, contribution to society, inclusiveness, continuous improvement, and environmental awareness. Guided by these values, Koloğlu Holding has developed its sustainability roadmap under three main themes:

"Protecting the Future of Our World", "Protecting the Future of Our Business" and "Adding Value to the Future."

Accordingly, the Holding develops strategic approaches to priority areas such as climate change mitigation, water and energy efficiency, gender and equal opportunity, social contribution, and employee well-being.

As of 2024, notable highlights under the Koloğlu Holding umbrella include digital transformation projects, a rise in female workforce representation, inclusive human resources policies, sustainable energy investments exceeding 80 MW, and infrastructure projects supported by international partnerships. At the Holding headquarters, women represent 44% of the workforce, while 50% of senior and mid-level management positions are held by women.

By combining its steady growth with strong human capital, technology-driven innovation, and a sustainability-oriented management approach, Koloğlu Holding continues to move confidently toward the future.



Our Mission

In all sectors where it operates, Koloğlu Holding is committed to:

Completing all undertaken commitments and services with a focus on customer satisfaction, delivering products and services that meet all applicable requirements in the shortest possible time, at the lowest cost, and with the highest quality, while creating lasting value;

Meeting the sectoral needs of our country, demonstrating that long-term profitability is achieved through high quality, contributing to production under all conditions, and ensuring trust and reliability in every business partnership;

Undertaking complex and technically demanding projects that require high technology, expertise, and creativity, achieving continuous improvement so that every project surpasses the previous one in quality, and adding value to ensure our investments reach contemporary global standards;

Creating conditions that will continuously improve product and service quality and ensure sustainability, increasing the global customer base and customer satisfaction by constantly monitoring technological developments, fulfilling applicable conditions, and striving to ensure the continuity of corporate governance and the quality management system are fundamental to our mission.

Our Vision

In every sector where it operates, Koloğlu Holding aims to be a company that:

Utilizes the latest technological and economic innovations, is recognized, trusted, and respected by all domestic and international stakeholders in its industry, and is a preferred business partner;

Excels in its areas of expertise, maintaining a reputation of reliability and prestige not only in Turkey but also globally;

Pursues sustainable growth by continuously improving and expanding the quality of its products and services, and by strengthening its core areas of expertise.

Koloğlu Holding Board of Directors

Our Subsidiaries Covered by the Report

Koloğlu Holding offers a wide range of services through its subsidiaries operating in the construction, contracting, engineering, energy, port and marina management, shipbuilding and maintenance, mining, industry, tourism and service sectors. The Holding prioritises sustainable development across all sectors.

CONSTRUCTION, CONTRACTING AND ENGINEERING

- Kolin Construction

PORT, MARINA OPERATIONS, SHIPBUILDING AND MAINTENANCE

- Port of Çanakkale
- Sefine Shipyard
- Teos Marina

MINING

- Hekimhan Madencilik



ENERGY

- Eskişehir Doğalgaz (Esgaz)
- İzmir Doğalgaz (İzmırgaz)

INDUSTRY

- Arslanlı Alçı
- Armetek Elektrik
- KL Yapı

TOURISM AND SERVICES

- Akkol Hazır Yemek
- Kolin Hotel
- Turkol Turizm
(Radisson Blu Tuzla Hotel)

Figure 1. Subsidiaries (Included in the Report)



You can access details about our group companies in the sectors in which we operate [here](#).

Our Subsidiaries Covered by the Report

Koloğlu Holding aims to make sustainability practices an integral part of its business processes in every sector in which it operates. Throughout 2024, work has continued in line with this goal in the areas of digitalisation, carbon reduction, resource efficiency and the circular economy. Furthermore, sustainability indicators are periodically monitored and managed according to the principle of continuous improvement across all companies included in the report.



CONSTRUCTION, CONTRACTING AND ENGINEERING

Kolin Construction Tourism Industry and Trade Inc.

Kolin Construction provides a wide range of engineering and contracting services in transportation, energy, water and environment, industrial, residential, and public infrastructure. Its portfolio includes projects such as motorways, highways, bridges, viaducts, railways, metro systems, tunnels, ports, dams, irrigation and treatment systems, industrial complexes, energy facilities, communication infrastructure, airports, residential buildings, hotels, hospitals, offices, and military facilities. As one of Turkey's leading engineering and construction companies, Kolin Construction focuses on developing sustainable infrastructure and achieving technical excellence.



ENERGY

Esgaz Eskişehir Natural Gas Distribution Trade & Contracting Inc.

Esgaz ensures the safe, continuous, and environmentally friendly distribution of natural gas in Eskişehir and its surrounding areas, providing transmission, retail sales, and customer services. The company operates under a 30-year license granted by the Energy Market Regulatory Authority (EPDK) in 2003 and contributes to regional energy security and carbon emission reduction.

İzmırgaz İzmir Natural Gas Distribution Trade & Contracting Inc.

İzmırgaz carries out natural gas distribution, transmission, and retail sales in İzmir and surrounding districts (including Tire, Kınık, Ödemiş, and Bergama). Licensed by EPDK in 2005 for 30 years, the company supports regional energy supply security and emission reduction efforts.



PORT, MARINA OPERATIONS, SHIPBUILDING AND MAINTENANCE

Port of Çanakkale, Industry and Trade Inc.:

Commissioned in 2005, the Çanakkale (Kepez) Port provides cargo handling and terminal services for general cargo, bulk, container, Ro-Ro, cruise ships, ferries, oil tankers, and chemical tankers engaged in international trade. Since 2017, the port has also supplied bunker delivery services to vessels passing through the Dardanelles. In addition to its role in export and import logistics, the port contributes to Turkey's maritime tourism by accommodating cruise ships. With a 13,528 m³ tank capacity, it also hosts Turkey's largest waste reception facility, which collects and processes fuel- and oil-based waste from ships under the MARPOL Convention, contributing to national sustainability goals through recycling.

Sefine Shipyard, Tourism, Industry and Trade Inc.:

Established in 2007 in Altınova, Yalova, Sefine Shipyard has rapidly become a leading player in the maritime industry with the strength and experience of Koloğlu Holding. Operating on an area of 233,796 m² including 109,213 m² of indoor space, it houses the largest dry dock in the Yalova region.

Sefine provides shipbuilding, repair, conversion, and maintenance services, along with large-scale steel structure projects. The company exports new ships to Norway, Italy, the Netherlands, the United Kingdom, Estonia, and the Faroe Islands, and ranks first worldwide in the construction of live fish carrier vessels.

Teos Marina Operations and Trade Inc.

Established in 2006 to operate the privatized Seferihisar Sığacık Marina in İzmir, Teos Marina offers services for 480 boats at sea and 80 on land. Recognized as one of the few five-anchor marinas in Turkey, it stands out in the Mediterranean for its modern facilities and environmentally responsible operations, having been awarded the Blue Flag every year since its establishment.

Fields of Activity of Our Subsidiaries Covered by Reporting

MINING

Hekimhan Mining, Import, Export, Industry & Trade Inc.

Founded in 2007, the company acquired the 33-year operating and discovery rights of the Deveci Iron Mine located in Malatya-Hekimhan. It operates Turkey's largest manganese-bearing iron ore deposit, with an annual production capacity of 2 million tons of run-of-mine siderite ore. With the commissioning of its first siderite calcination plant in 2020 and the completion of a second plant in 2024, Hekimhan improves ore quality and optimizes energy use with innovative vertical furnace technology, while reducing carbon emissions. The company provides both domestic and international markets with high-quality, low-impurity siderite ore, which has no equivalent alternative.

TOURISM AND SERVICES

Akkol Ready Meals Industry & Trade Inc.

Founded in 2007 to operate in the food and beverage services sector, Akkol provides catering services to over 100 institutions in 26 provinces of Turkey, employing more than 2,000 professionals. Through its brands Akkol Catering, IFC, Kafekol, GLD, AHA, and HAKA, the company offers high-quality services across diverse industries including business centers, construction, manufacturing, education, and healthcare. Since 2014, under the GLD brand, Akkol has also provided catering services to global brands abroad.

Kolin Hotel Travel Agency Tourism Trade Inc.

Operating since 2003 under a build-operate-transfer model in Çanakkale Kepez, Kolin Hotel and Congress Center offers five-star accommodation with 274 rooms, conference halls, and event venues, situated on 86,000 m² of open area and 31,250 m² of indoor space. The hotel provides guests with a unique experience at the intersection of history, nature, and the Dardanelles Strait, and adopts sustainability, corporate responsibility, and pet- and bike-friendly policies as part of its service philosophy.

Turkol Turizm Sanayi ve Ticaret A.Ş.

Established in 2010, Turkol completed the Radisson Blu Tuzla Hotel project in Istanbul, featuring 254 rooms (including 27 suites), a 2,700 m² spa area, and multi-purpose halls. Operating since 2014 under the Radisson Blu brand, the hotel provides accommodation, meeting, event, and restaurant services, ideally located near Sabiha Gökçen Airport and surrounding industrial zones.

Koloğlu Holding prioritises environmental, social and economic sustainability in its subsidiaries across various sectors, promoting **resource efficiency, clean production** and **innovation**.

INDUSTRY

Arslanlı

Plaster & Raw Materials Trade Industry Inc.

Established in 2004, Arslanlı operates in the building materials industry, producing gypsum, construction chemicals, and micronized calcite. With an annual production capacity of 165,000 tons of gypsum, 78,000 tons of construction chemicals, and 90,000 tons of micronized calcite, the company became a strong market player in a short period. It introduced the Arseal and Artherm brands in 2010, providing waterproofing and insulation solutions, and entered the paint sector in 2015. In 2024, it completed investments for gypsum board production and launched a second EPS facility in line with its growth strategy in insulation materials. Today, Arslanlı operates in 45 countries, maintaining steady growth and trust in the market.

Armetek Electricity Industry & Trade Inc.

Founded in 2019, Armetek manufactures low-, medium-, and high-voltage switching products and exports to 20 countries across four continents. Within a short period, it has become one of Turkey's top three domestic manufacturers in its field and is a preferred supplier in energy and infrastructure projects.

KL Yapı Steel Manufacturing & Trading Inc.

Established in 2009, KL Yapı manufactures prefabricated structural elements, prestressed beams, manholes, infrastructure components, and steel constructions. It operates one of Turkey's largest prefabrication facilities at its modern plant in Keskin Organized Industrial Zone (OSB).

Highlights of 2024

To Protect the Future of Our World

- Despite an overall increase in our investment activities, thanks to the preventive measures we implemented, the growth rate of our Scope 1 greenhouse gas emissions was limited to 0.6%, preventing a higher increase.
- A total of 40.6% of our energy consumption and 91.3% of our electricity consumption was supplied from renewable sources certified by YEK-G (Renewable Energy Guarantees of Origin).
- With capacity expansions in our solar power plant (SPP) projects, our total installed capacity reached 120.47 MWm, enabling the annual production of 180,645 MWh of renewable electricity and the prevention of approximately 113,099 tons of CO₂ emissions.
- The Waste Heat Recovery (WHR) Project has been launched in Hekimhan Mining. Upon completion, the facility will meet 100% of its energy needs from recovered waste heat, producing energy equivalent to the annual electricity consumption of 19,000 households. Additionally, the Second Calcination Plant was commissioned, featuring a first-of-its-kind vertical furnace technology, which increased production capacity, optimized energy use, and reduced carbon emissions.
- In 2024, we recycled 73,015 tons of waste, achieving a 2,149.8-ton CO₂e reduction, saving 168,768,018 kWh of energy, and preventing the cutting of 81,265 trees. Our waste recovery rate (excluding organic waste) rose to 96.2%, marking significant progress compared to 2023.
- Through water efficiency and improvement efforts, we achieved a 24.6% reduction in water consumption compared to 2021, despite increased investment activities across Koloğlu Holding and its subsidiaries.

To Protect the Future of Our Business

- Our total number of employees reached 12,190.
- Kolin Construction ranked 151st in ENR's Top 250 International Contractors list for 2024.
- Koloğlu Holding holds an Advanced Level Gender Equality Certificate. The ratio of female employees in our head office was 44%, while the ratio of female managers was 50%.
- The number of employees with disabilities increased to 188, marking a 51.6% rise compared to the previous year.
- In Kolin Construction projects, local employment reached 45%.
- We launched digital training platforms and provided comprehensive sustainability awareness training to employees.
- In 2024, we collaborated with 16,476 suppliers, regularly reviewing their performance to ensure continuous improvement. By prioritizing local suppliers, we contributed to regional economic development and the reduction of logistics-related environmental impacts.

To Add Value to the Future

- We provided scholarships and internship opportunities to 283 students.
- We supported regional development by regularly sourcing from local women's cooperatives.
- To help preserve cultural heritage, we constructed a storage facility for the protection of archaeological artifacts under the Ministry of Culture and Tourism, Silifke Museum Directorate. Additionally, in coordination with the District Governorate and relevant regional authorities, we carried out excavation and landscaping works in the Akkale Archaeological Site.
- In Mersin province, near the motorway project area, we conducted drilling studies to provide access to drinking and irrigation water for local residents, thereby improving access to water resources in the region.

We are Moving Towards a Sustainable Future

Investments Realised in line with Strategic Priorities

The strategic steps have been shaped to support sustainable growth, enhance our service quality, and deliver greater value to our stakeholders, in line with our long-term objectives. As we expand our service capacity, we will continue to advance our operations through innovative solutions and a commitment to environmental responsibility.

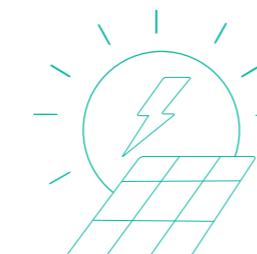
Solar Power Plant (SPP) Projects

The solar power plant (SPP) investments, implemented in alignment with our Group's sustainability and renewable energy targets, aim to minimize environmental impact while maximizing energy efficiency. These projects, applied in various regions, offer strategic contributions not only in terms of energy generation but also regarding the reduction of carbon emissions.

The Hekimhan Mining SPP Project in Malatya was initiated with a first-phase capacity of 14.365 MWm, with ongoing efforts to increase this capacity to 22.97 MW. This project is projected to generate 34,455 MWh of electricity annually, thereby preventing approximately 21,270 tons of CO₂ emissions. Furthermore, surplus excavation materials will be used in fill areas, with any excess directed to municipal excavation sites.



These implemented projects create a powerful impact not only in energy generation but also in environmental sustainability; they substantiate our vision of leaving a more livable world for future generations through a low carbon footprint and efficient resource utilization.



We are Moving Towards a Sustainable Future /

Through the 3 large-scale solar power plant projects (total 120.47 MWm), 113,099 tonnes of CO₂ emissions will be prevented each year. This amount creates a highly significant impact in the fight against climate change. To put it more concretely:

- This emission reduction is equivalent to the carbon sequestration of approximately **5,140,864** trees in one year.
- This emission reduction is equivalent to preventing the carbon emissions from burning approximately **48 million** liters of gasoline.
- This emission reduction provides clean energy generation equivalent to the annual **electricity consumption of approximately 87,268** households.



Energy Efficiency Investments



Waste Heat Recovery (WHR) Project

Hekimhan Madencilik initiated a significant investment process in 2024 in line with its goals of increasing energy efficiency and reducing carbon emissions. With the Waste Heat Recovery (WHR) Project to be commissioned at the Veysi Akın Koloğlu Calcination Plant, the goal is to meet the facility's entire energy needs with electricity generated from waste heat. The project, to be completed at the end of an 18-month investment period, will contribute to a significant reduction in carbon emissions by generating energy equivalent to the annual electricity consumption of approximately **19,000 households**.



Efficiency Increase and Technology Investment

In 2024, Hekimhan Madencilik commissioned its Second Calcination Plant to increase production efficiency and sustainable production capacity. While this investment significantly increases calcined siderite production capacity, it also provides a more sustainable raw material supply to the iron and steel industry. Furthermore, laboratory and industrial tests for the vertical kiln technology, which will be used for siderite calcination for the first time in the world, were successfully completed in 2024. This innovative technology optimizes energy consumption and reinforces an environmentally friendly production approach with its low carbon emissions and high operational efficiency.



Hekimhan Madencilik continues to supply high-quality, low-emission raw materials to the sector, reaching an annual production capacity of **1,600,000 tons** of calcined siderite.



These projects offer significant gains not only economically but also climatically, making a substantial contribution to Turkey's low-carbon future targets.

Our Sustainability Journey

Our focus on sustainability extends beyond environmental responsibility; as Koloğlu Holding, we perceive it as a strategic transformation priority. In response to evolving global dynamics and rising expectations in areas such as the climate crisis, resource constraints, social justice, and ethical governance, we are committed to integrating sustainability into all our business processes.

With this awareness, we took the first steps in 2020 to manage our sustainability efforts at the corporate level. In 2021, we established our sustainability policies. During the same period, a Sustainability Committee and an affiliated Sustainability Working Group were formed under the Koloğlu Holding umbrella, making our governance structure more systematic, inclusive, and aligned with sustainability principles.

In 2023, we redefined our sustainability strategy around three main focus areas: "Protecting the Future of Our World", "Protecting the Future of Our Business" and "Adding Value to the Future." Within the same year, decisive steps were initiated to implement our strategic sustainability goals, led by our investments in renewable energy.

Throughout 2024, our sustainability journey, built upon these foundations, has deepened. Systematic approaches in areas such as the circular economy, digitalization, gender equality, local development, and impact-oriented investment have been integrated into our business processes. Efforts to roll out the Sustainability Management System (SMS) application have continued across the Holding, aiming to measure, monitor, and improve our sustainability performance.

Furthermore, as of 2024, inspired by international best practices, we have transitioned to a reporting framework that is more highly aligned with TSRS (Turkish Sustainability Reporting Standards), GRI, and the UN SDGs. Through dialogues with both internal and external stakeholders, current expectations regarding our priority issues have been identified, and efforts have been initiated to integrate these expectations into our corporate strategies.

Sustainability is no longer just a responsibility for Koloğlu Holding; it is a fundamental part of our corporate value creation capacity. With the responsibility we bear for future generations, our journey to become an institution that manages change and embraces transformation continues with confident strides.



Transformation Values and Strategic Areas

As Koloğlu Holding, we structure our sustainability approach around three fundamental strategic pillars: **Protecting the Future of Our World, Protecting the Future of Our Business, and Adding Value to the Future.**

We embody this approach through the metaphor of the "Plane Tree", known for its deep-rooted structure, longevity, and the life support it provides to its environment. Just like our corporate structure, the plane tree reaches into the past with its roots and into the future with its branches; by renewing itself annually, it unites change and continuity. The transformation we are conducting with this philosophy holds a holistic vision that encompasses not only our fields of operation but also our way of doing business, our value chain, and our relationships with stakeholders.



Protecting the Future of Our World

The deep and strong roots of the plane tree are symbolic of our approach to sustainability. We address our responsibility to protect the natural environment with a long-term perspective; with our deep-rooted structure, we anchor the continuity of our business on solid foundations. With our approach focused on long-term value creation, we carefully plan our steps for the future, acting with a mindset that is mindful of environmental and social impacts.



Protecting the Future of Our Business

The sturdy trunk of the plane tree symbolizes the cooperation and partnerships we establish with our stakeholders. Just as the trunk provides the tree's balance and resilience, we also see our collaborations as a fundamental element in our company's development. We operate with a mindset of shared value creation, aiming to achieve sustainable results together. With this approach, we build our operations on solid foundations and confidently take our steps toward the future.



Adding Value to the Future

Each branch of the plane tree represents the potential and values reaching into the future. We, too, prioritize contributing to society and the environment through our innovative and sustainable projects. With our expanding and developing fields of operation, we aim to respond not only to today's needs but also to future expectations. With our approach focused on value creation, we work with determination for a sustainable future, mindful of our social and environmental impacts.



We build our transformation process on the principles of environmental responsibility, collaboration with stakeholders, and long-term value creation. The conservation of limited natural resources, sensitivity to climate risks, and social contribution are the fundamental elements we consider. In line with these values, we are developing our sustainability-focused approach that will carry our business into the future. We are resolutely pursuing a stable and responsible transformation journey, adapting to the changing world.

Transformation Values and Strategic Areas



These three core strategic pillars represent our concrete steps not only to meet today's needs but also to fulfill the responsibility of leaving a livable world for future generations.

Protecting the Future of Our World

(Focused on the global climate crisis, reducing environmental impacts, and conserving natural resources)

We position our efforts to combat the global climate crisis as one of our strategic priorities for environmental sustainability.

The key areas we focus on under this heading are:

- Waste and Hazardous Material Management
- Energy Management
- Water and Wastewater Management
- Physical Impacts of Climate Change
- Ecological Impact Management and Biodiversity Impacts
- Greenhouse Gas Reduction
- Air Quality Management
- Product Design and Lifecycle Management

Protecting the Future of Our Business

(Focused on creating a safe, ethical, compliant, and resilient corporate structure)

To achieve our sustainability goals, we are building a strong, ethical, and inclusive corporate structure. The areas we focus on in this context are:

- Occupational Health and Safety
- Data Security
- Compliance with Legal and Regulatory Frameworks
- Business Ethics
- Critical Incident Risk Management
- Human Rights and Community Relations
- Material Procurement and Efficiency
- Supply Chain Management
- Labor Practices
- Competitive Approach

Adding Value to the Future

(Focused on creating long-term value for customers, society, and stakeholders)

Sustainability is considered not only an environmental and economic necessity but also a way to add value to societies and the future.

Our areas included in this theme are:

- Customer Welfare
- Product Quality and Safety

Our Sustainability Strategy



As Koloğlu Holding, we treat sustainability as an integral part of all our business processes, adopting a strategic approach that encompasses environmental, social, and governance dimensions. With a business history spanning nearly 50 years, we aim to add value to our stakeholders and contribute to societal development through an approach centered on sustainability. With this understanding, we see it as our responsibility not only to meet today's needs but also to leave a future that adds value for the generations to come.

While shaping our sustainability strategies as Koloğlu Holding, we analyze all risks and opportunities in this field from a holistic perspective. We build our strategic approach around three fundamental focus areas, treating these areas as the main building blocks that support our sustainability goals and integrate with our long-term business plans.

As of 2024, taking into account our sustainability priorities and stakeholder expectations, we have reassessed our performance indicators and targets for our designated focus areas. In this context, we have also expanded the scope **for our subsidiaries, added new targets**, and structured these targets for the short (2026), medium (2030), and long-term (2053) periods.

Within this framework, we continue to integrate sustainability into all our business processes in the areas defined to achieve our sustainability goals, and we are constantly improving our processes. With these efforts, which we conduct in full alignment with our corporate strategies, we aim to create value that considers not only today but also future generations.

"The metrics and targets for the risks and opportunities identified by our company within the scope of combating climate change are included in the '**Metrics and Targets**' section of our report."

Koloğlu Holding's sustainability strategy is built on three fundamental focus areas:

Protecting the Future of Our World

Reducing our environmental impact, combating climate change, and protecting natural resources are among our main priorities.

In this context:

- We are increasing our rate of renewable energy use.
- We are taking steps to reduce direct and indirect CO₂ emissions.
- We manage water resources effectively and efficiently.
- We carry out work aimed at protecting biodiversity.
- We promote the use of alternative and environmentally friendly resources.
- We develop R&D activities in the fields of engineering and technology.

Protecting the Future of Our Business

We are establishing a strong governance structure and a human-oriented corporate culture for a sustainable business model.

In this context:

- We aim to adopt a flawless culture regarding occupational health and safety.
- We are creating a work environment that encourages inclusiveness and diversity.
- We are continuing our efforts to increase our digital technology investments to make our processes more efficient and strengthen our corporate resilience.
- We base our supply chain on the principle of sustainability.

Adding Value to the Future

We aim to increase our social impact through projects that contribute to the development of society.

In this context:

- We support the development of local communities through responsible investments and social responsibility projects.
- By establishing long-term, trust-based relationships with our stakeholders, we view corporate reputation as one of the fundamental elements of sustainability.

Our Sustainability Approach

With over half a century of accumulated knowledge, sustainability is beyond a strategic matter for Koloğlu Holding as we confidently move into the future; it is the very foundation of our entire business model. With this understanding, we approach sustainability not just as an environmental responsibility, but as a holistic value creation process that encompasses economic development, social well-being, and corporate progress.

To respond to today's critical issues, such as the global climate crisis, expectations for social justice, and resource efficiency, we implement a sustainability management model compliant with international standards, primarily the United Nations Sustainable Development Goals (SDGs) and GRI.

Our Fundamental Approach:

- Sustainability Management System (SMS):** We monitor, measure, and continuously improve our Environmental, Social, and Governance (ESG) performance across the Holding.
- Sustainability Policy:** Our policy is based on environmentally conscious, socially beneficial, and ethically-driven governance.
- Stakeholder Engagement:** We consider stakeholder expectations in our decision-making processes and manage our social and environmental impacts with transparency.

Our Focal Points:

- Environmental Responsibility:** Reducing our carbon and water footprints, waste management, protecting biodiversity, and circular economy practices.
- People and Society:** Equity, inclusivity, employee development, occupational health and safety, and social investments.
- Corporate Resilience:** Good governance, ethical principles, digital transformation, innovation, and sustainable finance.



In line with our inclusive approach, we are guided by sustainable development principles in all our areas of operation, aiming to transform the economic gains we achieve into social benefit and positive environmental impact.

Materiality Analysis

As Koloğlu Holding, we periodically conduct materiality analyses to strategically guide our sustainability management and systematically evaluate stakeholder expectations. These analyses are one of the fundamental inputs that directly influence the Holding's sustainability strategy, risk and opportunity management, performance indicators, and targets.

The analysis method we implemented as of 2024 was carried out based on the **impact materiality approach**. With this approach:

- The importance of the issue to stakeholders and its strategic impact on the company were measured.
- The sustainability impacts of the issues (health-safety, environment, human rights, etc.) were brought to the forefront.

Our analysis process was conducted in 5 stages:

1 Trend and Literature Review:
Sectoral and global trends were examined based on sources such as the SASB Sector-Specific Materiality Topic Finder Tool, MSCI, and the WEF Global Risks Report.

2 Sectoral Benchmarking:
Reports from leading companies in sustainability were evaluated, and an initial list of priority topics was created.

3 Internal Assessment:
20 priority topics were voted on in surveys conducted with 16 individuals, including Holding senior management and subsidiary executives.

Our Materiality Topics (2024):

Very High Priority Topics:
Occupational Health and Safety
Data Security
Compliance with Legal and Regulatory Frameworks
Business Ethics
Critical Incident Risk Management
Waste and Hazardous Material Management
Human Rights and Community Relations
Material Procurement and Efficiency
Energy Management
Water and Wastewater Management
Supply Chain Management
Labor Practices
Physical Impacts of Climate Change

4 Stakeholder Engagement:
The topics prioritized by senior management were opened to feedback from various stakeholders, such as our suppliers and employees, and a total of 506 participants provided feedback for this study. As a result of the survey, 13 of the identified priority topics emerged as 'very high priority', 5 as 'high priority', and 2 as 'priority' topics.

5 Matrix Creation:
Topics were scored on the axes of "Importance for Koloğlu Holding's Strategy" and "Importance for Koloğlu Holding & its Subsidiaries' Stakeholders" to prepare the materiality matrix.

High Priority Topics
Ecological Impact Management and Biodiversity Impacts
Greenhouse Gas Reduction
Customer Welfare
Competitive Approach
Product Design and Lifecycle Management

Priority Topics
Air Quality Management
Product Quality and Safety

These analysis results played a decisive role in shaping our 2024 sustainability strategy and also formed the basis of our alignment with **TSRS (Turkish Sustainability Reporting Standards)**, **GRI**, and the **UN Sustainable Development Goals (SDGs)**. Our priority topics are aligned with the "Our Planet," "Our Business," and "Our Future" focus areas.

