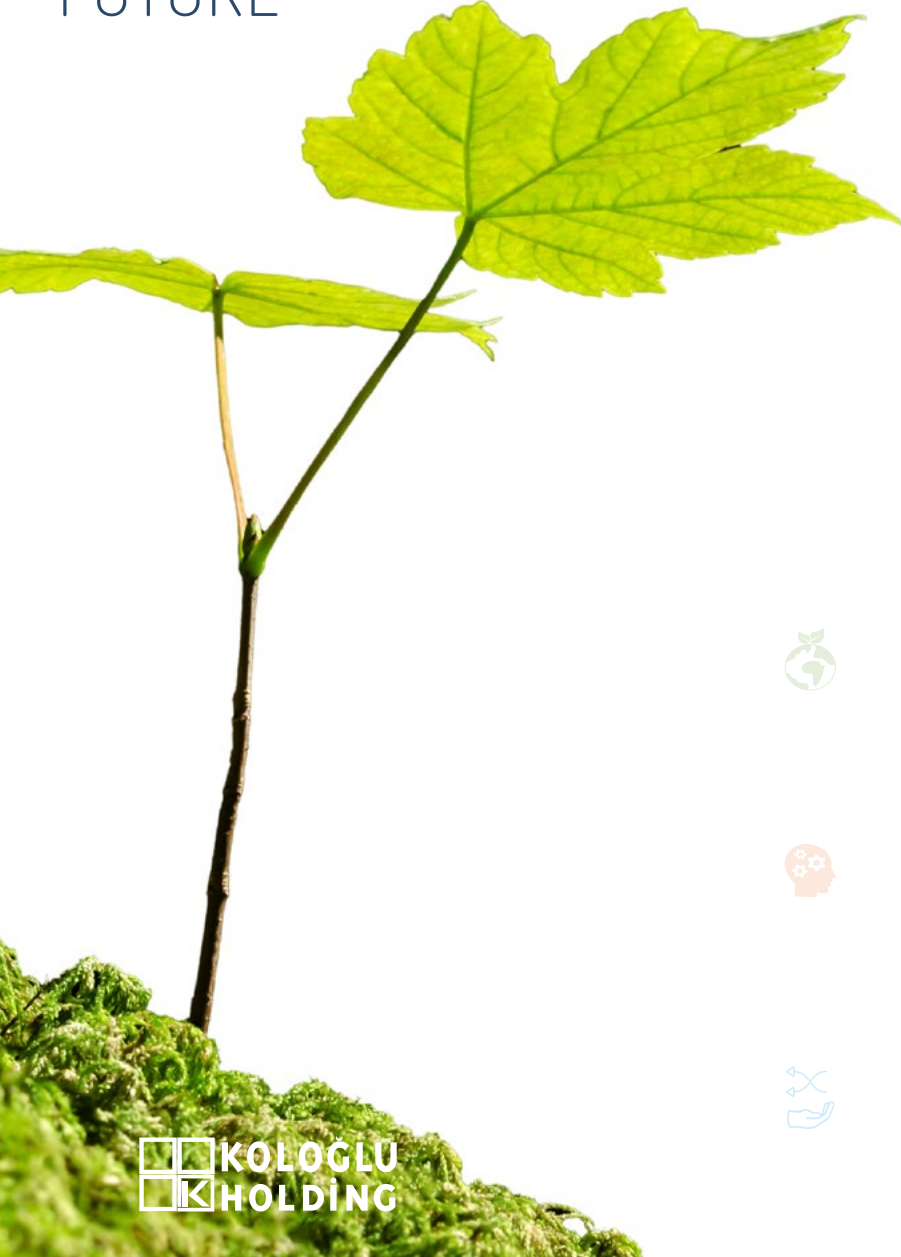


WE ARE MOVING FORWARDS A SUSTAINABLE FUTURE

KolođluHolding
Sustainability Report
/ 2023



WE ARE MOVING FORWARDS A SUSTAINABLE FUTURE



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We Aim to Build Sustainable Tomorrows from Today

As Koloğlu Holding, we are proud to be a Turkish company operating globally in 8 different sectors and 3 continents with more than 80 companies. We act with the goal of building a sustainable future and with the responsibility of being one of the important global actors of the future, and we work non-stop to reach a more livable future with our more than 40 thousand employees, with whom we carry out projects that strengthen both our country and our world. We offer a variety of services in different geographies around the world.

By adopting the motto “**If We Change, the Climate Will Not Change**”, we develop business processes that have a positive impact on the future of our planet. We are committed to moving forward responsibly, aware of our global impact and considering our impact on future generations.

In our journey towards sustainability, as representatives of transformation, we take an approach that protects nature and creates value, while at the same time lighting the path to a brighter, more sustainable tomorrow for future generations, leading to transformative solutions. In Koloğlu Holding and its subsidiaries, we shape our sustainability strategies within the framework of three focal points themed “**Protecting the Future of Our World, Protecting the Future of Our Business and Adding Value to the Future**”, which we symbolize it with a “**Plane Tree**”.

About the Report

Continuing its growth journey with strong steps with the understanding of "Building the future with the knowledge of the past", Koloğlu Holding presents the value it creates in the fields of environmental, social and corporate governance to its stakeholders in a clear and transparent manner with the Sustainability Report published for the second time this year.

Koloğlu Holding has become one of the remarkable groups with its products and services in various scopes, especially in the construction and contracting, energy, shipyard and port management, service, tourism, trade, production and mining sectors. Unless otherwise stated, the sustainability performance in this report includes the operations of Koloğlu Holding and its group companies of Kolin Construction, Sefine Shipyard, Armetik Elektrik, KL Yapı, Hekimhan Madencilik, Arslanlı Alçı, İzmir Doğalgaz Dağıtım (İzmirgaz), Eskişehir Doğal Gaz Dağıtım (Esgaz), Port of Çanakkale, Teos Marina, Kolin Çanakkale Hotel, Akkol Hazır Yemek ve Turkol Turizm Radisson Blu Tuzla Otel.

This report has been prepared by Koloğlu Holding in accordance with GRI Standards between January 1 and December 31, 2023. The report shows our performance in environmental, social and corporate governance as well as our contribution to the United Nations Sustainable Development Goals.

Unless otherwise stated, the content of the report covers the Holding and the above-mentioned companies as "Koloğlu Holding and its subsidiaries" and consists of the activity data carried out between the specified dates. For comparability purposes, at least last year's performance data are also included. Koloğlu Holding 2023 Sustainability Report has been prepared only digitally as part of our environmental responsibility, and you can find our current and past reports [here](#). Aware of the importance of collaboration in achieving success, Koloğlu Holding is committed to establishing effective communication with its stakeholders by reporting its sustainability activities annually.

Any feedback you send us to increase the improvements in the report and the added value offered is considered very valuable. In this context, you can send all your questions, opinions and suggestions about the report to surdurulebilirlik@kologluholding.com.tr.



Message from the Chairman of the Board of Directors

Dear Stakeholders,

At the beginning of 2023, our country woke up to an earthquake disaster that occurred in Kahramanmaraş on February 6 and affected many of our provinces, which is very rare in history. May God have mercy on our citizens who lost their lives caused by earthquake that left our country in mourning, I convey my condolences and patience to their families, relatives and our entire nation. As Koloğlu Holding, we continue our support to the region in order to be with our citizens affected by this tragic disaster and to alleviate the traces of the disaster. I would like to take this opportunity to express my gratitude to all our colleagues, companies and business partners who have supported the disaster efforts carried out since the first day.

Factors such as natural disasters, climate change, and pandemics on a global scale reveal the potential effects of the entire chain, the sensitivity of the ecological balance, and the consequences of social and financial issues. In particular, we observe that these results create uncertainty and pressure in the world economy and business life. In this challenging environment, we continue to grow by maintaining our business uninterruptedly thanks to our rapidly adaptable subsidiaries, professional staff, well-functioning operational processes, strong financial strategies, perspective in the field of risk management, business approaches focused on sustainable growth, innovation and value addition.

In 2023, we achieved strong and steady growth in every sector in which we operate, and we developed our Sustainability Strategy and targets to make them more inclusive. We continued to carry out our projects and initiatives regarding circular economy principles in order to increase our environmental responsibility beyond complying with legal obligations, especially in the sectors in which we operate. At the same time, we have taken important steps to obtain the electricity use in our activities/facilities from renewable energy sources in order to reduce the environmental impact we cause during energy needs. In this context, we continue to shift our investments to the renewable energy sector. In this report, we present our performance in line with our updated targets under the leadership of our Sustainability Committee to the review of all our stakeholders.

Taking environmental concerns into account, we are focusing on our goal of becoming carbon neutral by 2053. Through this goal, we have decided to start working on calculating the carbon footprint and greenhouse gas emissions (Scope 1 and 2) for Koloğlu Holding and Sefine Shipyard in the first stage, and then including all our subsidiaries in the following. Thus, as Koloğlu Holding, we support the "net zero" emission target that our country committed to before the 26th Conference of the Parties to the United Nations Framework Convention on Climate Change and shape our strategies accordingly.

I am very pleased to share with you the work we have carried out in the field of sustainability in our sustainability report, which we published for the second time this year, and I also undertake that we will accelerate our work in line with our responsibility towards future generations. Hereby, I would like to thank you, our valued stakeholders, who took the time to review our report, and all our employees who are the architects of where we are today as well as those who contributed to the preparation of the report.

As I conclude my words, in addition to the deep sadness we experienced due to the earthquake disaster, we experienced a second pain in the last days of the year with the passing away of our esteemed elder, Koloğlu Holding Board Member Mr. Veysi Akın KOLOĞLU. His valuable works that he contributed to our company and our country, and his goals that inspire young engineers and future generations, will shed light on the work we will do for sustainability and to add value to the future.

Best Regards.

Naci Koloğlu

Chairman of the Board of Directors

Message from the Chairman of the Sustainability Committee

Dear Stakeholders,

Today, I am very pleased to share with you the sustainability journey of Koloğlu Holding and our subsidiaries. This report, which we have prepared in line with the themes of 'Protecting the Future of Our World', 'Protecting the Future of Our Business' and 'Adding Value to the Future', is also an expression of our approach towards the future.

Sustainability is critical to the future of our business. For this reason, we endeavour to ensure that our companies progress decisively in this area and place sustainability principles at the centre of their business strategies. We believe that these efforts will contribute to both our long-term success and the achievement of sustainable development goals worldwide. As Koloğlu Family, we started our journey by establishing our Kolin Construction Company about 50 years ago, and today we continue with Koloğlu Holding structure which has reached more than 80 companies and more than 40 thousand employees in 8 different business lines in 11 countries in 3 continents.

Our companies under the structure of Koloğlu Holding raise the level higher each passing day with their pioneering and leading activities in their fields of activity. Kolin Construction, which constantly ranks at the top of ENR's Top 250 International Contractors list, is the leader in infrastructure construction and has completed the largest number of highway constructions in Turkey; Sefine Shipyard, which has achieved many successes such as Export Champion in Shipbuilding Category, World Leader in Live Fish Vessel Construction, World's Largest Ship with Zero Emission and 100% Electricity, World's First Unmanned Naval Vehicle with Electronic Warfare Capability; TEOS Marina, which has received the international Blue Flag award continuously since 2012 and has 5 Golden Anchors and 5 Blue Stars awards; Hekimhan Mining, the first and only calcination facility in the world that enriches siderite ore; Çanakkale Port Management, which is Europe's largest waste reception facility that collects waste from ships, and our other companies, which have many national and international awards and achievements according to their fields of activity, are rapidly carrying out important works within the scope of the Sustainability Management System, which we laid the foundations in 2020.

As we move forward with the motto 'We are moving towards a sustainable future', we aim to improve not only our own performance, but also the sustainability performance of our suppliers, business partners and communities. In every step we take towards a sustainable future, we aim to minimise our environmental impact, fulfil our social responsibility and ensure the long-term success of our business. For this purpose, we encourage our stakeholders, especially those in our supply chain, to calculate their carbon footprint and to have a Zero Waste Certificate. On the other hand, our companies with Zero Waste Certificate show the utmost sensitivity in waste reduction and recycling in a way to support the principles of circular economy. While reducing the amount of waste to be disposed of every day in this direction, we have increased our recycling rates to over 90%.

'In line with the principle of "If we change, the climate will not change", we adopt practices that will minimise the effects of climate change. We prioritise calculating our carbon footprint, reducing operational and product-based greenhouse gas emissions, and using raw materials with low embedded carbon in our companies. In addition, we increase our energy supply from renewable energy sources and our investments in this field every year in order to offset our scope 2 emissions caused by electricity consumption. At this point, the electricity we procure from renewable energy sources has increased by 21% in the last 2 years, while our water footprint, which is considered an integral part of the climate footprint, has been reduced by approximately 2.5% in the last 2 years despite the increase in our investments.

We consider our activities as tools to contribute to society and the environment besides our commercial objectives. We aim to improve the quality of society's life by carrying out practices based on gender equality, social responsibility projects and social benefit-oriented collaborations. By strengthening the relationship between innovation and sustainability, we make continuous improvements to develop technology and environmentally friendly solutions. Briefly, "We Strengthen Our Business and Add Value to the Future by Protecting Our World".

This report reflects not only the sustainability efforts of our companies, but also our commitment to leaving a valuable heritage for future generations. The contributions of our stakeholders and employees are of great importance in every step we take to shape the future. We thank everyone who has been with us on our sustainability journey and we are proud to continue working together for a greener, more equitable and more sustainable world.

Best Regards
Demir Koloğlu
Chairman of the Sustainability Committee









About Koloğlu Holding

Thanks to its visionary qualities and initiatives, Koloğlu Holding continues its activities in many sectors such as transportation, infrastructure, electricity generation, energy distribution (electricity and natural gas), trade, food (catering), mining, port and marina management, shipyard, station management, industrial production, logistics and service delivery with more than 80 group companies and more than 40,000 employees in 11 countries. In addition, it provides uninterrupted service to nearly 10 million customers in 3 electricity distribution and 2 natural gas distribution regions. The journey of the Koloğlu Family, which started in 1976, reached a remarkable size with the Kolin Construction company, which is called as the "flagship", and taking into account the breadth of its activities, it was decided to transform it into a corporate holding structure in 2016. While this transformation enabled the formation of different management structures for stable growth, it also enabled us to act within the framework of common principles under the umbrella of Koloğlu Holding. In addition to Kolin Construction, Koloğlu Holding manages a wide portfolio of companies operating in local and global sectors.

Koloğlu Holding stands out with its significant numerical data, strong portfolio, stable workforce and participation in mega projects, making remarkable contributions to the development of the Turkish economy. Our company, which is one of the influential players in many large and prestigious projects carried out both in our country and internationally, has the mission of being a multinational and innovative group. While aiming to increase its competitiveness in the global market, Koloğlu Holding adheres to the principles of sustainability and innovation. With its expanding fields of activity and strategic investments, it is taking firm steps towards the future.

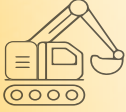
Our environmental, social and governance efforts are comprehensively addressed through our sustainability strategies developed based on the main themed value areas "Our World, Our Business and Our Future". Without limiting the scope of the understanding of social responsibility to business activities and their impacts, by adopting an inclusive, proactive and collaborative approach in our work, it is our principle to add value to the society and all our stakeholders with effective projects ranging from education to art, from sports to environmental protection and cultural development. Koloğlu Holding continues its uninterrupted support through Koloğlu Education Foundation (KOLEV), which was established to provide quality education and training opportunities to young people and future generations.



<p>Operating network</p> <p>in 11 countries,</p> 	<p>Over 80 companies</p> 	<p>More than 40,000 employees</p> 	<p>8 different business lines</p> 
<p>At the Holding headquarters:</p> <p>33% female employees at middle management and senior management level</p> 	<p>At the Holding headquarters:</p> <p>52.5% female employees</p> 	<p>3 electricity distribution and 2 natural gas distribution regions</p> 	<p>Approximately 10 million customers</p> 

Our Subsidiaries Within the Scope of the Report

CONSTRUCTION,
CONTRACTING AND
ENGINEERING



•KOLIN CONSTRUCTION

ENERGY



•ESGAZ



•İZMİRGAZ

PORT, MARINA
MANAGEMENT, SHIP
CONSTRUCTION AND
MAINTENANCE



•SEFİNE SHIPYARD

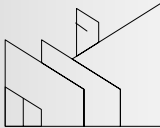


•TEOS MARINA



•PORT OF ÇANAKKALE

INDUSTRY



•ARMTEK ELEKTRİK

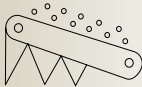


•KL YAPI



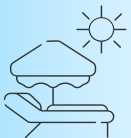
•ARSLANLI ALÇI

MINING



•HEKİMHAN MADENCİLİK

TOURISM & SERVICE



•KOLIN ÇANAKKALE HOTEL



•TURKOL TURİZM
(RADISSON BLU TUZLA HOTEL)



•AKKOL HAZIR YEMEK

Figure 1. The Subsidiaries (Included in Reporting)

Our Subsidiaries Within the Scope of the Report



CONSTRUCTION, CONTRACTING AND ENGINEERING

Kolin Construction: The “flagship” of Koloğlu Holding is Kolin Construction, which was established in 1977. Kolin is a global player in the world construction league with its giant projects in Turkey and on three continents. Kolin Construction’s success album, which has its name on the ENR list, which lists the world’s largest contracting companies every year, includes large infrastructure investments, mega projects such as Istanbul Airport, roads, rail systems, power plants, dams, ports, shipyards, military facilities and buildings for private use such as embassies, hospitals, hotels, dormitories and schools.



ENERGY

Esgaz: Established in 1992 by BOTAS to distribute natural gas, was privatized in 2004 and joined Kolin Construction. After its privatization, a corporate structure was established by setting standards in management and services, and a rapid dissemination of natural gas was achieved by switching to customer-oriented management. With its customer-oriented service approach, Esgaz continues its technological and infrastructure investments while offering natural gas, which is an economical, efficient, comfortable, environmentally friendly and clean fuel, to Eskişehir. Its goal is to provide safe, economical and continuous natural gas supply in order to increase the comfort of its customers in their homes and workplaces with its experienced and competent staff.

Izmirgaz: It received a Distribution License in 2005 to carry out the distribution and transportation activities of natural gas through the local gas pipeline network within the borders of the distribution region consisting of Izmir and Tire regions. Izmir, the third largest city of Turkey with a long history, natural gas infrastructure works initiated in 9 districts, and the main investments were completed in a short time, 2 years, achieving an exemplary success in the sector by expert personnel who have worked in the natural gas sector for many years and integrated their scientific knowledge with practice, in the light of professional organization and management approach.



PORT, MARINA MANAGEMENT, SHIP CONSTRUCTION AND MAINTENANCE

Port of Çanakkale: Port of Çanakkale, which was put into operation in 2005 with the build-operate-transfer model, provides cargo handling and terminal services to general cargo, bulk cargo, containers, Ro-Ro and cruise ships, ferries, oil tankers and chemical tankers within the scope of international trade. The port, which is the maritime border gate of Çanakkale, makes a significant contribution to our country’s maritime tourism by hosting cruise ships as well as services for export and import cargoes. Port of Çanakkale, which also includes the largest waste acceptance facility in Turkey and Europe with a tank capacity of 13,528 m³, makes a significant contribution to Turkey’s general sustainability principles by collecting, processing and recycling the fuel and oil-based wastes of ships passing through the Dardanelles.