Identification of Sector-Specific Risks of our Subsidiaries' Operations

The Sustainability Accounting Standards Board (SASB) Materiality Map (formerly the Materiality Finder Tool) was used to better analyze the specific sustainability risks and opportunities for the sectors in which the subsidiaries included in this report operate. Due to sectoral differences, the priority topics for each subsidiary vary. In this context, sector-specific assessments were conducted on a company-by-company basis using SASB's Materiality Map; the significant sustainability issues faced by each company were identified. This tool also provided the opportunity to comparatively review and jointly evaluate disclosure topics across different sectors.

| Dimensions | Disclosure Topics | | | | | | | | | | | |
|------------|--|-----------------------------------|-------------------|--|-----------------------|--|-----------------------------------|--|--|-----------------|---------|--------------------|
| | Mining and Mineral Processing | | | | Service Sector | | | Resource Transformation | | Infrastructure | | Food / Catering |
| | Esgaz | İzmirgaz | Arslanlı Alçı | Hekimhan Madencilik | Teos Marina | Port of Çanakkale | Kolin Hotel | Turkol Turizm | Armttek Elektrik | Sefine Shipyard | KL Yapı | Kolin Construction |
| | Fuel/Oil and Gas Services | Building / Construction Materials | Metals and Mining | Professional and Business Services | Hotel & Accommodation | Electrical and Electronic Equipment | Industrial Machinery and Products | Engineering and Construction Services | Food Services | | | |
| | Greenhouse Gas Emissions | | | Greenhouse Gas Emissions | | Greenhouse Gas Emissions | | Greenhouse Gas Emissions | Greenhouse Gas Emissions | | | |
| | Air Quality | | | Air Quality | | Air Quality | | Air Quality | Air Quality | | | |
| | Energy Management | | | Energy Management | | Energy Management | | Energy Management | Energy Management | | | |
| | Water and Wastewater Management | | | Water and Wastewater Management | | Su ve Atıksu Yönetim Water and Wastewater Management | | Water and Wastewater Management | Water and Wastewater Management | | | |
| | Waste and Hazardous Materials Management | | | Waste and Hazardous Materials Management | | Waste and Hazardous Materials Management | | Waste and Hazardous Materials Management | Waste and Hazardous Materials Management | | | |
| | Ecological Effects | | | Ecological Effects | | Ecological Effects | | Ecological Effects | Ecological Effects | | | |

Table 1: Identification of Sector-Specific Risks of our Subsidiaries' Operations



Using data obtained from SASB, it was possible to conduct an evaluation across approximately five sectors in which our subsidiaries operate, based on a framework containing 26 materiality disclosure topics. As can be seen in the tables, the prominent significant topics are highlighted with bold font and colored cells.

| Disclosure Topics | | | | | | | | | | | | |
|-------------------------------|---|---------------|---------------------|---|---|-------------|---|-------------------------|--|--|--|--|
| Mining and Mineral Processing | | | | Service Sector | | | | Resource Transformation | | | Infrastructure | Food / Catering |
| Esgaz | İzmirgaz | Arslanlı Alçı | Hekimhan Madencilik | Teos Marina | Port of Çanakkale | Kolin Hotel | Turkol Turizm | Armttek Elektrik | Sefine Shipyard | KL Yapı | Kolin Construction | Akkol Hazır Yemek |
| Social | Human Rights and Social Relations | | | | Human Rights and Social Relations | | | | Human Rights and Social Relations | | | Human Rights and Social Relations |
| | Customer Privacy | | | | Customer Privacy | | | | Customer Privacy | | | Customer Privacy |
| | Customer Welfare | | | | Customer Welfare | | | | Customer Welfare | | | Customer Welfare |
| | Information / Data Security | | | Information / Data Security | | | Information / Data Security | | | Information / Data Security | | Information / Data Security |
| | Access and Accessibility | | | Access and Accessibility | | | Access and Accessibility | | | Access and Accessibility | | Access and Accessibility |
| | Product Quality and Safety | | | Product Quality and Safety | | | Product Quality and Safety | | | Product Quality and Safety | | Product Quality and Safety |
| | Sales Applications and Product Labelling | | | Sales Applications and Product Labelling | | | Sales Applications and Product Labelling | | | Sales Applications and Product Labelling | | Sales Applications and Product Labelling |
| Human Resources | Labor Practices | | | Labor Practices | | | Labor Practices | | | Labor Practices | | Labor Practices |
| | Occupational Health and Safety | | | Occupational Health and Safety | | | Occupational Health and Safety | | | Occupational Health and Safety | | Occupational Health and Safety |
| | Employee Engagement, Diversity and Inclusion | | | Employee Engagement, Diversity and Inclusion | | | Employee Engagement, Diversity and Inclusion | | | Employee Engagement, Diversity and Inclusion | | Employee Engagement, Diversity and Inclusion |
| Business Model and Innovation | Product Design and Lifecycle Management | | | | Product Design and Lifecycle Management | | | | Product Design and Lifecycle Management | | Product Design and Lifecycle Management | |
| | Business Model Resilience | | | | Business Model Resilience | | | | Business Model Resilience | | Business Model Resilience | |
| | Supply Chain Management | | | | Supply Chain Management | | | | Supply Chain Management | | Supply Chain Management | |
| | Material Supply and Efficiency | | | | Material Supply and Efficiency | | | | Material Supply and Efficiency | | Material Supply and Efficiency | |
| | Physical Effects of Climate Change | | | | Physical Effects of Climate Change | | | | Physical Effects of Climate Change | | Physical Effects of Climate Change | |
| Leadership and Governance | Business Ethics | | | | Business Ethics | | | | Business Ethics | | Business Ethics | |
| | Competitive Approach | | | | Competitive Approach | | | | Competitive Approach | | Competitive Approach | |
| | Management of the Legal and Regulatory Environment | | | | Management of the Legal and Regulatory Environment | | | | Management of the Legal and Regulatory Environment | | Management of the Legal and Regulatory Environment | |
| | Critical Incident Risk Management | | | | Critical Incident Risk Management | | | | Critical Incident Risk Management | | Critical Incident Risk Management | |
| | Risk Management | | | | Risk Management | | | | Risk Management | | Risk Management | |

Table 1: Identification of Sector-Specific Risks of our Subsidiaries' Operations

Materiality Matrix

Koloğlu Holding visualises the results of the materiality analysis, a strategic tool in its sustainability management, using a materiality matrix. This matrix illustrates the relationship between the data gathered from both internal and external stakeholders and our corporate strategy, while also enabling us to concretely assess the impact of environmental, social, and governance (ESG) topics.

Our 2024 analysis was designed in accordance with GRI Standards and prepared using the *impact materiality* methodology. Within this scope, scoring was carried out based on the following criteria:

- **Importance for Koloğlu Holding & its Subsidiaries' Stakeholders:**
The level of importance (impact/perception) of each topic for stakeholders,
- **Importance for Koloğlu Holding's Strategy:**
The influence of each topic on the Holding's strategic plans and its potential for value creation.

Materiality Matrix (Stakeholders vs Strategy)

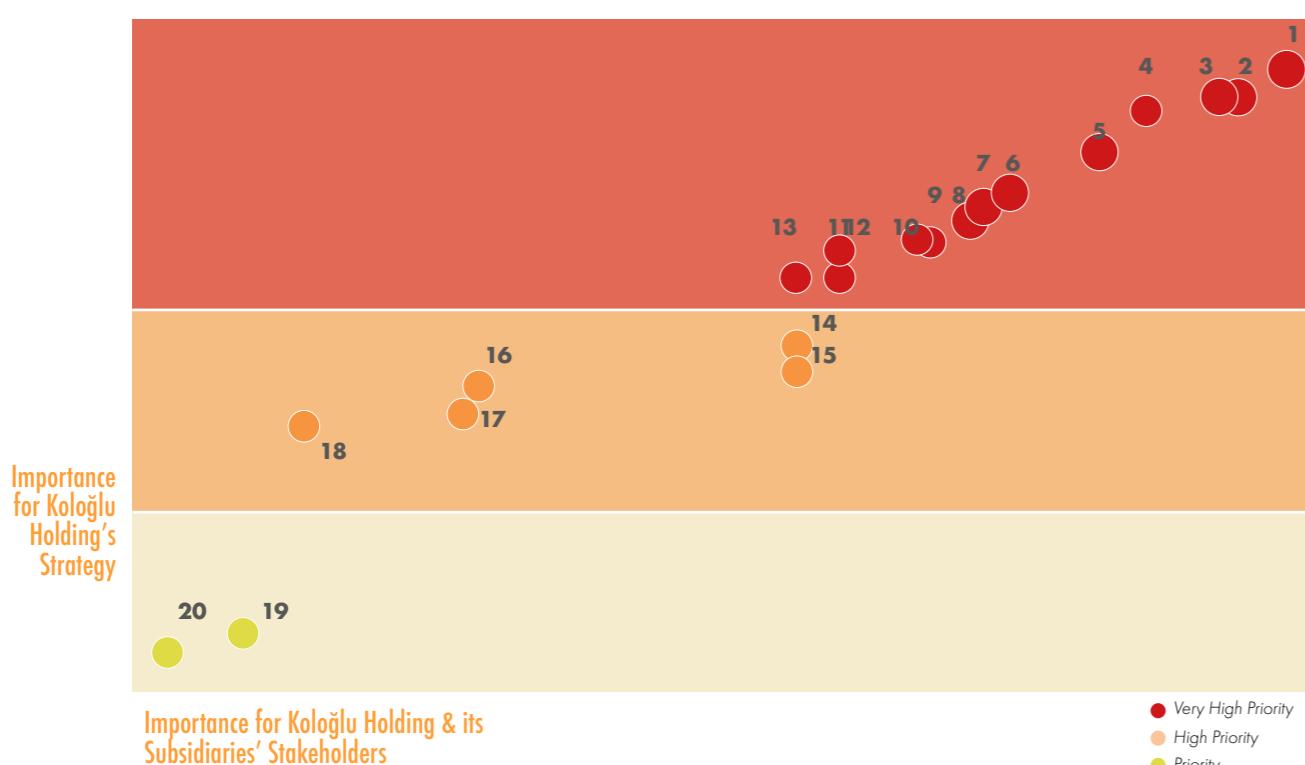


Figure 2: Koloğlu Holding Materiality Matrix

* 520 stakeholders participated in the survey (the participation rate increased by 44 per cent compared to the previous year).

| Level of Materiality | Topics/Issues |
|----------------------|---|
| Very High Priority | <ul style="list-style-type: none"> • Occupational Health and Safety, Employee and Human Rights (1) • Data Security (2) • Compliance with Legal and Regulatory Frameworks (3) • Business Ethics (4) • Critical Incident Risk Management (5) • Waste and Hazardous Materials Management (6) • Human Rights and Community Relations (7) • Material Sourcing and Efficiency (8) • Energy Management (9) • Water and Wastewater Management (10) • Supply Chain Management (11) • Labor Practices (12) • Physical Impacts of Climate Change (13) |
| High Priority | <ul style="list-style-type: none"> • Ecological Impact Management and Biodiversity Impacts (14) • Greenhouse Gas Reduction (15) • Customer Welfare (16) • Competitive Approach (17) • Product Design and Life Cycle Management (18) |
| Priority | <ul style="list-style-type: none"> • Air Quality Management (19) • Product Quality and Safety (20) |

Table 2: Classification of Material Topics

A total of **20 key topics** have been classified as priority issues. All of these topics have been integrated into Koloğlu Holding's strategic framework of **"Protecting the Future of Our Planet,"** **"Protecting the Future of Our Business,"** and **"Adding Value to the Future."**

Implementation

The Materiality Matrix serves not only as a tool for setting strategic goals, but also as a key reference for:

- Defining the scope of reporting,
- Monitoring indicators and evaluating performance,
- Structuring stakeholder communication and risk management processes.

Through this framework, investment and development plans are designed to both address stakeholder expectations and contribute to the company's long-term resilience.

Compliance with the UN Sustainable Development Goals

Koloğlu Holding has adopted the **Sustainable Development Goals (SDGs)** framework, announced by the United Nations in 2015, as one of the cornerstones of our sustainability strategy. These 17 global goals serve as a compass that shapes our responsibilities in environmental, social, economic and governance areas.

As of 2024, **our priority topics** and their corresponding SDGs have been restructured within our three strategic focus areas, Protecting the Future of Our Planet, Protecting the Future of Our Business, and Adding Value to the Future, to further align our business practices and operational areas with the SDGs.



This updated alignment process, which forms the foundation of our sustainability strategy, is carried out in parallel with both national and international reporting standards such as TSRS and GRI. Throughout 2024, projects implemented under this framework have been systematically tracked and matched with the relevant SDGs.

Koloğlu Holding continues to view contributing to the SDGs not only in our operations but throughout our entire value chain as an integral part of our corporate responsibility.

Compliance with the UN Sustainable Development Goals

| Our Focus Area | Materiality Topics | Related SDGs |
|---|--|--------------|
| Protecting the Future of Our World Our goal: To reduce our environmental impact, ensure the efficient use of natural resources, and build a future resilient to the climate crisis. | <ul style="list-style-type: none"> • Waste and Hazardous Material Management • Energy Management • Water and Wastewater Management • Physical Impacts of Climate Change • Ecological Impact Management and Biodiversity • Greenhouse Gas Reduction • Air Quality Management • Product Design and Life Cycle Management | |
| Protecting the Future of Our Business Our goal: To build a corporate structure that is respectful of people, ethical, inclusive, secure and resilient; to adhere to strong governance and ethical values while managing risks. | <ul style="list-style-type: none"> • Occupational Health and Safety • Data Security • Compliance with Legal and Regulatory Frameworks • Business Ethics • Critical Incident Risk Management • Human Rights and Community Relations • Material Sourcing and Productivity • Supply Chain Management • Labor Practices • Competitive Approach | |
| Adding Value to the Future Our goal: To increase our social impact in the regions where we operate and to add long-term value to society through customer welfare and product safety. | <ul style="list-style-type: none"> • Customer Welfare • Product Quality and Safety | |

Communication with Our Stakeholders

Koloğlu Holding considers establishing open, continuous and trust-based communication with all our stakeholders to be one of our corporate priorities. Stakeholder engagement, one of the cornerstones of our sustainability strategy, is shaped by the principles of transparency, accountability and shared value creation.

Our Stakeholder Map and Engagement Process

We classify our stakeholders based on their direct and indirect levels of impact, defining specific communication tools and frequencies for each group. Our stakeholder analysis is reviewed annually, and expectations related to social, environmental, and governance impacts are systematically assessed.

We shape our sustainability journey not only with our own values but also together with our stakeholders; we move forward with a multi-voiced, multi-faceted and inclusive communication culture.

| Stakeholder Group | Key Interaction Topics | Communication Tools / Frequency |
|---------------------|--|--|
| Employees | OHS, education, career, equality | Surveys, meetings, digital platforms – ongoing |
| Investors | Financial performance, risk management | Annual reports, investor presentations |
| Suppliers | Ethical principles, quality, environmental compliance | Contracts, audits, training |
| Customers | Quality, trust, solution-oriented | Feedback mechanisms |
| Public Institutions | Legislative compliance, environmental impact, permitting processes | Reporting, meetings, official correspondence |
| Society | Social impact, employment, local development | Interviews, social projects |
| NGOs / Academia | Joint projects, environmental policy | Collaborations, panels, stakeholder dialogue |

SKD Turkey – Koloğlu Holding
External Stakeholder Opinion

SKD Turkey Secretary General
Konca Çalkivik

As SKD Türkiye, we are pleased to observe the recent progress of our valued partner Koloğlu Holding in advancing its sustainability focus. The Holding adopts a sustainability approach that prioritizes maintaining a balance between economic growth and environmental and social responsibilities across all its areas of operation. Operating in diverse sectors such as energy, infrastructure, and engineering, our member company follows a business model centered on long-term value creation and takes concrete steps in key areas including climate action, resource efficiency, reduction of environmental impacts, and social value creation.

As a pioneer in Turkey's contracting sector, Koloğlu Holding has made significant progress by enhancing the quality and impact of its non-financial reporting through the evaluation it received under our Reporting Matters project for its 2023 and 2024 sustainability reports. Notably, the diversification of communication methods used in stakeholder engagement, along with clear articulation of communication frequency and platforms, demonstrates a strong improvement trajectory.

This development reflects Koloğlu Holding's commitment to presenting its corporate sustainability performance in a more transparent and systematic manner. We believe that in the coming period, further integration of materiality analyses with strategy, the financialization of sustainability targets, and the strengthening of external assurance mechanisms will lead to an even greater impact. We are delighted to be part of this meaningful collaboration throughout the company's ongoing transformation journey.



Corporate Values and
Legal Compliance

Koloğlu Holding regards fundamental areas such as ethics, human rights, anti-bribery and anti-corruption, and legal compliance as integral parts of our corporate culture and sustainability vision. In line with our 2024 priority analysis, we are determined to continue our approach in these areas on a more systematic and robust basis.

Business Ethics

As Koloğlu Holding, we are establishing all our activities on the principles of integrity, transparency, impartiality and accountability. In our business practices, we are not only adhering to legal obligations, but also prioritising ethical values that strengthen social trust.

Our ethical framework serves as a guiding compass in our relationships with all stakeholders, from employees and suppliers to business partners and customers. In this regard, preventing conflicts of interest, protecting confidentiality rights, promoting fair competition, and ensuring equal opportunities are among our core working principles.

To embed ethical values into our corporate culture, we conduct regular awareness programs and training sessions across the Holding. A transparent communication environment is maintained where employees can safely report potential ethical dilemmas, and independent channels are made available to report any behavior that may violate ethical principles.

The aim of Koloğlu Holding is to embrace both a compatible and responsible business model; to create sustainable value by adhering to ethical standards in all our activities.

Human Rights

By considering respect for human rights as a fundamental part of all our activities, Koloğlu Holding aims to create a fair, safe and inclusive working environment for our employees, suppliers, customers and the communities in which we operate. Our human rights approach is aligned with the Universal Declaration of Human Rights, the ILO Core Conventions, and relevant national legislation.

We support equal opportunities for all employees and apply a zero-tolerance policy toward discrimination and harassment in recruitment, compensation, career development, and all workplace practices.

In this context, we strictly prohibit child labor and forced labor across our operations, ensuring full compliance with applicable laws and regulations. This commitment extends to our entire value chain, including subsidiaries, suppliers, and subcontractors. Through regular internal audits, the activities of Koloğlu Holding and its subsidiaries are closely monitored, and collaboration is avoided with suppliers found to have a record of informal labor, child labor, or forced labor. Our zero-tolerance stance against child and forced labor remains one of the cornerstones of our ethical and sustainable business model.

Within our subsidiaries, we conduct regular audits on occupational health and safety, working hours, wage policies, and social rights, while also encouraging our supply chain partners to adopt human rights-compliant practices.

Throughout 2024, we continued to focus on strengthening awareness of human rights through training programs and digital learning materials aimed at enhancing employee understanding and engagement.

In 2024, we continued to focus on strengthening awareness of human rights through training programs and digital materials designed to enhance our employees' understanding. Secure grievance mechanisms have been established to enable employees to share their feedback and suggestions, ensuring that issues are addressed in a transparent and fair manner.

For Koloğlu Holding, human rights are an integral part of our corporate values, apart from being a compliance obligation; we aim to leave behind a fair, inclusive and sustainable business culture for future generations.

Corporate Values and Legal Compliance



Anti-Bribery and Anti-Corruption

In every stage of our operations, Koloğlu Holding relies on the principles of integrity, transparency and accountability; we adopt a zero-tolerance approach towards bribery, corruption and any unethical practices.

Our Anti-Bribery and Anti-Corruption Policy is structured in line with national legislation, the OECD Anti-Bribery Convention, and international best practices. Within this framework, we have established clear rules and implementation mechanisms to prevent conflicts of interest, mitigate money laundering risks, and eliminate unethical behavior.

To ensure that all employees act in accordance with this policy, we conduct regular training and awareness programs, while also expecting our business partners to comply with the same ethical standards.

In 2024, we continued to prioritize our ethical values across all business relationships, maintaining a transparent and fair business model that promotes fair competition in all the countries where we operate.

By implementing its commitment to ethical values in its internal processes as well as in its supply chain and business partnerships, Koloğlu Holding stands as a reliable and responsible business partner for all its stakeholders.

Compliance with Legal and Regulatory Frameworks

Koloğlu Holding maintains its operations not only in compliance with applicable legal regulations, but also integrates its understanding of sustainability, ethics and corporate responsibility with national and international standards. Legal compliance forms one of the fundamental pillars of our company's approach to trustworthiness, transparency, and long-term value creation.

- Alignment with International Standards

In our projects, we adopt globally recognized frameworks for managing environmental and social risks. In this context, we operate in line with the Equator Principles and IFC Performance Standards, which serve as key reference points in financing processes, ensuring that the environmental and social impacts of our projects are managed in full alignment with the highest international standards.

- Strengthening Reporting Processes

To align with the global transformation in the field of sustainability, we continuously enhance our reporting processes. We are committed to achieving full compliance with the *Türkiye Sustainability Reporting Standards (TSRS)* introduced in our country, focusing on improving our reporting practices to provide greater transparency for our stakeholders. In this regard, preparations are underway for compliance with TSRS S1 and S2 standards, which cover financial and climate-related sustainability disclosures.

The GreenStars Corporate Sustainability Certification Program serves as a strategic tool for companies aiming to improve their corporate sustainability performance. Within this framework, Sefine Shipyard is implementing the GreenStars Certification Program to assess the company's progress on its sustainability journey and evaluate the maturity level of its corporate sustainability practices.

- Compliance with National Climate Legislation

With the adoption of the **Climate Law** in *Türkiye* in 2025, the country's **2053 net-zero emissions** target has gained a formal legal framework. Within this scope, the introduction of the **Emission Trading System (ETS)**, carbon pricing, and offset mechanisms has created new obligations and opportunities for companies. At Koloğlu Holding, we closely monitor these developments and carry out the necessary preparations in areas such as emission management, data collection infrastructure, compliance processes, and stakeholder communication. Through these efforts, we not only ensure regulatory compliance but also actively contribute to the transition toward low-carbon business models.

- Continuous Monitoring and Improvement

Within the Holding, legislative developments are regularly monitored and integrated into the operations of all subsidiaries. Risks and opportunities are systematically assessed, taking into account both local regulations and international standards. This approach not only ensures business continuity but also strengthens transparency and trust among our stakeholders.

Corporate Sustainability Governance

The systemic threats posed by the climate crisis, the diversification of societal expectations, and the expansion of corporate responsibility areas have made a transformation in governance practices inevitable. Aware of this transformation, Koloğlu Holding acts accordingly; we implement sustainability management under a robust, inclusive and accountable corporate structure.

Guided by the visionary leadership of our Board of Directors, our sustainability governance approach aims to integrate Environmental, Social, and Governance (ESG)-related risks and opportunities into our corporate strategy. In this context, all sustainability processes are addressed in a holistic manner through collaboration between senior management and operational units.

Key Components of Our Governance Model:

Sustainability Committee:

Operating under the Board of Directors, this body is responsible for ensuring that sustainability initiatives are carried out in line with global developments. The Committee integrates internal and external stakeholder expectations with strategic objectives and directs sustainability actions across the organization.

Working Groups:

Comprising multidisciplinary teams from departments such as Human Resources, Environment, Quality, Finance, Occupational Health and Safety (OHS), Risk Management, and Corporate Communications, these groups coordinate ESG-related data flow, communication, and reporting processes.

Ethical Principles:

Policy compliance is ensured in key areas such as business ethics, anti-corruption, and conflict of interest prevention.

Performance Monitoring:

Performance indicators aligned with sustainability goals are defined, and the internal audit unit evaluates progress on an annual basis.

Throughout 2024, a total of nine committee and working group meetings were held to discuss priority topics, strategy updates, sustainability communication plans, and awareness activities. During this period, our governance structure was further developed in line with national and international reporting standards.

We extend our sustainability governance beyond internal structures by engaging our suppliers, customers, and other stakeholders as active participants in this system. This inclusive approach enriches our decision-making processes through multi-stakeholder and impact-oriented perspectives.

In order to fulfil our future-oriented responsibilities and ensure sustainable corporate value creation, Koloğlu Holding keeps structuring its governance system in line with continuously evolving global standards.

Governance Structure

As a corporate priority embraced at the level of corporate governance, sustainability at Koloğlu Holding is not merely an operational objective. The Governance Structure, established with this approach, ensures that sustainability principles are embedded throughout the entire company and that performance in these areas is continuously monitored and improved.

Committee and Structure

The Sustainability Committee, operating under the Board of Directors of Koloğlu Holding, has been responsible since 2021 for the determination, implementation, and monitoring of sustainability strategies. The Committee integrates internal and external stakeholder expectations with global sustainability developments, aligning these demands with the company's strategic goals and objectives.

Committee Structure:

- Chair of the Sustainability Committee (Executive Board Member)
- Vice Chair of the Sustainability Committee (Board Member)
- Functional Managers
- Representatives of the Sustainability Working Group

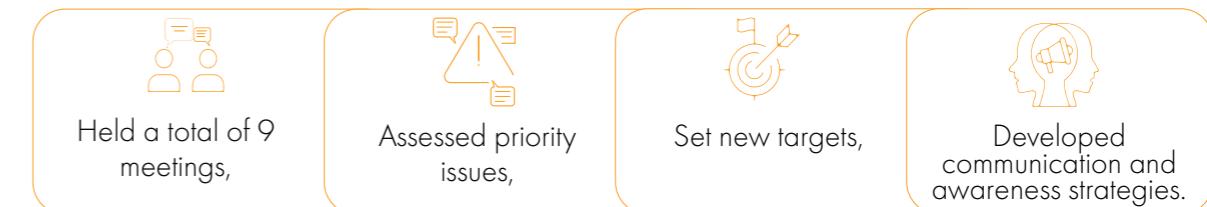
Sustainability Working Group

Reporting to the Committee, this group is composed of representatives from functions such as Human Resources, Environment, Quality, Finance, Occupational Health and Safety, Risk Management, and Corporate Communications. Its responsibilities include:

- Integrating strategies into operational practices
- Monitoring and reporting performance indicators
- Ensuring coordination across processes
- Promoting sustainability awareness

Activities for the 2024 Period

Throughout 2024, the Committee and the Working Group:



In addition, representation in platforms such as **SKD Türkiye** and similar organizations was strengthened, enhancing engagement with external stakeholders.

Stakeholder Engagement and Decision-Making

Our sustainability governance extends beyond internal structures; it is enriched through a multi-stakeholder approach that fosters dialogue with suppliers, customers, academia, and community representatives. This enables our strategic decision-making processes to become more inclusive and impact-oriented.

Objectives of Our Governance Structure

- Continuously monitor and improve corporate sustainability performance
- Develop a governance model aligned with standards such as TSRS and ESRS
- Establish integrated and data-driven decision-making processes based on EMS indicators

In line with our corporate values, ethical principles and strategic priorities, Koloğlu Holding continuously develops its sustainability governance, viewing this structure as the cornerstone of long-term value creation.

Corporate Risk Management Approach

In an era marked by volatility and complex global challenges, a robust corporate risk management framework is not merely a matter of compliance, it is the cornerstone of sustainable success. For a diversified holding company like Koloğlu Holding, which operates across three continents in sectors such as construction, energy, shipbuilding, and tourism, a proactive and structured approach to risk is of critical importance.

Three Lines of Defense Model

The internationally recognized "Three Lines of Defense" model offers a strong framework for embedding risk management into the fabric of an organization, one in which Koloğlu Holding is well positioned to enhance resilience and create long-term value.

The Three Lines of Defense model provides a simple yet effective structure to clarify risk management roles and responsibilities across the organization. This ensures that risk management is not confined to a single department but is instead a shared responsibility with clear accountability at every level.