Sefine Shipyard: Started its activities in Altınova, Yalova in 2007, it has become one of the most important players in the maritime sector in a short time with the experience and power of Koloğlu Holding behind it. It is the only shipyard that offers commercial and military new shipbuilding, ship conversion, repair and maintenance services at the same time and also carries out large steel structure projects. It exports new shipbuilding to maritime countries such as Norway, Italy, the Netherlands, England, Estonia and the Faroe Islands and is in the first position in the world in the construction of live fish transport ships.

Teos Marina: Turkey’s first “Cittaslow” city (Quiet City) was built in Siğacık, the touristic area of Seferihisar, with the build-operate-transfer model of the Ministry of Transport and Infrastructure of the Republic of Turkey and started its activities in June 2010. It serves with a capacity of 480 boats at sea and 80 boats on land. Teos Marina, one of the few 5 anchor marinas in our country, is awarded with 5 Gold Anchor certificates by The Yacht Harbour Association of the British Maritime Federation. It has been awarded with the Blue Flag since the day it was founded with its environmentally friendly services.

Our priority is to actively ensure the development of our businesses, brands, products and services within the scope of sustainability in all sectors in which we operate.

Our Subsidiaries Within the Scope of the Report



INDUSTRY

Arslanlı Alçı: Started gypsum production under the Aralçı brand in 2005 and stepped into the construction world, entered the construction chemicals sector by laying the foundations of Arkim in 2007. Arslanlı Alçı, which offers quality, robust and TSE guaranteed solutions to buildings with the Artherm brand in thermal insulation, which is another need of buildings, has become the primary choice of building world professionals with its expanding product range. Arslanlı Alçı, which has grown even more with the R&D and infrastructure works it has carried out in the following years, has decided to expand in the field of construction chemicals and opened up to the foreign market as well as Turkey. As a member of the Turkish Gypsum Producers Association, Arslanlı Alçı has signed the Association's Professional Behavior and Working Principles Agreement and pledged to protect the professional values and reputation of the industry. Arslanlı Alçı, which has become a more preferred brand every year with the importance it attaches to customer satisfaction, brings quality and durability to the buildings with the products it produces and the solutions it offers beyond the expectations it offers.

Arslanlı Alçı, which prioritizes the highest level of green performance measures such as resource efficiency and clean production practices in production and service supply processes in order to achieve maximum sustainability in environmental, social and economic terms, and the efficient use

of resources based on practices such as industrial symbiosis, continues its efforts to represent its country in the world market by making a difference on a global scale, while representing its country in the world market, and to achieve growth success in this field, which is popular in the construction sector, with its new investment, Arplak Alçı Plaka products.

Armtek Elektrik has been expanding its product range which are used in 20 countries on 4 continents. In addition to Low-Medium and High Voltage Switching products, it continues to serve the industry with metal clad, component and transformer production.

KL Yapı: Through its management team with more than 30 years of experience and expert technical team, it operates in the design, production and installation of prefabricated panel buildings, containers, pre-designed steel buildings and light steel structures. Built on a land of 100,000 m² and with a closed area of 25,000 m², fully automatic CNC production lines and ISO certified facilities equipped with state-of-the-art machinery and equipment with high production capacity to more than 40 countries and 4 continents exports. It offers quality, fast and economical solutions for the turnkey installation of prefabricated camp facilities, construction site buildings, industrial buildings and permanent buildings.



MINING

Hekimhan Madencilik: Established in 2007 to carry out iron mining, chrome mining and manganese mining activities, Hekimhan Madencilik provides a unique raw material supply to the domestic and foreign markets by enriching the high manganese content, low impurity siderite ore it produces with its calcination facility. Hekimhan Mining operates the iron mine in Deveci village of Hekimhan district of Malatya province with a production capacity of approximately two million tons/year and contributes to the reduction of Turkey's annual iron ore imports (powder, fragment, pellet) of 16 million tons by supplying calcined siderite as well as siderite.



TOURISM & SERVICE

Akkol Hazır Yemek: Established in 2007 to operate in the food and beverage services sector. It serves many different sectors such as business center, construction, industry, education and hospital, and also makes a name for itself with its restaurant investments. It provides services to more than 100 institutions in 26 provinces in Turkey with its experienced staff of more than 2000. As of 2014, it has started to provide food and beverage services to global brands in the international arena as well as domestically with the GLD brand. Since the day it was founded, it continues to grow with the high-level services it offers to its customers with the brands Akkol Hazır Yemek, IFC, Kafekol, GLD, AHA, HAKA.

Kolin Çanakkale Hotel: Within the scope of the project implemented with the build-operate-transfer model in Çanakkale Kepez, the 5-star hotel and congress center was completed and put into service in 2003 and has been operated by Koloğlu Holding for 49 years.

Turkol Turizm (RADISSON BLU TUZLA HOTEL): Located in Tuzla, Istanbul and operated by Radisson Blu. The 5-star Radisson Blu Tuzla has 254 rooms, an à la carte restaurant, a main restaurant, 2 bars, 2 multi-purpose halls, 8 meeting rooms, a fitness area, indoor and outdoor swimming pools, a 9,000 m² garden and a 4,000 m² Spa/Fitness area. With its proximity to Sabiha Gökçen Airport and the industrial area in the region, it has been providing accommodation, meeting, organization and restaurant services to its guests for 10 years.

Development of Sustainability in Koloğlu Holding

As Koloğlu Holding and its subsidiaries, we are taking steps to embody sustainability in every aspect of our activities in the constantly and rapidly changing world order. We try to act with the awareness that only economic growth is not sufficient for sustainable development, but it can only be achieved if an approach that includes balance between natural resources and economic growth are taken together. For this purpose, we took the first concrete steps in 2020 by deciding to manage sustainability efforts with a holistic approach.



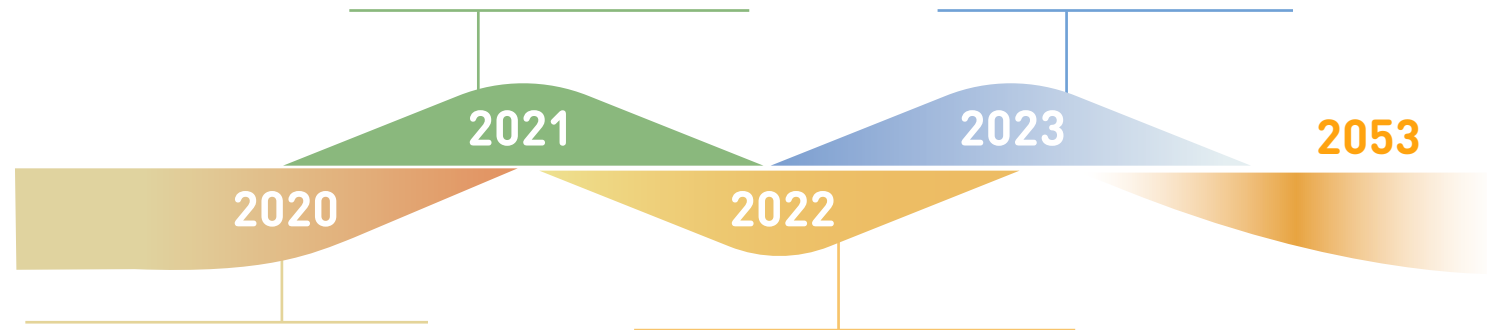
Koloğlu Holding first established its sustainability policies in 2021 and aimed to reduce its environmental impacts, produce positive outputs, take the necessary measures for the protection of biodiversity and natural resources, act with awareness of the risks posed by climate change, and adopt technologies and practices that support energy and resource efficiency by using its advanced technical capacity and engineering experience. It shares its commitment to these goals with all its stakeholders through its Sustainability Policy, Environmental and Social Policy, Supply Chain Policy, Human Rights Policy, Human Resources Policy and sustainability strategies. **Koloğlu Holding and its subsidiaries** focus on being a responsible organization and inspiring positive change in the relevant sectors by harmonizing their efforts in this direction with international agreements and national policies.

A CMS was established to manage sustainability strategies and activities.

A Prioritization Analysis was conducted to determine the Holding's Sustainability Goals and Strategies.

The Sustainability Governance Structure was determined within the Holding, and the Sustainability Committee and a Sustainability Working Group working under it were established.

Our first sustainability report has been published.



Efforts were initiated to establish a Sustainability Management System (CMS). Current situation assessment and sector analysis were carried out, and a Gap Analysis and Action Plan were prepared.

A comprehensive training program on sustainability was conducted, and a large group of people were trained on sustainability issues throughout the year. Became a member of the Business Council for Sustainable Development (BCSD). Within the scope of Koloğlu Holding's Gender Equality Program, supportive practices were developed and the Holding's Gender Equality Policy was published.

Figure 2. Our progress in the Sustainability Management System

We Are
Moving
Towards A
Sustainable
Future



2023 Highlights



To Protect the Future of Our World



Installation of a **66.5 MW renewable energy** facility has started.



Koloğlu Holding and its subsidiaries used **60,456,568 kWh of renewable energy** in 2023. The rate of energy use from renewable sources was **37.2%** in 2023. **An increase of 21.3%** was achieved compared to 2021.



As a result of recycling activities in Koloğlu Holding and its subsidiaries, **2,257 tons of CO₂e** greenhouse gas reduction was achieved. **158,946 MWh** of energy was saved. **94,938 trees** were prevented from being cut down.



Within the scope of water use efficiency and improvement efforts, **water consumption was reduced by 2.90%** compared to 2021 despite the increase in investment activities in Koloğlu Holding and its subsidiaries.



Recycling, recovery and composting of hazardous and non-hazardous (domestic and packaging) wastes were ensured. Accordingly, a total of **88,937 tons** of waste was recycled, and **2,009.1 tons** of waste was used for energy recovery. Compared to the previous year, the recycling rate was increased by **15.06%**.

To Protect the Future of Our Business



Kolin Construction rose to **141st place in ENR's Top 250 International Contractors list** in 2023.



In order to increase the awareness of our employees on environmental and sustainability issues, **2,366,127 personxhours trainings** were carried out.



Koloğlu Holding has "**Advanced Level Gender Equality Certificate**". The number of female employees in Koloğlu Holding's headquarters units continued to increase continuously and increased by **19.6%** compared to the previous year and in its subsidiaries it increased by **4.65%**.



We gave priority to suppliers with Zero Waste Certificate and ISO 14064 certificate, while the number of our suppliers reached **13,969**, the business relationship was terminated with **32** of the suppliers who were found to be non-conforming



With digital transformation efforts, online applications were launched to carry out recruitment processes and in-company training.

To Add Value to the Future



Maintenance and repair works were carried out in **4 village schools**.



Local women's cooperatives were supported in **3 regions**.



New employment was provided to **2,834 people**.



Sustainability-based financing was used for **4** of our companies.



Scholarship support was provided to **263 students**.



Awards and Recognised Achievements

<p>Kolin Construction</p> <ul style="list-style-type: none"> - ENR Top 250 International Contractors List Ranked 141st (2023) - Unicef – Support for Education - NATO Security Document 	<p>Sefine Shipyard</p> <ul style="list-style-type: none"> - TİM Strong Women of Export Award (2020) - Export Champion in the Shipbuilding Category (2020) - World’s Largest Ship Production Powered by 100% Electricity with Zero Emissions (2021) - Great Place To Work Award (2022)
<p>Kolin Çanakkale Hotel</p> <ul style="list-style-type: none"> - My Hotel Workshop Project Award - İşkur-University Education and Project Award 	<ul style="list-style-type: none"> - Construction of Turkey’s First Natural Gas Platform (2022) - Industry Record with 140 Ship Repairs/Maintenance and 24 Ship Repair/Maintenance services concurrently (2022) - World Leader in Live Fish Vessel Construction (2023) - Baird Maritime Best Live Fish Transport Vessel Award (2023)
<p>Turkol Radisson Blu Tuzla</p> <ul style="list-style-type: none"> - Hotels.com ‘Golden Hotel Award’ 	<ul style="list-style-type: none"> - 1000th Ship Maintenance and Repair Service (2023) - Central and Eastern Europe Region Best Transport Infrastructure Finance Category - EMEA Finance Project Awards (2022)
<p>Esgaz</p> <ul style="list-style-type: none"> - Energy Market Regulatory Authority (EMRA), 2nd R&D Achievement Awards 	<ul style="list-style-type: none"> - The World’s First Marlin USV Unmanned Surface Vehicle with Electronic Warfare Capability (2022) - The 2nd Largest of the Turkish Navy TCG DERYA Maritime Replenishment Combat Support Ship (DIMDEG) (2024)
<p>İzmirgaz</p> <ul style="list-style-type: none"> - Turkey 3rd Energy Summit natural Gas Sector “Golden Valve” Awards 	
<p>Teos Marina</p> <ul style="list-style-type: none"> - Blue Flag - 5 Gold Anchor Certificate by TYHA 	<p>KL Yapı</p> <ul style="list-style-type: none"> - Most Exporting Company in Kırıkkale Industrial Zone (2023)



Transformation Values and Strategic Areas



Protecting the Future of Our World:

- Combating the Climate Crisis ,
 - Energy Efficiency,
 - Carbon Footprint
 - Water Management
- Waste Management and Circular Economy Approach,
 - Biodiversity



Protecting the Future of Our Business:

- Our People
- Equal Opportunity and Inclusion
- Digitalization
- Supply Chain



Adding Value to the Future:


- Reliable Brand and Sustainable Finance Finansman
- Social Responsibility
- Customer Satisfaction

As representatives of transformation on the path to sustainability, we are committed to a philosophy that protects our world, creates value, and at the same time pioneers transformative and empowering solutions without jeopardizing the needs of future generations. In this journey, we rely on innovative strategies that accelerate transformation and pave the way for permanent positive change.

We continue our activities with the vision of "If we change, the climate will not change". We depicted the "Plane Tree" as a symbol of our transformation values and strategic areas as the focus of the sustainability strategy design that we adopted.

The Plane Tree, with its deep roots and strong structure, shows our determination to build a sustainable and permanent future, and symbolizes our support for "Renewal and Change" as it renews its branches and leaves every year. Just like the Plane Tree that gives life to its surroundings with its wide branches, we protect our environment and act in harmony with nature while growing our business. The plane tree, a symbol of wisdom and permanence, reflects our goal of leaving a valuable legacy to the future.

In line with the themes of "Protecting the Future of Our World", "Protecting the Future of Our Business" and "Adding Value to the Future", we look to the future with hope with sustainable strategies in unity and solidarity.



We are faced with the fact that if change and transformation cannot be achieved in the current consumption order of the world, limited natural resources will disappear. The importance of time is undeniably critical in this regard. Every company, every society or every individual that is not involved in the transformation today will have a share in the climate disasters that may occur in the future. We strive to be a part of all kinds of solution movements in an effort to fulfill our responsibilities in the fight against the climate crisis so that future generations do not pay for any action that has devastating effects on our world.



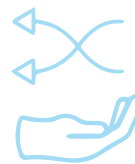
Protecting the Future of Our World

The roots of the plane tree represent the foundation of sustainability, demonstrating our commitment to protecting and preserving the natural environment for future generations. We ensure the sustainability of our business by having a deep-rooted and solid structure like the Plane Tree. We look to the future with confidence with long-lasting and durable strategies and take responsibility for a green future.



Protecting the Future of Our Business

The trunk of the plane tree represents collaboration and partnership with stakeholders. Just as the trunk provides strength and support to the tree, our relationships with our stakeholders strengthen our company, and together we work to achieve sustainable results. We base our business on solid foundations and take firm steps towards the future.



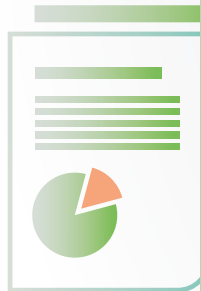
Adding Value to the Future

Each branch of the plane tree reaches out to a value that extends into the future. In this sense, we contribute to our society and the world with our innovative and sustainable projects. With our business that grows and develops like a plane tree, we beautify not only today but also tomorrow. We are constantly working to add value to the future. Like the plane tree that gives life with each new leaf, we constantly add value to the society and the environment with our work, and we are moving towards a sustainable future.

Significant Sustainability Trends, Risks and Opportunities



We evaluate the featured global and sectoral trends in sustainability transformation and carry out analysis where we look for suitable opportunities and solutions for possible risks.

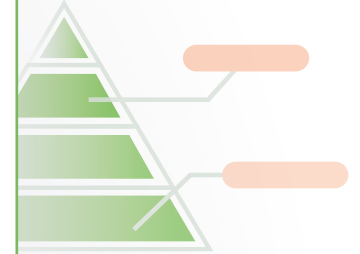


While determining the risks and impacts, as well as opportunities, created by global and sectoral trends on Koloğlu Holding and its subsidiaries, we drew insights from the “2024 Global Risk Report” of the World Economic Forum (WEF) and the “Sustainability and Climate Trends Report to Watch 2024” published by MSCI, one of the prestigious international indices.

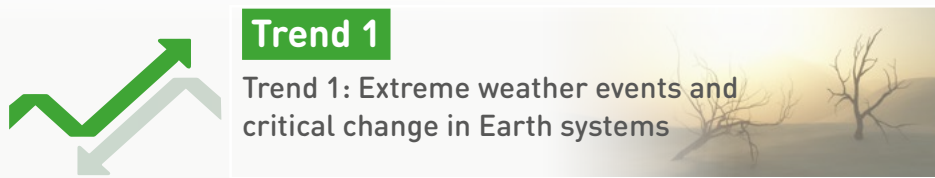


We adopt the principle of carrying out the real change and transformation within our own structure in order to prevent the climate from changing, and we work determinedly to ensure that our activities reach environmentally friendly and humane standards. In this context, we integrate featured global and sectoral trends into our sustainability strategy, which addresses environmental, social and governance dimensions.

According to the results of our studies, we evaluate that in 2024, as Koloğlu Holding and its subsidiaries, we are more likely to be affected by extreme weather events, critical changes in world systems, problems in natural resources, inflation and economic decline. We have detailed the relevant potential risks and opportunities and our solution-oriented actions.



Significant Sustainability Trends, Risks and Opportunities



Trend 1

Trend 1: Extreme weather events and critical change in Earth systems

Trend

As highlighted in the 2024 WEF Global Risks Report, the critical challenges facing humanity in the next two and ten years include the rising frequency of extreme weather events, significant changes in Earth’s systems—newly added to this year’s list—and the persistent threats of biodiversity loss and ecosystem collapse.

Extreme weather events caused by global warming, which affects the basic functioning of the Earth System, especially the climate, are increasing every year. The magnitude and pace of human-induced climate change on a global scale have been unprecedented in recent decades. This situation emphasises the urgent need for concerted global action.