First Line of Defense: **Operational Management**

The first line of defense consists of operational management and staff positioned at the forefront of the Group's diverse business activities. These are the individuals and teams within Kolin Construction, Sefine Shipyard, and other subsidiaries who take ownership of and manage risks on a daily basis. Their responsibilities include identifying, assessing, controlling, and mitigating risks within their respective areas.

For instance, a Project Manager at a Kolin Construction construction site is responsible for managing construction-related risks, while an Operations Manager at a power plant is accountable for operational and safety risks.

Koloğlu Holding's commitment to empowering its subsidiaries and fostering an entrepreneurial spirit aligns closely with the principles of a strong first line of defense. By equipping its over 40,000 employees with the necessary tools and training, the Holding ensures that risk ownership is deeply embedded where it matters most at the heart of operations.

Second Line of Defense: **Risk Management and Compliance Functions**

The second line of defense is composed of functions that provide oversight and expertise in risk management. This line develops the frameworks, policies, and procedures that guide the risk management efforts of the first line. It includes a centralized risk management function at the Holding level, as well as dedicated compliance, quality control, and Environmental, Social, and Governance (ESG) teams within subsidiaries.

Koloğlu Holding's previous initiatives demonstrate the presence of various elements that contribute to a strong second line of defense. The establishment of a Risk Management Policy reflects a centralized approach to risk oversight. Furthermore, the company's focus on compliance with international standards such as ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) represents key components of a solid second-line function. The Sustainability Committee, which reports directly to the Board of Directors, also plays a crucial role in overseeing ESG-related risks and opportunities.

Third Line of Defense: **Independent Internal Audit**

The third line of defense is provided by an independent internal audit function. Its primary role is to offer the Board of Directors and senior management objective assurance regarding the effectiveness of the first and second lines of defense. Through independent reviews and audits, this function helps ensure that risk management and internal control systems operate as intended.

Koloğlu Holding's commitment to the core principles of corporate governance, transparency, fairness, responsibility, and accountability, provides a strong foundation for an effective and independent third line of defense. Moreover, routine internal audits conducted to ensure compliance with policies against child labor and forced labor clearly indicate the presence of a robust assurance mechanism.

The auditors within Koloğlu Holding's Internal Audit Department are equipped with diverse competencies and are structured in a way that supports the company's sustainability policies and objectives.

| Competencies | Number of Certified Auditors |
|---------------------------------|------------------------------|
| ACCA | 2 |
| CIA | 1 |
| CRMA | 1 |
| CISA | 1 |
| SMMM | 3 |
| Independent Auditor (KGK-SPK) | 2 |
| SOX | 1 |
| SPK Level 3 | 3 |
| SPK Corporate Governance Rating | 2 |
| SPK Credit Rating | 2 |
| SPK Derivative Products | 2 |
| SPK Information Systems Auditor | 1 |
| SPK Real Estate Appraisal | 2 |
| Trademark and Patent Expertise | 1 |
| ISO 27001 | 1 |
| ISO 19011 | 2 |

Koloğlu Holding has become one of the first 20 companies in Türkiye to receive the title of "ACCA Approved Employer." Within this framework, the Holding trains and employs qualified audit, accounting, and finance professionals. Special certificate programs such as the "ACCA Certificate in Sustainability for Finance" and the "Professional Diploma in Sustainability" are offered to members. Notably, two of the 104 individuals in Türkiye who hold these certifications are employed within Koloğlu Holding. In line with ACCA's vision, the initiative aims to develop a new generation of professionals specialized in areas such as integrated sustainability reporting and green finance.

Integration and Collaboration: **The Key to Success**

For the Three Lines of Defense model to be truly effective, seamless communication and collaboration among the three lines are essential. A siloed approach can lead to gaps in risk coverage and inefficiencies. A holistic view of risk is required at Koloğlu Holding, given the interconnectedness of its various businesses.

The Holding's emphasis on stakeholder engagement and communication provides a strong foundation for this collaborative approach. Regular meetings of the Sustainability Committee, which includes permanent members from key functions such as Finance and Environment, facilitate the flow of information and ensure that risks are assessed from multiple perspectives.

Steps Moving Forward: **Strengthening the Framework**

Koloğlu Holding has laid a solid foundation for a robust risk management framework. To further enhance its resilience and fully leverage the Three Lines of Defense model, the Holding is focusing on the following areas:

- **Formalizing and Communicating Roles:** The roles and responsibilities of each line of defense have been defined across all subsidiaries, strengthening accountability and ensuring a consistent approach to risk management.
- **Investing in Risk Management Expertise:** Continuously enhancing the second line's capabilities, particularly in emerging areas such as climate risk and cybersecurity, is considered a strategic priority.
- **Enhancing the Independence and Scope of the Third Line:** Ensuring that the internal audit function maintains a direct and independent reporting line to the Board of Directors reinforces both its objectivity and effectiveness.
- **Leveraging Technology:** The implementation of integrated risk management information systems enables real-time risk monitoring, reporting, and analysis across all three lines, facilitating agile and data-driven decision-making.

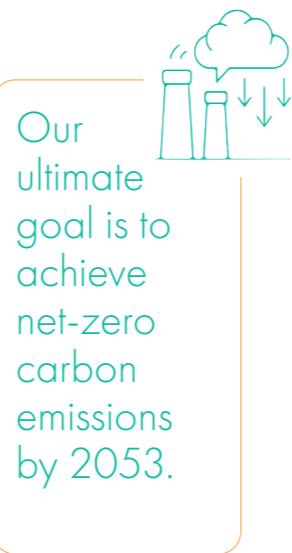
By adopting and continuously strengthening the Three Lines of Defense model, Koloğlu Holding confidently navigates the complexities of today's business environment. This structured approach to risk management not only safeguards its diverse asset portfolio and reputation as a trusted brand, but also empowers the organization to capture new opportunities and advance its journey toward sustainable growth in the years ahead.

Protecting the Future of Our World

Combating and Adapting to the Climate Crisis

In today's world, where global warming is accelerating, environmental impacts are intensifying, and the climate crisis is creating multidimensional risks across social, economic, and environmental domains, Koloğlu Holding is taking determined steps toward a sustainable future. All our climate-related actions are shaped in line with the Paris Climate Agreement, the European Green Deal, and the scientific reports published by the Intergovernmental Panel on Climate Change (IPCC). In addition, by adopting the United Nations Sustainable Development Goals (UN SDGs), we ensure that our climate strategy is aligned with these global objectives. We regard the issue of climate change not only as an environmental responsibility, but also as a strategic element that directly influences the resilience of our business model and our potential for long-term value creation.

Our mitigation and adaptation efforts against climate change are shaped by considering sectoral developments at both national and international levels. By leveraging the opportunities presented by the transition to a low-carbon economy, we aim to continuously improve our operational processes through performance-enhancing practices and collaborations. Accordingly, we prioritize initiatives such as circular economy and sustainable product transformation to minimize our carbon footprint and advance our decarbonization journey.



Our ultimate goal is to achieve net-zero carbon emissions by 2053.

Governance and Strategic Approach

Governance

Our climate change strategy is carried out under the visionary leadership and direct oversight of the Board of Directors of Koloğlu Holding. **The Sustainability Committee**, which operates under the Board, is responsible for ensuring that climate-related risks and opportunities are integrated into our corporate strategy, policies are developed, and performance is regularly monitored.

The Chairman of the Board is briefed by the Chair of the Sustainability Committee during each meeting, ensuring that our sustainability vision, strategy, and risk management framework are properly defined. The Board also reinforces our sustainability commitments by approving policies, targets, and action plans. Members of the Sustainability Committee play a key role in setting sustainability priorities and tracking progress. They receive periodic reports from the Environmental Management Department to closely monitor developments. Furthermore, sustainability-focused operations are regularly reviewed and guided by the Committee, ensuring strategic alignment with our 2026, 2030, and 2053 Sustainability Targets.

Protecting the Future of Our World /

Climate-related issues are addressed holistically within our sustainability governance framework, integrated into both risk management and strategic decision-making processes. To enhance the Board's competence in climate-related matters, several mechanisms have been established, including:

- Promoting collaboration and coordination among subsidiaries,
- Holding periodic consultations with external stakeholders and environmental experts,
- Ensuring that Board members receive regular briefings from specialized advisors or in-house teams on climate risks and sustainability opportunities, and
- Keeping Board members informed of current developments and best practice frameworks (e.g., TCFD, SASB, etc.).

The Role of the Management Team in Climate Governance

Climate-related matters at Koloğlu Holding are managed by the Sustainability Committee, which consists of members of the Executive Board. The Committee Chair and Vice Chair lead the development of sustainability strategies, while the other members, the CFO, Executive Board Advisor, and Environment Director, contribute to the process through their respective areas of expertise.

The Committee is responsible for developing sustainability-related policies, submitting them for Board of Directors' approval, assessing climate risks and opportunities, and guiding business plans in line with approved strategies. Throughout this process, international frameworks such as **TSRS** and **SASB standards** are taken as references to support the integration of the company's climate strategy into its business model.

The Environment Director reports directly to the Committee Chair and Vice Chair, taking an active role in setting climate targets, assessing risks, monitoring emission reduction initiatives, and tracking innovative environmental projects. The Committee holds regular meetings to review progress and provides periodic updates to the Board of Directors.

• Committee Chair and Vice Chair:

Lead sustainability strategies and ensure alignment with the Executive Board.

• CFO:

Contributes to evaluations related to sustainable finance and climate investments.

• Executive Board Advisor:

Provides input on strategic guidance and decision-support processes.

• Environment Director:

Reports to the Chair and Vice Chair; supports climate target setting, risk analyses, and environmental project monitoring.

Strategy

The impacts of climate change on our business areas are becoming increasingly visible. As Koloğlu Holding, we continuously enhance our strategic approaches in line with our goal of a sustainable future. We assess climate-related risks and opportunities from a holistic perspective and closely monitor national and international regulations, market dynamics, and sectoral developments to strengthen our business processes with a more resilient and low-carbon structure.

We focus on integrating the transformation agenda set forth by the European Green Deal and the corresponding national action plans into our business processes. In this context, we closely follow developments in critical regulations such as the Climate Law, Emissions Trading System (ETS), and Carbon Border Adjustment Mechanism (CBAM). As Koloğlu Holding and its subsidiaries, we analyze these regulatory changes, which are directly relevant to our operations, and strive to align our processes with both national policies and international standards and initiatives.

Our efforts in sustainability and combating climate change are carried out collaboratively with contributions from our Environment, Internal Audit, Finance, and other relevant departments, under the guidance of senior management. While closely following developments in sectoral associations and related organizations, we maintain active communication with regulatory bodies and public authorities to proactively adapt to changes in the legislative landscape. This approach enables us to operate flexibly in both national and international markets.

In line with Türkiye's 2053 Net Zero target, we continue our efforts to contribute to global initiatives aimed at limiting global temperature rise in alignment with the Paris Agreement.

Climate-Related Risks and Opportunities

From our business model to operational processes and across our value chain, we take into account the potential impacts of climate change and integrate these considerations into our strategic decision-making processes. In identifying our climate-related risks and opportunities, we refer to SASB standards, which provide sector-specific methodologies (Mining & Mineral Processing, Services, Resource Transformation, Infrastructure/Construction, and Food & Beverage Services). In addition, our assessments are guided by the TCFD recommendations, as well as IPCC's RCP climate scenarios and the Sustainable Development Scenario published by the International Energy Agency (IEA). In this context, we assess both physical scenarios (IPCC-RCP) and transition scenarios (IEA) to analyze natural risks such as floods and droughts, alongside transition risks arising from carbon taxation and regulatory changes.

We utilize scenario analyses and comprehensive impact assessments to mitigate potential risks and capitalize on emerging opportunities in the most effective way. Future market dynamics, possible regulatory shifts, technological innovations, and climate policy developments play a defining role in shaping our business model. These elements are considered together with the financially material sustainability factors identified by SASB. The resulting strategies cover actions by our subsidiaries to reduce their carbon footprints and enhance energy efficiency practices. As Koloğlu Holding, we are steering the transition to a low-carbon economy in alignment with the Paris Agreement and Türkiye's Net Zero target. This approach encompasses our emission reduction plans, low-carbon product design processes, and financing policies, all consistent with our long-term sustainability goals. We aim to lower carbon emissions by reducing fossil fuel use, while continuing to implement various projects to increase renewable energy utilization across our business areas.

In our evaluations, we primarily adopt an **impact-based materiality approach, while also considering the financial implications of risks and opportunities** in line with the principles of double materiality. This approach provides a strong foundation for future reporting aligned with TSRS/ESRS standards and enables a more holistic assessment of the potential impacts on our operations and stakeholders.

We assess our transition and physical risks in line with international standards and examine measures to minimize their likelihood and impact. Evaluations are carried out to mitigate risks such as extreme weather events and water scarcity that may affect our operations. For instance, in our Water Risk Assessments, we utilize the WRI Aqueduct Water Risk Atlas to review water stress projections for the years 2030, 2050, and 2080 under different scenarios. These analyses reveal that water supply security may become increasingly critical in high-risk regions. To manage transition risks, we focus on developing low-carbon production approaches and integrating renewable energy sources, alternative raw materials, and circular economy practices into our operations to ensure compliance with emission regulations. We also aim to enhance resource efficiency by improving material recycling and waste management practices.

Our low-carbon transition strategy is implemented under the regular oversight of the Board of Directors. Emission reduction targets are monitored for each subsidiary, and progress is periodically reviewed and reported to the Board. Additionally, within our sustainable finance framework, we prioritize access to alternative financing mechanisms to support low-carbon investments.

We project the timeline of our climate-related risks and opportunities as follows:

Short Term (0-5 years, Medium Term (5-10 years) ve Long Term (10+ years). Our short-term strategic planning is designed for five-year periods and is updated in line with changing conditions. In terms of climate change and sustainability objectives, the years 2026, 2030, and 2053 represent critical milestones. The year 2030 marks an important stage for concentrating our short- and medium-term goals in alignment with the UN Sustainable Development Goals, while 2053 serves as the target year for our long-term low-carbon transformation vision, in parallel with Türkiye's Net Zero Carbon goal.

Scenario Analyses

Koloğlu Holding performs scenario analyses based on scientific principles to understand the potential impacts of climate change on our business processes and value chain. In these studies, while we take **the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)** as a reference, we also make use of international scenarios that allow the assessment of both physical and transition risks.

For the analysis of physical risks, we rely on the **Representative Concentration Pathways (RCP) scenarios developed by the Intergovernmental Panel on Climate Change (IPCC)**. These scenarios enable us to evaluate the potential impacts of natural risks such as floods, droughts, heatwaves, and wildfires on our operations, depending on temperature rise.

When examining transition risks, we are guided by the **Sustainable Development Scenario (SDS) published by the International Energy Agency (IEA)**. This scenario helps us anticipate the long-term implications of factors such as energy transition, carbon pricing, and regulatory changes. In this way, we can comprehensively assess both current operational risks and future adaptation requirements.

Our scenario analyses are structured to cover short-, medium-, and long-term perspectives. This approach allows us to systematically monitor the potential impacts of climate change-related risks on our business processes and operational planning. The analyses particularly contribute to identifying priority actions in areas such as water management, energy use, and operational resilience. Furthermore, these studies aim to enhance Koloğlu Holding's strategic awareness of climate-related risks and opportunities, to monitor these risks and opportunities from an integrated perspective, and to strengthen sustainable practices across all operations.

Assessment within the Framework of Climate Scenarios and Strategic Implications

Anticipated Impacts and Priority Areas

The conducted scenario assessments highlight several trends that need to be considered in the near, medium, and long term. There is a moderate to high likelihood of floods, heavy rainfall, and wildfire hazards. It is also foreseen that water scarcity may increase across the country, making projects focused on the efficient use of water in water-stressed regions critically important. Intense heatwaves are expected to raise energy demand and pose additional risks to workforce health. These conditions underline the necessity of enhancing current preparedness levels against extreme weather events.

Analysis Results and Strategic Implications

Climate scenario analyses guide the strategic planning and risk assessment processes of Koloğlu Holding and its subsidiaries across various fields of activity. These analyses enable the development of climate-resilient practices in diverse operational areas—from our construction and infrastructure projects to energy generation and distribution, as well as shipbuilding and mining operations.

We aim to integrate climate-related future projections into our strategic roadmap, risk management processes, and investment decisions.

As anticipated regulatory changes and new policies are expected to impact our sectors, we align our strategic plans in line with insights gained from scenario analyses. In particular, we are working on projects that will strengthen our infrastructure and improve our water-use practices—such as efficiency-enhancing applications in energy-intensive facilities, measures to reduce climate risks in infrastructure and construction projects, and adaptation actions focused on water management and resilience against extreme weather in shipbuilding and mining operations.

The growing demand for low-carbon products and solutions also presents opportunities to diversify our sustainable product and service portfolio. We regularly review our emission targets under different regulatory scenarios and are developing a roadmap to achieve the planned reductions by 2030.



Climate-Related Risks

Transition Risks

In the global transition toward a low-carbon economy, various categories of transition risks have become prominent across the business areas of Koloğlu Holding and its subsidiaries.

Policy / Regulatory Risks

Carbon pricing mechanisms, emissions trading systems, and new climate-based regulatory frameworks in Türkiye and international markets have the potential to increase operational costs. Particularly in the fields of energy generation and distribution, carbon taxes and fuel regulations aligned with the Paris Agreement may raise operational expenditures. In this context, Koloğlu Holding is developing a roadmap aligned with its emission reduction targets, taking into account low-, medium-, and high-action scenarios for the 2026, 2030, and 2053 periods.

Market Risks

Supply–demand shifts triggered by climate change, fluctuations in raw material prices, and cost pressures in carbon-intensive sectors hold critical importance for the Holding's mining and construction companies. In the markets where Hekimhan Madencilik products are supplied; in the cement and other energy-intensive inputs used by Kolin Construction; and in the shipbuilding operations of Sefine Shipyard, where steel products are the primary input, increases in carbon prices can directly affect production costs. For natural gas distribution companies, potential declines in gas demand and the growing trend toward renewable energy sources heighten market risks.

Reputational Risks

Our stakeholders expect Koloğlu Holding's climate action to be transparent and aligned with the Paris Agreement. Failure to meet these expectations could lead to reputational risks through perceived underperformance within the sector. To address this, Koloğlu Holding regularly reports its greenhouse gas reduction performance across both energy and industrial operations and continues to implement initiatives aimed at enhancing transparency.

Technology Risks

Investments in low-carbon technologies are particularly significant in energy generation and shipyard operations. Sefine Shipyard's new-generation vessels developed with alternative fuel technologies, solar power plant (SPP) investments, and the digitalization-focused infrastructure projects of natural gas distribution companies contribute to mitigating technology-related risks. However, delays in adapting to low-carbon technologies could pose risks to our market position and competitive strength.

Climate-Related Transition Risks

| Category | Identification of Risk | Period | Possible Effects | Actions/Good Practice Examples |
|---------------------------|--|------------------------|--|--|
| Policy / Regulatory Risks | Carbon Taxes, Emissions Trading System, and Paris Agreement-Aligned Regulations in Energy Generation and Distribution Our subsidiaries Arslanlı Alçı and Hekimhan Madencilik, operating in the Building Materials and Mining sectors, may become subject to carbon costs under the Emissions Trading System (ETS). This could lead to an increase in operational expenses and fluctuations in product prices, potentially affecting our competitive strength in the market. | Short, medium and long | Increased operational costs and financial risks. It is considered one of the most critical internal risks among sustainability and climate-related risks. | Scenario-based analyses are being conducted for the 2030–2040–2050 periods, and road maps compatible with emission reduction targets are being prepared. |
| Market Risks | Raw material and energy price fluctuations, carbon-intensive inputs (iron ore, natural gas). | Long | Increased costs, inadequacy in meeting demands, decrease in competitiveness, restriction in access to financing. | Market scenarios are being evaluated specifically for Sefine Shipyard, Hekimhan Madencilik, Kolin Construction and Natural Gas Distribution companies. |
| | The shift towards a low-carbon economy. The widespread use of low-carbon products and services has negatively impacted the profitability of traditional products. | Long | | |
| | Access to sustainable financing opportunities is limited as conditions become more comprehensive and stringent. | Short | | |
| Reputational Risks | High stakeholder expectations, need for transparent reporting. | Short | Loss of trust, weakening of stakeholder relations, damage to brand image. | Greenhouse gas/carbon emissions are reported and targets aligned with national climate goals are set. |
| | Developing concrete actions to achieve sustainability goals | Medium | | |
| | Carbon-intensive industry activities have a negative impact on brand perception. | Short | | |
| Technology Risks | Technology change requiring high investment. | Medium | Investment costs, technological adaptation difficulties | Alternative fuel ship technologies, renewable energy investments, and digitalization infrastructure are being developed. |
| | Technology investments fail to achieve the expected performance. | Long | | Sefine Shipyard, solar power plant investments, and natural gas distribution companies are implementing digital technology investments and transitioning to low-carbon technologies. |

Table 3: Climate-Related Transition Risks

Physical Risks

The impacts of climate change create both direct and indirect physical risks for Koloğlu Holding's operations across its various lines of business. In our climate assessments, we have examined the Representative Concentration Pathways (RCP) scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), which represent different levels of greenhouse gas emissions. Analyses conducted under the RCP 2.6, 4.5, 6.0, and 8.5 scenarios have enabled us to evaluate both the potential for low-carbon transition and Koloğlu Holding's strategic resilience under adverse conditions. The insights derived from these scenarios play a critical role in understanding current impacts in the short term, planning operational requirements in the medium term, and achieving sustainability goals in the long term.

In line with these analyses, Koloğlu Holding prioritizes integrating climate risks into business continuity planning across all subsidiaries and developing preventive mechanisms related to water management and disaster risks.

| Risk Indicator | Koloğlu Holding's Area of Influence | Period | Possible Outcomes | Scenario Approach | Actions |
|---|---|------------------------|--|--|--|
| Water Stress, Drought | All Subsidiaries | Medium and Long | Interruption in production processes, increase in water costs | Critical increases are expected in medium and high scenarios ($\geq 2^{\circ}\text{C}$ and $> 4^{\circ}\text{C}$). | Innovative technologies have been developed and implemented to manage the risk of water stress. Studies on water efficiency and wastewater treatment and reuse are ongoing. The high dependence on water in Hekimhan Madencilik's operations increases the risk of drought. Water is used for cooling in the company's operations, and the development of a waste heat energy production facility (WHR) has significantly reduced the need for water used for cooling, ensuring sustainability in this area. |
| Extreme Weather Events (Floods, Storms, Rainfall) | All Subsidiaries | Medium | Disruption in workforce and project delivery times | The impacts increase especially in medium and high scenarios. | To manage these risks, all our subsidiaries are covered by insurance. Emergency response plans have been established and are in place at our companies. |
| Temperature Rise and Fire | All Subsidiaries | Short, Medium and Long | Occupational safety risks, additional cooling/protection costs | Frequency and intensity increase in medium and high scenarios | Emergency response plans against fires are being implemented, and factors that threaten occupational safety due to temperature increases are being taken under control within the framework of OHS management. |
| Sea Level Rise and Storm Risk | Sefine Shipyard, Port of Çanakkale, Teos Marina | Short, Medium and Long | Operational disruptions, infrastructure damage | In the high scenario ($> 4^{\circ}\text{C}$) there is a serious risk | To manage these risks, all our subsidiaries are covered by insurance. Emergency response plans have been established and are in place at our companies. |

Table 4: Climate-Related Physical Risks



Climate-Related Opportunities

The global fight against climate change and the transition toward a low-carbon economy present significant opportunities for Koloğlu Holding and its subsidiaries. In line with these opportunities, Koloğlu Holding continues to grow through renewable energy projects while fostering environmentally friendly approaches across all group companies.

Clean Energy and Resource Efficiency

One of our group's most significant opportunity areas lies in our investments in renewable energy. Through three large-scale solar power plant (SPP) projects, we prevent 113,099 tons of CO₂ emissions annually, thereby reducing our environmental footprint and playing a leading role in clean energy generation. By implementing technologies and practices that enhance energy efficiency across our operations, we not only achieve cost advantages but also optimize our resource use. This approach both minimizes our environmental impact and strengthens our competitive position.

Circular Economy and Waste Management

Through circular economy practices, resource consumption within the value chain is reduced, while reuse and recovery efforts increase the competitiveness of our companies. Sefine Shipyard, Hekimhan Madencilik, Port of Çanakkale, Teos Marina, and Kolin Construction are among the key companies applying this approach. The reuse of by-products and waste materials generated in high-volume production processes delivers both cost benefits and environmental gains. A prominent example of this approach is the Mersin Çeşmeli-Kızkalesi Motorway Project carried out by Kolin Construction. Through engineering optimizations, the total viaduct length was reduced from 4,236 meters to 1,616.8 meters, and the bridge length from 546 meters to 452 meters, significantly decreasing material use and environmental impact. The reuse of excavation materials during construction has further reduced natural resource consumption and waste generation, enhancing overall environmental benefits.

Low-Carbon Products and Services

Our subsidiaries are developing sustainable solutions and creating new market opportunities through low-carbon products and services. Sefine Shipyard's alternative-fuel and energy-efficient vessel projects meet the growing demand for sustainable products in the international maritime sector. The digitalization and smart infrastructure initiatives of our natural gas distribution companies enhance energy efficiency, contributing to operational performance and customer satisfaction. Kolin Hotel has earned the "Bicycle-Friendly Accommodation Facility Certificate" by supporting sustainable tourism through promoting bicycle use and offering guests zero-carbon mobility options. Armetek Elektrik's vacuum circuit breakers that minimize greenhouse gas emissions and KL Yapı's energy-efficient production processes also stand as concrete examples of low-carbon innovation. Furthermore, the Mersin Çeşmeli-Kızkalesi Motorway Project implemented by Kolin Construction exemplifies a sustainable infrastructure approach. The project stands out with practices that reduce environmental impacts, protect natural resources, and contribute to long-term carbon reduction. Route optimization preserved agricultural lands, forest assets, and cultural heritage, while shorter bridge and viaduct lengths lowered both resource use and the project's carbon footprint. In addition, comprehensive afforestation works planned along the route, approximately 327,000 trees to be planted, will create a major carbon sink in the long term, amplifying environmental benefits.

Financial and Competitive Advantage

The increasing availability of sustainability-focused financing mechanisms worldwide, such as green finance and sustainability-linked loans, supports the Holding's projects for adaptation to a low-carbon economy. In this way, our climate strategies create opportunities not only from an environmental standpoint but also in terms of enhancing our financial performance and long-term competitiveness.

| Opportunity Area | Identification of Opportunity | Period | Contributions / Impacts | Strategy for Managing the Opportunity |
|---------------------------------------|---|------------------|--|--|
| Clean Energy and Resource Efficiency | Opportunity to reduce carbon emissions and optimize costs through renewable energy investments and energy efficiency practices in operational processes | Short and Medium | Reducing environmental impact, pioneering clean energy production, cost advantage, optimization of resource use, increased competitiveness | 3 major solar power plants projects are preventing 113,099 tons of CO ₂ emissions annually. Technologies that increase energy efficiency are being implemented in operational processes. |
| Circular Economy and Waste Management | Opportunity to provide cost savings and environmental benefits by reusing by-products and waste generated in production processes | Short and Medium | Reducing costs, providing environmental benefits, reducing resource consumption, increasing competitiveness | In Hekimhan Madencilik and Kolin Construction, the reuse of by-products and waste, as well as material recovery, is ensured. Waste is managed in accordance with MARPOL 73/78, the Regulations for the Collection of Waste from Ships and the Control and Management of Waste, in order to reduce waste generation, reuse, recycle, recover, and manage waste at Port of Çanakkale and Teos Marina, thereby reducing the use of natural resources and ensuring waste management. Sefine Shipyard continues to implement circular economy practices as part of the "Starting from Scratch Project" carried out in collaboration with Altınova Municipality. In addition, Sefine Shipyard ensures environmentally friendly dismantling processes by implementing designs compliant with the Hong Kong Convention in new ship constructions. Furthermore, 97% of the waste generated by Sefine Shipyard's activities has been recycled, contributing to the conservation of natural resources. The reuse of excavation materials arising from the construction process of Kolin Construction's infrastructure projects reduces natural resource consumption and waste generation. |
| Low Carbon Products and Services | Opportunity to develop low-carbon and energy-efficient products and services, creating new jobs and income opportunities by meeting demand in international markets | Short and Medium | Meeting international sustainable product demand, energy efficiency, increasing customer satisfaction, reducing carbon emissions | Sefine Shipyard: Alternative fuel and energy-efficient ship projects are being developed. Our Natural Gas Distribution Companies: Digitalisation and smart infrastructure solutions are being implemented. Armetek Elektrik: Vacuum circuit breakers that minimise greenhouse gas emissions are being manufactured. KL Yapı: Energy-efficient production processes are being maintained. Kolin Construction: Route optimisation and afforestation efforts undertaken as part of the Motorway Project are reducing both resource consumption and carbon footprint. |
| Financial and Competitive Advantage | Opportunity to support low-carbon projects and gain competitive advantage through sustainability-focused financial mechanisms | Short and Medium | Financial support for environmental projects, adaptation to a low-carbon economy, and strengthening financial performance | Access to global financial resources such as green financing and sustainable credit mechanisms is provided. |

Table 5: Climate-Related Opportunities

Carbon Policies

Carbon pricing mechanisms are expected to be implemented more widely in line with efforts to combat climate change on a global scale.

In July 2025, the European Commission proposed an amendment to the European Climate Law, setting a target of 90% net emission reduction by 2040. In this context, prior to the 2026 review of the existing EU Emissions Trading System (EU ETS), a public consultation process titled "Evaluation and Market Stability Reserve" was launched between April and July. Through these developments, the EU aims both to solidify its climate commitments within a legal framework and to enhance the effectiveness of the ETS mechanism.

Significant progress has also been made in Türkiye's climate-related legislation. With the adoption of the Climate Law No. 7552 by the Grand National Assembly of Türkiye (TBMM) on July 2, 2025, a legal basis was established for the country's 2053 net-zero target. Under this law, the Climate Change Presidency has been authorized to monitor and report greenhouse gas emissions and to impose administrative sanctions for non-compliance. Furthermore, the law envisions the establishment of a national Emissions Trading System (ETS), requiring facilities with direct emissions to obtain emission permits—thus laying the foundation for the country's carbon market mechanisms. The 2024–2030 Climate Strategy Document prepared within this framework prioritizes carbon pricing instruments and aims to design the new ETS in alignment with both the EU ETS and the Carbon Border Adjustment Mechanism (CBAM). **These legal developments provide an important framework for our company in managing climate risks and shaping its sustainability strategy.**

Future Carbon Pricing Scenarios

With the implementation of the Climate Law and the Emissions Trading System (ETS), carbon pricing is expected to have a cost impact, particularly on our energy-intensive operations.

- In low-temperature increase scenarios (<2°C), carbon prices are projected to rise rapidly, accompanied by tighter regulations. Under such conditions, accelerating investments in emission reduction technologies will become critical.
- In higher-temperature increase scenarios (3.5–4°C), carbon pricing may be introduced more gradually, offering short-term cost advantages but potentially leading to higher transition costs in the long term.

Therefore, we continuously monitor developments in carbon pricing and related policies, updating our strategic plans flexibly to adapt to evolving conditions.

Climate-Related Risks Management

We adopt a comprehensive risk management methodology based on international standards and best practices when managing corporate risks. We assess various risk areas, including environmental, social, governance, operational, strategic, financial, and regulatory compliance risks, through an integrated perspective. With the contribution of relevant departments, we take a proactive approach to ensure the timely identification of risks that are critical to our company's sustainability, growth, and stability, and to develop the necessary mitigation measures.

Processes for identifying, assessing, and monitoring climate-related risks are carried out in a way that is integrated into our corporate risk management framework. Within this scope, we address climate-related risks and opportunities throughout both our operational activities and supply chain, analyzing their likelihood and impact using qualitative and quantitative methods. Prioritization is made considering financial and operational impacts, and related assessments are reviewed as needed. In comparison with previous years, we have been placing greater emphasis on adopting a more careful and comprehensive approach to the management of climate risks.

In the assessment of climate-related risks and opportunities, various analytical approaches and data types are utilized in impact analyses. These studies are based on the existing operational data of Koloğlu Holding and its subsidiaries, as well as international sources.

 Detailed information regarding our overall risk management practices is provided in the relevant section of this report.

Policies and Activities on Climate Change

Our efforts to mitigate the impacts of climate change and to adapt to its effects are carried out in line with our existing systems and policies, including the Environmental, Energy, and Sustainability Policy, the Supply Chain Policy, and the Environmental Management System. Within this framework, we focus on key areas such as reducing greenhouse gas emissions, improving air quality, ensuring the efficient use of water resources, managing waste effectively, evaluating alternative fuels, and implementing circular economy practices. In supply chain management, sustainability principles are taken into account, and our suppliers are evaluated based on the aforementioned criteria. Those who meet these criteria are given priority in the procurement process. In our fight against climate change, in addition to the use of alternative fuels, investments in renewable energy sources are gaining importance, and opportunities related to circular economy practices are being explored.

 Additional information on the implementation of our climate-related policies and strategies is presented under the headings of Environmental Management, Energy Efficiency, Waste Management and Circular Economy Approach, and Water Management in the report.



In line with our sustainability vision, we are adapting to innovative transformations in the sector with products and services that produce fewer carbon emissions, optimise water usage and embrace circular economy principles.

Metrics, Targets and Performance

We are reviewing our metrics and targets for reducing our greenhouse gas emissions and aligning them with current climate policies and regulations.

Measurement and Reporting of Greenhouse Gas Emissions

We calculate our greenhouse gas emissions in tonnes of carbon dioxide equivalent (tCO₂e) in accordance with the TS EN ISO 14064-1:2018 standard and the Greenhouse Gas Protocol (GHG Protocol). The calculations are based on activities for which Koloğlu Holding and its subsidiaries have actual management responsibility, and the data is collected based on actual service measurements.



Our Scope 1 emissions

include direct emissions from natural gas, diesel, fuel oil, generator fuels, process emissions, and refrigerant gases used in our facilities. Despite an increase in our investments in 2024, the increase in our Scope 1 greenhouse gas emissions was limited to 0.6% thanks to the measures we took.



Our Scope 2 emissions

include indirect emissions from the electricity we purchase. In 2024, 40.6% of our total energy consumption and 91.3% of our electricity consumption was sourced from YEK-G certified renewable sources. This has significantly offset our Scope 2 emissions.

Our Sustainability and Climate Targets

Koloğlu Holding shapes its climate-related targets by taking into account globally recognized frameworks and industry standards. In the target-setting process, existing operational data, risk analyses, and strategic priorities are carefully considered. On its journey to combat climate change, Koloğlu Holding is progressing toward its long-term vision of achieving Net Zero Emissions.

Koloğlu Holding and its subsidiaries manage their emission control processes in line with international standards and continue to report Scope 1 and Scope 2 emissions with a transparent approach to emission data management. Although Koloğlu Holding is not yet subject to mandatory reporting under the Sustainability Reporting Standards of Türkiye (TSRS), it voluntarily adopts a compatible reporting approach. Accordingly, groundwork is underway to establish full compliance with TSRS standards in the coming period, and efforts have been initiated to assess Scope 3 emission calculations in priority categories relevant to its operational fields.

Within its energy operations group, Koloğlu Holding has investments in thermal, hydroelectric, and solar power generation. The Holding is taking steps to reduce the carbon intensity of its portfolio by expanding its renewable energy investments and aims to establish a more balanced production structure in the long term.

In this context, it is anticipated that the expansion of carbon pricing mechanisms, particularly the European Union's Carbon Border Adjustment Mechanism (CBAM), and the planned establishment of an Emissions Trading System (ETS) in Türkiye will influence the cost structures and market dynamics of carbon-intensive sectors.

Furthermore, all subsidiaries implement new investments with a sustainability-oriented perspective, carrying out initiatives to reduce environmental impacts, enhance resource efficiency, and develop low-carbon business models across the construction, industry, mining, energy distribution, tourism, and other sectors. Through this approach, Koloğlu Holding aims to build a balanced, low-carbon, and long-term resilient portfolio structure.

Our Sustainability and Climate Targets

We aim to achieve net zero emissions by 2050. To ensure our strategy can be monitored with measurable outcomes, we have defined our 2026, 2030, and 2053 targets as follows:



2053 Vision: NET ZERO EMISSIONS

We aim to achieve net zero carbon emissions across our entire value chain.
To achieve this goal, we have identified critical milestones for 2026 and 2030:



2026 Milestones

- Reducing our carbon emissions by approximately 2% by 2023
- Achieving 100% Zero Waste Certification across all subsidiaries
- In Sefine Shipyard:
First ship Life Cycle Assessment according to ISO 14040/14044
- Preparations for transition to ISO 14046 Water Footprint Management System
- Preparations for transition to ISO 14064 Corporate Emission Management System
- Reducing water consumption by 27% by implementing water efficiency projects in high-risk regions



2030 Milestones

- Recycle at least 98% of all waste (excluding organic waste)
- Eliminate single-use plastics in all administrative areas
- Inform 30% of strategic suppliers about waste reduction and recycling
- Complete the transition to the ISO 14046 Water Footprint Management System
- Complete the transition to the ISO 14064 Corporate Emissions Management System
- Reduce total water consumption by 30% and expand rainwater harvesting systems at critical operational points

Our Sustainability and Climate Targets

According to our performance in 2023:

- Despite increasing investments, our **Scope 1 emissions** intensity remained limited to just 0.6%.
- Through the YEK-G certifications, 91.3% of our **Scope 2 emissions** were offset. The amount of offset carbon emissions increased by 41% compared to the previous year.

Emission Performance (tCO₂e)

| Emission Type | 2021 | 2022 | 2023 | 2024 |
|----------------------------|------------|------------|------------|------------|
| Scope 1 | 347,381.30 | 312,436.50 | 362,252.60 | 364,516.20 |
| Scope 2 | 33,933.80 | 39,008.60 | 43,013.50 | 44,174.20 |
| Scope 2 (Offsetted) | 23,810.50 | 29,801.10 | 28,898.20 | 40,747.60 |
| Total Net Emissions | 357,504.60 | 321,644.00 | 376,367.90 | 367,942.80 |

Table 6: Emissions Performance (tCO₂e)

Our Actions to Reduce Our Carbon Footprint



- Reducing high-emission fuels and transitioning to alternative, low-carbon energy sources
- Energy efficiency projects (building automation systems, waste heat recovery, LED conversion, etc.)
- Integrating electric service vehicles into the fleet
- Establishing an infrastructure for material and service procurement processes compatible with climate risks, including the supply chain

As Koloğlu Holding, our vision is to be an institution that leads this global transformation with proactive and innovative solutions, beyond reactive risk management in the fight against climate change.

Environmental Management

In all areas in which Koloğlu Holding operates, we act with a sense of responsibility to minimise our environmental impact; we view environmental management as one of the fundamental elements of our sustainability strategy. In this regard, we aim to ensure full compliance with environmental regulations and to continuously improve our environmental performance.

The Environmental Management Department within the Holding provides technical guidance to our subsidiaries in their environmental management processes, offering a holistic approach in areas such as carbon footprint reduction, waste management, resource efficiency, and environmental risk management. In addition, environmental awareness is promoted throughout the organization through awareness-raising training programs and publications.

Each subsidiary employs an Environmental Engineer or authorized Environmental Consulting team responsible for managing environmental processes. Through these structures, full compliance with local and international environmental legislation is ensured, and permitting, notification, and inspection processes are regularly monitored.

Across all group companies, priority is given to implementing practices in line with national and international environmental standards, particularly the **ISO 14001 Environmental Management System**. Depending on the specific requirements of each business area, integration with other management systems such as the **ISO 50001 Energy Management System** is also achieved.

The monitoring and reporting of Scope 1 and Scope 2 greenhouse gas emissions are among the key environmental priorities across the Holding. Accordingly, we develop projects to reduce emissions and continuously update our climate change mitigation strategies by closely following sectoral developments.

A **zero-waste approach** is adopted in waste management processes, ensuring that waste prevention, reduction, recycling, and disposal are managed to create both environmental and economic value. The efficient use of water and energy resources remains one of our core goals for the conservation of natural resources. In addition, various projects are implemented by our group companies to protect biodiversity, support ecosystems, control noise, and improve air quality.

In the short term, we aim to continue investing in energy efficiency and environmental awareness initiatives; in the medium term, to ensure the widespread adoption of environmentally responsible practices across all group companies; and in the long term, to build a low-carbon business model that contributes to combating the climate crisis and to make lasting contributions to environmental sustainability.

Ecological Impact Management

Koloğlu Holding applies a holistic ecological impact management approach to minimise the effects of its operations on natural ecosystems, protect ecosystem services, and ensure the continuity of biodiversity. This approach encompasses the management of ecological risks related to soil, water, and air quality, habitat integrity, ecosystem connectivity, species diversity, and climate change.

From the planning stage of our activities onward, we act in line with the mitigation hierarchy (avoid → minimize → restore → offset), managing our potential impacts on natural ecosystems through scientifically grounded assessments. Baseline studies conducted prior to project initiation identify the local flora and fauna species, habitat structures, ecosystem services, and ecological linkages specific to the region; these data are then integrated into conservation, enhancement, and mitigation strategies.

Biodiversity Conservation

With respect to biodiversity conservation, Koloğlu Holding conducts all its activities in compliance with both national legislation and international standards (e.g. IFC Performance Standard 6). Throughout the life cycle of our projects, we carry out systematic work to protect biodiversity, prevent habitat loss and maintain ecosystem services.

We conduct regular field studies within our operational areas to identify local species, habitat structures, and ecological connections, and we integrate the findings into Biodiversity Action Plans (BAPs). These plans are designed in line with the "no net loss" principle and best international practices. Special assessments are conducted for terrestrial and aquatic ecosystems, sensitive habitats, and priority species, while we take care to avoid operating in areas of critical ecological value during new site development activities. In our land use and mining operations, we implement rehabilitation and ecological restoration projects to minimize habitat degradation and restore decommissioned sites to nature, contributing to the long-term recovery of ecosystems.

Our goals are:

- To carry out ecosystem restoration activities exceeding the designated hectare targets set under land rehabilitation programs.
- To strengthen sustainable land management practices by increasing the scope of rehabilitation and afforestation efforts each year.

Ecosystem Services and Monitoring Activities

Our ecological impact management approach not only focuses on biodiversity but also encompasses the **protection and enhancement of ecosystem services**. In this respect:

Natural Carbon Sinks: We prioritize the conservation of ecosystems with high carbon storage capacity, such as forests, grasslands, and wetlands.

Water Cycle and Quality: We promote practices that preserve the natural water cycle and maintain water quality.

Soil Health: We implement initiatives aimed at preventing erosion, maintaining organic matter balance, and improving soil fertility. In particular, the protection and reuse of topsoil during construction activities are prioritized.

Throughout the operational period, we implement **periodic monitoring programs** to track our ecological impacts. Using tools such as satellite imagery and drone technologies, habitat changes are closely monitored; based on these data, corrective and preventive actions are promptly implemented, and our management plans are regularly updated.

Ecological Impact Management and Biodiversity are addressed not only from a compliance perspective but also as an integral part of our sustainability vision.



While minimising our environmental impact, Koloğlu Holding follows a development approach that is in harmony with natural systems; we act in concert with nature, not against it, for the continuity of life.

Energy Management

Energy management is a strategic priority for Koloğlu Holding, both in terms of the efficient use of natural resources and our goal of reducing carbon emissions. In this context, we view energy management as both a cost-efficiency tool that enhances operational performance and a strategic driver for achieving our climate goals. Our approach operates along two parallel axes: (1) the continuous improvement of efficiency in energy-intensive processes, and (2) the substitution of electricity demand with clean, low-carbon energy sources.



Across the Group, we focus on improving energy efficiency, increasing the share of renewable energy in our consumption, and minimizing the environmental impacts of our production processes. In line with our 2030 energy targets, we aim to reduce greenhouse gas emissions by investing in both renewable energy generation and clean energy use.

Accordingly, this year, the electricity consumption of Kolin Construction headquarters, Sefine Shipyard, Kolin Hotel, Armetek Elektrik, Arslanlı Alçı, Esgaz, KL Yapı, Port of Çanakkale, Teos Marina, and Akkol Catering facilities was sourced from renewable resources through YEK-G certificates, offsetting emissions associated with fossil fuel use.

Under the **ISO 50001 Energy Management System**, we continue our efforts to reduce energy consumption and increase efficiency without interruption. Through the replacement of inefficient equipment, process optimization, and modernization investments, we have achieved significant savings across our production lines. Thanks to the energy efficiency projects implemented throughout 2024, a total of 3,256 GJ of energy savings was achieved.

Currently, electricity generation takes place in four facilities within our Group. Our total installed capacity is 1,254.5 MW, of which 59.3% comes from renewable sources and 40.7% from thermal sources. While maintaining diversity in our energy portfolio, we continue to invest in increasing the share of renewable energy in our production mix.



Energy Consumption

In 2024, the total energy consumption of Koloğlu Holding and its subsidiaries amounted to 250,682,955 kWh. Efforts to reduce energy intensity and improve operational efficiency across the group will continue in the coming years. Thanks to efficiency-enhancing projects in heating and cooling, energy consumption rates have been kept under control despite increased activity.

Energy Management

Energy Efficiency Projects of Our Subsidiaries

Hekimhan Madencilik, aims to reduce energy consumption in production processes through the Waste Heat Recovery and Coal Mill Energy Efficiency projects. In addition, once the ongoing solar power plant installation is completed, the facility's electricity demand will be fully met with clean energy.

In **Kolin Construction**, various project sites and infrastructure projects have adopted energy efficiency measures such as motion-sensitive lighting solutions, fuel optimization practices, and the use of electric machinery. Furthermore, two solar power plants with a total installed capacity of approximately 15 MWm are planned for the Çesmeli-Kızkalesi Motorway project and related facilities. These plants will provide low-carbon energy for roads, tunnels, and electric vehicle charging infrastructure.

Arsanlı Alçı contributes to energy savings through the development of insulation and waterproofing products and promotes the correct and efficient use of these products by organizing training sessions for dealers and craftsmen.

In **Armetek Elektrik** work continues within the scope of the ISO 50001 Energy Management System Certificate, and periodic audits related to the certification have been successfully completed.

Hidro-Gen Enerji has initiated both legal and technical procedures for an additional ~16 MWm solar capacity, complementing its existing 66.5 MWm solar power investment that serves as an auxiliary source to the thermal power plant located in Soma, Manisa. These investments represent a key component of our strategy to increase the share of renewable energy in total generation.

Teos Marina targets a 20% reduction in electricity and fuel consumption by 2030. Accordingly, plans and technical studies are ongoing for the optimization of machinery and the installation of solar panels on administrative buildings.

In **İzmirgaz** the implementation of a Cascading Boiler System in the headquarters and several stations has led to significant natural gas savings. Since the unit cost of electricity for heating is approximately four times higher than that of natural gas, the company opted for natural gas as the primary fuel source and selected a central cascading heating system known for its lower fuel consumption compared to conventional boilers. Izmirgaz holds the ISO 50001 Energy Management System Certificate, under which these processes are carried out. LED fixtures, motion-sensor lighting, and energy-efficient HVAC systems are used in the headquarters and campuses to minimize unnecessary energy use. Charging stations are also available at the headquarters to support electric vehicle use.

In **Sefine Shipyard** awareness training programs are conducted for both current and new employees to strengthen the culture of energy management. The Stage 1 audit of the ISO 50001 Energy Management System certification process has been successfully completed, and final certification is targeted in the upcoming period. Additionally, the transition to A-class energy-efficient welding machines is ongoing to reduce the use of inefficient equipment.

Esgaz achieved 99,036 kWh of energy savings and prevented 47.3 tons of CO₂e emissions by replacing high-consumption lamps in its lighting systems with LED fixtures. Technical improvements in its natural gas heating systems resulted in an additional 140,647 Sm³ reduction in natural gas use, preventing 14.5 tons of CO₂e emissions. Moreover, Esgaz has replaced diesel generators at its stations with natural gas generators, further reducing carbon emissions. In addition, the planned EV charging station installations were completed last year to promote the use of electric vehicles.

In **Turkol Radisson Blu Tuzla Hotel** and **Kolin Hotel** motion-sensor lighting systems and energy-efficient HVAC solutions are implemented to prevent unnecessary energy use. Additionally, transitions to LED lighting and insulation improvements are being carried out to minimize heat loss.

Energy Consumption (kwh)

| Year | Electricity Consumption | Heating Consumption | Cooling Consumption | Total Energy |
|------|-------------------------|---------------------|---------------------|--------------|
| 2021 | 75,860,279 | 93,679,379 | 3,330,000 | 172,869,658 |
| 2022 | 81,276,321 | 71,569,097 | 3,510,000 | 156,355,419 |
| 2023 | 86,235,715 | 73,189,641 | 2,950,000 | 162,375,356 |
| 2024 | 93,387,188 | 154,407,767 | 2,888,000 | 250,682,955 |

Table 7: Energy Consumption

Waste Management and Circular Economy Approach

The principles of **waste management and the circular economy**, which are fundamental components of our sustainability strategy, are at the heart of our operations at Koloğlu Holding. We implement the waste hierarchy in line with the steps of prevention, reduction, reuse, recycling, and energy recovery, and manage all related processes in compliance with environmental standards, legal regulations, and particularly the Zero Waste Regulation.

We separate waste at its source, ensure that recyclable materials are returned to the economy, and direct hazardous waste to licensed facilities. In line with our circular economy approach, we identify opportunities where the waste of one facility can serve as the raw material of another—particularly fostering **industrial symbiosis** between our group companies located in close proximity, and, where possible, with other sectors.

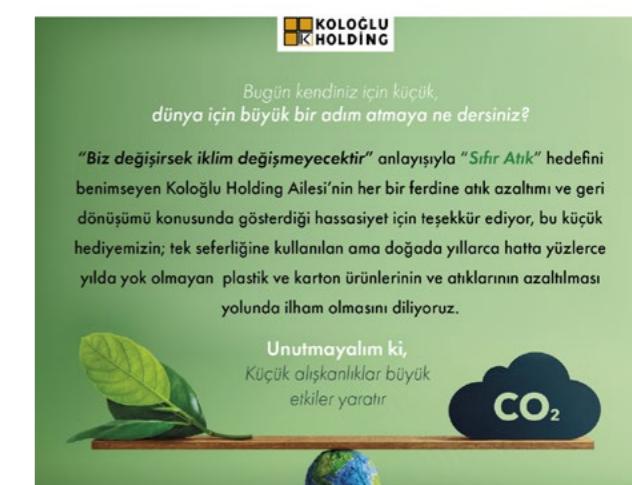
In 2024, our waste recovery rate, excluding organic waste, reached **96.2%**, improving upon our **93.9%** performance in 2023 and demonstrating steady progress toward our goal of continuous improvement in waste management.

| Year | Waste Recovery Rate (Except Organic Waste) |
|------|--|
| 2022 | %89.4 |
| 2023 | %93.9 |
| 2024 | %96.2 |

Table 8: 2024 Waste Performance and Recycling

In 2024, **4.5 tons of paper and plastic waste** were recycled at Koloğlu Holding headquarters, resulting in a reduction of **796.4 kg CO₂e** greenhouse gas emissions, **18,450 kWh** of energy savings, and the preservation of **76 trees**. Additionally, by accelerating our efforts to reduce single-use plastics, we have significantly decreased the use of disposable cups and bottles across all administrative areas. As part of our zero-waste goal and to further reduce the use of single-use materials, personalized glass pitchers and glasses were distributed to employees. Through these and similar practices, the use of approximately 800 kg of disposable materials was prevented in 2024.

We continue to implement the Zero Waste Management System across our headquarters and administrative buildings. Paper, plastic, metal, glass, and electronic waste are separated at the source and sent to recycling facilities.



Life Cycle Approach in Products and Services

In order to minimise the environmental impact of our products and services, Koloğlu Holding adopts a life cycle approach. This approach involves evaluating all stages of a product's life, from design to end-of-life, through environmental, social, and economic dimensions.

In our product and service development processes, we consider resource efficiency and environmental impact at every step, not only during the use phase but also in material selection, production, and logistics.

Accordingly:



- **Design Phase:** We aim to design products that are durable, repairable, modular, and made from recyclable materials.
- **Production Process:** We adopt production techniques that minimize resource and energy consumption and reduce waste generation.
- **Use Phase:** We develop safe, user-friendly solutions with high energy and water efficiency.
- **End-of-Life Management:** We ensure that products can be easily disassembled, their components separated, and reused at the end of their lifecycle.

Risks, Opportunities and the Management Process

Koloğlu Holding regularly assesses the risks and opportunities in waste management and the circular economy through environmental monitoring, regulatory compliance and stakeholder feedback processes carried out across all our subsidiaries. **Within this scope, risk and opportunity analyses are conducted taking into account the source, quantity, recoverability rate and alternative use potential of waste.**



Main Risks

- **Legislative and Regulatory Changes:** Amendments in national or international environmental legislation, including new obligations or restrictions, may require operational adjustments in our waste management processes.
- **Disposal and Logistics Costs:** Limited access to licensed waste disposal facilities and increasing logistics expenses may pose additional cost risks, particularly in managing high-volume waste.
- **Fluctuations in Alternative Raw Material and Recycling Markets:** Price and supply volatility in recycled materials or alternative raw materials can affect the continuity of our circular economy initiatives.
- **Operational Risks:** Failure to properly segregate or store waste at the source can lead to efficiency losses as well as environmental compliance risks.

Main Opportunities

Industrial Symbiosis Collaborations: Utilizing waste as raw material among group companies and other industrial enterprises offers opportunities to reduce costs and minimize environmental impact.

- **Waste Reduction Technologies:** Process optimization and digital tracking systems help reduce waste generation at the source, enhancing operational efficiency.

Market Demand:

Growing demand for low-carbon, eco-friendly products containing recycled materials creates a competitive advantage within our product and service portfolio.

- **Resource Efficiency:** Reintegration of waste materials into the economy provides significant savings in energy, water, and raw material consumption

Practices in our Subsidiaries

Our subsidiary companies continued to work towards minimising their environmental impact in 2024, in line with waste management procedures and targets specific to their areas of operation.

Port of Çanakkale has a robust infrastructure for the safe and traceable management of marine-originated wastes. The port's 20,000 m³ capacity waste collection facility and MARPOL-compliant waste reception processes ensure the segregation, dewatering, and transfer of ship-generated wastes to licensed recovery or disposal facilities. In this way, the port not only ensures environmental compliance but also contributes to the reintegration of regional waste flows into the economy. During the reporting period, a total of 26,767 tons of waste were recycled at Port of Çanakkale, generating significant environmental gains.

Sefine Shipyard Shipyard supports the circular use of industrial wastes through practices focused on the recovery of metals and process by-products. Under its Waste Management Procedure, Sefine Shipyard recycled 97% of its waste. Metal scraps generated within operational processes are separated and incorporated into recycling streams. In addition, the "Starting from Zero" Project, which collects organic waste and converts it into pet food and compost, was successfully continued in 2024. Throughout the year, 5,542 kg of pet food and 5,700 kg of compost were produced—supporting the feeding of stray animals while contributing to the circular economy by reducing organic waste generation. Moreover, 35,777 tons of grit waste resulting from ship blasting processes were utilized as alternative raw material in cement plants.