Possible Risks

- Waste and environmental pollution
- Biodiversity loss
- Extinction of water resources
- Deterioration of air quality
- Increase in diseases
- Extreme weather events and physical climate risks

Possible Opportunities

- Minimizing waste costs and possible extra financial expenditures within the scope of our circular economy studies
- Renewable energy investments
- Increase in the production of our active energy companies

Solutions and future actions

Examples from Our Companies

We increase our use of renewable energy and our investments in this field every year to support our goal of reducing our greenhouse gas emissions. In 2021, a total of 49,812 MWh of renewable energy was purchased for Koloğlu Holding and its subsidiaries, while the amount of renewable energy purchased during the reporting period increased by 21.3% to 60,457 MWh.



Significant Sustainability Trends, Risks and Opportunities



Trend 2

Possible shortages in natural resources

Trend

Water and food security is in danger at the local, regional or global level due to overexploitation of natural resources and mismanagement of critical resources, climate change, infrastructure problems. In this context, countries are developing a number of measures, targets and legal regulations to manage their natural resources. Every organisation in the business world is expected to comply with all actions and regulations without exception. In particular, a responsible trade approach is being developed with the relevant rules published within the scope of the European Green Deal. Accordingly, MSCI’s report states that the importance of investments in nature will increase even more as we enter 2024.

Possible Risks

- Impact on production, supply and operational processes due to water shortage and scarcity
- Raw material shortages in our companies operating in the field of food production and supply

Possible Opportunities

- Taking measures to reduce water consumption and promoting systems that will enable water reuse
- Supporting local suppliers
- Use of sustainable financing support
- Acceleration of R&D activities to reduce dependence on critical raw materials

Solutions and forward-looking actions

We carry out activities to reduce and improve the consumption of natural resources, especially on issues that will prevent water and food waste.

Examples from Our Companies

Akkol Hazır Yemek In the production and service processes of Akkol Hazır Yemek, Sustainable Development Goals Goal 2 (Zero Hunger), Goal 12 (Responsible Production and Consumption), Goal 13 (Climate Action) are determined, and practices are carried out in line with these goals. Akkol Hazır Yemek is a member of the Responsible Restaurant Movement. The Responsible Restaurant Movement is a project implemented to ensure that businesses carry out the entire service flow from energy use to waste management, from water use to procurement, preparation and

service processes with a responsible understanding, and to operate with a focus on sustainability by creating a conscious behavioural change in production and consumption. Within the scope of the Responsible Restaurant Movement, Akkol Hazır Yemek separates food waste both in production and from customer plates in its cafeterias, and delivers it to the electric Responsible Restaurant Movement Waste Food collection vehicle. Food waste generated in production and returned from customer plates is converted into compost fertiliser and organic cat-dog food according to its type.

In **Sefine Shipyard**, organic wastes such as food waste, tea pulp, tree pruning and lawn mowing wastes are brought to the compost facility established with the “Start from Zero” project and compost production is carried out by garbage taxi vehicle. On the other hand, cat and dog food is made from food waste, which is surplus to consumption, and stray animals are fed.



Significant Sustainability Trends, Risks and Opportunities



Trend 3

Inflation and economic downturn



Trend

According to the 2024 WEF Global Risks Report, prolonged high inflation and high interest rates in many countries are significantly constraining economic growth in various markets and are already signalling a visible economic downturn. The negative global economic impact of the pandemic, followed by price increases resulting from the war in Ukraine, the Middle East conflicts and the escalation of tensions over Taiwan, slow the global economic recovery. This may have a negative impact on the continuity of operations and revenues of companies, global supply chains and financial markets.

On the other hand, companies can gain both reputational and performance advantages in this process by adopting responsible business practices and making prudent investment decisions. Thus, companies can strengthen their economic and financial systems in general and increase their resilience against potential economic downturns. Companies can also contribute significantly to stabilising the labour market, both locally and globally. This can be achieved by providing development opportunities tailored to the needs of employees, securing labour rights and ensuring job security.

Possible Risks

- Price fluctuations
- Differences in market shares and competitive advantages between firms

Possible Opportunities

- Expansion of the product range and sustainable raw material supply
- Development of sustainable production techniques
- Increasing the diversity of available investment options.

Solutions and forward-looking actions

We focus on supporting the development of our country and creating added value by increasing our export and production capacity with the projects we will realise in the future.

In addition, we will continue to represent our country in the international arena as a Turkish company with new projects and investments in different geographies of the world.



Sustainability Strategy of Koloğlu Holding



Protecting Our World's Future

By reducing our environmental footprint and promoting sustainable practices across our supply chain, we aim to protect our planet and ensure a resilient planet for future generations.



Protecting the Future of Our Business

With our value creation approach, we strive to create shared value in a way that encompasses the welfare of all our stakeholders and to ensure sustainable growth and benefits for all.



Adding Value to the Future

We contribute to building a sustainable and resilient future with the goal of overcoming global challenges through co-operation and being part of the solution.

2030

We aim to increase the recycling rate of our wastesto at least 96%.

2030

All of the electrical energy use of Koloğlu Holding and its subsidiaries will be provided by renewable energy sources.

2053

We aim to achieve net-zero carbon emissions across our entire value chain.



Figure 3. Our macro goals

Our Sustainability Approach



Sustainability is one of the most important priorities for Koloğlu Holding, which moves forward with confidence in the future with a half century of knowledge. As Koloğlu Holding, we continue to work with all our strength to progress successfully by embracing our part in this inevitable journey towards sustainability transformation. With our principles and priorities based on the United Nations Sustainable Development Goals, we adopt the policy of managing all our processes in this direction as an exemplary group aware of its responsibility towards the society and the environment in the field of sustainability management in the sectors in which we operate at global and local level.

We focus on protecting our future, developing sustainable business processes, supporting corporate and social responsibility activities and contributing to a more livable world. For this purpose, we utilise sustainable development principles, global trends and resources provided by various sustainability initiatives. We consider our processes and achievements in the activities we carry out in various

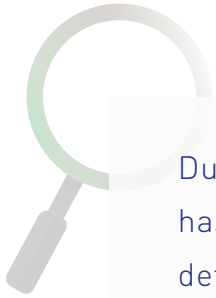
service areas not only with financial performance criteria, but also with sustainable Environmental, Social and Governance (ESG) dimensions. In order to focus on correct sustainability processes and to develop and follow strategies for corporate sustainability, we systematically manage our ESG processes within the “Sustainability Management System” and “Sustainability Policy”, covering both the Holding and our subsidiaries.

We recognise society as one of our key stakeholders and aim to transform our economic gains into environmental and social advantages. We also carry out projects in various initiatives aimed at promoting sustainable development. We act with the awareness of our responsibilities towards future generations through our investments in both individuals and the environment.

All current policies of Koloğlu Holding can be found in the “[Sustainability](#)” section of our website.

Our Sustainability Approach

/ Materiality Analysis



During the reporting period, Koloğlu Holding has updated the material sustainability issues determined for 2023 by taking into account the sectoral trends and current developments with a materiality analysis consisting of the following five steps.

With our updated materiality analysis, we have identified and categorised the key areas that are important for our company and our stakeholders, and aligned them with our three main focuses - Our World, Our Business and Our Future - that shape our sustainability approach. Throughout the analysis, we analysed the potential impacts of the relevant issues on our sectors, their correlation with the findings of the Koloğlu Holding Risk, Opportunity and Solutions study, and the value we can generate as a holding company.



Materiality Analysis in 5 Steps

- 1 Assessment of current trends:** The focal points and risks we are involved in at global and sectoral level were analysed.
- 2 Sectoral benchmarking:** The strategies and material topics of the leading companies in the field of sustainability in our sectors were investigated. A first list of potential material (core) issues for Koloğlu Holding was created.
- 3 Evaluation with senior management:** A list of relevant potential material topics was shared with the managers of Koloğlu Holding and its subsidiaries, and a scoring was made.
- 4 Preparation of the final priority issues list:** A final list of material topics was prepared by holistically evaluating the feedback obtained through various contributions of stakeholders.
- 5 Creation of a prioritization matrix:** In order to determine the importance levels of the final material topics, a high materiality matrix was created by taking into account both the perspectives of the relevant stakeholders and the relevance of these issues to the Holding's strategy.

Our Sustainability Approach

/ Compliance with the UN Sustainable Development Goals

Koloğlu Holding considers Sustainable Development Goals (SDGs) as a compass to manage its projects, investments and activities. Koloğlu Holding also supports global sustainable development policies by evaluating its sustainability strategies and material topics within the framework of SDGs and aligning its targets with them. Below you can find a summary of the Sustainable Development Priorities to which Koloğlu Holding contributes.



















OUR FOCUS	SUSTAINABILITY PRIORITIES	RELATED SDG
 <p>Protecting the Future of Our World</p>	<ul style="list-style-type: none"> • Management of risks arising from climate change, sustainable energy and natural resource consumption • Management of environmental impacts and protection of biodiversity in company activities. 	<p>6, 7, 13, 14, 15</p>     
 <p>Protecting the Future of Our Business</p>	<ul style="list-style-type: none"> • Equal opportunities and diversity • Employee development and talent management • Employee loyalty and satisfaction • Occupational health and safety, employee and human rights • Subcontractor and supply chain management • Digitalisation and innovation • Anti-bribery and anti-corruption, ethical values, compliance with laws and regulations and adoption of corporate governance principles 	<p>4, 5, 8, 10, 12, 16</p>      
 <p>Adding Value to the Future</p>	<ul style="list-style-type: none"> • Community investments, socio-economic impacts of activities on the local community and local employment • Sustainable financial performance • Brand, product and service reliability 	<p>4, 8, 9, 11</p>    

Figure 4. Our focuses according to the Sustainable Development Goals

Our Sustainability Approach

/ Materiality Matrix

In the first stage of our analysis, we identified key focus points by analysing deeply both global and sector-specific trends and insights. In particular, we benefited from the work carried out by various sustainability initiatives in the sectoral area. Thanks to these preliminary steps, we created a comprehensive initial list of potential material (core) issues.

Then, we prepared a survey of potential material topics by utilising the insights obtained from the Koloğlu Holding Risk, Opportunity and Solutions analysis and by comprehensively evaluating the wide range of issues with our senior management. We determined our high priority and material topics by bringing together the results of the survey* shared with our stakeholders.

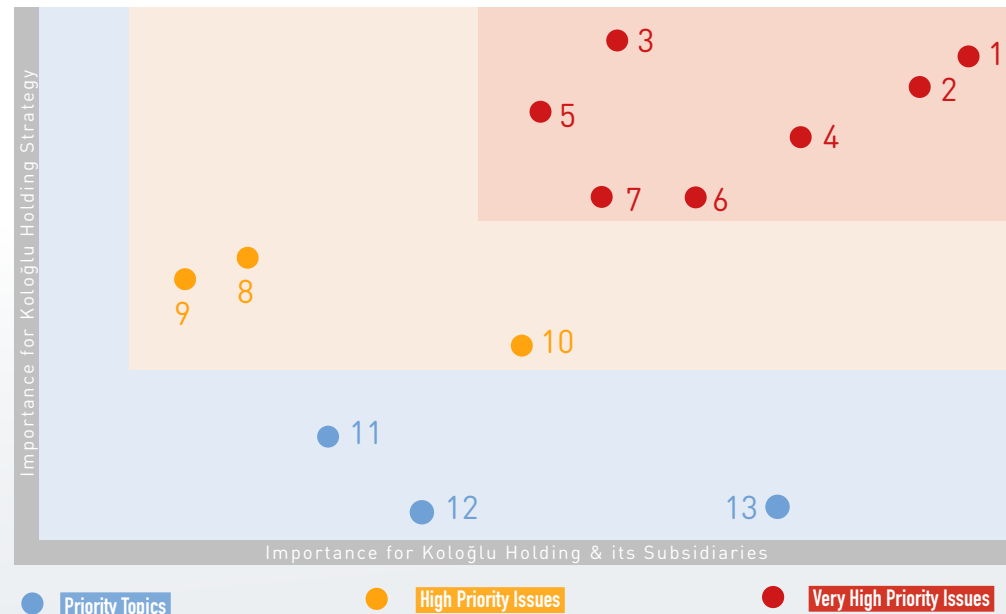


Figure 5. Materiality matrix

* 361 stakeholders participated to the survey.



We structure our operations around material topics and ensure that each topic is included in our corporate and sustainability strategies.

In this context, according to the results obtained from the materiality matrix, we shape our sustainability targets, our guidance to our companies and our projects with a total of 13 material topics, **7 of which are determined as very high priority, 3 as high priority and 3 as priority for Koloğlu Holding.**

Very High Priority Issues

- 1 Occupational health and safety, labour and human rights (PB)
- 2 Employee loyalty and satisfaction (PB)
- 3 Sustainable financial performance (AV)
- 4 Employee development and talent management (PB)
- 5 Digitalization and innovation (AV)
- 6 Equal opportunity and diversity (PB)
- 7 Brand, product, and service reliability (AV)

High Priority Issues

- 8 Combating Climate Change (PW)
- 9 Circular Economy and Decarbonization (PW)
- 10 Management of environmental impacts of the Company's activities and protection of biodiversity (PW)

Priority Topics

- 11 Community investments, socio-economic impacts of activities on the local community and local employment (AV)
- 12 Subcontractor and supply chain management (PB)
- 13 Anti-bribery and anti-corruption, ethical values, compliance with laws and regulations and adoption of corporate governance principles (PB)

Material Topics Related to Our Focal Points

- PW Protecting the Future of Our World
- PB Protecting the Future of Our Business
- AV Adding Value to the Future

Our Sustainability Approach



Our Transformation Values	Our Priority Issues (Our Focal Points)	Goals	Report Content
<p>Protecting the Future of Our World</p> 	<ul style="list-style-type: none"> • Combating Climate Change. • Circular Economy and Decarbonization Studies. • Management of environmental impacts of the Company's activities and protection of biodiversity. 	<ul style="list-style-type: none"> • We aim to achieve net-zero carbon emissions across our entire value chain by 2053. • By 2030, we aim to increase the recycling rate of our waste to at least 96%. 	<p>In the "Protecting the Future of Our World" section of our report, you will find details about the steps and work we have taken in this field.</p>
<p>Protecting the Future of Our Business</p> 	<ul style="list-style-type: none"> • Occupational health and safety, labour and human rights. • Equal opportunity and diversity. • Employee loyalty and satisfaction . • Employee development and talent management . • Anti-bribery and anti-corruption, ethical values, compliance with laws and regulations and adoption of corporate governance principles. • Digitalization and innovation. 	<ul style="list-style-type: none"> • We focus on increasing diversity in management levels, strengthening women's representation and implementing the principle of equal pay for equal work. We are especially sensitive to professional development. We aim to ensure that all of our suppliers comply with Koloğlu Holding's Supply Chain Policy. • We strive to source raw materials with low embodied carbon emissions. 	<p>In the "Protecting the Future of Our Business" section of our report, you will find details about the steps and work we have taken in this area.</p>
<p>Adding Value to the Future</p> 	<ul style="list-style-type: none"> • Sustainable financial performance. • Brand, product and service reliability. • Community investments, socio-economic impacts of activities on the local community and local employment. 	<ul style="list-style-type: none"> • By the year 2030, we aim to provide all of the electrical energy use of Koloğlu Holding and its subsidiaries from renewable energy sources. 	<p>In the "Adding Value to the Future" section of our report, you will find details about the steps and studies we have taken in this field.</p>

Corporate Governance and Values

Based on transparency, fairness, responsibility and accountability in our corporate governance approach, we place these values at the centre of all our business processes. Thus, we establish reliable and effective communication with our stakeholders and manage business processes in which our business partnerships are long-term and sustainable. In addition, these values are also adopted by all our employees, and we constantly consider the elements of quality, trust and stability in all processes we carry out, and we focus on the goal of ensuring ethical standards.

Koloğlu Holding performs all its processes in compliance with the principles of "Transparency", "Justice", "Responsibility" and "Accountability".



Koloğlu Holding's ethical policies are detailed below;

- Conflict of interest
- Accepting and giving gifts
- Protection of company resources
- Protection of confidential information
- Accuracy and retention of records
- Company representation and use of social media
- Prevention of discrimination, equal opportunity and gender equality

The Ethics Committee under the Executive Board of Koloğlu Holding manages and supervises all related processes. It carries out activities to create a strong corporate culture on business ethics throughout the Holding. In addition, it analyses reported cases of non-compliance and implements necessary measures. Our employees and stakeholders can report ethical violations (anonymously if they wish) via the e-mail address info@kologluholding.com.tr.

Business Ethics

Koloğlu Holding, with its Ethical Values Guide and Ethical Policies, creates a framework for its employees and managers at all levels of the organisation to ensure that their business conduct complies with the highest ethical standards and that their decisions and behaviours comply with the laws and business ethics. For our stakeholders, customers, suppliers and business partners, it enables our ethical values and working principles to be adopted and seen as a part of our corporate identity. Especially in the contracts we enter into with suppliers for the purchase of products or services, our expectations regarding ethical values are clearly defined and the Ethical Values Guide is included in our contracts.

Corporate Sustainability Governance

In response to global calls for urgent action to control the risks associated with the climate crisis, it has become imperative for governments and companies to take a collaborative position with action plans. In this process involving companies, there is a Governance paradigm change that places greater emphasis on addressing various environmental and social concerns within organisational frameworks. As part of this transformation, Koloğlu Holding and its subsidiaries, with the visionary support of our Board of Directors, are heeding global calls for sustainable growth and aligning our choices with the approach of protecting our planet for future generations.

We take a comprehensive approach in realising our sustainability approach and goals. In addition to striving for strong and sustainable financial performance, we also take responsibility in Environmental, Social and Governance (ESG) areas, identify actions that will help us mitigate potential risks and prioritise related investments. For this purpose, we have carried out a study on the outstanding sustainability trends, risks and opportunities for Koloğlu Holding, which is detailed in the Trends, Risks and Opportunities section of this report. Focusing especially on the sectors in which our subsidiaries operate, we have determined the status of sustainability- and materiality-based potential risks. At the same time, we analysed the opportunities that may arise from these risks and offered solutions.

Sustainability Governance Structure

The Sustainability Committee, which operates under the Board of Directors of Koloğlu Holding, has been responsible for managing sustainability efforts in line with global developments since 2021, realising the actions on the roadmap, harmonising them with both internal and external stakeholder expectations and effectively integrating them with the strategic goals and objectives of the company. The Sustainability Committee, which consists of senior decision makers of Koloğlu Holding, is thus able to take sustainability actions related to economic, environmental, social and governance issues quickly and effectively. The sustainability committee is led by the committee chairman and includes permanent members from the senior management team and an affiliated working group. The relevant working group ensures the coordination between different functions within the group such as Human Resources, Environment and Quality, Finance, OHS, Risk Management and Corporate Communications in relation to corporate sustainability and the submission of sustainability-related reports to senior management.

During the 2023 reporting period, a total of 11 meetings were held by the Sustainability Committee (2), together with the working group (6) and various internal and external stakeholder participants (3). The agenda of the meetings included the creation of new and long-term strategic sustainability goals according to the priorities of both internal and external stakeholders, development of existing ones, follow-up of projects, raising awareness among all employees within the scope of the sustainability communication plan, monitoring the development of corporate culture and process management in line with sustainability principles, improving Environmental, Social and Governance (ESG) performance, representing the company on sustainability.