Arslanlı Alçı manages the waste generated in its production processes with environmental sensitivity. Wastes are collected separately at the source, and recyclable materials are directed to licensed recycling facilities. Process improvements are implemented to reuse gypsum-based wastes generated during production and to minimize raw material loss. In 2024, 65.3 tons of waste were recovered by Arslanlı Alçı, resulting in a 11,558.3 kg CO₂e reduction, 267,730 kWh energy savings, and the conservation of 1,110 trees.

Teos Marina implements shoreline and marine cleaning practices as well as licensed waste disposal processes that contribute to the protection of marine ecosystems. In 2024, a total of 15.9 tons of waste was recycled through these efforts.

İzmirgaz manages process-related wastes within a framework of environmental responsibility. Segregation practices are in place to ensure recyclable materials are sent to licensed facilities. Gas meters are regularly calibrated and reused, while continuous process improvements aim to enhance waste recovery and minimize raw material loss.

In the infrastructure projects carried out by **Kolin Construction**, materials such as excavation spoil and topsoil are reused on-site for landscaping and filling purposes, reducing waste volumes while optimizing the use of natural resources specific to the project area. In the Mersin Çeşmeli-Kızkalesi Highway Project, approximately 6,922,620 m³ of the estimated 24,395,809 m³ of excavation material was reused as fill within the same project—reducing transportation and disposal costs while supporting the project's environmental integrity. Moreover, approximately 9,276,845 m³ of excavation material will be used for landscaping in the Solar Power Plant, which enables the project to generate its own electricity and qualify for the title of "Green Road." During the reporting period, Kolin Construction managed waste in compliance with regulations through temporary storage areas according to their types and ensured recycling through licensed companies. In 2024, 114.5 tons of waste were recycled, achieving a 20,266 kg CO₂e reduction, 469,450 kWh energy savings, and preventing the cutting of 1,946 trees.

Akkol Hazır Yemek carries out on-site segregation of organic waste and converts it into compost or animal feed—tangible practices that enhance circularity within the food chain. These applications divert organic waste from typical disposal routes, helping reduce the company's carbon footprint while generating local economic value. During this reporting period, Akkol Ready Meal continued to transform food waste into pet food and compost under the "Responsible Restaurant Movement." In 2024, the company produced 3,500 kg of pet food and 6,200 kg of compost. Moreover, best production practices, warehouse monitoring, and implementation of the FEFO (First Expired, First Out) principle minimize food waste generation. Additionally, the formation of waste vegetable oil, the second most common waste type after food waste, is reduced through optimized baking techniques.

| Companies | Amount of Recycled Waste (tons) | Energy Savings (kWh) | Greenhouse Gas Reduction (kg CO ₂ e) | Number of Trees Prevented from Being Cut |
|--|---------------------------------|----------------------|---|--|
| Koloğlu Holding (Head office) | 8.2 | 33,620.0 | 1,451.2 | 139.2 |
| Kolin Construction | 114.5 | 469,450.0 | 20,266.6 | 1,946.6 |
| Sefine Shipyard | 44,470.6 | 7,086,484.8 | 682,507.1 | 49,427.5 |
| Port of Çanakkale | 26,767.2 | 154,396,324.9 | 1,110,524.8 | 1,630.9 |
| Teos Marina | 15.9 | 65,190.0 | 2,814.6 | 270.6 |
| Kolin Hotel | 39.7 | 162,770.0 | 34,744.9 | 676.4 |
| Turkol Radisson Blu Tuzla Hotel | 22.1 | 90,610.0 | 13,028.0 | 375.7 |
| Akkol Hazır Yemek | 5.6 | 22,960.0 | 6,426.8 | 95.5 |
| Hekimhan Madencilik | 328.9 | 1,348,490.0 | 58,215.6 | 5,591.6 |
| KL Yapı | 100.0 | 410,000.0 | 17,700.1 | 1,700.1 |
| Arslanlı Alçı | 65.3 | 267,730.0 | 11,558.3 | 1,110.3 |
| Armetek Elektrik | 1,068.4 | 4,380,440.0 | 189,103.8 | 18,159.8 |
| Esgaz | 4.8 | 19,598.0 | 846.2 | 81.4 |
| İzmirgaz | 3.5 | 14,350.0 | 619.2 | 59.3 |
| TOTAL | 73,015 | 168,768,018 | 2,149,807 | 81,265 |

Table 9: The contribution we make through recycling our waste

Training and Awareness Activities

Koloğlu Holding is conducting regular training and awareness programmes for our employees, suppliers and business partners with the aim of increasing the effectiveness of our waste management and circular economy approach. In 2024, a total of 3,160 employees across our group companies received training and participated in awareness activities focused on waste segregation at source, safe management of hazardous waste, recycling methods, and the reduction of single-use plastics. As part of awareness initiatives organized throughout the year—particularly on World Environment Day—the distribution of reusable bags, along with the use of informative visuals and digital content, aimed to promote a culture of sustainable waste management among all our stakeholders..



These ongoing efforts to reduce, reuse, and recycle the waste generated during our operations not only help minimize our environmental impacts but also enhance resource efficiency, thereby supporting our long-term goal of sustainable growth.

Water Management

Koloğlu Holding and its subsidiaries regard the protection of freshwater and marine resources in all regions of operation as a critical issue for long-term environmental and economic sustainability. Climate change, drought, population growth, and increasing industrial demand for water indicate that access to and quality of water will become even more critical in the future. For this reason, we take concrete steps to ensure the efficient use of water and to contribute to the preservation of aquatic ecosystems within our operations. Our water management practices are conducted in line with the ISO 14001 Environmental Management System, national water management legislation, and the UN Sustainable Development Goal 6: Clean Water and Sanitation. Across the Holding, we implement innovative solutions aimed at reducing water consumption, promoting water reuse, and protecting aquatic ecosystems.

In the head offices of **Koloğlu Holding** and **Kolin Construction**, controlled water consumption is ensured through the use of sensor-equipped fixtures. At project sites, ongoing initiatives include rainwater harvesting and reuse, the utilization of treated wastewater in various processes, and efforts to minimize water losses. **Sefine Shipyard's** water management activities include the collection of rainwater in reservoirs for use in specific areas, while **Hekimhan Madencilik's** activities include the reuse of backwash water in mining operations and the use of water for irrigation after physical treatment. **Kolin Hotel** has implemented comprehensive measures to ensure the efficient use of water. Daily water consumption is reduced through sensor taps, low-flow showerheads, and efficient laundry systems. In addition, greywater recovery enables reuse in landscape irrigation and technical areas, reducing both operating costs and environmental impacts. Specifically, wastewater generated from the osmosis system is recovered and reused to enhance water efficiency. **Turkol Radisson Blu Tuzla Hotel** conducts water conservation practices in accordance with international chain standards. Low-flow fixtures and equipment are used in rooms and common areas, while operational controls are applied in the kitchen and laundry departments to minimize water use. The hotel has also implemented Green Housekeeping and Lean Clean programs aimed at reducing both carbon and water footprints. **Teos Marina** operates wastewater reception and separation systems designed to protect marine ecosystems. These systems ensure that wastewater generated from yachts and boats is collected without being discharged into the sea and is directed to appropriate disposal facilities. Furthermore, drip irrigation systems are used within the marina to reduce freshwater consumption. **Port of Çanakkale** has established MARPOL-compliant wastewater management infrastructure, enabling the safe collection and recovery of liquid waste generated by ships. These efforts contribute significantly to the protection of seawater against pollution. **Arslanlı Alçı** and **Armetek Elektrik** invest in closed-loop systems and efficient equipment to reduce process water use in their production facilities. These improvements ensure water conservation and minimize loss rates in raw material-based manufacturing processes.

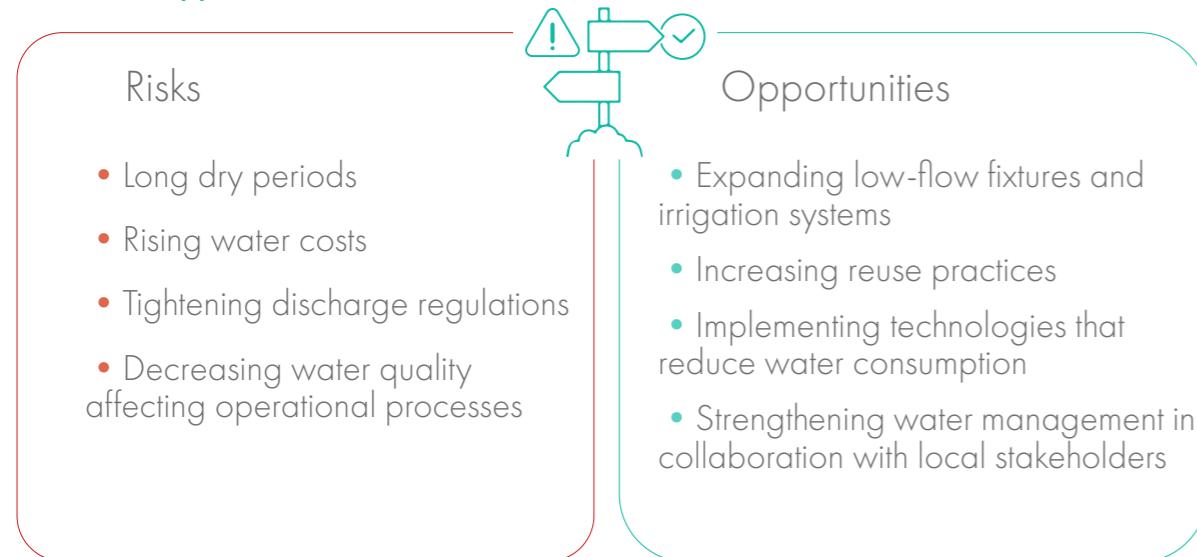


In the coming period, we aim to expand water monitoring, recovery, and efficiency efforts by making greater use of technological solutions and to contribute to the sustainable management of water resources by increasing the sharing of knowledge and experience with our stakeholders. As of 2024, total water consumption across the group has decreased by 3.6% compared to the previous year.

Water Management

Risk and Opportunity Management for Water and Marine Resources

Risks and Opportunities



Water Risk Management

Irregularities in precipitation patterns caused by climate change, particularly the prolongation of dry periods, bring along the risks of increasing water demand and rising costs of water access.

- **<2°C Scenario:** Water management policies are expected to become more stringent, accompanied by the wider adoption of efficiency practices.
- **3.5–4°C Scenario:** Prolonged droughts and significant reductions in water resources may increase the risk of operational disruptions.

Koloğlu Holding considers the current status and future variability of freshwater and marine resources as a critical factor in terms of both **operational efficiency** and **environmental impact**.

Regional Water Stress

- Operations located in different geographic regions are exposed to varying levels of risk in terms of water supply and demand.
- During drought periods, limited access to water, rising costs, and declining water quality constitute the main risks.
- Conversely, the expansion of rainwater harvesting systems, reuse of reclaimed water, use of low-flow technologies, and collaboration with local stakeholders present key opportunities.

Scenario-Based Water Risk Projections

Based on WRI Aqueduct data, three different scenarios have been evaluated for the years 2030, 2050, and 2080:



• Optimistic Scenario:

It is projected that the increase in water risk can be limited through the continuation of current practices.

• Moderate Scenario (Business as Usual):

If existing policies continue without significant change, regions currently categorized as "high risk" are expected to shift to a "very high risk" level after 2050.

• Pessimistic Scenario:

In the event that global warming reaches 3.5–4°C, the risk of operational disruptions is projected to increase due to prolonged droughts and significant reductions in local water resources.

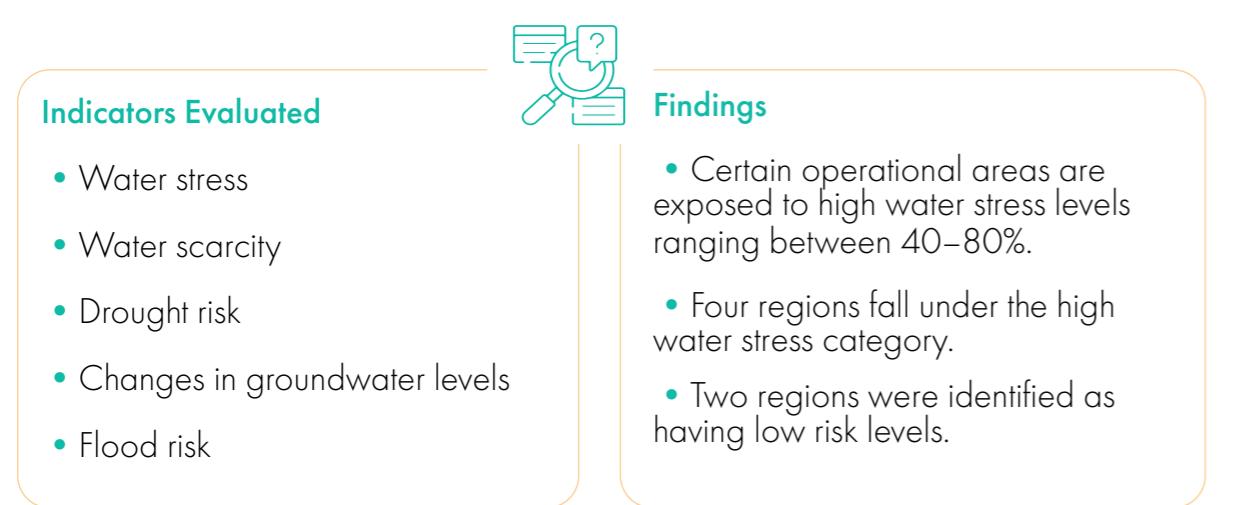
In this context:

- Adopting flexible and adaptive approaches in line with regional conditions,
- Increasing awareness on the protection and sustainable use of water resources,
- Maintaining continuous information exchange with stakeholders,

are considered key actions that will contribute to reducing water-related risks.

Analysis Results and Findings

In 2024, an analysis was conducted for all operational sites of Koloğlu Holding and its subsidiaries using the **WRI Aqueduct Water Risk Atlas**.



Prioritized Actions



Metrics and Targets

To measure and improve our water management performance, key metrics identified through comparison with 2021 data are presented below:



Total water consumption decreased from 1,203,899.4 m³ in 2021 to 907,911.4 m³ in 2024.

Reduction Rate in Water Consumption:

As of 2024, water consumption was reduced by 24.6% compared to 2021.

Our Targets (based on 2021 baseline):

- Achieve a 30% reduction in total water consumption by 2030.
- Implement water efficiency projects in all high-risk regions by 2026, achieving a 27% reduction in total water consumption.
- Expand rainwater harvesting and reuse practices to all critical operational sites by 2030.

In line with these goals, we provide regular training to our site teams on water efficiency and management and direct our technological investments toward water monitoring and recovery systems.

Training, Awareness, and Engagement

Awareness on the protection of water resources and reduction of water consumption is promoted through:

- Environmental and water efficiency training programs provided to all employees,
- "Respect for Water" communication campaigns across projects,
- Development of "The Importance of Water" awareness guides for the supply chain.

Our approach to water at Koloğlu Holding is not merely as a resource, but as a strategic asset and a shared responsibility. We prioritize water conservation in all our processes and remain committed to ensuring clean and accessible water for future generations.

Air Quality Management

To minimise the impact of our activities on air quality is a fundamental part of our environmental responsibilities as Koloğlu Holding. In our production, construction and mining operations, we implement technologies, monitoring systems and management plans that comply with national and international standards in order to control emissions and ensure full compliance with environmental legislation. In some of our subsidiaries such as **Kolin Construction** and **Hekimhan Madencilik**, Air Quality and Emission Management Plans are implemented in line with the nature of the projects and operations. These plans are developed based on the Regulation on Air Quality Assessment and Management, the Regulation on the Control of Industrial Air Pollution, and IFC Performance Standards. They aim to identify potential emission sources during both construction and operation phases, apply appropriate control measures, and protect ambient air quality.

In particular, during construction projects, activities that may generate dust such as site preparation, excavation and backfilling, material transport, topsoil storage, vehicle movement on unpaved roads, and ready-mix concrete plant operations, are managed through techniques designed to reduce particulate matter (PM) emissions. These include regular watering systems, material covering, wheel washing units, and speed limitations.

In mining operations, dust control systems and filtration technologies are employed at emission sources such as blasting areas, crushing and screening facilities, and material stockyards. Continuous Emission Monitoring Systems (CEMS) are used to track potential gas emissions from process stacks 24/7, with real-time data transmitted directly to the Continuous Monitoring Center of the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye.

Across all operational areas, parameters such as PM₁₀, NO₂, SO₂, and settled dust are periodically measured by accredited laboratories. The results are used both for internal performance assessments and official reporting processes. In sensitive areas including residential zones, schools, parks, and ecologically significant habitats, additional measures are implemented to minimize air quality impacts. Early warning systems are in place to prevent exceedances of regulatory emission limits, and preventive actions are promptly applied in case of deviations. This approach helps maintain operational efficiency while minimizing environmental and social impacts.

In subsidiaries with production processes such as **Sefine Shipyard**, **Hekimhan Madencilik**, **Arslanlı Alçı**, and **Armetek Elektrik**, filtration systems, closed-loop process solutions, and enclosure applications are utilized to reduce dust and gas emissions. These technologies not only enhance occupational health and safety, but also contribute to preserving regional air quality.

Port of Çanakkale contributes to the protection of air quality by implementing fuel quality, waste gas management and operational measures in line with national and international regulations to control emissions from ships. Low-emission equipment is prioritized in port operations, reflecting a commitment to regionally sensitive air quality management.



2030 Air Quality Management Targets

- Continuously reduce NO_x, SO_x, and particulate matter emissions in line with international best practices.
- Modernize existing filtration and dust suppression systems.
- Increase the use of alternative fuels and low-emission raw materials.
- Digitalize monitoring, reporting, and improvement processes.

By maintaining our proactive approach to air quality management, Koloğlu Holding operates with technological investments and robust environmental standards to foster cleaner air and healthier living spaces.

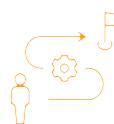
Protecting the Future of Our Business

Labor Practices

Human resources are Koloğlu Holding's most important asset. The core principles of our Human Resources (HR) approach are **trustworthiness, fairness, inclusiveness, continuity, and a focus on development**. This approach aims to ensure equal opportunities for both blue-collar and white-collar employees, while taking into account the diverse operational structures of our subsidiaries. All our HR practices are aligned with national and international labor and human rights standards.

Following the Materiality Analysis conducted in 2024, "Labor Practices" were identified as a strategic priority. Accordingly, our HR framework has been restructured around policy, governance, implementation, and measurement dimensions. Our goal is to build an equitable, safe, competent, and future-ready workforce, ensuring alignment with our Sustainable Development Goals (SDGs) through unified standards across all subsidiaries.

Within this framework, our group companies implement various initiatives to enhance employee satisfaction and engagement. For instance, Sefine Shipyard operates suggestion systems and feedback mechanisms that encourage employees to participate in decision-making processes, thereby fostering a culture of continuous improvement in production operations. Additionally, various social support programs and internal communication activities are carried out across the Group to strengthen employee commitment. Some of our subsidiaries also offer supplementary health insurance for their employees.



Governance, Roles, and Policy Framework

The strategic alignment and implementation of labor practices are overseen by the functional Human Resources managers. The effectiveness of these practices is monitored through regular management reviews, internal audits, and employee representation mechanisms.

Key policies in effect across Koloğlu Holding include: Human Rights Policy, Gender Equality Policy, Policy on the Prevention of Violence and Harassment, and Anti-Bribery and Anti-Corruption Policy. These policies are adopted by all subsidiaries and are supported through employee training programs and periodic audits. Governance mechanisms and business processes are also reinforced through the Leadership Commitment Statement related to our management systems.

Protecting the Future of Our Business /

Roles and Responsibilities:

- Human Resources Department: Responsible for designing the human capital strategy and implementing annual HR programs. It also manages recruitment, compensation, and training operations.
- Senior Management: Provides strategic approval and allocates necessary resources.

Our Strategic Approach

Our human resources management is guided by the following key principles:

- Competency-based recruitment processes
- Enhancing employee well-being and engagement
- Fair, transparent, and inclusive management practices
- Promoting diversity and inclusion (gender, disability, age, and socio-economic diversity)
- Developing leaders and technical experts through talent management
- Continuous improvement of workplace safety and ethical standards
- Driving digital transformation to enhance workforce efficiency and organizational agility

Implementation Principles

- **Equality and Fairness:** No discrimination is permitted in recruitment or compensation processes.
- **Transparency:** HR policies and procedures are openly shared with employees; performance evaluation and career advancement processes are based on transparent criteria.
- **Sustainability Integration:** HR processes are managed in alignment with the company's corporate sustainability objectives.
- **Participation:** Employee opinions are collected through regular surveys, representative meetings, and digital feedback channels, and are translated into actionable improvement plans.

Communication and Internal Stakeholder Engagement

- Policy documents and procedures are made publicly accessible to all employees via the intranet, with updates communicated through periodic announcements.
- Employee profile data and results from the annual employee satisfaction survey are evaluated and shared during internal communication meetings for feedback purposes.
- Orientation programs are conducted for all new employees.
- Training programs are provided to staff through digital learning platforms.

Employee Profile

Our approach is inclusive, valuing diversity and operating with an equitable human resources structure. Through our wide range of projects across Türkiye, spanning sectors such as construction, energy, infrastructure, natural gas, and tourism, we have built a multidimensional workforce that brings together expertise from various professional disciplines.

As of the 2024 reporting period, the employment structure across Koloğlu Holding and its subsidiaries reflects the diverse needs of different sectors and operational areas. The total number of employees has been reported as 12,190.

At the Koloğlu Holding Headquarters, the gender distribution stands at **44% women and 56% men**, with the number of female employees increasing by 27% compared to the previous period. Across Koloğlu Holding and its subsidiaries, the number of newly hired female employees increased by 35.4% compared to the previous year. Furthermore, the employment rate of women with disabilities increased by 42% during the same period.

Regarding representation in management levels, the proportion of women in middle and senior management positions at the Koloğlu Holding Headquarters has reached 50%. The Holding continues to pursue the goal of further increasing female representation at these levels in the coming years.

| Indicator | Value |
|---|-------|
| Female Employee Ratio | %10.4 |
| White-Collar Female Employee Ratio | %39.7 |
| Blue-Collar Female Employee Ratio | %7 |
| Female Employee Ratio at Headquarters | %44 |
| Female Manager Ratio at Headquarters | %50 |
| Increase in Employment of Persons with Disabilities (compared to previous year) | %51 |
| Employees Under 30 Years Old | %33.4 |
| Employees Over 50 Years Old | %16.4 |

Table 10: Indicators Regarding Employee Profile

The majority of employees within the organization work on a full-time basis. Due to project requirements or seasonal fluctuations, a limited number of part-time and project-based employment practices are implemented. In some subsidiaries, short-term contractual employment arrangements are used to meet specialized workforce needs, while internship and young talent programs contribute to the development of long-term recruitment pools. Candidates who successfully complete internship programs may be offered employment opportunities upon the approval of department managers and through Human Resources processes.

White-collar employees primarily work in headquarters and support functions, while blue-collar employees are mainly employed in operational units such as production, field operations, shipyards, and mining.

Equal Opportunity and Inclusivity

Koloğlu Holding adopts transparent, fair, and accessible practices in all employment processes to ensure equal opportunity and inclusivity in the workplace. Recruitment, promotion, compensation, and training opportunities are evaluated on an equal opportunity basis, regardless of employees' gender, age, disability, ethnicity, faith, or other personal characteristics. This approach is an integral part of both our corporate culture and our sustainability vision.

Our companies, particularly Koloğlu Holding, which holds a **Gender Equality Policy and Advanced Gender Equality Program Certificate**, and Sefine Shipyard, which holds a **Basic Gender Equality Program Certificate**, apply impartial criteria in their recruitment and candidate evaluation processes. Job postings are prepared in an unbiased language, the diversity of candidate pools is considered, and competency assessments are conducted using standardized methods. Furthermore, fields for photographs, gender, and marital status have been removed from application forms, ensuring a bias-free evaluation process. Recruitment specialists are trained within the scope of the **Gender Equality Recruitment Guide**, and all employees are regularly informed through awareness-raising publications, email notifications, announcements and events.

Strengthening gender balance and increasing female representation, particularly in management positions, are among our priority goals. To this end, Sefine Shipyard sponsored the **Yakamoz – Transformational Leadership Executive Training Program** to empower women in leadership roles. It identified potential female employees and ensured their participation. Furthermore, the **Female Forklift Operator Training Program**, a first in heavy industry, encourages women employees to take an active role not only in support roles but also in all aspects of production.

To support women's work-life balance, mothers receive a total of 16 weeks of maternity leave before and after birth, daily breastfeeding breaks, and all other legal rights. Women-friendly practices aim to improve employees' financial and physical conditions. Employees with children in primary and secondary school receive remote work support on report card days. During special periods such as Women's Day and Father's Day, employees celebrate these special days with gifts provided by local women's cooperatives.

We address diversity not only through visible differences, but also through diversity of thought, inclusive communication, and equal representation. Physical accessibility arrangements, assistive technologies, and flexible work options are planned to support the employment of employees with disabilities, and sustainable employment is achieved through collaboration with İSKUR and relevant institutions.

Koloğlu Holding, within the framework of its **Zero Tolerance Policy for Combating Violence and Harassment**, adopts a zero-tolerance policy against discrimination, mobbing, violence, or harassment. Reliable communication channels are provided for employees to report such incidents, and complaints are handled with the principles of confidentiality and impartiality.

Equal opportunity and inclusion performance is monitored through indicators such as the proportion of women in management positions, the employment rate of people with disabilities, and the number of hires from disadvantaged groups; the results are regularly reflected in management reports.

Supporting Employee Development

The continuous development of the knowledge, skills and competencies of Koloğlu Holding employees forms the fundamental elements of corporate sustainability. Training and development activities are planned and implemented to align with the company's strategic objectives, the changing dynamics of the sector, and employees' individual career goals.

Training Plans are prepared annually for employees working in Koloğlu Holding and its affiliated companies, and the implementation follow-up is carried out by the companies' Human Resources department. These training programs focus on occupational safety, quality management, and professional skills, ensuring more effective employee participation in work processes. In addition to technical training, personal development programs are also offered to enhance employee competencies.

A comprehensive orientation program is implemented to ensure new employees adapt quickly and effectively to the corporate culture. The program includes digital training modules, face-to-face information sessions, and an orientation process with experienced staff. By 2024, 100% of all new employees have been included in the orientation process.

To support this process, the KoBuddy System is implemented at the Koloğlu Holding and Kolin Construction headquarters. KoBuddy is a program where new employees are paired with an experienced team member and receive guidance on daily operations, team dynamics, and company culture. Basic introductions are given on the first day, followed by orientation to the processes in the first week, and ongoing support throughout the first month. Employee feedback is then collected to evaluate the program's effectiveness. KoBuddy acts as a supportive colleague for the new employee, independent of the manager.

During the 2024 reporting period, a total of **29,445** hours of training were provided in the Holding and its affiliated companies, with an average training time of **7.98** hours per employee. The average annual training time for female employees was reported as **24.5** hours. Additionally, internship programs and sectoral wage/practice research contributed to the acquisition of young talent and professional qualifications. Leadership development programs are organized for middle and upper-level managers. These programs provide competencies in strategic management, change leadership, sustainability awareness, and people management.

In line with our vision of "A Beautiful Tomorrow, a Strong Turkey," we support our young people, who will build our future, with equal opportunities throughout their education. Koloğlu Holding and its subsidiaries offer internship opportunities, in addition to scholarships, and upon graduation, we provide job opportunities within our group companies. We are proud to contribute to the development of future generations through our emerging schools in various regions of the country, our graduates, and the scholarship recipients we connect with through the **Koloğlu Education Foundation (KOLEV)**.

A training platform accessible 24/7 to employees has been established within the Holding through digital learning platforms. A wide range of training modules are being developed for employees, covering everything from personal development to technical skills, and individual learning plans are being created.

Sefine Shipyard currently offers 24/7 accessible content through digital learning platforms, including hands-on and face-to-face training programs for field and production-focused units. The **Sefine@kademi** platform, launched within Sefine Shipyard, serves as a continuous learning environment that integrates internal training content and external resource integrations. The effectiveness of training and development activities is monitored through indicators such as participation rates, annual training hours per person, post-training satisfaction scores, and pre-test/post-test success rates.

Izmirgaz utilizes face-to-face training and digital platforms for training. Additionally, the Buddy app has been implemented for recruitment since the beginning of 2021. New hires are assigned a Buddy from the relevant department, who will accompany them through various processes for one month to support their adaptation..

| Indicator | Value |
|--|--------------|
| Total Training Hours | 29,445 hours |
| Average Training Duration per Employee | 7.98 hours |
| Training Duration per Female Employee | 24.5 hours |

Table 11: Training and Development Data for 2024

In the coming period, we plan to enhance digital skills, expand sustainability-focused technical training, and expand the scope of young talent programs. This will ensure that employees have the necessary competencies for both their current roles and the future workplace.

Koloğlu Holding's investment in employee development aims to maintain operational efficiency and ensure the continuity of in-house talent. Our training programmes continue to be implemented in a manner that supports employees' career development, enhances occupational safety performance, and contributes to corporate transformation goals.

Occupational Health and Safety Management

Occupational health and safety (OHS) is taken as a principal component of all our operations in Koloğlu Holding, and our aim is to ensure that our employees, contractors and all stakeholders present on our sites work in safe, healthy and respectful environments. In this regard, we base our approach on reducing risks at the source, developing a culture that promotes safe behavior, and continuous improvement. Our OHS approach is supported by implementing certification processes in relevant companies based on the ISO 45001 standard and integrating them with quality and environmental management systems. Corrective and preventive actions are swiftly implemented based on findings from internal and external audits, continually strengthening the culture of improvement.

The Koloğlu Holding central OHS unit provides regular reports to the Board of Directors and the Executive Board; risk assessments are updated in line with new activities, process changes, equipment investments, and changes in site conditions. Hazard analyses specific to work steps are prepared, and measures compliant with the risk control hierarchy are implemented. The "Stop if unsafe" principle applies to all employees and contractors; activities are safely halted when necessary, and the use of this authority is not subject to disciplinary action.

The structure and operation of OHS units within Holding's subsidiary companies may vary according to the size and organizational frameworks of the companies. However, in all units, key performance indicators such as the accident frequency rate and severity rate are regularly monitored, and the results are reported in management review meetings to ensure transparency and accountability.

Employee participation is at the center of our OHS culture; OHS boards, established in compliance with legal regulations, convene regularly at different locations. Employee representatives submit their opinions and suggestions, playing an active role in shaping the decisions made. Hazard and near-miss reports are collected through digital shift logs and other accessible channels; these reports are tracked through the system, and necessary actions are implemented.

Occupational Health and Safety Management

Onboarding and periodic OHS training sessions are planned as both theoretical and practical, depending on the nature of the work. Annual plans include priority risks, critical activities, and behavior-based safety modules. Learning processes are supported by digital academy content, practical field support, and tours where managers demonstrate visible leadership on-site. In the 2024 reporting period, a total of 2,547,024 person-hours of OHS training was provided in Koloğlu Holding and its affiliated companies. This training, which includes subcontractor employees as well as our own, is conducted regularly to reinforce a sense of shared responsibility.

For contractor employees, pre-work compliance checks, work-specific permits, orientation, and risk-focused training are mandatory. Site performance audits and non-conformance management are meticulously applied. A common OHS culture is established through joint site inspections conducted with subcontractor firms.

In accident and incident management, causes are identified using root cause analysis methodologies. Critical findings are shared with all relevant parties in a "lessons learned" format, and procedures and training content are revised. Health surveillance, infirmary and occupational physician services, ergonomic improvements, workplace environment measurements, and appropriate personal protective equipment management are carried out regularly. In chemical management, Material Safety Data Sheet (MSDS) tracking, proper storage, and labeling standards are applied; when necessary, VOC measurements and local exhaust ventilation systems are activated.

A reward/penalty system for OHS, a priority issue for Holding's subsidiary companies, is applied to employees. Employees who demonstrate successful OHS practices in the field are rewarded in various ways, including monetary rewards.

In 2024, the total number of recordable accidents during activities within Koloğlu Holding and its affiliated companies was 779. Furthermore, no fatal work accidents occurred during the year. No cases of occupational disease were found among employees during audits and follow-ups.



Responsible Supply Chain Management

Koloğlu Holding recognises its supply chain as an integral part of its business processes and aims to establish high-quality, reliable and ethically sound supply relationships. We attach importance to developing long-term, mutually trusting and sustainable collaborations with our suppliers in all areas where Koloğlu Holding and its affiliated companies operate.

In all our steps, from supplier selection and contract management to performance evaluations and collaboration development processes, we adopt a holistic approach that considers economic, as well as environmental and social, dimensions. In this context, we take criteria such as:

- Product and service quality • Occupational health and safety practices
- Environmental awareness • Ethical business practices

into account in our procurement processes.

In our supply chain, we prioritise supporting local suppliers in the regions where we operate.

To implement our sustainability principles together with our suppliers, we follow sectoral developments, adapt best practices to our processes, and encourage information sharing with our suppliers. When necessary, we conduct training and awareness-raising activities to enhance our suppliers' understanding of occupational health and safety, environmental management, and ethical standards.

In new collaborations, a supplier's alignment with our corporate values and sustainability approach is as important an evaluation factor as their product or service quality.



As Koloğlu Holding, we value the preference and support of local suppliers in the regions where we operate. We believe that using local resources contributes to regional economic development and helps reduce the environmental impacts stemming from logistics in procurement processes. Therefore, we take care to prioritize local business partners who meet competitive conditions during supplier selection.

| Indicator | 2021 | 2022 | 2023 | 2024 |
|---------------------------|-------|--------|--------|--------|
| Total Number of Suppliers | 8,994 | 12,552 | 13,969 | 16,476 |

Table 13: Number of Our Suppliers

In our collaborations with suppliers, the goal is to regularly review performance and evaluate mutual development opportunities. In cases considered necessary, supplier visits, technical assessments or document reviews may be conducted; mutual information sharing is carried out regarding identified areas for improvement.

By 2030, we aim to provide information on waste reduction and recycling to at least 30% of our strategic suppliers.

Product, Service Quality and Safety

Koloğlu Holding and our affiliated companies accept as one of our essential concerns ensuring the highest level of quality and safety for our products and services in all areas in which we operate. We aim to ensure that every product and service we offer to our customers and business partners complies with relevant national and international standards, legal regulations, and industry requirements.

Recognizing that product quality and safety are not limited to meeting technical standards, we operate within the framework of quality management systems across all procurement, production, storage, shipping, and after-sales processes. In this context:

- We focus on early risk identification and preventative measures to ensure the safety of our products and services.
- We consider quality alongside customer satisfaction, sustainability, and ethical values.
- We conduct necessary process controls to ensure compliance with relevant legal regulations and industry standards.

While these vary depending on our field of activity, we regularly review our quality and safety standards through internal audits and plan necessary actions in areas requiring improvement.

Product Design and Lifecycle Management

Koloğlu Holding and our affiliated companies address product design not only in terms of aesthetics or functionality but also in line with quality, safety, customer needs, and sustainability criteria. During the product design process, we aim to implement innovative ideas and develop solutions that meet stakeholder expectations.

In the design phase of our products, we prioritize elements such as:

- Ease of use and safety,
- Efficiency in materials and production processes,
- Optimization of energy and resource use,
- Development of long-lasting and durable products.

Life cycle management, meanwhile, covers the process from a product's design to the end of its useful life, supporting our goals of reducing environmental impacts and using resources efficiently. In this context, detailed information regarding the life cycle approach is also discussed separately in the **"Waste Management and Circular Economy Approach"** section.

Customer Welfare

We consider customer welfare not only as a result of product and service quality, but also as an integrated approach that integrates safe use, accessibility, transparent communication, and long-term value creation.

- We establish transparent, open, and respectful communication with our customers.
- We ensure our products and services are safe, high-quality, and tailored to their needs.
- We treat feedback and suggestions as valuable resources for our improvement efforts.



Our approach to customer satisfaction and well-being is not limited to the point of sale; we aim to stand by our customers during post-sales processes, providing fast and effective support when they need it.

Furthermore, we take care to ensure full compliance with legal requirements and industry standards in all areas that could affect customer health, safety, and quality of life. To reinforce our customers' trust, we regularly review our processes and integrate best practices into our business model.

Sefine Shipyard's Quality Management System was established in accordance with ISO 9001 requirements, and the shipyard published its first Quality Policy in 2011. Adopting a customer-focused and process-priority management style, the company is aware that its sustainability and its ability to remain the customer's first choice are only possible through continuous improvement. Sefine Shipyard joined the National Quality Movement by becoming a member of KALDER (Turkish Quality Association) in 2021 and continues its efforts to implement the EFQM Excellence Model at the shipyard.

Data Security

The confidentiality, integrity and availability of data are critical issues that are taken into account at every stage of our operations.

- Using secure communication methods for internal and external information flow,
- Taking necessary technical and administrative measures against unauthorized access,
- Increasing our employees' awareness of data security.

Our approach to information security encompasses not only technological infrastructure investments but also training and awareness activities to ensure our employees act consciously. Through this, we aim to prevent potential risks such as data loss, cyber-attacks, or information leaks.

Regarding the protection of personal data and ensuring privacy, we act in accordance with current legislation and sectoral requirements, paying close attention to maintaining sustainable trust in our relationships with stakeholders.

Digitalization and R&D Studies

We continuously enhance our operations in line with the requirements of the era by closely following technological developments and innovative business models.

Our digitalization approach encompasses the goals of automating business processes, utilizing data analytics, establishing effective communication via digital platforms, and increasing operational efficiency. In this way, we not only ensure speed and accuracy in our internal processes but also provide higher quality services to our stakeholders.

Our R&D efforts, meanwhile, focus on producing innovative solutions in our areas of operation, enhancing product and service quality, and contributing to our sustainability goals. In this regard:

- We follow sectoral developments,
- We establish collaborations with universities, research institutions, and technology companies,
- We create work environments that encourage the implementation of innovative ideas.

Our digitalization and R&D efforts include not only technological infrastructure investments but also training to develop our employees' innovative thinking skills and opportunities for intrapreneurship.

With the **Coal Mill Energy Efficiency Project** carried out at **Hekimhan Madencilik**, energy consumption is being optimized.

The mill capacity is regulated by a PID control system; thanks to digital reporting and alarm systems, automatic notifications are generated for off-target production, and necessary actions are taken. Through this, we aim to achieve up to 30% savings in energy consumption and reduce carbon emissions.

Sefine Shipyard conducts both R&D activities and product delivery operations in the field of new-generation autonomous and swarm unmanned marine vehicles, in line with developing technologies. As a pioneer in the Turkish maritime sector since its establishment, Sefine Shipyard continues to provide high added value to its industry and the national economy with its more than 5,000 employees (including subcontractor personnel), continuous investments, success in exports, pioneering R&D and innovation activities, and world-class products and services.

On the other hand, **İzmirgaz** is taking steps toward future energy solutions with R&D projects such as hydrogen-focused training and algae-based fuel production. Improvements continue by prioritizing digitalization in all processes.



Competitive Approach

Koloğlu Holding strengthens its competitive power in the sectors where it operates through an approach focused on innovation, operational excellence, customer satisfaction, and digital transformation. While Group companies aim for sustainable growth in both national and international markets, they reinforce their positions in the industry with efficiency and quality-oriented practices.

Some Exemplary Activities of Our Subsidiaries

Sefine Shipyard holds a significant position as one of the largest shipyards in its region, with a 250,000 m² area in Yalova-Altnova on the coast of the Sea of Marmara. Sefine Shipyard stands out as the largest shipyard not only in terms of its established area but also in its business volume and diversity. It provides high-quality and high-capacity ship maintenance/repair/conversion services with the largest dry dock in its region, capable of 90,000 DWT Post-Panamax, and a floating dock with 120,000 DWT Aframax capacity. This investment stands out as a strategic step that enhances the shipyard's service speed and customer satisfaction. Exporting new ship constructions to countries prominent in maritime, such as Norway, Italy, the Netherlands, the UK, Estonia, and the Faroe Islands,

Sefine Shipyard is number one in the world in the construction of Live Fish Carriers. Sefine Shipyard increases its competitive strength through advanced engineering solutions and R&D investments in shipbuilding. It has secured a strong position in the international market, particularly through its highly energy-efficient hybrid ship projects, environmentally friendly designs, and the use of digital technologies.

Kolin Hotel and **Turkol Radisson Blu Tuzla** provide a competitive advantage on a regional and international scale with their customer-oriented service approach. These facilities stand out with digital reservation systems, customer feedback mechanisms, and sustainable tourism practices aimed at enhancing service quality.

İzmirgaz and **Esgaz** are integrating digitalization and smart grid technologies into their operations. Infrastructure is monitored using geographic information systems (GIS), and transparent, reliable service is offered to consumers through digital meter applications. These investments not only increase customer satisfaction but also elevate operational efficiency to the highest level.

Hekimhan Madencilik, in addition to being the only facility in the world that enriches from siderite, strengthens its competitiveness in international markets by emphasizing environmental and social sensitivity in its mining extraction and processing operations. Dust and emission control systems, rehabilitation projects, and renewable energy integration make the company strong not only economically but also in the dimension of sustainability.

Arslanlı Alçı and **Armetek Elektrik** reduce costs and increase product quality through modern machinery and process optimizations that provide energy efficiency in their production lines. The conversion of waste gypsum back into raw material at Arslanlı Alçı and investments in high-efficiency equipment at Armetek Elektrik are concrete applications that enhance the companies' competitive strength.

Akkol Hazır Yemek reinforces its position as a reliable brand in its sector by providing fast, high-quality service in response to customer demands, while also continuously improving food safety and hygiene standards.



Through these projects, the Holding's competitive power is strengthened, cost-effectiveness is increased, and a pioneering position in the field of sustainability is achieved in the industry. Our company's long-term success is secured by developing employee competencies, integrating digitalization into business processes, and reducing environmental impacts.

Adding Value to the Future

Contribution to Society

Koloğlu Holding believes that creating value not only economically but also through social impact in all the regions where we operate constitutes a substantial factor in our corporate responsibility. We focus on establishing long-term relationships based on mutual trust with the community and making positive contributions in the areas of local development, education, health, environment and culture.



Society Interaction and Community Investment Approach

- All our initiatives that create social impact are planned in line with the "Value-Creating Business Models" approach and are conducted in dialogue with relevant stakeholders.
- The principles of transparency, accountability, and volunteerism are observed in projects carried out with the local community, public institutions, NGOs, and universities.
- Impact analyses of the projects are conducted, and social impact measurement methodologies are progressively implemented

Adding Value to the Future /

Koloğlu Holding Corporate Social Responsibility Practices

| Company Name | Activity Area | Description |
|-----------------|--------------------|---|
| Koloğlu Holding | Education | 11 educational institutions and 1 science and culture center have been built in different provinces of Turkey. Scholarships and internship opportunities are provided to students of selected engineering faculties, with 283 students receiving scholarships in 2024. |
| | Benefit to Society | In order to support local women's cooperatives, products are procured from these cooperatives on special days such as Women's Day and Father's Day. |
| | Culture & Artst | Kolin Turkish Classical Music Choir |
| | Environment | Rainwater Collection on Construction Sites |
| | | Electric Vehicle Use |
| | Benefit to Society | To support the preservation of cultural heritage, a warehouse has been constructed within the Silifke Museum Directorate of the Republic of Turkey Ministry of Culture and Tourism to preserve archaeological artifacts. Additionally, excavation and landscaping work is being carried out within the Akkale Archaeological Site, in coordination with the district governor's office and relevant regional institutions. Drilling operations were carried out to meet the drinking and irrigation water needs of residents living near the ongoing highway project in Mersin province, thus facilitating access to water resources in the region. |
| | Education | Scholarships are awarded to successful university students in seven departments designated by the administration who are in need of financial support. Scholarship recipients are provided with internship opportunities and are given priority in hiring after graduation. |
| | Kolin Construction | Karayolları Kolin Fatih Secondary School (Samsun) |
| | | Mehmet Koloğlu Anatolian High School (Elazığ) |
| | | Nezihe Koloğlu Girls' Dormitory (Elazığ) |
| | | Metin Koloğlu Vocational and Technical Anatolian High School and Girls' Dormitory Education Complex (Elazığ) |
| | | Giresun Üniversitesi Tirebolu Mehmet Bayrak MYO Doğankent Vesi Akın Koloğlu Service Building (Giresun) |
| | | Giresun University Nezihe Koloğlu Student Dormitory (Giresun) |
| | | Kürtün Nezihe Koloğlu Student Dormitory (Gümüşhane) |
| | | Çanakkale 18 March University Faculty of Theology (Çanakkale) |
| | | Nezihe Koloğlu Primary School (Manisa) |
| | | Mustafa Kemal Secondary School - Under construction (Elazığ) |

Adding Value to the Future /

| Company Name | Activity Area | Description |
|-------------------|--|---|
| Sefine Shipyard | UKFF Children's Festival | As part of the festival, a space was provided for film screenings and support was provided for organization, food and beverage services, hosting of guests, preparation of posters and announcements, and photography and video shooting. |
| | Female Forklift Operators Training Program | A training and employment protocol was signed with the Yalova Governorate and the Yalova Provincial Directorate of İskur to continue our female forklift operator program, which we launched as a first in the heavy industry. |
| | Blood and Stem Cell Donation | A Blood Donation Campaign was launched at our shipyard in collaboration with the Turkish Red Crescent on May 7-9. This resulted in the collection of 92 stem cells and 260 blood donations. |
| | Hersek Lagoon Cleaning Campaign | With the participation of 40 people, the Herzegovina Lagoon area in our shipyard was cleaned on June 5th, World Environment Day. |
| | Shelter Construction Workshop and Food Distribution Station | 500 kg of food produced at the food compost facility, established in collaboration with the Altınova Municipality, was distributed to stray animals at food distribution stations established within the shipyard on October 4th, Animal Protection Day. The kennels, built with the participation of Sefine Shipyard employees, were then left at various locations throughout the district. |
| | Animal Feed-Compost Production | The products produced at the Feed-Compost Facility, which was established in cooperation with the Altınova Municipality, continue to be shared with the people of Altınova free of charge. |
| | International Day of the Girl Child Awareness | On October 11, International Day of the Girl Child, the girls of the workers were hosted at the shipyard and toured the production area in order to reduce inequalities and raise awareness. |
| | SefiFest Seniority Awards Seedling Donation | At the Seniority Award Ceremony held as part of the SefiFest Festival, which employees attended with their families, 741 saplings were donated to the Tema Foundation on behalf of each person who received an award. |
| | Breast Cancer Awareness | In order to raise awareness within the scope of Breast Cancer Week, a specialist doctor gave awareness and consciousness training to all women working in the shipyard. |
| | November 2-8 is Children with Leukemia Week | As part of Children with Leukemia Week, November 2-8, we collaborated with LÖSEV to raise awareness about leukemia and support our children with leukemia, ensuring that employees received information about leukemia. |
| | Organ Donation Week | In the awareness seminar held at the shipyard as part of Organ Donation Week between 3-9 November, information was given on the importance of organ donation, its details and how to become a donor. |
| | November 25th is the International Day for the Elimination of Violence Against Women | A video was shot and produced by Sefine Shipyard on November 25th, the International Day for the Elimination of Violence Against Women, and published on all platforms, with the motto "Violence begins with language and is normalized with language; do not normalize the language of violence!" to draw attention to gender equality and to inform about gender-based discourses. |
| Esgaz | Education | Providing training on natural gas to schools and official institutions. |
| | Benefit to Society | Preparing information posters about Natural Gas and sharing them with the entire city during September and October. |
| | Environment | Providing training for AFAD employees and encouraging employees to work voluntarily when necessary. |
| | Environment | Sapling Donations to the Tema Foundation on behalf of the Staff. |
| Akkol Hazır Yemek | Benefit to Society | Responsible Restaurant Movement – Turning Food Waste into Compost Fertilizer and Cat and Dog Food |

Adding Value to the Future /

| Company Name | Activity Area | Description |
|---------------------|--------------------|---|
| Turkol Turizm | Benefit to Society | Free Bicycle Transportation for Guests |
| | | Earth Hour Event |
| | | Nursing Home Visit |
| | | Altı Nokta Körler Derneği for the Blind Book Reading Event |
| | | Participation in the Istanbul Marathon (Tofd, Koruncuk, etc.) |
| | Environment | Move to Zero Actions |
| | | World Cleanup Day (Environmental Cleanup) |
| | | TEMA Foundation Seedling Donation |
| Teos Marina | Benefit to Society | In 2024, the proceeds from the social responsibility auctions held at Teos Marina will be donated to various associations (Association for Supporting Contemporary Life (CYDD) and Seferihisar Nature and Animal Friends Association (SEHAYDER)). |
| | | Environmentally Friendly Bicycle Transportation Opportunity |
| | Environment | Coastal and marine cleaning activities and environmental awareness activities were carried out. |
| | | |
| Arslanlı Alçı | Benefit to Society | Building material assistance to schools, mosques, and NGO service buildings |
| | | Sponsorship and financial support for city festivals and events |
| | | Financial support to fan clubs and associations to promote sports |
| | Education | Educational material and stationery assistance to schools |
| Port of Çanakkale | Benefit to Society | Providing financial support to Çanakkale Kepez Sports Club to encourage young people to participate in sports. |
| | | Environment |
| Hekimhan Madencilik | Benefit to Society | Providing financial support for paving and asphalt paving on village roads and within villages. |
| | | Environment |
| | | The General Directorate of Forestry is working to plant 10,000 saplings, with the goal of completing 2,000 saplings by 2024. |

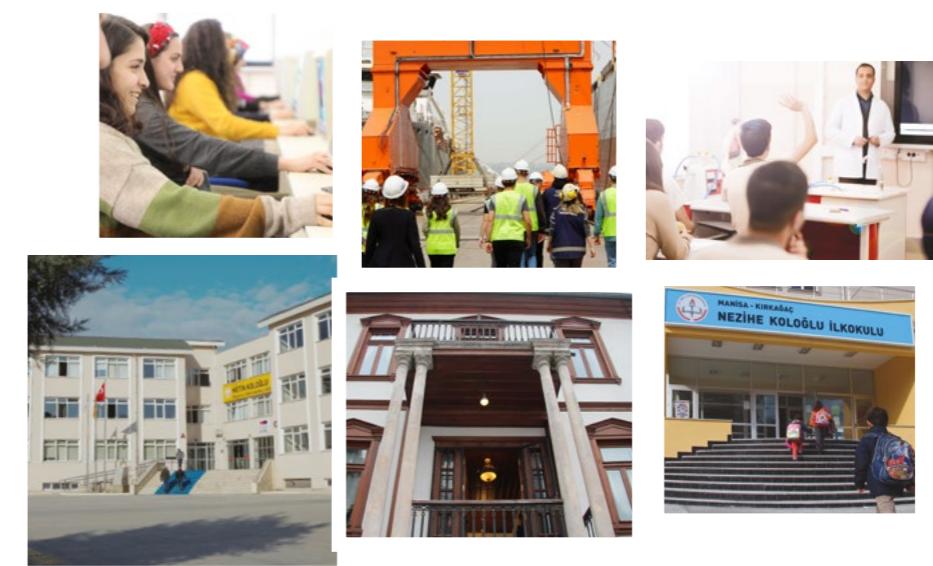
Adding Value to the Future /

| Company Name | Activity Area | Description |
|--------------|--------------------|---|
| İzmirгаз | Benefit to Society | <p>Photography Competition (National Level) The theme of the 11th annual competition, held in 2024, was "I Capture Happiness."</p> <p>The Interschool Painting Competition aims to raise environmental awareness and support the creativity of our children, the youth of our future, with a different theme each year that highlights environmental and nature-consciousness.</p> <p>Blood Donation Campaign, organized in collaboration with the Turkish Red Crescent, our blood donation campaign was launched with the intense interest and support of our employees, under the slogan "We are devoted to each other."</p> <p>The Izmir Natural Gas Theatre Club staged a special play, "Tree House," highlighting the importance of renewable energy sources.</p> <p>Book Distribution in Schools The second story in the "Chizdo's Adventures" children's book series, developed as part of the company's social responsibility projects, was published in 2024: "Atlas, Ocean, and Water."</p> <p>Meter Support for Schools</p> <p>Blue Cap Collection Effort</p> |
| | | <p>Afforestation Efforts Creating the Izmir Natural Gas Forest, Izmir Natural Gas Grove, and Izmir Natural Gas Workers Memorial Forests in fire-damaged areas. A total of 45,000 saplings have been planted in 14 afforestation efforts organized in collaboration with the Aegean Forest Foundation since 2007.</p> |
| | | <p>On staff birthdays: Donating saplings to the Tema Foundation on behalf of the staff</p> |
| | | <p>The Seacoal EU Eurogia Project The R&D project will enable the production of hydrocarbons and pure aviation fuel from algae, as well as protein for fish feed. This R&D project was approved in 2024, and work will begin in 2025.</p> |
| | Education | <p>The 2024 R&D Project, Hydcove, Erasmus + Cove Project, aims to provide training to young people aged 18-28 with associate and undergraduate degrees on the next-generation fuel, Hydrogen. The R&D project received the Seal of Excellence in 2024 and will begin operations in 2025.</p> <p>İzmirгаз Primary School</p> <p>Career Days Seminar</p> <p>Summer Internship Program for University Students</p> <p>Long-Term Internship Program for High School Students</p> <p>Co-Op Internship Program with University-Industry Collaboration</p> <p>Natural Gas Education in Schools "Safe and Efficient Use of Natural Gas" training continued in 2024 with the goal of entrusting the energy of the future to conscious individuals.</p> |
| | | <p>Photography Competition (National Level) The theme of the 11th annual competition, held in 2024, was "I Capture Happiness."</p> |
| | | <p>The Interschool Painting Competition aims to raise environmental awareness and support the creativity of our children, the youth of our future, with a different theme each year that highlights environmental and nature-consciousness.</p> |
| | | <p>Blood Donation Campaign, organized in collaboration with the Turkish Red Crescent, our blood donation campaign was launched with the intense interest and support of our employees, under the slogan "We are devoted to each other."</p> |
| | | <p>The Izmir Natural Gas Theatre Club staged a special play, "Tree House," highlighting the importance of renewable energy sources.</p> |
| | | <p>Book Distribution in Schools The second story in the "Chizdo's Adventures" children's book series, developed as part of the company's social responsibility projects, was published in 2024: "Atlas, Ocean, and Water."</p> |
| | | <p>Meter Support for Schools</p> |

Adding Value to the Future /

| Company Name | Activity Area | Description |
|--------------|--------------------|--|
| Kolin Hotel | Environment | <p>Recycling of Egg Shells - Using Them as Fertilizer in Soil</p> <p>Tea Waste Recycling - Use as Soil Fertilizer</p> <p>Organic Garden Care</p> <p>TEMA Foundation Donation</p> <p>Earth Hour Event</p> |
| | | <p>Environmentally Conscious Bicycle Transportation Opportunity</p> |
| | | <p>Participation in Environmental Cleanup Activities</p> |
| | | <p>Ç.O.M.Ü - Green Transformation Coordination</p> |
| | | <p>Turkic World Art Universities Union, Sponsorship</p> |
| | Benefit to Society | <p>Çanakkale Cultural Road Festival, Sponsorship</p> |
| | | <p>Gastrofest Festival, June 1-2, 2024, Gastrofest Çanakkale main sponsor and host</p> |
| | | <p>Disabled Persons Day Breakfast Event</p> |
| | | <p>Ah De Vefa Project, Grandchildren of Martyrs and Veterans of the Çanakkale Front (Hosted)</p> |
| | | <p>Women Entrepreneurs hosted a handicraft exhibition</p> |
| | | <p>Supporting the World Freediving Record Holder Derya CAN and World Swimming Champion Deniz Şentuna from Çanakkale, Sponsorship</p> |

As Koloğlu Holding, we continue to add value to society in all regions we operate, recognizing that we are stakeholders not only in economic development but also in social well-being. Our activities span a wide range of areas, from education and the environment to culture and sports, contributing to both the development of local communities and sustainable development goals.