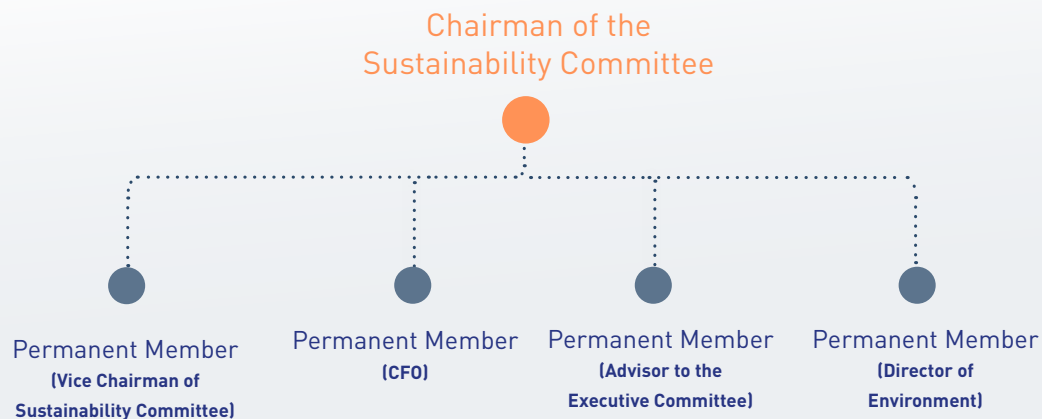


Figure 6. Structure of our Sustainability Committee



Risk Management

According to the 2024 Global Risks Report published by the World Economic Forum, the impact of extreme weather events is increasing worldwide in the medium and long term, however, in the short term, there are critical risks such as social polarisation, cyber insecurity, inter-state armed conflict, lack of economic opportunity, inflation, forced migration, economic crisis, as well as risks related to disinformation and misinformation. In the current global environment shaped by various risks and creating uncertainty, holistic management of both financial and non-financial risks and opportunities is becoming increasingly vital. Companies that can quickly and agilely adapt to risks are positioned for stable growth. Businesses that embrace enterprise risk management are able to anticipate and mitigate risks while capitalising on potential opportunities. Based on this, as a diversified Holding company, we prioritise a comprehensive approach to risk management in our operations in different sectors and regions. In this regard, with the "Risk Management Policy", we obtain market and sector data as soon as possible and evaluate potential impacts and measures (procurement, personnel, production, sales, etc.) in detail.

We evaluate the climate-related risks of Koloğlu Holding and its subsidiaries by following international regulations such as the European Green Deal and Paris Climate Agreement and the legislation published in our country. We carry out studies in order to comply with legal regulations in the short and medium term, to gain competitive advantage and to balance operational cost increases. In this way, we try to identify the points where we can turn the possible risks we have identified into opportunities and to realise the processes of adaptation, change and transformation. In the coming periods, we aim to expand the scope of our subsidiaries and evaluate the risks and opportunities for combating climate change in each of them separately.

Sefine Shipyard evaluates its climate-related risks and opportunities with the "IMS Risk and Opportunity Management Instruction" and updates it according to global developments. The following issues were addressed Risk and Opportunities Analysis study conducted this year:

- Due to climate change, there is a negative reflection on the working areas due to sea water rise.

- Due to the pollution caused by surface water flowing into the sea with the increase in sudden precipitation with extreme temperature due to climate change, studies have been initiated for the construction of surface water collection channels within the shipyard.

- Due to the formation of mucilage as a result of the warming of the waters due to climate change, the provincial directorate is notified and cleaning works are carried out in cases of mucilage in our docks / from the sea.

- The effects of the change in storm regimes on the works have been discussed and measures have been planned to reduce the risk.

- The risk of requiring the use of resources above normal in heating/cooling systems due to climate change and the increase in resource consumption due to this has been discussed.



Protecting the Future of Our World

Combating the Climate Crisis, Carbon Footprint and Emissions

The 6th (AR6) Climate Change 2023 Synthesis Report (CCR) published by the IPCC reveals that the actions to be taken to reduce greenhouse gas emissions are more important and urgent than ever before in order to make clear progress on "Climate Resilient Development". The latest assessments in the report show that there is no time to lose to achieve the goal of limiting the increase in average global temperature below 1.5°C. Aware of the seriousness and sensitivity of the issue, Koloğlu Holding aims to achieve a net zero target for the reduction of greenhouse gases and carbon footprint arising from its activities for 2053 in line with the targets set out in the Paris Climate Agreement, the European Green Deal and our country's environmental policies and commitments in this field. These targets help shape our Sustainability Strategies in a way that contributes to making our operations more sustainable. Within this strategic framework, our subsidiaries develop their own roadmaps in line with the specific requirements of their sectors.

Koloğlu Holding and its subsidiaries embrace the fact that proactive efforts to combat climate change not only benefit the environment but also encourage innovation, adaptation and long-term competitive advantage. In this context, its agenda includes issues such as recycling waste, increasing energy efficiency, switching to renewable energy sources based on green and sustainable approaches and various investments are made in these areas. In addition, Koloğlu Holding carries out activities based on transition to low carbon economy and efficiency, sustainable industry and circular economy within the scope of the Business Council for Sustainable Development (SKD Turkey), of which it became a member in March 2022. These actions are planned to contribute to the reduction of greenhouse gas emissions despite the projected business growth.

Koloğlu Holding and its subsidiaries are aware of the critical role of forests as a vital carbon sink in reducing greenhouse gas emissions. By encouraging afforestation, we support increasing the capacity of these natural ecosystems to remove carbon dioxide from the atmosphere. Within the scope of the "Breath for the Future" campaign to expand forest areas, sapling planting and afforestation activities are carried out on National Afforestation Day. More than 100,000 saplings have been planted so far with the afforestation activities carried out by our subsidiaries and afforestation activities will continue in the regions in need in the coming periods. In addition, waste reduction initiatives are prioritised in our operations and waste recovery and reuse strategies are also given importance. By minimising waste generation and maximising recovery and reuse efforts, we try to prevent waste from being disposed of in landfills. In this way, in addition to supporting the reduction of environmental impacts, we support the reduction of greenhouse gas emissions, especially methane emissions caused by the decomposition of waste. Furthermore, in order to raise awareness of our employees on environmental and climate change issues, in-house trainings are organised at certain periods.



Koloğlu Holding and its subsidiaries' Scope 2 emissions in 2023 have been offset by 67,3% through energy supply from renewable sources. Thus, approximately 29 thousand tCO₂e greenhouse gas emissions were reduced in 2023 only as a result of electricity supply from renewable energy sources.

Koloğlu Holding and its subsidiaries' concerted efforts contribute to a healthier planet and a more sustainable future for all.

Scope 1 and Scope 2 emissions, which are defined as direct and indirect emissions of enterprises, are monitored annually in order to monitor, report and take measures to reduce greenhouse gas emissions of an activity. In this context, Scope 1 and Scope 2 emissions of Koloğlu Holding and its subsidiaries between 2021-2023 are given in the table below. As can be seen from the table, it is observed that there are certain increases in the emissions of the companies included in the reporting. These values were realised due to the capacity increase in production activities.

Greenhouse Gas Emissions by Year (tCO ₂ e)	2021	2022	2023
Scope 1	345,059.8	312,436.5	362,252.6
Scope 2	33,613.6	39,008.6	43,013.5
Offset Scope 2 emissions	23,860.3	29,863.4	28,958.7
Total	354,813.0	321,581.7	376,307.5

Table 1. Our greenhouse gas emissions by year

Combating the Climate Crisis, Carbon Footprint and Emissions



Koloğlu Holding and its subsidiaries conduct their processes for combating climate change under the guidance of Sustainability and Environmental and Social Policies. Kolin Construction, which carries out its activities in accordance with these policies, protects the existing environmental and social assets of the regions where it operates its projects, increases their potential for future generations, and considers methods that will both reduce greenhouse gas emissions and minimise the carbon footprint in the fight against climate change. The most important carbon sources in the construction sector are cement, bitumen, construction chemicals, etc. used as raw materials. It is extremely important that these resources with embedded carbon content are obtained within the framework of low carbon production. Cement, which is the building block of many buildings around our environment, accounts for 8 per cent of global carbon dioxide emissions alone.

Kolin Construction, one of the leading companies in the construction sector, significantly reduces carbon emissions by using greener concrete mixes. Some materials such as Ground Granulated Blast Furnace Slag (GGBS) and Pulverised Fuel Ash (PFA) are used as alternative cement raw materials in concrete mixes, thus contributing to significant carbon footprint reductions in construction projects.

Considering the fact that the role of energy has a critical importance in reducing greenhouse gas emissions, Koloğlu Holding invests in renewable energy sources to be established in the fields where some of its subsidiaries are located. Thus, it is envisaged that both the energy needs of these companies will be met and greenhouse gas emissions will be reduced.

Hekimhan Madencilik plans to invest in a solar power plant with a total installed capacity of 14.5 MWp on an area of approximately 16 hectares in Hekimhan District of Malatya in the first stage and thus, it is aimed to meet the entire energy consumption of Hekimhan Madencilik. On the other hand, waste heat recovery plant studies have been initiated in order to utilise the waste heat generated from the calcination plant within the framework of the circularity principle. In addition, the construction of a solar energy project with a production capacity of 66.5 MWp on an area of approximately 89 hectares, which will be added as an auxiliary source to the **Hidro-Gen Enerji Soma Kolin Thermal Power Plant** (main source) operating within the borders of Soma District, Manisa province, has started and the power plant will be commissioned in June 2024.

Arslanlı Alçı has started to convert the forklifts and manlifts used in its production operations into electric vehicles in order to reduce carbon emissions. The charging station infrastructure for electric vehicles has been established.

İzmirgaz has provided electric vehicles to its fleet in order to reduce carbon emissions and support sustainable transportation. In addition, a charging station infrastructure was established to facilitate the transition to electric vehicle use in the company. Furthermore, the company switched to a natural gas air conditioning system in the head office building in order to reduce both electricity consumption and energy costs. It is known that this system causes 30-60% less consumption compared to conventional electric air conditioning systems in terms of operating costs.

Esgaz on the other hand, prefers to use natural gas generators instead of diesel generators at the stations. It provides low carbon emission due to the use of natural gas fuel.

Sefine Shipyard's commitment to its responsibility in combating climate change is included in the company's Environmental Policy. The policy underlines the commitment to support sustainable practices and emphasises the importance of identifying and addressing risks and opportunities on issues that will affect future generations, such as mitigating climate change and preserving biodiversity for future generations. Climate-related risks and opportunities are systematically assessed through the Integrated Management System (IMS) Risk and Opportunity Management Instruction. Sefine Shipyard, one of the leading companies in the shipyard sector, actively continues its efforts towards global targets and integrates sustainability issues into both new construction and maintenance-repair processes.

In **Sefine Shipyard**, the processes that cause emissions are the blasting process and the welding processes conducted in the atelier. Within the framework of the Industrial Air Pollution Control Regulation, emission measurements and maintenance of the hangar chimneys are carried out periodically and the efficiency of the system is measured. In this way, it is ensured that emissions remain below the limits set by the regulation. In addition, in the Cleaner Production Techniques Business Plan submitted to the Ministry of Environment, Urbanisation and Climate Change, it is aimed to ensure that all tugboats and similar marine vessels used in the facility will be electric within the specified period of time regarding the carbon emission reduction measures to be taken in the service area. It has been committed that measures determined to be feasible as a result of R&D studies and academic examinations on the subject will be taken and will be presented to the administration in subsequent reports.

Combating the Climate Crisis, Carbon Footprint and Emissions

In addition, **Sefine Shipyard**, which carries out intensive studies to achieve the targets of the maritime sector, which has the target of reducing its total annual emissions from shipping between 20 to 30 % by 2030 and between 70 to 80 % by 2040, compared to 2008 levels, offers alternative, low carbon dioxide emission, less polluting and more environmentally sustainable fuel options for the stakeholders of the sector for the construction of ships operating with environmentally friendly fuels. The production portfolio includes environmentally friendly fuel options including Liquefied Biogas (LBG), Methanol, Hydrogen, Ammonium and Fuel Cell Technologies as well as Li-ion Battery Technology as an alternative.

Teos Marina's various measures to reduce the emissions that occur during its operations are clearly stated in the Cleaner Production Techniques Business Term Plan, and it is committed to implementing practices to combat climate change by 2030 at the latest.

In **Teos Marina**, in order to reduce carbon emissions, electric golf vehicles, bicycles, wheeled transport vehicles, etc. are used for transportation throughout the marina, including the boatyard, and there are 2 Electric Vehicle Charging Stations. In addition, guests at the Marina can use the electric bicycle charging station allocated in the Sanitary units free of charge. The electrical energy used in the facility is supplied from Energy Exchange Istanbul (EXIST) or Enerji Piyasaları İşletme A.Ş. (EPIAŞ), which distributes the energy produced from renewable energy sources to its consumers through the Renewable Energy Resource Guarantee (YEK-G) System using blockchain technology.

Armtek Elektrik, which operates in the production and service of low / medium / high voltage products, has started the production of vacuum circuit breaker, which is equivalent to SF₆ based gas circuit breaker in its product range for sustainable environmental products and solutions. SF₆ gas is a type of gas interrupter widely used in electrical systems to prevent electrical explosions in contacts. However, as it is known, according to the Kyoto Protocol, SF₆ gas is a greenhouse gas with a high global warming potential and the ability to remain in the atmosphere for thousands of years due to its chemical stability. According to the Kyoto Protocol, of which our country is a signatory, the use of SF₆ gas has been restricted and limitations have been imposed on the amount that can be released into the atmosphere. As an alternative to this, **Armtek Elektrik** focuses on the production of vacuum gas cutters, which is a more environmentally friendly product, and carries out R&D studies on this subject in cooperation with Gazi University.

KL Yapı offers optimum solutions for a sustainable nature and environment with products above industry standards and high manufacturing capacity by using state-of-the-art machinery, equipment and fully automated CNC production lines, giving importance to reusability, short installation times and recycling to minimise carbon footprint.

Kolin Çanakkale Hotel and **Turkol Radisson Blu Tuzla Hotel**, which serve in the tourism sector under Koloğlu Holding, have various practices to reduce greenhouse gas emissions and carbon footprint.

Kolin Çanakkale Hotel started tracking its direct or indirect emissions resulting from its operations in 2022 and published its Corporate Carbon Footprint Report in the same year. In order to reduce its carbon footprint due to energy consumption, Kolin Çanakkale Hotel reduced its category 2 emissions from electricity by purchasing YEK-G certificate and aims to continue these efforts regularly every year.

Kolin Çanakkale Hotel has been awarded the "Bicycle Friendly Accommodation Facility Certificate" within the scope of sustainable tourism, which demonstrates that it supports zero carbon emission transportation by both supporting bicycle tourism and providing bicycle use opportunities to its guests.

Carlson Rezidor Hotel Group has a commitment to achieve science-based net zero by 2050 for all Radisson Blu Hotels worldwide. Adhering to this goal, **Turkol Radisson Blu Tuzla** continues its efforts to reduce greenhouse gas generation and carbon footprint.

Turkol Radisson Blu Tuzla and **Kolin Çanakkale Hotel** also pay attention to the practices of services that cause energy consumption according to the occupancy rate and pay attention to the optimum use of resources that may cause energy waste. Moreover, the hotels take care to participate in awareness campaigns on the subject. In this context, both hotels participate in the Earth Hour Campaign organised by the World Wide Fund for Nature (WWF) every year. In the campaign, lights are symbolically switched off for one hour to draw attention to the urgency of combating the climate crisis and the alarming loss of biodiversity and natural habitats. Measures to reduce the carbon footprint related to energy consumption are detailed under the section titled "Energy Efficiency".

Measures to reduce the carbon footprint related to energy consumption are detailed under the section titled "**Energy Efficiency**".

Environmental Sensitivity, Adaptation and Biodiversity

Koloğlu Holding and its subsidiaries, being aware of its responsibility towards our world and future generations, adopts responsible policies for the efficient use of natural resources and minimisation of environmental impacts, complies with legal requirements during its operations and takes international standards, sectoral and global good practice examples as reference. They continuously monitor their performance by identifying the factors affecting compliance with existing standards and taking corrective measures when necessary. International standards are adhered to when dealing with issues related to environmental impact in our Holding companies. ISO 14001 Environmental Management System certificates ensure the management and improvement of the environmental performance of our subsidiaries. In addition, our environmental management systems are strengthened with our Environmental Policies that support our commitment to environmental responsibility.

Our Subsidiaries	ISO 14001 Environmental Management System
Kolin Construction	✓
Sefine Shipyard	✓
Armtex Elektrik	✓
KL Yapı	✓
Hekimhan Madencilik	✓
Arslanlı Alçı	✓
İzmirgaz	✓
Esgaz	✓
Port of Çanakkale	✓
Akkol Hazır Yemek	✓

Table 2. Our companies included in ISO 14001 Environmental Management System

The Environmental Management Unit, which was established in 2020 at the Holding headquarters, guides **Koloğlu Holding and its subsidiaries** to comply with the legislative requirements at the highest level. It also leads the efforts to combat climate change and supports the spread of awareness and practices regarding environmental sustainability throughout the companies.

Koloğlu Holding aims to make its subsidiaries and employees aware of the importance of its commitment to the environment and aims to carry out its activities in a way that is easily understandable, useful and inclusive for all stakeholders. In this regard, it is aimed to increase the knowledge and awareness of employees by organising in-company trainings and events covering various environmental issues such as waste management, energy use and efficiency. In addition, articles on environmental and climate change issues are published in internal group magazines.

The effects of various factors such as waste, dust, noise, etc. occurring during the activities of **Koloğlu Holding's subsidiaries** on soil, water, air, climate and biodiversity are constantly evaluated in terms of environmental management and concrete measures are taken to minimise the negative effects and mitigate the possible consequences.

During the construction activities of the Çerkezköy - Kapıkule Line High Speed Railway Project carried out by **Kolin Construction**, Spotted Freshwater Turtles, which are endangered according to the Red List criteria established by the International Union for Conservation of Nature, were encountered and the activity was stopped and the turtles were transferred to another natural environment in order to prevent damage to 7 individual turtles. Within the scope of the project, biodiversity studies are carried out within the framework of activities such as protecting habitats and creating a suitable living environment. For this purpose, 3 Wildlife Crossing Bridges were constructed. Also, on the high-speed train construction route, photo traps were set up on these bridges in certain periods, habitats are monitored and necessary measures are taken.



Photograph 1. Transfer operation of Spotted Freshwater Turtles



Photograph 2. Wildlife Crossing Bridge

Environmental Sensitivity, Adaptation and Biodiversity

Sefine Shipyard collaborates with the Provincial Directorate of Environment, Urbanisation and Climate Change, Yalova Regional Port Authority, Yalova Altınova Shipyard Entrepreneurs and Altınova Municipality within the scope of environmental responsibility. As a result of the studies, it is aimed to prevent waste and produce outputs that support an animal-friendly and more environmentally friendly economy.

Some of the collaborations made in this context are given below;

- **Provincial Directorate of Environment, Urbanization and Climate Change:**

Sefine Shipyard periodically organises cleaning activities in Hersek Lagoon, which is home to approximately 250 different bird species and hosts thousands of flamingos in autumn and winter months, and provides management, labour force and equipment-material support. During the reporting period, an environmental awareness activity was also carried out in cooperation with the Provincial Directorate of Environment, Urbanisation and Climate Change by cleaning Kaytazdere beach.