Annexes

Annex-1 Environmental Performance Indicators

| Koloğlu Holding | | | | | |
|---|-----------|-------------|-------------|-------------|--------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 40.2 | 39.0 | 5.3 | 8.2 | tons |
| Amount of waste recycled | 9.0 | 9.5 | 5.3 | 8.2 | tons |
| Amount of hazardous waste | 0.1 | 0.6 | 0.6 | 3.7 | tons |
| Amount of hazardous waste recycled | 0.1 | 0.6 | 0.6 | 3.7 | tons |
| Amount of non-hazardous waste | 40.2 | 38.3 | 4.7 | 4.5 | tons |
| Amount of non-hazardous waste recycled | 8.9 | 8.8 | 4.7 | 4.5 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 0,0 | 1,555,200,0 | 2,224,800,0 | 1,785,600,0 | MJoule |
| Total electricity consumption | 357,369.6 | 367,215.1 | 362,028.7 | 394,341.2 | kWh |
| Energy consumption for heating | 591,251.2 | 666,266.2 | 483,846.0 | 528,935.7 | kWh |
| Water | | | | | |
| Total water consumption | 2,106.0 | 2,407.0 | 876.0 | 2,516.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 138.4 | 743.7 | 811.7 | 123.8 | tCO2e |
| Scope 2 emissions | 170.8 | 177.7 | 185.3 | 188.5 | tCO2e |

| Kolin Construction | | | | | |
|---|--------------|-------------|-------------|-------------|--------------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 1,448.7 | 1,351.2 | 130.7 | 114.5 | tons |
| Amount of waste recycled | 94.1 | 79.4 | 130.7 | 114.5 | tons |
| Amount of hazardous waste | 119.3 | 100.8 | 27.2 | 8.0 | tons |
| Amount of hazardous waste recycled | 42.0 | 37.0 | 27.2 | 8.0 | tons |
| Amount of non-hazardous waste | 1,329.4 | 1,250.4 | 103.5 | 106.6 | tons |
| Amount of non-hazardous waste | 52.1 | 42.4 | 103.5 | 36.0 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 0.0 | 0.0 | 0.0 | 568,800 | MJoule |
| Total electricity consumption | 11,873,027.0 | 7,449,477.0 | 3,602,350.1 | 9,712,594.4 | kWh |
| Water | | | | | |
| Total water consumption | 388,989.0 | 234,545.0 | 127,750.0 | 161,425.8 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 17.6 | 17.6 | 17.6 | 8,467.2 | tCO ₂ e |
| Scope 2 emissions | 3,029.0 | 3,534.0 | 3,602.3 | 4,642.6 | tCO ₂ e |

Sefine Shipyard

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|--------------|---------------|---------------|---------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 38,224.8 | 60,615.7 | 64,927.4 | 45,852.4 | tons |
| Amount of waste recycled | 35,313.6 | 56,505.2 | 62,710.7 | 44,470.6 | tons |
| Amount of hazardous waste | 1,812.9 | 3,471.8 | 8,502.5 | 8,719.5 | tons |
| Amount of hazardous waste recycled | 1,737.3 | 3,176.2 | 8,138.4 | 7,853.5 | tons |
| Amount of non-hazardous waste | 36,411.9 | 57,143.9 | 56,424.9 | 37,132.9 | tons |
| Amount of non-hazardous waste recycled | 3,3576.3 | 5,3329.0 | 5,4572.3 | 36,617.1 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 75,600,000.0 | 118,416,747.6 | 128,940,915.6 | 120,452,400.0 | MJoule |
| Total electricity consumption | 22,903,234.0 | 30,793,541.0 | 33,316,921.0 | 32,299,613.0 | kWh |
| Energy consumption for heating | 750,000.0 | 900,000.0 | 1,000,000.0 | 970,000.0 | kWh |
| Energy consumption for cooling | 1,000,000.0 | 1,200,000.0 | 1,500,000.0 | 1,400,000.0 | kWh |
| Water | | | | | |
| Total water consumption | 161,000.0 | 210,185.0 | 189,621.0 | 268,493.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 175.5 | 3,556.2 | 3,846.1 | 4,608.7 | tCO ₂ e |
| Scope 2 emissions | 10,947.7 | 14,904.1 | 15,958.8 | 15,439.2 | tCO ₂ e |

Akkol Hazır Yemek

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-----------|-----------|-----------|-------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 2.6 | 1.0 | 3.4 | 5.6 | tons |
| Amount of waste recycled | 2.6 | 1.0 | 3.4 | 5.6 | tons |
| Amount of hazardous waste | 2.6 | 1.0 | 1.1 | 1.3 | tons |
| Amount of hazardous waste recycled | 2.6 | 1.0 | 1.1 | 1.3 | tons |
| Amount of non-hazardous waste | 0.0 | 0.0 | 2.3 | 4.3 | tons |
| Amount of non-hazardous waste recycled | 0.0 | 0.0 | 2.3 | 4.3 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 255,600.0 | 266,400.0 | 28,800.0 | 1,529,881.2 | MJoule |
| Total electricity consumption | 87,470.0 | 127,378.3 | 104,964.0 | 101,190.0 | kWh |
| Energy consumption for heating | 326,220.3 | 101,818.5 | 295,972.7 | 98,809.0 | kWh |
| Water | | | | | |
| Total water consumption | 19,000.0 | 28,000.0 | 36,000.0 | 12,257.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 76.3 | 23.8 | 69.3 | 23.1 | tCO ₂ e |
| Scope 2 emissions | 41.8 | 60.9 | 50.2 | 48.4 | tCO ₂ e |

Annex-1 Environmental Performance Indicators

| Armtek Elektrik | | | | | |
|---|-----------|-----------|------------|-------------|--------------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 193.8 | 1,809.4 | 1,355.1 | 1,488.1 | tons |
| Amount of waste recycled | 0.0 | 1,469.5 | 141.2 | 1,068.4 | tons |
| Amount of hazardous waste | 193.8 | 339.9 | 1,224.9 | 419.7 | tons |
| Non-hazardous waste amount | 0.0 | 1,469.5 | 130.2 | 1,068.4 | tons |
| Amount of Non-hazardous waste recycled | 0.0 | 1,469.5 | 130.2 | 1,068.4 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 5,889,600 | 8,121,600 | 15,220,800 | 7,441,200.0 | MJoule |
| Total electricity consumption | 2,188,958 | 2,998,349 | 4,522,067 | 3,574,643.0 | kWh |
| Energy consumption for heating | 5,619,025 | 9,101,039 | 12,871,304 | 9,209,845.0 | kWh |
| Water | | | | | |
| Total water consumption | 8,534.0 | 27,471.0 | 33,682.0 | 16,658.6 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 1,314.9 | 2,129.6 | 3,011.9 | 2,155.1 | tCO ₂ e |
| Scope 2 emissions | 1,046.3 | 1,433.2 | 2,161.5 | 1,708.7 | tCO ₂ e |

| Port of Çanakkale | | | | | |
|---|-------------|-------------|-------------|-----------|--------------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 21,570.1 | 21,579.0 | 26,707.0 | 27,651.9 | tons |
| Amount of waste recycled | 21,302.6 | 18,366.6 | 24,831.5 | 26,767.2 | tons |
| Amount of hazardous waste | 21,350 | 21,418 | 26,386 | 27,303.9 | tons |
| Amount of hazardous waste recycled | 21,083 | 18,280 | 24,743 | 26,662.6 | tons |
| Amount of non-hazardous waste | 220 | 161 | 321 | 348.0 | tons |
| Amount of non-hazardous waste recycled | 220 | 87 | 89 | 104.6 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 4,561,200.0 | 3,322,800.0 | 3,567,600.0 | 3,193,200 | MJoule |
| Total electricity consumption | 675,206.4 | 353,579.1 | 468,012.9 | 900,575.0 | kWh |
| Water | | | | | |
| Total water consumption | 12,345.0 | 9,191.0 | 15,279.0 | 41,757 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 1,985.0 | 1,399.5 | 1,523.1 | 1,209.6 | tCO ₂ e |
| Scope 2 emissions | 322.7 | 169.0 | 223.7 | 434.8 | tCO ₂ e |

| Kolin Hotel | | | | | |
|---|-------------|-------------|-------------|-------------|--------------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 69.0 | 98.9 | 117.2 | 63.4 | tons |
| Amount of waste recycled | 1.1 | 1.3 | 10.8 | 39.7 | tons |
| Amount of hazardous waste | 0.1 | 0.1 | 9.6 | 5.2 | tons |
| Amount of hazardous waste recycled | | | 0.1 | 5.2 | tons |
| Amount of non-hazardous waste | 68.9 | 98.8 | 107.7 | 58.2 | tons |
| Amount of non-hazardous waste recycled | 1.1 | 1.3 | 10.4 | 34.5 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 6,586,981.2 | 8,599,554.0 | 8,426,329.2 | 9,975,600.0 | MJoule |
| Total electricity consumption | 1,829,717.0 | 2,388,765.0 | 2,340,647.0 | 2,763,829.0 | kWh |
| Water | | | | | |
| Total water consumption | 23,305.0 | 44,405.0 | 128,540.0 | 66,614.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 0.0 | 0.0 | 836.2 | 1,084.8 | tCO ₂ e |
| Scope 2 emissions | 874.6 | 1,141.8 | 57.3 | 1,321.1 | tCO ₂ e |

| Esgaz | | | | | |
|---|-------------|-------------|-------------|-------------|--------------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 1.35 | 1.90 | 2.35 | 4.78 | tons |
| Amount of waste recycled | 1.35 | 1.90 | 2.35 | 4.78 | tons |
| Amount of hazardous waste | 0.10 | 0.15 | 0.35 | 0.25 | tons |
| Amount of hazardous waste recycled | 0.10 | 0.15 | 0.35 | 0.25 | tons |
| Amount of non-hazardous waste | 1.25 | 1.75 | 2.00 | 4.53 | tons |
| Amount of non-hazardous waste recycled | 1.3 | 1.8 | 2.0 | 4.53 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 2,613,600.0 | 2,664,000.0 | 2,923,200.0 | 3,103,200.0 | MJoule |
| Total electricity consumption | 647,648.0 | 614,050.0 | 567,498.5 | 579,754.0 | kWh |
| Water | | | | | |
| Total water consumption | 4,543.0 | 3,802.9 | 3,964.2 | 4,956.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 0.0 | 0.0 | 0.0 | 1,349.8 | tCO ₂ e |
| Scope 2 emissions | 309.6 | 293.5 | 271.3 | 277.1 | tCO ₂ e |

Annex-1 Environmental Performance Indicators

Hekimhan Madencilik

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|--------------|--------------|--------------|--------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | | | | | |
| | 157.8 | 274.8 | 511.3 | 355.6 | tons |
| Amount of waste recycled | 130.8 | 237.8 | 301.1 | 328.9 | tons |
| Amount of hazardous waste | 9.1 | 14.5 | 12.4 | 15.3 | tons |
| Amount of hazardous waste recycled | 7.1 | 12.5 | 8.4 | 14.62 | tons |
| Amount of non-hazardous waste | 148.7 | 260.2 | 498.8 | 340.3 | tons |
| Amount of non-hazardous waste recycled | 123.7 | 225.2 | 292.7 | 314.3 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 74,847,600.0 | 71,870,400.0 | 46,404,000.0 | 78,303,600.0 | MJoule |
| Total electricity consumption | 17,840,351.2 | 19,082,942.0 | 21,513,580.0 | 22,579,443.0 | kWh |
| Water | | | | | |
| Total water consumption | 138,463.0 | 144,737.0 | 146,806.0 | 161,724.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 315,970.0 | 284,823.8 | 330,583.2 | 328,646.0 | tCO ₂ e |
| Scope 2 emissions | 8,527.7 | 9,121.6 | 10,283.5 | 10,793.0 | tCO ₂ e |

KL Yapı

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-------------|-------------|-------------|-------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | | | | | |
| | 340.1 | 608.0 | 797.3 | 205.0 | tons |
| Amount of waste recycled | 278.7 | 545.9 | 713.8 | 100.0 | tons |
| Amount of hazardous waste | 1.2 | 3.2 | 8.6 | 20.5 | tons |
| Amount of hazardous waste recycled | 1.2 | 3.2 | 8.6 | 20.5 | tons |
| Amount of non-hazardous waste | 338.9 | 604.8 | 788.7 | 69.4 | tons |
| Amount of non-hazardous waste recycled | 277.6 | 542.8 | 705.2 | 69.4 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 4,888,800.0 | 4,770,000.0 | 4,986,000.0 | 4,550,400.0 | MJoule |
| Total electricity consumption | 879,866.0 | 1,239,404.2 | 1,594,006.8 | 1,252,207.0 | kWh |
| Energy consumption for heating | 1,060,776.1 | 1,318,508.8 | 2,024,749.4 | 1,708,996.8 | kWh |
| Water | | | | | |
| Total water consumption | 27,150.0 | 30,000.0 | 60,000.0 | 76,000.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 248.2 | 308.5 | 473.8 | 399.9 | tCO ₂ e |
| Scope 2 emissions | 420.6 | 592.4 | 761.9 | 598.6 | tCO ₂ e |

İzmirgaz

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-----------|-------------|-------------|--------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | | | | | |
| | 8.01 | 5.58 | 4.07 | 3.50 | tons |
| Amount of waste recycled | 8.01 | 5.58 | 4.07 | 3.50 | tons |
| Amount of hazardous waste | 6.13 | 2.50 | 1.64 | 1.52 | tons |
| Amount of hazardous waste recycled | 6.13 | 2.50 | 1.64 | 1.52 | tons |
| Amount of non-hazardous waste | 1.88 | 3.08 | 2.43 | 1.98 | tons |
| Amount of non-hazardous waste recycled | 1.88 | 3.08 | 2.43 | 1.98 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 0.0 | 0.0 | 0.0 | 7,952,400.0 | MJoule |
| Total electricity consumption | 922,466.0 | 1,081,799.0 | 1,102,123.0 | 1,100,091.00 | kWh |
| Energy consumption for heating | 99,978.0 | 294,429.0 | 346,547.0 | 334,623.00 | kWh |
| Water | | | | | |
| Total water consumption | 2,213.0 | 2,869.0 | 3,272.0 | 3,673.00 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 23.4 | 68.9 | 81.1 | 78.30 | tCO ₂ e |
| Scope 2 emissions | 440.9 | 517.1 | 526.8 | 525.84 | tCO ₂ e |

Teos Marina

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-------------|-------------|-------------|-------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | | | | | |
| | 27.4 | 21.6 | 29.1 | 40.2 | tons |
| Amount of waste recycled | 10.8 | 5.4 | 11.4 | 15.9 | tons |
| Amount of hazardous waste | 10.8 | 5.3 | 11.4 | 15.9 | tons |
| Amount of hazardous waste recycled | 10.8 | 5.3 | 11.4 | 14.4 | tons |
| Amount of non-hazardous waste | 16.5 | 16.3 | 17.7 | 21.4 | tons |
| Amount of non-hazardous waste recycled | | 0.105 | 0.1 | 1.5 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 4,082,400.0 | 4,856,400.0 | 4,921,200.0 | 5,943,600.0 | MJoule |
| Total electricity consumption | 1,133,209.1 | 1,344,721.1 | 1,394,065.0 | 1,645,000.0 | kWh |
| Water | | | | | |
| Total water consumption | 19,837.0 | 29,806.0 | 24,884.0 | 26,255.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 17.6 | 17.6 | 17.6 | 18.0 | tCO ₂ e |
| Scope 2 emissions | 541.7 | 642.8 | 666.4 | 786.3 | tCO ₂ e |

Annex-1 Environmental Performance Indicators

Turkol Radisson Blu Tuzla

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-------------|-------------|-------------|-------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 19.9 | 29.9 | 33.8 | 22.2 | tons |
| Amount of waste recycled | 9.2 | 13.4 | 16.0 | 22.1 | tons |
| Amount of hazardous waste | 1.5 | 3.1 | 1.8 | 0.4 | tons |
| Amount of hazardous waste recycled | 0.0 | 0.0 | 0.0 | 21.8 | tons |
| Amount of non-hazardous waste | 18.4 | 26.8 | 32.0 | 10.9 | tons |
| Amount of non-hazardous waste recycled | 9.2 | 13.4 | 16.0 | 5.5 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | 0.0 | 0.0 | 0.0 | 15,588,000 | MJoule |
| Total electricity consumption | 4,069,668.0 | 4,877,710.0 | 5,058,378.0 | 3,562,683.0 | kWh |
| Energy consumption for heating | 242,605.0 | 368,424.0 | 445,391.0 | 415,152.0 | kWh |
| Water | | | | | |
| Total water consumption | 34,684.0 | 40,608.0 | 44,273.0 | 40,582.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 660.9 | 805.7 | 1,171.2 | 97.1 | tCO ₂ e |
| Scope 2 emissions | 1,944.0 | 2,329.9 | 2,415.5 | 1,703.0 | tCO ₂ e |

Arslanlı Alçı

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|--------------|--------------|--------------|--------------|--------------------|
| Waste | | | | | |
| Total amount of waste generated (hazardous + non-hazardous) | 46.2 | 48.8 | 55.4 | 65.3 | tons |
| Amount of waste recycled | 46.2 | 48.8 | 55.4 | 65.3 | tons |
| Amount of hazardous waste | 1.4 | 0.7 | 1.3 | 1.0 | tons |
| Amount of non-hazardous waste | 44.8 | 48.2 | 54.1 | 64.3 | tons |
| Energy | | | | | |
| The amount of energy obtained from renewable sources in the total energy consumption of the company/factory | | | 46,497,600.0 | MJoule | |
| Total electricity consumption | 10,452,089.0 | 8,557,390.4 | 10,289,073.0 | 12,912,224.8 | kWh |
| Energy consumption for heating | 84,062,523.0 | 55,483,612.0 | 54,946,830.9 | 89,306,426.1 | kWh |
| Water | | | | | |
| Total water consumption | 10,500.0 | 11,200.0 | 13,000.0 | 25,000.0 | m³ |
| Emissions | | | | | |
| Scope 1 emissions | 19,670.6 | 12,983.2 | 12,857.6 | 16,254.8 | tCO ₂ e |
| Scope 2 emissions | 4,996.1 | 4,090.4 | 4,918.2 | 5,707.2 | tCO ₂ e |
| Scope 3 emissions | | | | 805,597.0 | tCO ₂ e |

Annex-2 Social Performance Indicators

Koloğlu Holding

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|------|--------|------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | person |
| White Collar | 48 | 37 | 46 | 40 | 55 | 50 | 108 | 89 | person |
| 18-30 years old | 6 | 5 | 7 | 5 | 9 | 4 | 87 | 13 | person |
| 30-50 years old | 40 | 26 | 37 | 30 | 40 | 39 | 61 | 50 | person |
| 50+ yaş | 2 | 6 | 2 | 5 | 6 | 7 | 2 | 9 | person |
| Number of full-time employees (Blue Collar) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | person |
| Number of full-time employees (White Collar) | 48 | 37 | 46 | 40 | 55 | 50 | 70 | 89 | person |
| Number of people on the Governing Bodies and the Board of Directors | | | | | | | 5 | 10 | person |
| Number of employees excluding management bodies | | | | | | | 64 | 79 | person |
| Newly hired employee | 5 | 8 | 7 | 12 | 25 | 24 | 24 | 26 | person |

Kolin Construction

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|------|--------|-------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 15 | 52 | 16 | 40 | 1 | 386 | 43 | 6,154 | person |
| White Collar | 17 | 72 | 18 | 65 | 38 | 123 | 74 | 409 | person |
| 18-30 years old | 9 | 13 | 9 | 8 | 19 | 152 | 44 | 2,273 | person |
| 30-50 years old | 18 | 85 | 20 | 72 | 17 | 224 | 68 | 2,964 | person |
| 50+ years | 5 | 26 | 5 | 25 | 3 | 133 | 8 | 1,332 | person |
| Number of full-time employees (Blue Collar) | 15 | 52 | 16 | 40 | 1 | 386 | 43 | 6,153 | person |
| Number of full-time employees (White Collar) | 17 | 72 | 18 | 65 | 38 | 123 | 74 | 408 | person |
| Number of people on the Governing Bodies and the Board of Directors | | | | | | | 3 | 7 | person |
| Newly hired employee | 5 | 30 | 9 | 14 | 8 | 236 | 66 | 3,649 | person |

Sefine Shipyard

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|---------|--------|---------|--------|-------|---------|-----------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 10 | 447 | 13 | 590 | 30 | 639 | 42 | 919 | person |
| White Collar | 63 | 273 | 80 | 330 | 105 | 384 | 108 | 399 | person |
| 18-30 years old | 48 | 263 | 62 | 367 | 92 | 392 | 87 | 482 | person |
| 30-50 years old | 24 | 418 | 30 | 505 | 41 | 563 | 61 | 754 | person |
| 50+ years | 1 | 29 | 1 | 48 | 2 | 68 | 2 | 82 | person |
| Number of full-time employees (Blue Collar) | 10 | 447 | 13 | 590 | 30 | 639 | 42 | 919 | person |
| Number of full-time employees (White Collar) | 63 | 273 | 80 | 330 | 105 | 384 | 108 | 399 | person |
| Number of people on the Governing Bodies and the Board of Directors | 2 | 34 | 3 | 50 | 5 | 72 | 5 | 86 | person |
| Number of employees excluding management bodies | 71 | 686 | 92 | 887 | 130 | 951 | 145 | 1,232 | person |
| Newly hired employee | 26 | 295 | 30 | 405 | 70 | 603 | 59 | 682 | person |
| Total number of people trained | 63 | 323 | 54 | 293 | 18 | 10 | 256 | 1,044 | person |
| Total training | 155 | 1,210 | 509 | 3,127 | 175 | 264 | 2,780 | 6,628 | hour |
| Total training | 9,765 | 390,830 | 27,486 | 916,211 | 3,150 | 2,640 | 711,595 | 6,920,067 | person, hour |

Annex-2 Social Performance Indicators

Akkol Hazır Yemek

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|------|--------|------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 173 | 205 | 240 | 231 | 265 | 265 | 417 | 419 | person |
| White Collar | 49 | 28 | 58 | 37 | 48 | 33 | 68 | 52 | person |
| 18-30 years old | 22 | 23 | 30 | 27 | 31 | 30 | 54 | 99 | person |
| 30-50 years old | 133 | 140 | 179 | 161 | 188 | 179 | 284 | 231 | person |
| 50+ years | 67 | 70 | 89 | 80 | 94 | 89 | 147 | 141 | person |
| Number of full-time employees (Blue Collar) | 173 | 204 | 239 | 231 | 264 | 265 | 414 | 417 | person |
| Number of full-time employees (White Collar) | 49 | 28 | 58 | 37 | 48 | 33 | 68 | 52 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 2 | person |
| Number of employees excluding management bodies | 222 | 231 | 298 | 266 | 313 | 296 | 485 | 469 | person |
| Newly hired employee | 111 | 131 | 178 | 192 | 166 | 221 | 310 | 312 | person |
| Total number of people trained | 49 | 28 | 58 | 37 | 48 | 33 | 68 | 52 | person |
| Total training | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 684 | hour |
| Total training | 196 | 112 | 232 | 148 | 192 | 132 | 272 | 208 | person, hour |

Armetek Elektrik

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit | | |
|---|--------|------|--------|------|--------|------|--------|------|--------|------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | | | |
| Employee Data | | | | | | | | | | | |
| Blue Collar | 32 | 312 | 48 | 416 | 54 | 548 | 33 | 365 | person | | |
| White Collar | 24 | 55 | 53 | 79 | 69 | 121 | 53 | 97 | person | | |
| 1830 yaş | 21 | 281 | 53 | 410 | 57 | 373 | 40 | 231 | person | | |
| 3050 yaş | 28 | 64 | 39 | 48 | 60 | 252 | 41 | 190 | person | | |
| 50+ years | 7 | 22 | 9 | 37 | 6 | 44 | 5 | 41 | person | | |
| Number of full-time employees (Blue Collar) | 32 | 312 | 48 | 416 | 54 | 548 | 33 | 365 | person | | |
| Number of full-time employees (White Collar) | 24 | 55 | 53 | 79 | 69 | 121 | 53 | 97 | person | | |
| Number of people on the Governing Bodies and the Board of Directors | 4 | 11 | 3 | 16 | 3 | 25 | 2 | 21 | person | | |
| Number of employees excluding management bodies | 52 | 356 | 98 | 479 | 120 | 644 | 84 | 441 | person | | |
| Newly hired employee | 47 | 336 | 78 | 431 | 57 | 646 | 16 | 153 | person | | |
| Total number of people trained | | | | | | | 36 | 58 | 20 | 123 | person |
| Total training | | | | | | | 9 | 25 | 25 | 33 | hour |
| Total training | | | | | | | 324 | 1450 | 500 | 4059 | person, hour |

Arslanlı Alçı

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|------|--------|------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 6 | 135 | 3 | 136 | 5 | 181 | 5 | 224 | person |
| White Collar | 1 | 30 | 3 | 34 | 2 | 42 | 7 | 56 | person |
| 18-30 years old | 4 | 29 | 5 | 76 | 1 | 42 | 5 | 65 | person |
| 30-50 years old | 3 | 122 | 1 | 83 | 6 | 158 | 7 | 207 | person |
| 50+ years | 0 | 14 | 0 | 1 | 0 | 23 | 0 | 8 | person |
| Number of full-time employees (Blue Collar) | 6 | 135 | 3 | 136 | 5 | 181 | 5 | 224 | person |
| Number of full-time employees (White Collar) | 1 | 30 | 3 | 34 | 2 | 42 | 7 | 56 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | person |
| Newly hired employee | 0 | 5 | 0 | 11 | 2 | 101 | 6 | 106 | person |

Kolin Hotel

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit | | |
|---|--------|------|--------|------|--------|------|--------|------|--------|-----|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | | | |
| Employee Data | | | | | | | | | | | |
| Blue Collar | 53 | 83 | 79 | 90 | 55 | 77 | 50 | 80 | person | | |
| White Collar | 4 | 10 | 5 | 11 | 5 | 10 | 5 | 11 | person | | |
| 18-30 years old | 20 | 23 | 33 | 39 | 19 | 22 | 14 | 21 | person | | |
| 30-50 years old | 34 | 51 | 37 | 54 | 33 | 54 | 33 | 61 | person | | |
| 50+ years | 6 | 16 | 8 | 14 | 8 | 11 | 8 | 12 | person | | |
| Number of full-time employees (Blue Collar) | 53 | 83 | 79 | 90 | 55 | 77 | 53 | 80 | person | | |
| Number of full-time employees (White Collar) | 4 | 10 | 5 | 11 | 5 | 10 | 9 | 11 | person | | |
| Number of people on the Governing Bodies and the Board of Directors | 4 | 10 | 5 | 11 | 5 | 10 | 60 | 12 | person | | |
| Number of employees excluding management bodies | 53 | 83 | 79 | 90 | 55 | 77 | 84 | 80 | person | | |
| Newly hired employee | 11 | 14 | 11 | 21 | 14 | 32 | 9 | 26 | person | | |
| Total number of people trained | | | | | | | 58 | 95 | 60 | 110 | person |
| Total training | | | | | | | | | 25 | 44 | hour |
| Total training | | | | | | | 3,825 | | 7,480 | | person, hour |

Annex-2 Social Performance Indicators

Port of Çanakkale

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|-------|--------|-------|--------|------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 4 | 65 | 4 | 69 | 4 | 79 | 5 | 72 | person |
| White Collar | 8 | 53 | 9 | 61 | 12 | 62 | 11 | 54 | person |
| 18-30 years old | 4 | 31 | 4 | 38 | 4 | 42 | 3 | 19 | person |
| 30-50 years old | 8 | 58 | 9 | 69 | 12 | 72 | 7 | 28 | person |
| 50+ years | 0 | 29 | 0 | 23 | 0 | 27 | 0 | 40 | person |
| Number of full-time employees (Blue Collar) | 4 | 65 | 4 | 69 | 4 | 79 | 11 | 10 | person |
| Number of full-time employees (White Collar) | 8 | 53 | 9 | 61 | 12 | 62 | 1 | 41 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 5 | 1 | 7 | 1 | 7 | 1 | 7 | person |
| Number of employees excluding management bodies | 12 | 113 | 12 | 123 | 15 | 134 | 16 | 126 | person |
| Newly hired employee | 2 | 10 | 3 | 11 | 5 | 18 | 7 | 56 | person |
| Total number of people trained | | | 9 | 172 | 16 | 313 | 32 | 126 | person |
| Total training | | | 20 | 20 | 26 | 26 | 7 | 11 | hour |
| Total training | | | 176 | 3,356 | 408 | 7,988 | 387 | 1691 | person, hour |

Esgaz

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|-------|--------|-------|--------|------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 2 | 143 | 2 | 144 | 2 | 157 | 3 | 157 | person |
| White Collar | 37 | 56 | 37 | 55 | 39 | 55 | 38 | 58 | person |
| 18-30 years old | 15 | 40 | 13 | 52 | 15 | 56 | 9 | 49 | person |
| 30-50 years old | 23 | 151 | 25 | 140 | 25 | 150 | 30 | 156 | person |
| 50+ years | 1 | 8 | 1 | 6 | 1 | 6 | 2 | 10 | person |
| Number of full-time employees (Blue Collar) | 1 | 143 | 1 | 144 | 1 | 157 | 3 | 157 | person |
| Number of full-time employees (White Collar) | 37 | 56 | 37 | 55 | 39 | 55 | 38 | 58 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 5 | 0 | 5 | 0 | 5 | 1 | 4 | person |
| Number of employees excluding management bodies | 39 | 199 | 39 | 199 | 41 | 212 | 41 | 215 | person |
| Newly hired employee | 11 | 26 | 2 | 11 | 5 | 28 | 4 | 18 | person |
| Total number of people trained | 39 | 199 | 39 | 199 | 41 | 212 | 41 | 215 | person |
| Total training | 2 | | 2 | 11 | 16 | 16 | 5 | 4 | hour |
| Total training | 78 | 398 | 429 | 2,189 | 656 | 3,392 | 217 | 869 | person, hour |
| Number of employees returning to work after given birth | 3 | | 2 | | 4 | | 1 | | person |
| Percentage of employees returning to work after given birth | 7.69% | | 5.13% | | 9.76% | | 2.44% | | % |

Hekimhan Madencilik

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|------|--------|------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 7 | 264 | 10 | 341 | 12 | 349 | 12 | 393 | person |
| White Collar | 3 | 30 | 9 | 41 | 12 | 60 | 17 | 55 | person |
| 18-30 years old | 3 | 91 | 10 | 128 | 9 | 124 | 11 | 159 | person |
| 30-50 years old | 5 | 162 | 7 | 198 | 11 | 217 | 15 | 239 | person |
| 50+ years | 2 | 41 | 1 | 45 | 4 | 24 | 3 | 50 | person |
| Number of full-time employees (Blue Collar) | 7 | 264 | 10 | 341 | 12 | 349 | 12 | 392 | person |
| Number of full-time employees (White Collar) | 3 | 29 | 9 | 40 | 12 | 59 | 17 | 55 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | person |
| Number of employees excluding management bodies | 10 | 294 | 19 | 382 | 24 | 409 | 29 | 445 | person |
| Newly hired employee | 4 | 111 | 12 | 139 | 10 | 151 | 7 | 150 | person |
| Total number of people trained | 10 | 294 | 19 | 382 | 24 | 409 | 29 | 448 | person |

İzmirgaz

| PERFORMANCE INDICATORS | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|-------|--------|------|--------|--------|-------------|
| | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | |
| Blue Collar | 0 | 273 | 0 | 321 | 1 | 318 | person |
| White Collar | 103 | 151 | 125 | 155 | 130 | 159 | person |
| 18-30 years old | 53 | 174 | 43 | 157 | 52 | 163 | person |
| 30-50 years old | 49 | 237 | 80 | 296 | 77 | 293 | person |
| 50+ years | 1 | 13 | 4 | 21 | 2 | 21 | person |
| Number of full-time employees (Blue Collar) | 0 | 273 | 0 | 321 | 1 | 318 | person |
| Number of full-time employees (White Collar) | 103 | 151 | 125 | 155 | 130 | 159 | person |
| Number of people on the Governing Bodies and the Board of Directors | 3 | 34 | 5 | 35 | 0 | 4 | person |
| Newly hired employee | 16 | 120 | | | 23 | 67 | person |
| Total number of people trained | 84 | 337 | | | 131 | 477 | person |
| Total training | 329 | 2,720 | | | | 12459 | hour |
| Total training | | | | | | 20.627 | person hour |

KL Yapı

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|--|--------|------|--------|------|--------|------|--------|------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 5 | 163 | 3 | 200 | 3 | 196 | 3 | 212 | person |
| White Collar | 12 | 58 | 16 | 58 | 19 | 52 | 16 | 60 | person |
| 18-30 years old | 5 | 29 | 6 | 66 | 10 | 84 | 7 | 95 | person |
| 30-50 years old | 12 | 103 | 13 | 152 | 12 | 123 | 12 | 135 | person |
| 50+ years | | 89 | | 40 | | 41 | | 42 | person |
| Number of full-time employees (Blue Collar) | 5 | 58 | 3 | 200 | 3 | 196 | 3 | 212 | person |
| Number of full-time employees (White Collar) | 12 | 163 | 16 | 58 | 19 | 52 | 16 | 60 | person |

Annex-2 Social Performance Indicators

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|-------|--------|-------|--------|-------|--------|-------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 5 | 22 | 5 | 25 | 5 | 26 | 5 | 25 | person |
| White Collar | 5 | 10 | 5 | 11 | 6 | 11 | 6 | 14 | person |
| 18-30 years old | 4 | 8 | 4 | 10 | 3 | 8 | 2 | 8 | person |
| 30-50 years old | 6 | 21 | 6 | 22 | 8 | 24 | 9 | 25 | person |
| 50+ years | 0 | 3 | 0 | 4 | 0 | 5 | 0 | 6 | person |
| Number of full-time employees (Blue Collar) | 5 | 22 | 5 | 25 | 5 | 11 | 6 | 25 | person |
| Number of full-time employees (White Collar) | 5 | 10 | 5 | 11 | 6 | 26 | 5 | 14 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 8 | 1 | 8 | 1 | 8 | 1 | 8 | person |
| Number of employees excluding management bodies | 9 | 27 | 9 | 31 | 10 | 32 | 10 | 31 | person |
| Newly hired employee | 2 | 8 | 2 | 7 | 4 | 7 | 2 | 6 | person |
| Total number of people trained | 10 | 32 | 10 | 36 | 11 | 37 | 14 | 40 | person |
| Total training | 30 | 96 | 60 | 216 | 33 | 111 | 42 | 120 | hour |
| Total training | 300 | 3,072 | 600 | 7,776 | 363 | 4,107 | 588 | 4,800 | person, hour |
| Doğum sonrası işe dönen çalışan sayısı | 2 | | 0 | | 0 | | 0 | | person |

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|--|--------|--------|--------|--------|--------------|
| Kolin Construction | | | | | |
| OHS | | | | | |
| Number of work-related diseases detected | | | | | |
| Number of work accidents | 71 | 128 | 124 | 74 | # |
| Total number of people who received OHS training (employees) | 4,056 | 3,930 | 3,711 | 4,765 | person |
| Total number of people who received OHS training (subcontractors) | 4,906 | 3,527 | 2,717 | 3,462 | person |
| Total OHS training (employees) | 16 | 16 | 16 | 16 | hour |
| Total OHS training (subcontracted) | 16 | 16 | 16 | 16 | hour |
| Total OHS training (employees) | 64,896 | 62,880 | 59,376 | 76,240 | person, hour |
| Total OHS training (subcontracted) | 78,496 | 56,432 | 43,472 | 55,392 | person, hour |
| Accident frequency rate ¹ | 2.69 | 2.67 | 2.84 | 2.78 | |
| Accident severity ratio ² | 53.44 | 61.38 | 85.84 | 65.05 | |
| Supplier | | | | | |
| Total number of suppliers | 631 | 584 | 535 | 470 | # |
| Number of inspections carried out during the year | | | 6 | 5 | % |
| Proportion of suppliers subjected to environmental performance assessment | | | 15 | 13 | % |
| The proportion of suppliers who seriously harm/have the potential to cause serious damage to the environment among those evaluated | | | 10 | 8 | % |
| Proportion of suppliers subjected to social performance evaluation | | | 5 | 4 | % |
| Number of suppliers with negativity detected | | | 2 | 2 | # |
| Number of suppliers with correction/improvement plans | | | 2 | 2 | # |
| Local employment rate in suppliers | | | | 45 | % |

| PERFORMANCE INDICATORS | 2021 | | 2022 | | 2023 | | 2024 | | Unit |
|---|--------|------|--------|------|--------|-------|--------|-------|--------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | |
| Employee Data | | | | | | | | | |
| Blue Collar | 38 | 55 | 37 | 64 | 40 | 69 | 40 | 67 | person |
| White Collar | 0 | 9 | 0 | 9 | 0 | 7 | 0 | 7 | person |
| 18-30 years old | 15 | 12 | 14 | 22 | 15 | 21 | 18 | 22 | person |
| 30-50 years old | 19 | 39 | 18 | 37 | 19 | 40 | 16 | 33 | person |
| 50+ years | 4 | 13 | 5 | 14 | 6 | 15 | 6 | 12 | person |
| Number of full-time employees (Blue Collar) | 37 | 55 | 36 | 64 | 39 | 69 | 39 | 60 | person |
| Number of full-time employees (White Collar) | 0 | 9 | 0 | 9 | 0 | 7 | 0 | 7 | person |
| Number of people on the Governing Bodies and the Board of Directors | 0 | 9 | 0 | 9 | 0 | 7 | 0 | 7 | person |
| Number of employees excluding management bodies | 38 | 55 | 37 | 64 | 40 | 69 | 40 | 60 | person |
| Newly hired employee | 10 | 17 | 15 | 38 | 16 | 30 | 4 | 2 | person |
| Total training | 200 | 200 | 322 | 322 | 1,250 | 1,250 | 800 | 1,024 | person |
| Total training | 200 | 200 | 100% | 322 | 1,250 | 1,250 | 800 | 1,024 | person, hour |

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|----------|----------|----------|---------|--------------|
| Sefine Shipyard | | | | | |
| OHS | | | | | |
| Number of work accidents | 315 | 233 | 379 | 460 | # |
| Mortality rate due to work accidents | 0.017838 | 0.136234 | 0.007583 | 0 | % |
| Rate of severe injuries due to work accidents | 0.08919 | 1.089872 | 0.037915 | 0 | % |
| Total number of people who received OHS training (employees) | 2,034 | 2,158 | 2,207 | 2,115 | person |
| Total number of people who received OHS training (subcontractors) | 11,048 | 15,055 | 17,995 | 14,438 | person |
| Total OHS training (employees) | 1,6272 | 1,7264 | 1,465.6 | 16,920 | hour |
| Total OHS training (subcontracted) | 4,536 | 2,016 | 1,466 | 1686 | hour |
| Total OHS training (employees) | 32,544 | 34,528 | 35,312 | 33,840 | person, hour |
| Total OHS training (subcontracted) | 176,768 | 240,880 | 287,920 | 231,008 | person, hour |
| Rate of lost days due to accidents | 2,501 | 2,109 | 33,064 | 3038 | |
| Accident frequency rate ¹ | 24.51545 | 109 | 94.8 | 116.4 | |
| Accident severity ratio ² | 0.187502 | 1.5 | 0.4 | 0.1 | |
| Supplier | | | | | |
| Total number of suppliers | 472 | 513 | 505 | 1,394 | # |
| Number of inspections carried out during the year | 14 | 1 | 9 | 5 | |
| Proportion of suppliers subjected to environmental performance assessment | 7% | 6% | 6% | 19% | % |
| Proportion of suppliers subjected to social performance evaluation | 0 | 0 | 0 | 19% | % |
| Number of suppliers with negativity detected | 0 | 1 | 0 | 1 | # |
| Number of suppliers with correction/improvement plans | 0 | 1 | 0 | 1 | # |

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

Akkol Hazır Yemek

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|--|-------|-------|-------|-------|--------|
| OHS | | | | | |
| Number of work accidents | 46 | 76 | 89 | 62 | # |
| Total number of people who received OHS training (employees) | 182 | 315 | 195 | 308 | person |
| Total OHS training (employees) | 1,456 | 2,520 | 1,560 | 2,464 | hour |
| Rate of lost days due to accidents | 61 | 101 | 118 | 149 | |
| Accident frequency rate ¹ | 1,916 | 3,166 | 3,708 | 8,602 | |
| Accident severity ratio ² | 2.5 | 4.2 | 4.9 | 2.06 | |

Armetek Elektrik

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|---|-------|--------|--------|-----------|-------------|
| OHS | | | | | |
| Number of work accidents | 56 | 107 | 142 | 73 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0.25 | 0 | 0.12 | 0 | % |
| Total number of people who received OHS training (employees) | 450 | 940 | 2,084 | 543 | person |
| Total number of people who received OHS training (subcontractors) | | 322 | 450 | 985 | person |
| Total OHS training (employees) | 980 | 1,299 | 1,842 | 1,806 | hour |
| Total OHS training (subcontracted) | | 295 | 368 | 1,940 | hour |
| Total OHS training (employees) | 5,520 | 11,980 | 25,708 | 653,422 | person,hour |
| Total OHS training (subcontracted) | | 3,864 | 5,400 | 1,458,700 | person,hour |
| Rate of lost days due to accidents | 201 | 321 | 749 | 663 | |
| Accident-related absence rate | 0 | 0 | 0 | 0 | |
| Accident frequency rate ¹ | 71 | 92 | 87 | 80.78 | |
| Accident severity ratio ² | 2,293 | 2,483 | 4,134 | 2,64 | |
| Supplier | | | | | |
| Total number of suppliers | 324 | 353 | 368 | 693 | # |

Kolin Hotel

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|--|------|-------|-------|-------|-------------|
| OHS | | | | | |
| Number of work accidents | 2 | 4 | 6 | 4 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | | 66 | 26 | 17 | person |
| Total OHS training (employees) | | 528 | 208 | 136 | hour |
| Total OHS training (employees) | | 66.8 | 26.8 | 8 | person,hour |
| Rate of lost days due to accidents | 0 | 20 | 10 | 22 | |
| Accident-related absence rate | 0 | 0.009 | 0.004 | 0.004 | |
| Accident frequency rate ¹ | 0 | 9.61 | 18.18 | 9.74 | % |
| Accident severity ratio ² | 0 | 0.36 | 0.227 | 0.4 | % |
| Supplier | | | | | |
| Total number of suppliers | | | | 257 | # |
| Number of inspections carried out during the year sayısı | | | | 12 | % |
| Local employment rate in suppliers | 100 | 100 | 100 | 100 | % |

Arslanlı Alçı

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
|--|-------|-------|-------|-------|-------------|
| OHS | | | | | |
| Number of work accidents | 0 | 0 | 5 | 11 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 160 | 170 | 180 | 270 | person |
| Total number of people who received OHS training (subcontractors) | 0 | 0 | 70 | 30 | person |
| Total OHS training (employees) | 16 | 16 | 16 | 16 | hour |
| Total OHS training (subcontracted)*hour | 16 | 16 | 16 | 16 | hour |
| Total OHS training (employees) | 2,560 | 2,720 | 2,880 | 4,320 | person,hour |
| Total OHS training (subcontracted) | 0 | 0 | 1,120 | 480 | person,hour |
| Rate of lost days due to accidents | 0 | 0 | 0 | 0 | |
| Accident-related absence rate | | | | 10 | 82 |
| Accident frequency rate ¹ | | | | 12.35 | 18.107 |
| Accident severity ratio ² | | | | 0.025 | 0.134979 |
| Supplier | | | | | |
| Total number of suppliers | 7,155 | 7,921 | 8,768 | 8,840 | # |
| Number of inspections carried out during the year sayısı | 2 | 2 | 2 | 2 | % |
| Proportion of suppliers subjected to social performance evaluation | 50 | 60 | 70 | 75 | % |
| Number of suppliers with negativity detected | 5 | 4 | 5 | 5 | # |
| Number of suppliers with correction - improvement plans | 18 | 20 | 20 | 20 | # |
| Local employment rate in suppliers | 30 | 30 | 25 | 60 | % |

Port of Çanakkale

| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 |
|--|-------|-------|--------|-------------|
| OHS | | | | |
| Number of work accidents | 13 | 19 | 34 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 51 | 57 | 103 | person |
| Total number of people who received OHS training (subcontractors) | 0 | 0 | 1,780 | person |
| Total OHS training (employees) | 612 | 684 | 1,442 | hour |
| Total OHS training (subcontracted) | 0 | 0 | 3,560 | hour |
| Total OHS training (employees) | 12 | 57 | 14 | person,hour |
| Total OHS training (subcontracted) | 0 | 0 | 2 | person,hour |
| Rate of lost days due to accidents | 5.62 | 38.46 | 0.1205 | |
| Accident frequency rate ¹ | 9.71 | 12.92 | 75 | |
| Accident severity ratio ² | 0.094 | 0.61 | 0.009 | |
| Supplier | | | | |
| Total number of suppliers | 87 | 168 | 125 | # |
| Number of inspections carried out during the year | 2 | 2 | 3 | % |
| Proportion of suppliers subjected to social performance evaluation | 2.38 | 2.29 | 100 | % |
| Number of suppliers with negativity detected | 6 | 23 | 2 | # |
| Number of suppliers with correction/improvement plans | 2 | 19 | 5 | # |
| Number of suppliers whose employment contract was terminated as a result of audit findings | 4 | 4 | 2 | # |
| Local employment rate in suppliers | 14 | 12.5 | 29.6 | % |

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

| Esgaz | | | | | |
|---|-------|-------|-------|-------|--------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| OHS | | | | | |
| Number of work accidents | 0 | 1 | 3 | 2 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 209 | 212 | 227 | 245 | person |
| Total number of people who received OHS training (subcontractors) | 99 | 133 | 165 | 142 | person |
| Total OHS training (employees) | 16 | 16 | 16 | 16 | hour |
| Total OHS training (subcontracted)*hour | 16 | 16 | 16 | 16 | hour |
| Total OHS training (employees) | 3,344 | 3,392 | 3,632 | 3,920 | person, hour |
| Total OHS training (subcontracted) | 1,584 | 2,128 | 2,640 | 2,272 | person, hour |
| Rate of lost days due to accidents | 0 | 5 | 1 | 0 | |
| Accident frequency rate ¹ | 0 | 2.21 | 6.16 | 3.82 | |
| Accident severity ratio ² | 0 | 0.09 | 0.018 | 0 | |
| Supplier | | | | | |
| Total number of suppliers | 30 | 32 | 36 | 36 | # |
| Number of inspections carried out during the year | 0.15 | 0.4 | 0.4 | 40 | % |
| Proportion of suppliers subjected to environmental performance assessment | 0.2 | 0.2 | 0.2 | 20 | # |
| Local employment rate in suppliers | 80% | 80% | 80% | 80% | % |

| Hekimhan Madencilik | | | | | |
|--|-------|-------|-------|-------|--------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| OHS | | | | | |
| Number of work accidents | 13 | 3 | 15 | 19 | # |
| Mortality rate due to work accidents | | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 273 | 400 | 420 | 490 | person |
| Total number of people who received OHS training (subcontractors) | 210 | 260 | 315 | 550 | person |
| Total OHS training (employees) | 16 | 16 | 16 | 550 | hour |
| Total OHS training (subcontracted)*hour | 16 | 16 | 16 | 16 | hour |
| Total OHS training (employees) | 4,368 | 6,400 | 6,720 | 7,840 | person, hour |
| Total OHS training (subcontracted) | 3,360 | 4,160 | 5,040 | 8,800 | person, hour |
| Rate of lost days due to accidents | 146 | 5 | 121 | 236 | |
| Accident-related absence rate | 0 | 0 | 0 | 0 | |
| Accident frequency rate ¹ | 16.80 | 3.17 | 12.85 | 16.64 | |
| Accident severity ratio ² | 0.18 | 0.042 | 0.95 | 1.65 | |
| Supplier | | | | | |
| Total number of suppliers | | 2,650 | 3,189 | 3,625 | # |
| Proportion of suppliers subjected to social performance evaluation | | | 50 | 57 | % |
| Local employment rate in suppliers | | | | 53 | % |

| İzmirgaz | | | | | |
|--|-------|-------|-------|-------|--------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| OHS | | | | | |
| Number of work accidents | 3 | 6 | 4 | 7 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 248 | 581 | 589 | 538 | person |
| Total OHS training (employees) | 16 | 16 | 16 | 16 | hour |
| Total OHS training (employees) | 3,968 | 9,296 | 9,424 | 6,790 | person, hour |
| Rate of lost days due to accidents | 15 | 60 | 10 | 20 | |
| Accident-related absence rate | 0.04 | 0.16 | 0.027 | 0.055 | |
| Accident frequency rate ¹ | 2.5 | 4.81 | 2.84 | 4.66 | |
| Accident severity ratio ² | 0.08 | 0.3 | 0.045 | 0.046 | |
| Supplier | | | | | |
| Total number of suppliers | | | | 616 | # |
| Number of inspections carried out during the year sayısı | | | | 10 | % |
| Number of suppliers with negativity detected | | | | 6 | # |
| Number of suppliers with correction/improvement plans | | | | 2 | # |

| KL Yapı | | | | | |
|--|---------|---------|--------------|--|--|
| PERFORMANCE INDICATORS | 2023 | 2024 | Unit | | |
| OHS | | | | | |
| Number of work accidents | 170 | 21 | # | | |
| Mortality rate due to work accidents | 0 | 0 | % | | |
| Rate of severe injuries due to work accidents | 0 | 0 | % | | |
| Total number of people who received OHS training (employees) | 246 | 270 | person | | |
| Toplam İSG eğitimi verilen person sayısı(taşeron) | 84 | 0 | person | | |
| Total OHS training (employees) | 2,952 | 3,240 | hour | | |
| Total OHS training (subcontracted) | 1,008 | 0 | hour | | |
| Total OHS training (employees) | 637,632 | 3,240 | person, hour | | |
| Total OHS training (subcontracted) | 84,672 | 0 | person, hour | | |
| Rate of lost days due to accidents | 170 | 158 | | | |
| Accident-related absence rate | 0.18 | | | | |
| Accident frequency rate ¹ | 0.02% | 0.4502 | | | |
| Accident severity ratio ² | 0.24% | 0.00324 | | | |

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

| Teos Marina | | | | | |
|--|------|------|-------|-------|--------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| OHS | | | | | |
| Number of work accidents | 0 | 1 | 2 | 2 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 37 | 33 | 15 | 17 | person |
| Total OHS training (employees) | 88 | 80 | 64 | 136 | hour |
| Total OHS training (subcontracted) | | | 96 | | person |
| Total OHS training (employees) | 88 | 80 | 64 | 136 | person, hour |
| Total OHS training (subcontracted) | | | 96 | | person, hour |
| Total OHS training (employees) | | | 16 | | person, hour |
| Rate of lost days due to accidents | | 20 | 7 | 12 | |
| Accident-related absence rate | | 20 | 7 | 12 | |
| Accident frequency rate ¹ | | 9.92 | 18.12 | 18.12 | |
| Accident severity ratio ² | | 9.06 | 83.47 | 9.96 | |
| Supplier | | | | | |
| Total number of suppliers | 290 | 304 | 294 | 314 | # |
| Number of inspections carried out during the year sayısı | 29 | 26 | 34 | 30 | % |
| Local employment rate in suppliers | 5 | 7 | 6 | 5 | % |

| Turkol Radisson / Blu Tuzla Hotel | | | | | |
|--|----------|----------|----------|-------|--------------|
| PERFORMANCE INDICATORS | 2021 | 2022 | 2023 | 2024 | Unit |
| OHS | | | | | |
| Number of work accidents | 7 | 4 | 4 | 10 | # |
| Mortality rate due to work accidents | 0 | 0 | 0 | 0 | % |
| Rate of severe injuries due to work accidents | 0 | 0 | 0 | 0 | % |
| Total number of people who received OHS training (employees) | 23 | 52 | 64 | 90 | person |
| Total OHS training (employees) | 184 | 416 | 512 | 600 | hour |
| Total OHS training (employees) | 184 | 416 | 512 | 600 | person, hour |
| Rate of lost days due to accidents | 46 | 17 | 3 | | |
| Accident-related absence rate | 4 | 2 | 0.01 | | |
| Accident frequency rate ¹ | 131.4594 | 383.6128 | 2292.377 | 800 | |
| Accident severity ratio ² | 0.200737 | 0.068722 | 0.011495 | 0.006 | |
| Supplier | | | | | |
| Total number of suppliers | 92 | 108 | 106 | 106 | # |
| Number of inspections carried out during the year sayısı | 3 | 3 | 3 | 3 | % |
| Proportion of suppliers subjected to social performance evaluation | 90 | 90 | 90 | 90 | % |

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| | 2-2 Entities included in the reporting | About the Report, Page 1 Our Subsidiaries Covered by the Report, Page 7 | |
| | 2-3 Reporting period, frequency and contact point | About the Report, Page 1 | |
| | 2-4 Restatements of information | Employee Profile, Page 67 Environmental Performance Indicators, Page 85 Environmental Performance Indicators, Page 85 | 1 The number of female employees at Koloğlu Holding, which was inadvertently missated in the 2023 Sustainability Report, has been corrected. 2 The electricity data and Scope 2 Emission data for Kolin Hotel, which were inadvertently missated in the 2023 Sustainability Report, have been corrected. 3 The electricity, water, and Scope 2 Emission data for Port of Çanakkale, which were inadvertently missated in the 2023 Sustainability Report, have been corrected. |
| | 2-5 External assurance | No independent assurance report is available. | |
| | 2-6 Activities, value chain and other business relationships | About the Report, Page 1 About Koloğlu Holding, Page 5 About Koloğlu Holding, Page 5 | |
| | 2-7 Employees | Labor Practices, Page 65 Employee Profile, Page 67 | |
| | 2-8 Workers who are not employees | Equal Opportunity and Inclusivity, Page 68 Responsible Supply Chain Management, Page 72 | |
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