- **Altınova Municipality:**

Within the scope of the "Starting from Zero" Project, in addition to activities such as afforestation, sea cleaning, waste reduction, energy supply from renewable sources, positive outputs such as collecting organic waste from all shipyards in the region where the Company operates and reducing the use of chemical fertilisers by converting them into compost, promoting good agricultural practices, and meeting the food needs of stray animals from the increased food waste are achieved. The project was among the finalists of the prestigious "Sustainable Business Awards 2023" organised by the Sustainability Academy.

Sefine Shipyard is also included in the Altınova shipyards region coastal facility risk assessment and emergency response plan approved by the General Directorate of Environmental Management of the Ministry of Environment and Urbanisation and Climate Change, and acts as a partner in responding to marine pollution caused by oil and other harmful substances.

Teos Marina proved its sensitivity to the environment in 2012 and was awarded with the Blue Flag given by TÜRÇEV under the coordination of FEE (The Foundation for Environmental Education). Teos Marina has been awarded the Blue Flag every year without interruption since 2012 in line with its environmental sensitivity. Teos Marina organises sea and coastal cleaning activities to raise awareness about environmental awareness and keeping the seas clean. Every year, coastal cleaning activities are carried out in nearby bays, and this voluntary work is highly participated from within the organisation.

Teos Marina prefers a dry system with the top and sides covered with a tarpaulin in order to prevent the dust generated during sanding operations in the dry dock area, which is one of its routine activities. A vacuum cleaner with fan suction is used as a dust collector system during sanding.

Teos Marina also supports afforestation and sapling planting activities to increase green areas in cooperation with TEMA Foundation and Seferihisar Municipality.

Hekimhan Madencilik, which has the only calcination plant in its field in Turkey and in the world, carries out its activities within the scope of the Environmental and Social Management System in accordance with IFC and EBRD criteria.

Hekimhan Madencilik is based on the "Regulation on Combating Dust" in the management of dust generated during its operations and periodic measurements are carried out at various points where dust originates. Within the scope of controlled operations, vehicles and equipment are regularly checked to minimise dust and fumes that may occur in the mine sites, and prevention practices such as irrigation system and watering truck irrigation are carried out. In particular, the water accumulated in the open mine site is continuously collected and used to suppress dust, which is one of the most important environmental impacts of mining activities.



Environmental Sensitivity, Adaptation and Biodiversity

Arslanlı Alçı uses vacuuming, cleaning and pulverized irrigation systems to control the dust generated during production activities and to prioritize environmental cleanliness.

Akkol Hazır Yemek adopts the 17 Global Sustainable Development Goals (SDGs) set by the United Nations in all processes from product procurement to the customer's plate, and works are carried out to realise concrete practices on the subject. Packaging waste reduction, animal welfare, reduction of carbon emissions and good agricultural practices are prioritised in product procurement. Under the leadership of the Association for the Protection of Farm Animals and through the Cage-Free Turkey platform, eggs from chickens raised in natural and cage-free environments are supplied. As an example of good agricultural practices, greens labelled with good agricultural practices are preferred in the cafeterias. On the other hand, in order to raise awareness about the environment and the fight against climate change, Environmental Awareness training is provided to the personnel in all catering facilities. Within the scope of the trainings, it is aimed to raise awareness of the personnel about the definition of waste, proper sorting, recovery and recycling of waste, compost definition, composting methods.

Kolin Çanakkale Hotel and **Turkol Radisson Blu Tuzla** hotels support sustainable tourism beyond generating economic profit, evaluate the environmental impact and dimension of their activities, carry out environmentally friendly practices to minimise environmental impacts, and provide services with sensitivity to the protection of biodiversity and ecosystems. Both hotels have the Sustainable Tourism Certificate obtained by complying with the environmental criteria set by the Global Sustainable Tourism Council (GSTC), the world's most prestigious environmental and sustainability platform in the field of tourism. With the environmental criteria set by GSTC, sustainable tourism and various environmental labels contribute to Turkey's fulfilment of its obligations arising from the Paris Climate Agreement and the European Green Deal.

Kolin Çanakkale Hotel prepared an information board to draw attention to the protection of bird diversity in Çanakkale and that birds are an integral part of our habitats. During the reporting period, Kolin Çanakkale Hotel, Kepez Municipality, Çanakkale Municipality and South Marmara Development Agency organised garbage collection activities at Kepez Beach and Güzelyalı Beach.

The "Farm to Fork Strategy" prepared within the scope of the European Green Deal was announced by the European Commission on 20 May 2020. In line with this strategy, **Kolin Çanakkale Hotel** produces olives and vegetables without using any chemicals and fertilisers and offers them to hotel guests in order to serve the purpose of creating a sustainable food system, building a sustainable food chain and ensuring the transition to sustainability.

Turkol Radisson Blu Tuzla Hotel, on the other hand, has a plant inventory on biodiversity awareness. Information about the inventory is shared with employees and guests through natural area visits.

KL Yapı has been carrying out afforestation works in the OIZ area where the factories are located by working with the Tema Foundation and Kırıkkale Governorship units in different periods since 2015. It has also established a wastewater treatment plant and became the first facility in the OIZ region to treat its own wastewater.



Energy Efficiency

As **Koloğlu Holding**, we continue our efforts to create a strong energy management strategy that effectively addresses both our environmental impact and financial performance. Energy transformation with minimum risk and maximum efficiency especially in our conventional energy consumption areas is one of our top priorities. The guiding principles that Koloğlu Holding follows regarding energy and emission management are detailed in the Environmental Policy, Sustainability Policy and Energy Policy documents.

ISO 9001 quality management system is effectively implemented in our companies.

Our Subsidiaries	ISO 9001 Quality Management System
Kolin Construction	✓
Sefine Shipyard	✓
Armtek Elektrik	✓
KL Yapı	✓
Hekimhan Madencilik	✓
Arslanlı Alçı	✓
İzmirgaz	✓
Esgaz	✓
Port of Çanakkale	✓
Akkol Hazır Yemek	✓

Table 3. Our companies included in the ISO 9001 Quality Management System

We give priority to the quality standards of the products and services offered in our holding companies. We base sustainability in all areas, take global standards as reference not only for our products and services but also for our buildings and harmonise with the green building concept with a holistic approach. In this respect, the headquarters buildings of Sefine Shipyard and İzmirgaz companies have been converted into LEED Certified green buildings, and we aim to complete the relevant certification process for the buildings of all our other subsidiaries in the near future. We also ensure that environmental impact and energy consumption issues comply with international standards. ISO 50001 systems are being effectively implemented at Armtek Elektrik, Esgaz and İzmirgaz, and work towards certification is ongoing in Sefine Shipyard.



Energy Efficiency

Koloğlu Holding supports projects and activities that reduce the negative environmental impacts caused by its companies in order to reach the energy targets for 2030. Renewable energy procurement and production are options that will make a significant contribution to achieving our targets. During the reporting period, YEK-G certificates were obtained for Koloğlu Holding, Kolin Construction headquarters buildings and Sefine Shipyard, Kolin Çanakkale Hotel, Armtek Elektrik, Esgaz, KL Yapı, Port of Çanakkale, Teos Marina, Akkol Hazır Yemek facilities and greenhouse gas emissions from fossil resources were offset by certifying the use of renewable energy.

Investments in clean energy sources contribute more to reducing greenhouse gas emissions and supporting sustainable development. Global investment trends in the energy sector have undergone a remarkable transformation in the last decade. Demand for renewable resources, especially solar, wind and geothermal energy, continues to increase. As Koloğlu Holding, we endeavour to increase our investments in renewable energy resources for a more resilient and environmentally friendly future through collaborative action and strategic planning. In the reporting period, there are investment projects in the field of renewable energy by reviewing the needs and requirements of our companies. In particular, investments in solar power plants (SSP) are prioritised, and for this purpose, the installation of a solar power plant (66.5 MWp) in Soma district of Manisa province has been largely completed. In 2024, it is planned to commission SPP investments in Hekimhan district of Malatya province (14.3 MWp) and Soma district of Manisa province (16 MWp) within the scope of capacity increase. Under the umbrella of Koloğlu Holding, electricity generation is currently carried out in 4 facilities.

Koloğlu Holding's total installed capacity in energy production is currently 1,188 GW, 57% of which is composed of renewable energy sources and 43% of which is composed of thermal sources.

Koloğlu Holding and its subsidiaries carry out studies to reduce greenhouse gas emissions from energy consumption and focus on increasing efficiency in the entire energy chain. Among the approaches adopted for this purpose are ensuring the reduction of energy intensity in production and daily operations, minimising losses and supporting the implementation of techniques and technologies that increase efficiency throughout the production process, especially in manufacturing companies. The focus is also on selecting efficient office equipment and promoting the correct use of electrical equipment. In addition to corporate operations, awareness-raising and information trainings are conducted to encourage individuals to take personal measures to use energy efficiently. For example, employees are guided with visual reminders to switch off all electronic and other equipment when not in use. By means of such initiatives, internal energy use is optimised at all levels and contributes to a more sustainable future.

The energy consumption of Koloğlu Holding and its subsidiaries for 2023 is summarised in the table below. In 2023, the total energy consumption of the subsidiaries subject to the report was 162,375,356 kWh. The distribution of primary energy consumption values by years is presented in the table below.

As can be seen from the table (scope emissions), there have been increases in energy consumption and consumption for heating purposes due to the expansion and intensification of activities in Scope 1 and 2 emissions. In cooling consumption, energy consumption has been reduced through insulation and efficiency studies.

Table 5. Our energy consumption

Electricity Consumption (kWh)	2021	2022	2023
Electricity Consumption	75,860,279	81,276,321	86,235,715
Heating Consumption	93,679,379	71,569,097	73,189,641
Refrigeration Consumption	3,330,000	3,510,000	2,950,000
Total	172,869,658	156,355,419	162,375,356

Table 5. Our energy consumption

Facility	Commencement Date	Installed Power
Akköy*	Akköy I: 2008 Akköy II: 2012 Yalnızardıç: 2013-2015	379.3
TKD Kuzey*	2016	262.7
CK GES*	2018	36.3
HİDROGEN	2019	510

Table 4. Our electricity generation companies, power and production capacities

*Renewable energy sources

Energy Efficiency

Sefine Shipyard conducts trainings aimed at raising awareness of energy management practices and energy management practices of both new and existing employees in order to improve the energy management culture at the shipyard. Sefine Shipyard aims to complete the process of obtaining ISO 50001 energy management system certification in the coming period. During the reporting period, Phase-1 audit has already been carried out. In the energy management agenda of the shipyard, the project to prevent inefficient machine operations through the effective implementation of planned maintenance has been addressed, and efforts are ongoing to switch to A energy class welding machines. In recent years, with the increasing global awareness of environmental problems, customers' expectations from companies have changed and their demands for environmentally friendly products have started to increase. Sefine Shipyard offers energy efficient designs and green technologies in the development and production of ships and equipment in order not to remain indifferent to these demands of its customers and to make responsible contributions to the protection of the environment.

In the year 2023;

- 1 LNG/MDO dual-fuelled electric propelled battery ferry
- 1 electric battery driven Live Fish Carrier
- 2 LNG/MDO dual-fuelled electric propelled Live Fish Carrier delivered.

In 2024, the following projects are under construction;

- 8 electric battery-propelled Live Fish Carrier vessels,
- 2 electric battery driven Stun&Bleed Vessel (Fish Processing Vessel),
- 2 Methanol/MDO dual-fuelled electric propulsion Offshore Support Vessels,
- 1 LNG/MDO dual-fuelled electric propelled battery ferry.

Teos Marina plans to reduce the electricity and fuel consumed during its operations by 20% by 2030. Accordingly, improvements will be made by optimising the machinery used throughout the facility. In addition, in the Cleaner Production Techniques Business Term Plan, it is committed to complete the installation of solar panels in administrative buildings (with I- REC certification) by 2030.

İzmirgaz identified the points that caused high consumption of fuel gas, one of the company's major energy consumption sources, and switched to the "Cascade Boiler System". In this way, 840,000 m³ reduction was achieved in the amount of natural gas compared to 2022. As a result of this practice, 2,091,398 kgCO₂e emission was prevented within a year.

Esgaz has performed the following activities to reduce energy consumption:

- By replacing 400 W mercury vapour lamps in the shelter and boiler room building of RM/A stations with LED Ex (160W/80 W) luminaires, 99,036 kWh of electrical energy was saved and 47.3 tonnes of CO₂e greenhouse gas emissions were prevented.
- The natural gas heating system at Muttalip RM/A station was revised and 2 separate pump systems were installed for 2 different outlet temperatures in the heating system. As a result of the work, 2 separate outlets can be controlled by 2 separate pump systems, unnecessary overheating of one of the outlets will be prevented, resulting in a reduction in natural gas consumption and energy efficiency. Accordingly, total heater consumption was reduced by 393,036 Sm³ in 2023, saving 16,296 Sm³ (0.41%) compared to 2022. As a result of this efficiency work, 40.5 tonnes of CO₂e greenhouse gas emissions were prevented.

Arslanlı Alçı, with its Artherm and Arseal brands established in 2010, carries out important activities in the field of energy saving, which is one of the most important problems of the world countries and Turkey. In particular, solutions are offered in the field of waterproofing and thermal insulation, the importance of which is increasing day by day. Arslanlı Alçı continues its efforts to ensure that the products produced are used in the most accurate and efficient way by organizing training and information seminars for dealers, who are solution partners, and craftsmen, who are final consumers, in order to raise awareness of its customers on the necessity of energy saving in our country.

Armtak Elektrik, within the framework of its Energy Policy and ISO 50001 Energy Management System, provided energy manager training during the reporting period to the personnel who will ensure the efficiency and supervision of the energy used during its activities. Moreover, an Energy Management Team including representatives of different departments was established.

Turkol Radisson Blu Tuzla and **Kolin Çanakkale Hotel** perform various activities to reduce the carbon footprint due to energy consumption and to ensure energy savings. The hotels have lighting equipment with sensors and economical lighting. Thus, unnecessary energy consumption is prevented and energy costs and environmental impact are reduced. In the renovation of Kolin Çanakkale Hotel, which was completed in 2023, the products that reduce energy consumption were preferred. In addition, the renovated hotel has switched to cooling fan units in the rooms for air conditioning systems.



Waste Management and Circular Economy Approach

Waste management has been one of the most critical environmental issues since the Industrial Revolution. Wastes produced in large quantities by humanity damage the ecosystem, biodiversity and all kinds of natural life by applying the linear economy model.

Koloğlu Holding and its subsidiaries adopt the waste hierarchy within the scope of circular economy approaches in line with sustainability targets and support innovation-oriented production models. Waste hierarchy is carried out under the circular economy strategy that supports advanced transformation practices. **Koloğlu Holding** applies the principles of waste prevention, waste reduction and reuse in waste management processes; wastes are separated at the source within the scope of zero waste regulation in administrative buildings. In addition, in subsidiaries with existing production processes, production methods are regularly reviewed and waste types, recoverability features and process improvements are continuously re-evaluated. Thus, it is aimed to optimise resource use and provide environmental advantages. While the waste recovery rate excluding organic wastes in **Koloğlu Holding and its subsidiaries** was 89.4% in 2022, this rate was 93,9% in the reporting period of 2023.

Koloğlu Holding adheres to the Sustainability and Environmental Policies established in accordance with the relevant national and international legislation and standards in waste management. It continuously improves its waste management processes to meet ISO 14001:2015 Environmental Management System standards. The Holding and its subsidiaries actively participate in the Circular Economy Platform established by SKD Turkey and prioritise the reduction and reuse of waste within the framework of the circular economy. Engaging in collaborative works in line with the guidelines of the platform, Koloğlu Holding encourages the development of sustainable practices and circularity in its subsidiaries. For this purpose, evaluations are made that the waste of one company can be the raw material of another company, and industrial symbiosis relations are established especially between physically close group companies, and if this is not possible, industrial symbiosis relations are established with other companies.

Considering the fact that offices are responsible for generating a significant amount of waste every year, various waste prevention/awareness/information activities are carried out in **Koloğlu Holding** and its subsidiaries on waste management, energy and resource efficiency. Especially, waste sorting units, visual aids and in-company trainings are used to raise awareness on the subject in order to reduce waste generation. According to a study conducted by the United Nations, the waste generated by workplaces corresponds to

approximately 20% of the world's waste. In addition, according to the information reported by the U.S Environmental Protection Agency (EPA), paper waste accounts for 90 per cent of all office waste, and an office worker produces about half a kilo of paper-derived waste every day. This waste usually consists of faulty photocopies printed on the printer, old notes and reports, and old publications. In order to minimise the generation of paper-derived waste, our companies pay attention to the reuse of the back side of front-side used papers, avoid colour printing and repair and reuse of cardboard/cardboard waste. It is planned to focus on efforts to gradually reduce the consumption of plastics, which is another important waste source, especially single-use plastic consumption in Koloğlu Holding as of 2024. In the current situation, reuse of paper, plastic, metal, glass and electronic

materials is encouraged. However, in cases where their transformation into waste cannot be prevented, they are collected separately and directed to the right recycling processes. In this context, 5.3 tonnes of waste paper and plastic were recycled at Koloğlu Holding head offices. Thus, 938 kg CO₂e greenhouse gas reduction, 21,730 kWh energy saving was

achieved and 90 trees were saved from being cut down.



Koloğlu Holding maintains a conscious waste management framework with the Zero Waste certificate it has held since 2022. Also, the guidance/procedure documents created with the Zero Waste Management System established on the basis of a responsible waste management model are shared with Holding employees. The prepared documents provide guidance for employees to dispose of their waste according to appropriate types and categories. The relevant documents include instructions on how to dispose of waste types matched with various colour codes in the appropriate recycling bins. At the same time, individual under-desk bins have been removed in the office building and employees are directed to recycling bins. Efforts to obtain **Zero Waste Certificate** by the Ministry of Environment, Urbanisation and Climate Change in all companies subsidiary to Koloğlu Holding and to generalise the Zero Waste practice are ongoing.

Waste Management and Circular Economy Approach

Kolin Construction have Zero Waste Certificate. Kolin Construction also puts emphasis on the realisation of its operations at various sites in accordance with the Zero Waste Management System. Kolin Construction, which stores the wastes generated in its fields of activity in temporary storage areas according to their types and categories in accordance with the regulation, works with licensed waste companies to apply the correct recovery and disposal methods suitable for the structure of the wastes. As a result of Kolin Construction activities, 130.7 tonnes of waste was recycled. Thus, 23,134 kg CO₂e greenhouse gas reduction, 535,870 kWh energy savings were achieved, and 2222 trees were saved from being cut down.

Sefine Shipyard's waste management is defined in the Waste Management Procedure and Waste Management Control Plan, ensuring effective waste reduction and recycling. 95% of the wastes generated in the shipyard are managed in this direction. With the targets set in the Environmental Targets and Action Plan, it is aimed to further increase the efficiency and awareness of waste management. The realization performance of the work plans is shared with the senior management and related parties in the annual reports and followed-up. Sefine Shipyard also participated in the Circular Transformation Indicators (CTI) support program supported by the EBRD in 2022 to reveal its circular economy potential, identify its priorities and expand its targets accordingly. 62,710 tons of waste generated as a result of Sefine Shipyard activities were recycled. Thus, 962,434 kg of CO₂e greenhouse gas reduction, 9,992,972 kWh of energy was saved, and 69,700 trees were saved from being cut down.

Sefine Shipyard, in cooperation with Altinova Municipality, carries out the 'Starting from Zero' Project, which covers circular economy and waste utilisation. Within the scope of the project, various equipment (shredding, grinding, pelletising machine) was provided for the collection and processing of organic waste. Garbage Taxi service is provided for the collection of organic waste from approximately 40 shipyards in the shipyards region. Furthermore, special machines have been installed for shredding food waste and converting it into cat and dog food. Within the scope of the project, organic waste from shipyards is collected and sent to the recycling plant. By processing excess food waste, 2250 kg of food was produced for feeding stray animals and 400 kg of compost was produced from domestic organic waste.

Focusing on developing energy-efficient designs on a global scale, **Sefine Shipyard** designs its newbuilding ships in accordance with the provisions of the Hong Kong Convention in order to ensure that they can be dismantled in a harmonious manner at the end of their service life without creating a negative impact on the environment. This minimises the carbon footprint and contributes to the circularity of resources in the maritime sector. Another process based on the circularity approach at the shipyard is the management of grit wastes resulting from the blasting process. These wastes are recovered by using them as alternative raw materials in cement factories. In the reporting period, the amount of grit waste sent for recycling was 48,553 tonnes. With this high amount of recycling of grit waste, the use of iron ore, one of the limited resources, was prevented and natural resources were protected. During the operations of Sefine Shipyard, the management (recycling/disposal) of chemical packaging resulting from the use of chemicals is carried out in licensed facilities in accordance with the regulation.

By means of the Job Entry processes transferred to the digital system, the OHS processes required for the services of the suppliers at the Shipyard site are carried out digitally in a self-service manner with their authorised accounts defined to them. Thus, all personal documents required to be provided by service suppliers are provided as digital copies, preventing unnecessary printing and paper consumption. In this way, approximately 1000 rolls of A4 paper are saved annually.

As is the case every year, **Sefine Shipyard** organised a cloth bag distribution event in Altinova Bazaar in order to draw attention to waste reduction within the scope of World Environment Day activities in this reporting period, especially to reduce the use of plastic bags and to raise public awareness in this sense. In addition, a waste sorting competition was organised during the year to raise awareness and raise awareness on the separation of waste at source.



Waste Management and Circular Economy Approach

Port of Çanakkale and **Teos Marina** manage waste in accordance with MARPOL 73/78 (International Convention for the Prevention of Pollution of the Seas by Ships), Waste Collection from Ships and Waste Control and Waste Management regulations in order to reduce waste generation, the use of natural resources through reuse, recycling and recovery of waste and ensure waste management. Furthermore, Zero Waste Management System has been established in the companies in accordance with the Zero Waste activities initiated by the Ministry of Environment, Urbanisation and Climate Change and related regulations, and there are waste glass bins and recycling units at appropriate points. Teos Marina recycled 11.4 tonnes of waste generated as a result of its operations. Thus, 2,018 kg CO₂e greenhouse gas reduction, 46,740 kWh energy saving was achieved, while 194 trees were saved from being cut down.

Port of Çanakkale carries out various studies and projects in order to develop an understanding of both environmental and social sustainability in waste management. Within the scope of the Marine Waste Action Plan, waste generated at the seaside is collected, sorted by type and sent to recycling companies. As a result of operation activities of Port of Çanakkale, 24,831.5 tonnes of waste was recycled. Thus, 1,030,216 kg CO₂e greenhouse gas reduction, 143,230,982 kWh energy savings were achieved, and 1,513 trees were saved from being cut down.

Moreover, approximately 6,300 tonnes of waste concrete generated within the scope of the **Port of Çanakkale** Pier Renovation Project were recovered. Within the scope of the project, which was implemented for the first time in Turkey with the scientific report prepared by Çanakkale Onsekiz Mart University and the approval of the Ministry of Environment, Urbanisation and Climate Change, waste concrete in the form of construction demolition waste could be used as an alternative raw material instead of limestone in clinker production at a cement factory in the region.

- 6,000 tonnes of concrete waste were recycled. Thus, 5,100,000 kg CO₂e greenhouse gas emissions were reduced by using concrete waste as an alternative raw material in the cement plant,



- 300 tonnes of scrap iron was separated from concrete waste and transported to iron and steel plants for recycling. Thus, 360,000 kg CO₂e greenhouse gas emission thanks to the recycling of scrap iron in concrete in iron and steel factories,
- These wastes were prevented from being sent to the licensed sanitary landfill facility closest to Port of Çanakkale and 224 km away. Thus, 103,875 kg CO₂e greenhouse gas emission,
- A total of 5,563,875 kg CO₂e greenhouse gas emissions were prevented within the scope of the project.

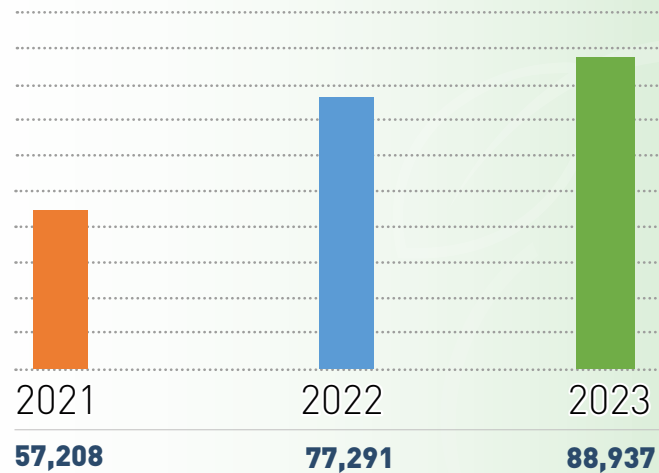
Kolin Çanakkale Hotel and Turkol Radisson Blu Tuzla Hotels generate vegetable waste oil from kitchen activities. In order to minimise the negative impact of vegetable waste oils on the environment and to ensure that these oils are recycled, the wastes are regularly sent to recycling facilities. Thus, environmental impacts are minimised by recycling vegetable waste oil instead of disposal, and it is transformed into energy sources such as biodiesel. During the reporting period, the amount of vegetable waste oil converted into biodiesel at Turkol Radisson Blu Tuzla Hotel was 2200 L, while the amount of vegetable waste oil converted at Kolin Çanakkale Hotel was 2513 L. Thus, 6600 kg CO₂e greenhouse gas emissions were prevented at Turkol Radisson Blu Tuzla Hotel and 7540 kg CO₂e greenhouse gas emissions were prevented at Kolin Çanakkale Hotel as a result of vegetable waste oil recycling. In addition, the management and recycling processes of various wastes other than vegetable waste oils are carried out in accordance with the legislation. As a result of Kolin Çanakkale Hotel's operations, 10.8 tonnes of waste generated were recycled. Thus, 1,912 kg CO₂e greenhouse gas reduction, 44,280 kWh energy saving was achieved, while 184 trees were saved from being cut down. On the other hand, 16 tonnes of waste generated as a result of the activities of Turkol Radisson Blu Tuzla hotel were recycled. Thus, 2,832 kg CO₂e greenhouse gas reduction, 65,600 kWh energy saving was achieved and 272 trees were saved from being cut down.

Waste Management and Circular Economy Approach

Arslanlı Alçı has a Zero Waste Certificate. The Zero Waste Management System has been implemented and waste bins are located at appropriate points. Waste management, which includes reducing waste generation, reuse and recycling of waste, is one of the sustainability policies of the company. Arslanlı Alçı recycled 55.4 tonnes of waste generated as a result of its operations. Thus, 9,806 kg CO₂e greenhouse gas reduction, 227,140 kWh energy saving was achieved, while 942 trees were saved from being cut down.

Akkol Hazır Yemek is a member of the "Responsible Restaurant Movement". It is a project implemented to ensure that all businesses carry out all service flows from energy use to waste management, from water use to procurement, preparation and service processes with a responsible understanding, and to operate with a focus on sustainability by creating a conscious behavioural change in production and consumption. As Akkol Hazır Yemek, within the scope of the Responsible Restaurant Movement, food wastes generated from both production and customer plates are separated and delivered to the electric Responsible Restaurant Movement Waste Food Collection Vehicle. Depending on the type of waste delivered, it is converted into compost fertiliser and cat-dog food. In the process of composting and cat-dog food from waste, 1400 kg of fertiliser and 800 kg of food were produced from a total of 2300 kg of organic waste. As a result of recycling 2300 kg of organic waste and preventing from being sent to landfill, 920 kg CO₂e greenhouse gas emission was avoided. In addition, vegetable waste oil is regularly sent to an environmentally friendly recycling facility. During the reporting period, the amount of vegetable waste oil converted into biodiesel by Akkol Hazır Yemek was 1,100 kg, and 3300 kg CO₂e greenhouse gas emissions were prevented as a result of vegetable waste oil recycling. As a result of the activities of Akkol Hazır Yemek, 3.4 tonnes of waste were recycled. Thus, 601.8 kg CO₂e greenhouse gas reduction, 13,940 kWh energy saving was achieved, while 58 trees were saved from being cut down.

AMOUNT OF RECYCLED WASTE (tons)



Graph 1. Amount of recycled waste

Company	Amount of Recycled Waste (tons)	Energy Saving (kWh)	Greenhouse Gas Reduction (kg CO ₂ e)	Number of Trees Prevented from Cutting
Koloğlu Holding (Head Office)	5.3	21,730	938	90
Kolin Construction	130.7	535,870	23,134	2,222
Sefine Shipyard	62,710	9,992,972	962,434	69,700
Port of Çanakkale	24,831.5	143,230,982	1,030,216	1,513
Teos Marina	11.4	46,740	2,018	194
Kolin Çanakkale Hotel	10.8	44,280	9,452	184
Turkol Radisson Blu Tuzla Hotel	16	65,600	9,432	272
Akkol Hazır Yemek	3.4	13,940	3,902	58
Hekimhan Madencilik	301.1	1,234,510	53,295	5,119
KL Yapı	713.8	2,926,580	126,343	12,135
Arslanlı Alçı	55.4	227,140	9,806	942
Armtek Elektrik	141.2	578,920	24,992	2400
Esgaz	2,35	9,635	416	40
İzmirgaz	4,07	16,687	720	69
Total	88,937	158,945,586	2,257,098	94,938

Table 6. Harnessing the Impact of Recycling Waste Company

Water Management

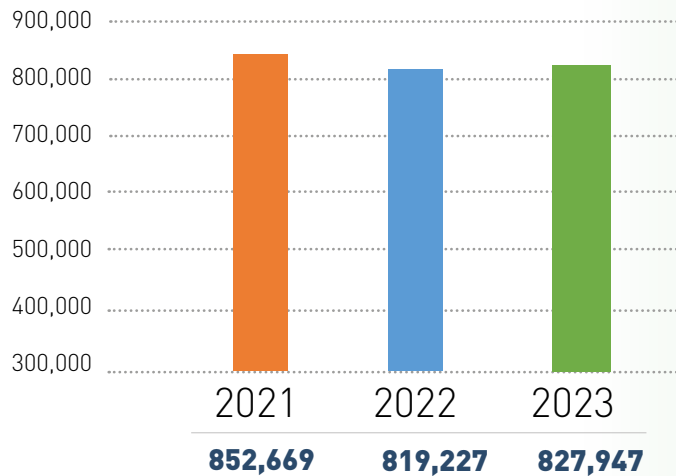
Increasing global water demand, coupled with the negative impacts of climate change, poses significant obstacles to the maintenance of water quality and availability and emerges as one of the biggest challenges of this century. Therefore, efficient use of water is becoming a critical necessity that requires effective management of water resources. **As Koloğlu Holding and its subsidiaries**, we continue our efforts towards sustainable water use, which we recognise as a vital element against climate change. Through our collaborative efforts in water management, we aim to minimise the negative impacts of climate change on water resources and increase resilience and sustainability in our operations.

Koloğlu Holding is not considered as a water intensive organisation in terms of water consumption, but this does not affect our determination to be as efficient as possible and to prevent pollution of water resources. Koloğlu Holding attempts to ensure water consumption in a controlled manner with the sensor armatures used in the headquarters building. Furthermore, Koloğlu Holding continuously supports its subsidiaries in addressing critical issues such as prioritising the protection of the water ecosystem in related projects, raising awareness on the protection of water resources and adopting water sensitive designs. In our companies, annual environmental management trainings on efficient use of water and reduction of water consumption are organised in order to increase the awareness of employees on these issues.

Kolin Construction focuses on controlled water consumption at project sites by actively monitoring water production and consumption data on surface and groundwater use, and various water-related measurements including discharge conditions. Additionally, in order to protect natural aquatic ecosystems and minimise negative environmental impacts, the company avoids supplying water from regions and sources where water shortages are high. Rainwater and treated wastewater collected in the projects carried out by Kolin Construction are used in various phases of the projects.



Water Consumption (m³)



Graph 2. Water consumption

Water Management

Sefine Shipyard prioritises water management and efficiency and works to minimise its water footprint. During the reporting period, efforts were made to store rainwater in an area designated by the shipyard. In the social building, rainwater is collected and used in sink reservoirs. Besides, the R&D department has initiated an active work to realise a garbage trap project to prevent sea water pollution.

The "BWTS = Ballast Water Treatment System", which has been commissioned at **Sefine Shipyard** with the aim of limiting and controlling pollution from ships, has been accepted by IMO MEPC with the aim of limiting the ecological disturbance by transporting different organisms in the water pumped into the sea with the ballast operations of the ships to beyond their zones. Ballast Water Treatment Systems approved by IMO MEPC are formed by the combination of different equipment and ensure that many organisms and particles in the water are filtered or separated during entry into the ballast tank. Accordingly, BWTS were installed on 56 ships in 2023.

Port of Çanakkale has started the project necessary for the renewal of the existing wastewater treatment plant and the protection of biodiversity in the marine ecosystem due to the capacity increase. With the renewal of the treatment plant, it is planned to maintain the treatment service at the appropriate capacity and to ensure resource consumption under optimum conditions. It is also aimed to comply with the standards and requirements for water quality monitoring of wastewater treatment plants with the declaration of the Marmara Sea as a Special Environmental Protection Area in 2021.

Teos Marina plans to reduce water consumption, especially electricity and fuel used during its activities, by 20% by 2030. For this purpose, the conventional faucets in the sanitary units have been replaced with photocell faucets. The optimisation of the machinery used throughout the facility will be completed and improvements will be made.

In **Hekimhan Madencilik**, a counter system is in operation to determine and monitor the amount of water consumed for both cooling and domestic use in order to control water consumption. As a result of examinations and on-site evaluations, it has been determined that the hardness and salinity in the backwash water can be eliminated efficiently with the treatment system,

and the treated water can be used for irrigation with a water truck. In this way, efficient use of water and sustainable management of water resources are provided by recycling. Hekimhan Madencilik will continue its efforts to protect natural water resources and to operate in line with its sustainability policy.

Arslanlı Alçı is trying to control water consumption with the sensor armatures in the company. It is aimed to minimise water-related environmental impacts by regularly checking and reducing water use. Awareness-raising activities on water use are increased and trainings are provided.

Kolin Çanakkale Hotel and **Turkol Radisson Blu Tuzla Hotels**, in which Koloğlu Holding operates in the tourism sector, handle the issue of water saving in a sensitive manner. Acting with the awareness that water is a vital component of sustainable tourism, the consumption levels are closely monitored in our hotels and efficiency measures are taken by implementing innovative strategies to reduce overnight water use. Water-saving taps, shower heads and garden irrigation systems are used in the hotels. Watering of the gardens of the hotels is carried out with drip and sprinkler irrigation systems set to irrigation at night. On the other hand, after the renovation works at Kolin Çanakkale Hotel, it is aimed to achieve 30-50% efficiency by preferring the perlator system. Also, a Water Footprint study was carried out at Kolin Çanakkale Hotel, in consideration of 2023 data.





Protecting the Future of Our Business

Human Resources Approach



The most valuable resource that organisations have is “human resources”. **Koloğlu Holding and its subsidiaries** believe that sustainable growth and increasing corporate value, especially in today’s rapidly changing business world, depends on prioritising human resources. In addition, Koloğlu Holding and its subsidiaries recognise that permanent success is only possible through the development of an inclusive and equitable workplace culture that values diversity and encourages continuous development and equal opportunities. With this understanding, Koloğlu Holding and its subsidiaries provide their employees with an equal, fair, reliable and supportive work environment where active participation is emphasised. A number of national and international agreements, resolutions and standards that will be effective in maintaining these conditions and reflect our commitment to respect human rights are taken as a guide. Our employees and business partners are also expected to observe these principles and standards.

Supporting human rights is crucial for achieving sustainable growth and expanding business operations worldwide. **The Human Rights Policy** issued by Koloğlu Holding, which promotes a people-oriented working environment based on equality principles and covers all of its subsidiaries, emphasises the commitment not to discriminate against gender, marital status, ethnic origin, religion, language, age, etc. in recruitment processes.

Koloğlu Holding and its subsidiaries attach great importance to investing in the experience of their employees and supporting their development, and care about developing employment opportunities within the framework of strategic targets and gaining competent professionals in the sector. Therefore, it provides strong support to its employees in their career journeys and facilitates their transition to different fields or higher positions. Koloğlu Holding and its subsidiaries support the development of both blue collar and white collar employees regardless of their roles in the organisation. During the reporting period, a total of **2.366.127 person*hours of training** was provided to the employees of Koloğlu Holding and its subsidiaries on various subjects. Moreover, employees are provided with the opportunity to make voluntary contributions in social responsibility projects and social activities.

Koloğlu Holding and its subsidiaries offer internship opportunities to train young talents and prepare them for the professional business world. Thus, interns are prepared for future professional challenges and contribute to their long-term career development. Those who successfully complete the internship have the opportunity to be recruited after the approval of the department managers and then an interview with the human resources teams. The main scope of work of **Koloğlu Holding Human Resources Management** includes issues such as performance measurements of employees, career management, professional or personal development training planning, orientations, wage management, employee satisfaction evaluation. In addition to these, gender and turnover rates of both blue-collar and white-collar employees are monitored. “Employee Opinion and Complaint Evaluation Committee”, which includes representatives of various administrative departments, has been established in Koloğlu Holding in order to monitor and evaluate the development processes of employees. Besides, in order to maximise and maintain the satisfaction of our employees in our subsidiaries, various Employee Satisfaction Surveys are conducted and employees are given the opportunity to evaluate many criteria related to working conditions. In this way, the comments of our employees are comprehensively analysed in order to evaluate and improve our strengths and areas open to improvement as an organisation.

In Koloğlu Holding and its subsidiaries, various activities such as new year event, national holidays, special day events, sports activities, dinner organisations are carried out in order to strengthen the team spirit and improve internal communication.

Koloğlu Holding attaches importance to providing comprehensive benefits to its employees and increasing their satisfaction, loyalty and motivation. Our employees are provided with complementary health insurance and annual health check-ups. In addition, agreements are made with various companies that offer discounts on their services in order for our employees to benefit from special services. These agreements are then effectively announced via e-mail.

Human Resources Approach

Sefine Shipyard has a recruitment process in which all candidates have equal opportunities. In order to fill the open positions in the company with the most talented people, candidate selection processes are carefully carried out with competency inventories and various tests. In order to ensure that the best talents are employed to support the growth of the Shipyard, wage and social benefit structures are carefully evaluated, and a strategy that supports fairness and market competitiveness within the company is maintained by comparing with current market conditions and data specific to the Shipyard/Shipbuilding sector.

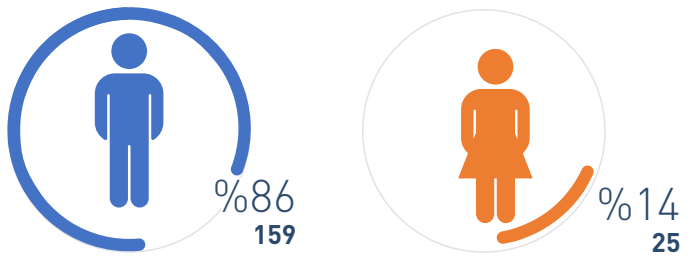
Sefine Shipyard is based on the EFQM Excellence Model, which is based on the foundations necessary for achieving sustainable success in the corporate governance approach within the scope of KALDER, of which Sefine Shipyard is a member. Within the framework of this model and under the guidance of KALDER, a "Self-Assessment" was carried out and in line with the findings, efforts are being made to disseminate and activate the model within the company.

With the leadership of **Sefine Shipyard** and in cooperation with an international independent research organisation, a sector wage survey was conducted for the first time in Turkey. The report, which emerged with the participation of 15 shipyards that are members of GISBIR, will not only enable the rating of different job groups in the sector, but will also help to shape wage and fringe benefit policies that will ensure wage justice and support both competitive and sustainable growth.

Sefine Shipyard offers internship opportunities to high school and university students through internship programmes carried out to recruit new generation talents and well-equipped young employees. Applications for the internship programme are accepted directly or through participation in career events. During the reporting period, 94 applications were accepted to the Shipyard's internship programme. In addition, 14 of the candidates who completed their internship in 2023 were employed.

In **Sefine Shipyard**, where the principles of employee development and value creation are of great importance, employee performance and their contribution to the company are measured. Moreover, behavioural analyses of employees are also carried out during performance evaluation processes. The performance of the Executive Board is evaluated on the basis of company key performance indicators such as EBITDA and ROI, and these indicators are reviewed at least 4 times a year at the Board of Directors meetings.

PROMOTION RATES BY GENDER



Graph 3. Promotion status by gender at Sefine Shipyard

Human Resources Approach

Sefine Shipyard's promotion procedures for employees are systematically reviewed twice a year, usually in January and July, taking into account operational demands, individual experience, expertise and ability, as well as the specific requirements of the position. In 2023, 184 people were promoted out of 1,158 permanent employees in Sefine Shipyard, with a ratio of 15.89% to the total number of employees. 14% of the promoted employees are women.

Sefine Shipyard applies a fair remuneration policy regardless of personal characteristics (such as gender, status of employees with special circumstances, etc.). It is also important that the remuneration policy reflects the objective of encouraging career development opportunities for staff. HAY Group Korn Ferry Wage Management System is applied when determining salary adjustments in Sefine Shipyard and a single wage policy is adopted by taking into account key factors such as annual inflation, minimum wage standards, exchange rates, wage survey findings, individual performance evaluations, job roles and seniority.

Some of the opportunities offered to increase employee loyalty, which Sefine Shipyard is currently implementing and aims to develop in the future, are as follows:

- Our new colleagues are presented with a "Welcome Box", various tools and small gifts to help them easily adapt to their desks and offices. An orientation process is introduced to help them get used to the work environment quickly.
- Celebrations are organised based on seniority and improvements are made in wages and fringe benefits.
- Depending on their position, support such as vehicle and fuel assistance, mobile phone and GSM line allocation are provided.
- For white-collar employees, additional overtime and performance bonuses, holiday aids, one-time relocation support in case of relocation to Yalova - Altinova region for engineering and higher positions, and cash aid within the scope of graduate education are provided.
- Employees who complete their two-month probationary period are offered complementary health insurance and are given 5 days of paid compassionate leave, excluding annual leave.
- High-tech equipment is provided in the working environment and various training and development programmes are organised within Sefine Academy.
- Dietary recommendations from expert dieticians and stress management in working life from psychologists are received and conveyed to employees.
- The library of 700 books in the Sefine Academy hall is open every weekday between 11:30-13:00.
- Sports areas such as fitness centre, basketball court and table tennis are available for employees to use.
- Alternative meals and beverages are served to our employees outside the cafeteria during the day with a café in the Social Building.

Some of the activities in Sefine Shipyard during the reporting period that enabled employees to socialise outside the workplace and supported the increase in their loyalty and motivation are as follows:

- **Strategic Objective and Communication Meeting Event:** 5-year strategic goals were shared with the employees at the management team level and all employees were invited to the event..
- **Ship Maintenance and Repair 1000th Ship Event:** In order to celebrate the 1000th Ship Maintenance and Repair service, which is another milestone in the history of our company, all employees and customers were invited to the event where the history of ship maintenance and repair of our company was shared with the employees.
- **Dragon Boat Fest'23:** The training, food and transport needs of our employees were met during the training. Athletes, their families and employees of our shipyard were invited to our tent with open buffet for 2 days of competitions. We participated in the competition and won the 2nd prize in our group.
- **Sheet Cutting and Ship Delivery Ceremonies:** Our employees are invited to the events organised on important days for the shipyard in order to have a good time and be a part of the important event.

Human Resources Approach

Izmirgaz manages the performance evaluation process in an effective, transparent, fair and equitable manner to increase the success, loyalty and satisfaction of its employees. The company has a performance management system, suggestion and reward management system, competence management system and career architecture practices. In career architecture studies, the levels of company employees have been determined. Promotions are carried out in line with the grading system.

Some Human Resources practices in Izmirgaz:

- Candidate selection processes for open positions are conducted through competency inventory and various tests.
- In recruitment processes, candidates are given equal chances without discrimination.
- Internship opportunities are offered to high school and university students.
- Career events are organised on various platforms.
- A welcome package is given to our newly joined colleagues. In addition, a buddy system is applied for 1 month to new employees.
- Graduate degree discount advantage is provided at private universities.
- Communication is strengthened through periodic Employee Representative meetings with blue-collar employees and HR Representative meetings with white-collar employees.
- Internal communication activities (8 March, 14 February, 23 April, 19 May, bowling, picnic, New Year) are organised.
- Wage and fringe rights management is undertaken.
- Depending on the duties and titles, vehicle and fuel assistance, computer, tablet, mobile phone and GSM line allocation are provided.
- All employees receive financial aid for religious holidays.
- Additional overtime and performance bonuses are provided depending on duties and titles.
- Digitalisation efforts in Human Resources applications continue to be developed and improved.
- A mobile application has been developed for the use of employees, facilitating their access to many company applications.
- Need-based training and development programmes are identified and organised for employees.
- Employee satisfaction surveys are conducted on an annual basis. According to the results, action plans are drawn up and practices are implemented.

Hekimhan Madencilik respects the individual rights and freedoms of its employees and supports their right to unionize. In this context, the number of employees who are union members at Hekimhan Madencilik is 340, which is 79% of all employees. Furthermore, there is no discrimination between unionized and non-unionized employees in terms of working conditions or dismissal.

Arslanlı Alçı, is aware of the fact that the most important resource is human resources in order to lay solid foundations for the coming years by maintaining the dynamic structure of the company, keeping its employees happy, motivated, open to continuous development and focusing on the company's goals. In this respect, individual and team performances are improved through continuous improvement processes and systems, and superior performance is rewarded. In addition, events are organised to ensure employee satisfaction and company loyalty. Mechanisms for resolving employee complaints and disputes have been established and activities are carried out within the framework of the Company's Ethics Policy.

Kolin Çanakkale Hotel conducts performance evaluations every 6 months in order to increase the success, loyalty and satisfaction of its employees. As a result of the evaluation, employees with high performance are promoted gradually upon the request of their department supervisors and their career development is supported. Accordingly, 17 employees were promoted at Kolin Çanakkale Hotel during the reporting period. The internship programmes offered by **Kolin Çanakkale Hotel** for young talents include the "My Hotel Workshop Project", which enables students from Tourism Vocational High School to gain experience about the sector and job description by taking a one-to-one role in our hotel. Moreover, in cooperation with the Public Thematic Vocational Training Institute and DIEK Acharnon School, Erasmus students were provided with 6 months of internship in our hotel within the scope of the relevant project.

KL Yapı organises personnel training programmes in specified units and subjects. These trainings contribute to the personal development of the personnel and increase the job adaptation and technical knowledge of the personnel who are new to the business life. Management and technical staff have been trained in different areas. These are: Fidic contract training, Fire training, Process management, Effective negotiation, Keep and manage time, Stress and crisis management, Communication and factors affecting communication.

- Foreign language training was provided to the personnel in the management and technical units.
- 5S training was provided to improve the production processes in the factory.
- By organising joint training programmes with TUV Austria, MT, VT trainings were provided to technical personnel and they were certified.
- All employees are regularly given different trainings on environmental issues every month.

KL Yapı is making cooperation with Kırıkkale University and Vocational High Schools in Kırıkkale province and providing support for the employment of new graduates.

Employee Profile

As Koloğlu Holding and its subsidiaries, we prioritise equal participation of each employee in the labour force and observe the principle of equality in every relationship we establish with employees, especially gender equality. Therefore, we offer recruitment processes, career development, promotions, work-life balance, remuneration and fringe benefits within the framework of a gender-neutral perspective and we aim to carry out all activities without discrimination. Koloğlu Holding and its subsidiaries underline that there will be no discrimination in terms of gender, marital status, etc. in recruitment processes with the Human Rights Policy. Furthermore, with the "Gender Based Harassment and Violence Procedure" at the workplace, we aim to create a working environment free from pressure and violence as a company that values its employees, respects their rights and protects them. Koloğlu Holding has been entitled to receive the Advanced Level Gender Equality Certificate in this context. It is believed that individuals and organisations should act within the framework of equality criteria not only in theory but also in practice. Within Koloğlu Holding, 47.5% of our employees are male and 52.5% are female and we aim to further improve the ratio of female employees.

We aim to integrate disabled individuals more into the society by ensuring their participation in working life. Thus, the number of disabled people working in Koloğlu Holding and its subsidiaries is 110 and it is planned to increase this number in the next terms.

In the head office of Koloğlu Holding, **52.5%** of the employees are women, while **33%** of the middle management and senior management are women. Managers at the middle management and senior management levels.

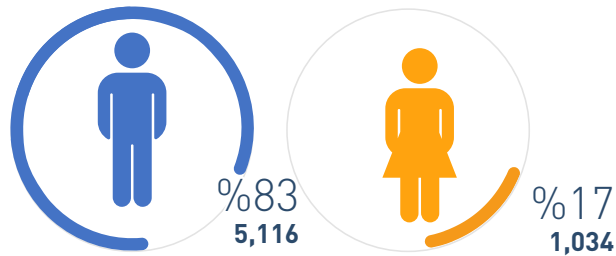
Within Sefine Shipyard, as of December 2023, the ratio of female employees in senior management is 25% and the ratio of female employees at mid-level management level is 5.56%. It has been committed to increase the ratio of mid-level female managers to 10% in the two years following 2022, the first reporting period, and this value increased from 3% to 7% in 2023. The target of increasing the ratio of female managers by 10% every year has been achieved.

Compared to 2021, the number of female blue-collar employees was increased by **30%**, and the number of female white-collar employees was increased by **9.75%**

Employee Profile

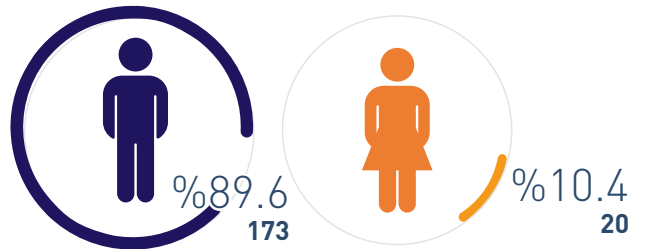
Information and graphs regarding the employee demographics of Koloğlu Holding and its subsidiaries during the reporting period are given below.

GENDER BREAKDOWN OF THE EMPLOYEES

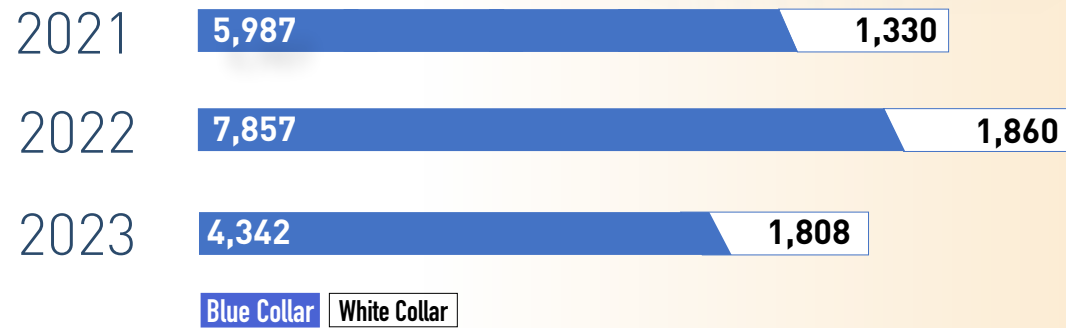


Graph 4. Gender Breakdown of Our Employees

BREAKDOWN OF SENIOR MANAGEMENT EMPLOYEES BY GENDER



Graph 5. Breakdown of Senior Management Employees by Gender



Graph 6. Employee profile

Equality in Opportunity and Inclusiveness



Koloğlu Holding puts great importance on ensuring equality of opportunity, rights and resources for our employees in both professional and social fields. Our human resources processes are carried out in accordance with the directives specified in our Human Rights Policy and also provide a guiding approach for our subsidiaries. Throughout the recruitment and employment processes, we adopt the principle of non-discrimination based on age, gender, race, religion, language, ethnic origin, belief, marital status and many other factors; our processes are carried out with determination to treat all individuals fairly and equally.

Koloğlu Holding aims to improve the existing practices in order to establish a gender-balanced workforce in line with its Gender Equality Policy. All processes on related issues are performed and monitored by the Gender Equality Committee and Gender Equality Working Group established within the Holding. Moreover, the "Gender Equality in Working Life Handbook" prepared within the scope of the Gender Equality Programme Certificate (CEPS) process aims to contribute to the achievement of business and gender equality goals. In the handbook, stereotypes, proverbs and idioms that are not appropriate to use in order to draw attention to equality in communication are specified and their correct usage is written.

Koloğlu Holding and its subsidiaries firmly oppose all kinds of violence and discrimination that pose a threat to the physical or psychological health, symbolic or cultural values of the individual. The Holding, which always prioritises equal opportunities, shows zero tolerance for ethical violations and "Prevention of Gender-Based Harassment and Violence" and takes steps to protect employees in a two-person Harassment Complaint Board consisting of Human Resources Director and Human Resources Manager to evaluate complaints on these issues.

Koloğlu Holding, which supports family life and the provision of a peaceful working environment for women, has the goals of increasing the ratio of women employees and improving their material and physical conditions. Various women-friendly practices are carried out in order to support women to establish work-life balance. In Koloğlu Holding and its subsidiaries, a total of 16 weeks of maternity leave, daily breastfeeding breaks and legal rights of mother employees are taken into consideration. At the same time, gift packages/vouchers are organised for female and male employees who have a new baby. Koloğlu Holding celebrates special occasions such as Women's Day and Father's Day by providing gift packages from local women's co-operatives. In addition, Koloğlu Holding provides remote working support for employees who have children at primary and secondary school level on their school report days. As Koloğlu Holding, within the scope of our commitment to respect human rights, child labour and forced labour are not allowed in our operations and full compliance with the relevant laws is ensured. This approach extends to our entire supply chain, including the activities of our subsidiaries, suppliers and subcontractors. In addition, the activities of Koloğlu Holding and its subsidiaries are audited through routine internal audits. Moreover, no cooperation is made with suppliers who are found to have a history of unregistered labour, child labour or forced labour; zero tolerance is shown towards this issue.

Koloğlu Holding and its subsidiaries carry out recruitment processes in cooperation with İŞKUR in order to facilitate recruitment practices to ensure equal opportunities by prioritising the inclusion of disabled individuals in the workforce. Turkol Radisson Blu Tuzla hotel employs 5 disabled employees beyond the legal limit. Adaptation of the company to suitable physical conditions is carried out for disabled employees. Also, in our subsidiaries, flexible leave arrangements are applied to meet the special needs of disabled employees and support is provided in company services.

Equality in Opportunity and Inclusiveness

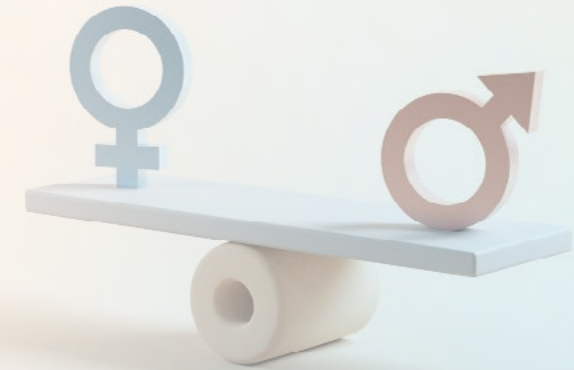
Sefine Shipyard is the first shipyard in its sector to employ female forklift operators and holds the “Gender Equality Programme Certificate”, which demonstrates its commitment to promoting gender equality. In this context, the Company maintains approaches that take gender equality into consideration in corporate communication, recruitment, etc. For example, at Koloğlu Holding and Sefine Shipyard, the sections on photograph, gender and marital status on job application forms were removed and revised. Additionally, recruitment specialists were provided with comprehensive training on relevant practices through the “Gender Equality Recruitment Guide”. Regular communication channels are used to inform employees about the activities carried out (such as awareness-raising publications, e-mail notifications, announcements and special events). The activities are also shared with all employees by adding them to the year-end communication meeting agenda and periodical publications. Good practice projects within the scope of gender equality initiated by Sefine Shipyard during the reporting period are as follows;

Yakamoz - Transformational Leadership Executive Training Programme for Woman Manager Candidates

In order to strengthen the place of women in business life and to support increasing the number of female managers within the Sefine Shipyard organisation, we took part as a sponsor company in the “Yakamoz - Transformational Leadership Executive Training” programme in cooperation with TMMOB Chamber of Marine Engineers (GEMİMO). In this regard, Sefine Shipyard included 12 of our female employees, whom we had demographically analysed, in the assessment centre applications that we received service from an international organisation. According to the results, 2 potential manager candidates were identified and they were enabled to participate in the “Yakamoz - Transformational Leadership” programme. Thus, it is aimed for the female employees of Sefine Shipyard to create their own unique stories and reveal their potentials, and the management candidates are supported to be ready for the leadership competencies of the future.

Female Forklift Operator Training Programme

Sefine Shipyard believes that female employees should be employed in all areas of the business rather than only in a supporting role. In October 2023, the “Strong Women Strong Operators Programme” was launched in cooperation with the Governorship of Yalova and the Provincial Directorate of İŞKUR, with the slogan “Moving Up in Equality”. Thus, within the scope of this project, which is a first in the heavy industry, another first has been achieved in the history of the shipyard sector. Upon completion of the comprehensive selection-evaluation processes, 8 female forklift operator candidates were included in the programme. It is aimed that the forklift operator candidates who started the detailed and comprehensive 6-month training programme, which will continue in 2024 within Sefine Academy, will successfully complete their training and successfully pass the theoretical and practical exams and receive their certificates.



Koloğlu Holding and its subsidiaries have increased the ratio of female employees in senior management by **25%** compared to 2022.

Koloğlu Holding and Sefine Shipyard were entitled to receive the “**Gender Equality Programme Certificate**” as a result of the activities carried out within the scope of gender equality and registered the importance they give to the issue.

Supporting Employee Development

Koloğlu Holding and its subsidiaries consider each and every one of their employees as a talent and give importance to supporting their personal, professional, technical and leadership development. Particularly in their career journeys, employees are offered training opportunities on subjects such as professional competence, personal and career development. In addition, awareness trainings on gender equality are organised periodically and women employees' access to equal opportunities is emphasised in the trainings. In the reporting period, trainings were organised for managers and employees of Koloğlu Holding and its subsidiaries on EU Green Deal, Carbon Regulation at the Border, Emission Trading System and Draft Climate Law and its Impacts.

Koloğlu Holding and its subsidiaries are aware of the fact that investment in human resources is the most important step towards the realisation of environmentally and future-oriented responsible targets and sustainable growth. In this context, with the Annual Training Plan prepared in line with the feedback and requests received from department managers and employees, trainings on various subjects such as compulsory, technical, personal development and executive development are organised for employees.

Sefine Shipyard established the “**Talent Management Department**” by making an organisational change under the Human Resources function. Training and development activities of employees are handled under a separate heading under this department. Also, employees are provided access to in-company trainings on a digital platform with common access.

Sefine Shipyard invested in the “Sefine @kademi” training management platform in order to create an unlimited learning platform for its employees and commissioned it in 2023. Through the platform, trainings that do not need to be delivered face-to-face have started to be offered digitally. Sefine Academy utilises both internal and external training resources in order to facilitate information sharing among employees, contribute to their professional development and long-term career development.



İzmirgaz Human Resources and Quality Department has been restructured and an “Organisational Development and Talent Management Unit” has been established. The training and development of employees is specially monitored. Training and development needs are analysed with the support of external companies, and after budget approvals, they are included in the Annual Training Plan. In addition, online trainings with rich content are made available to all employees through a digital platform that can be easily accessed by all employees.



OHS Management

Koloğlu Holding and its subsidiaries implement an effective Occupational Health and Safety Management System to ensure the safety of all individuals in the working environment, including employees and contractors. “Zero Accident” target is adopted in line with the principle of continuous improvement by reviewing the current conditions. In this direction, all legal regulations and international standards within the scope of Occupational Health and Safety (OHS) are followed, OHS risk assessments are made and relevant safety measures are taken. However, Koloğlu Holding believes that OHS rules should be internalised, transformed into corporate culture and disseminated beyond legal obligations. For this reason, as stated in the published OHS policy, our employees are primarily supported with OHS trainings, control, improvement and regulation works are carried out by OHS teams and responsible employees and OHS processes are constantly kept up-to-date.

The OHS department within Koloğlu Holding operates under the Board of Directors and the Executive Board and conducts OHS activities to cover the subsidiaries when deemed necessary. The structure and functioning of OHS units in the Holding’s subsidiaries may vary according to their size and organisational framework. However, these units basically provide regular OHS trainings to employees and continuously monitor metrics such as occupational accident frequency rate and severity rate. The data collected are reported to the management at the annual management review meetings to ensure transparency and accountability in OHS management practices.

Koloğlu Holding and its subsidiaries provided 32.528 hours of OHS training to 31.823 people and 1.207.634 person*hours in total within the scope of minimum legislative requirements in 2023. Subcontractors also receive regular OHS training reflecting the commitment to shared responsibility. Zero accident target is followed throughout Koloğlu Holding. During the reporting period, 962 accidents occurred in Koloğlu Holding and its subsidiaries, without any fatal accidents. During the audits and follow-ups carried out in 2023, no occupational disease cases were found in the employees.

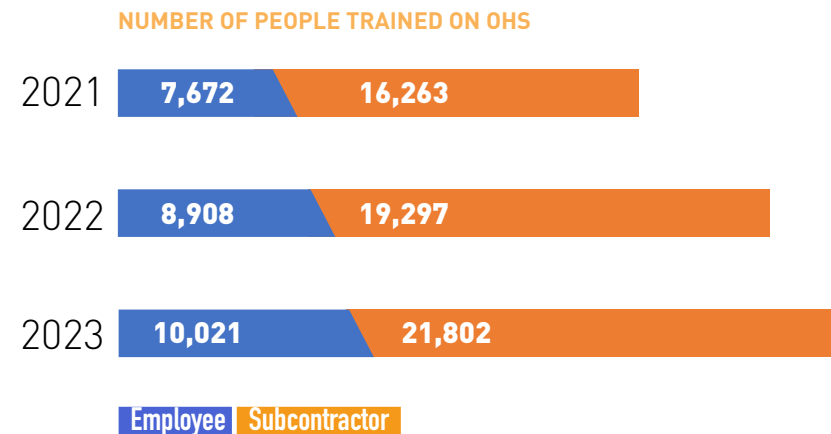
Koloğlu Holding continuously improves its performance with proactive approaches with the determination to make Occupational Health and Safety practices sustainable and involves its stakeholders in these activities. Koloğlu Holding is aware of the importance of OHS not only for its own workforce but also for all related parties and reflects OHS standards in supplier evaluations and labour contracts. Comprehensive trainings and regular assessments are carried out to provide a safe and healthy working environment for the employees and collaborators of Koloğlu Holding and its subsidiaries.

Sefine Shipyard has a chemical management procedure that includes Material Safety Data Sheet (MSDS) follow-up and planning of measures to protect health and safety in operations as part of Occupational Health and Safety activities.

OHS processes in **Koloğlu Holding and its subsidiaries** are managed in an integrated system with quality and environmental management systems and are covered by ISO 45001:2018 certification.

Our Subsidiaries	ISO 45001 Occupational Health and Safety Management System
Koloğlu Holding & Kolin Construction	✓
Sefine Shipyard	✓
Armtek Elektrik	✓
KL Yapı	✓
Hekimhan Madencilik	✓
Arslanlı Alçı	✓
İzmirgaz	✓
Esgaz	✓
Port of Çanakkale	✓
Akkol Hazır Yemek	✓

Table 7. The subsidiaries included in the ISO 45001 Occupational Health and Safety Management System



Graph 7. Number of people trained on OHS

Responsible Supply Chain Management

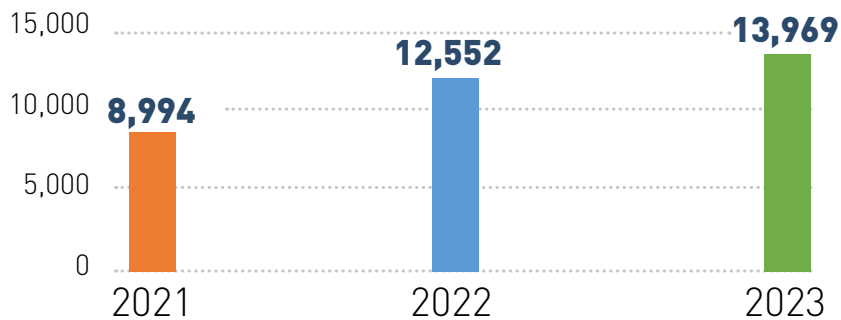
In today's world of interrelated systems and interconnected processes, the responsibilities of companies are no longer limited to their own operations. Companies are now expected to implement ethical standards throughout their supply chains. Koloğlu Holding and its subsidiaries are committed to ensure a safe and decent work environment and to maintain policies that prioritise human rights and occupational health and safety. This commitment is not only limited to internal policies, but also covers the wide supplier network.

Koloğlu Holding's Supply Chain Policy is based on the preference of suppliers that share the sustainability vision. Through this policy, importance is attached to the fact that the materials and equipment supplied are energy efficient, environmentally friendly and sustainable. **Within the scope of our practice, which started as of the reporting period, it is preferred that our suppliers have at least basic level Zero Waste Certificate and ISO 14064 certificate. By 2026, this practice will be implemented in all our companies.** From energy-efficient products to environmentally friendly cleaning materials, every aspect of the supply chain is examined and sustainable products and services that minimise environmental impact are preferred. Besides, in order to increase the contribution of its activities to local development in purchasing processes, it is important to work with local suppliers in every possible situation. Koloğlu Holding and its subsidiaries procure a large part of our supply from local facilities by taking technological, economic and availability criteria into consideration.

Koloğlu Holding and its subsidiaries restrict the co-operation with the suppliers whose non-compliance is detected or terminate their contracts. Accordingly, during the reporting period, business relations with 32 out of 13.969 suppliers were terminated.



NUMBER OF OUR SUPPLIERS



Graph 8. Number of suppliers

We continue our partnerships with suppliers who share our commitment to respect human rights and believe that together we can make a positive impact.

Responsible Supply Chain Management

Sefine Shipyard declares its approach to supply chain management to its suppliers with the “Business Ethics and Code of Conduct Regulation” and “Business Ethics and Supplier Code of Conduct Regulation”. These documents set out clear rules for ethical behaviour in Sefine Shipyard’s supply chain, summarise the minimum standards expected in the supply process and ensure that ethical principles are observed at every stage of the supply chain.

In the regulation, the following are requested from suppliers;

- Compliance with all laws, regulations, labour standards, commitments and obligations,
- Ensuring working conditions in accordance with the principles of mutual trust, transparency and integrity,
- Creating a fair and ethical competition environment,
- Carrying out activities to combat corruption and bribery,
- Develop traceable and provable documentation processes,
- Adherence to confidentiality principles,
- Providing working conditions that respect people, society and the environment,
- To observe the public interest and community benefit and to work with the social awareness of its employees,
- Identification of environmental impacts, risks and opportunities, prevention of pollution while complying with all environmental regulations,

Sefine Shipyard, in accordance with its dedication to responsible supply chain management, continues its “Environmentally Friendly Shipbuilding” projects and maintains the supply of environmentally friendly raw materials for this purpose. International “IHM/Green Passport” declarations from suppliers confirming that their raw materials do not contain asbestos are examined. In addition, suppliers are requested to submit their operational procedures regarding the processes and measures applied for banned substances such as asbestos during production controls. The requirements are also included in standard clauses in supply contracts, and they are also encouraged to apply the relevant requirements to their own supply chains.

Sefine Shipyard, not only contributes to the local economy by prioritising domestic partnerships, but also reduces its carbon footprint by minimising logistics processes. In this context;

- Domestic producers are prioritised when evaluating approved suppliers suitable for ship sheet and profile purchases.
- Domestic producers are preferred in Electrical Cable purchases and in this context, a role was played in the approval of domestic producers by customers.
- In projects, even if they are not included in the supplier lists included in the contracts with the shipowner, the solutions of domestic suppliers are shared with the shipowner and efforts are made to include them in the approved supplier list.
- Efforts are being made to ensure that domestic ship equipment suppliers are utilised in projects by promoting them ahead of foreign alternatives.
- The products of domestic suppliers have been used in some of the new-built live fish vessels and ferries.
- Localisation work was carried out with the cooperation project in the supply of infrastructure construction machinery.



Adding Value to the Future

Reliable Brand and Sustainable Financing

Achieving sustainability transformation as a reliable brand and using sustainable financing instruments is one of the priorities of Koloğlu Holding. Koloğlu Holding and its subsidiaries apply to sustainable investments and credit mechanisms that take into account Environmental, Social and Governance criteria in order to adapt to changing commercial dynamics as a result of climate crisis-oriented risks. Thus, Koloğlu Holding and its subsidiaries both contribute to the economic development of Turkey and implement environmentally sensitive and sustainable practices in the sectors in which they operate.

Hekimhan Madencilik company operating in Malatya, which has an important place in iron mining in Turkey, is the only plant that enriches siderite iron ore by calcination. This method provides higher productivity. The company has obtained financing from abroad for its new calcination plant investment with the guarantee of Finnvera, the Finnish export credit agency. This financial support has enabled the company to expand its sustainable mining practices.

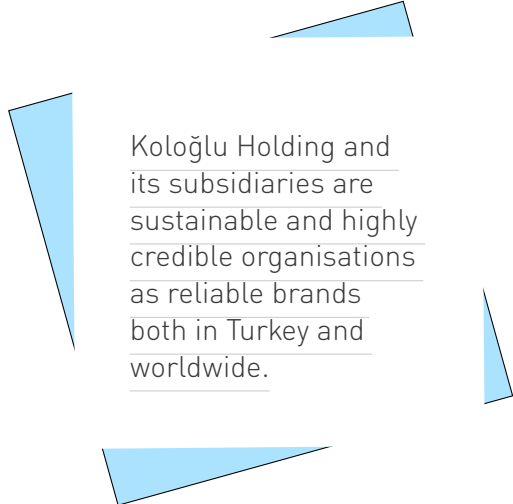
Kolin Construction, ranked 141st in the ENR Top 250 International Contractors list in 2023. Operating in 11 countries and managing a portfolio of approximately USD 37 billion with 160 completed and 31 ongoing projects, Kolin Construction stands out as a Turkish brand on a global scale with sustainable projects. While these projects contribute to the national economy, they also attract attention with environmentally friendly approaches.

Sefine Shipyard, is one of the leading shipyards in Turkey, specialising in new shipbuilding, maintenance/repair and large steel structure projects. To date, it has built more than 50 ships and exported to 43 countries. In 2020, it became the export champion in the Shipbuilding Category in Turkey's Top 1000 Exporters survey. In 2022, the company broke a record in the sector and carried out 140 ship repair/maintenance operations and 24 ship repair/maintenance operations at the same time. At the same time, Sefine Shipyard

completed the production of the relevant sections of the BOTAŞ Natural Gas Storage Project and completed the construction of Turkey's first natural gas platform. Exporting new shipbuilding projects to maritime countries such as Norway, Italy, the Netherlands, the UK, Estonia and the Faroe Islands, Sefine ranks first in the world in the construction of Live Fish Transport Vessels. Also, the company achieved its 1000th Ship Maintenance and Repair service in 2023, which is another milestone.

Sefine Shipyard, conducts both R&D and product delivery activities in the field of new generation autonomous and swarm unmanned naval vehicles in line with developing technologies. Sefine Shipyard is a competent shipyard in military ship projects, and has the relevant facility safety certificate and production authorisation certificate. In this context, the first unmanned naval vessel with electronic warfare capability in the world was developed in Sefine Shipyard, and the second largest ship of the Turkish Navy, TCG DERYA DIMDEĞ (A-1590), was built under the leadership of Sefine Shipyard within the scope of the "Maritime Supply Combat Support Ship Project".

In 2022, **Sefine Shipyard** was recognised as one of Turkey's Best Employers by the Great Place to Work® Institute, and has proven its leadership in the sector as the first company to receive this award in the shipyard sector with its high corporate culture and employee-oriented management approach. Besides, within the scope of Floating Dock Financing, which is environmentally friendly, innovative and compliant with the UN Sustainable Development Goals (SDGs) in 2023, it was awarded the "Best Transport Infrastructure Financing" category award in the Central and Eastern Europe region at the EMEA Finance Project Finance Awards 2022 Award Ceremony held in London in 2023.



Koloğlu Holding and its subsidiaries are sustainable and highly credible organisations as reliable brands both in Turkey and worldwide.

Reliable Brand and Sustainable Financing

Teos Marina, is one of the few yacht harbours that has been awarded with 5 Golden Anchors and 5 Blue Stars and is known for its environmentally friendly services. It has been awarded with the Blue Flag since its establishment and offers services in accordance with international standards.

Port of Çanakkale has the largest waste reception facility in Turkey with a tank storage capacity of 15,000 cubic metres and is a member of "EUROSHORE", the international trade association of waste reception facility providers in Europe and beyond. Thus, it operates in accordance with international trade standards. The modern infrastructure of the port contributes to both the Turkish economy and the environment by providing sustainable logistics solutions.

Kolin Çanakkale Hotel and Çanakkale Onsekiz Mart University Green Transformation Coordinatorship signed a cooperation protocol within the scope of "International Zero Waste Day" activities on 30 March 2024. Kolin Çanakkale Hotel also completed the renovation works of the hotel by providing Sustainable Financing. The hotel was awarded the "Sustainable Tourism Certificate" in recognition of our environmental awareness and sustainability efforts. The hotel was also awarded the "High Guest Satisfaction Certificate" from ETS Tur and Oda Max according to the guest opinions shared on Otelpuan.com. On the other hand, **Radisson Blu Tuzla Hotel**, invested by **Turkol Turizm**, was awarded the "**Golden Hotel Award**" by Hotels.com.



Contribution to Society

Memberships and Collaborations

Koloğlu Holding and its subsidiaries are aware of the important role of collaborations in promoting innovation in different fields and creating social benefits, and continue to actively participate in numerous initiatives and platforms. Through these collaborations, it aims to develop common working areas and to be involved in projects that will contribute to the welfare of both society and the environment. Also, from the platforms we participate in, we obtain feedback that will enable us to take timely measures against potential risks and opportunities thanks to the regular communication we provide with stakeholders, and this feedback is effective in increasing our performance and guiding continuous improvement initiatives.

Koloğlu Holding and its subsidiaries accept it as a duty to fulfil their responsibilities towards the local and regional community with which they interact directly and indirectly in the regions where they operate, and for this purpose, they especially support local employment.

Koloğlu Holding, maintains its membership to the Business Council for Sustainable Development (SKD Turkey), the regional network and business partner of the World Business Council for Sustainable Development in Turkey, in order to support sustainable development goals and to carry out its activities within this framework. The Holding is in collective information sharing and cooperation with other member organisations within SKD Turkey and continues to work in five working groups established for the development of sustainable development initiatives.

These working groups are;

- Transition to a Low Carbon Economy and Efficiency
- Sustainable Agriculture and Access to Food
- Sustainable Industry and Circular Economy + Plastics
- Sustainable Finance and Risk Management
- Women's Employment and Equal Opportunity

Other initiatives and initiatives of which Koloğlu Holding and its subsidiaries are corporate members can be listed as follows;

Koloğlu Holding

- SKD Turkey

Kolin Construction;

- Ankara Chamber of Industry (ASO)
- Ankara Chamber of Commerce (ATO)
- Turkish Construction and Installation Contractors Employers' Association (İNTES)
- Asphalt Contractors Association (ASMÜD)
- Turkish Contractors Association (TMB)
- Foreign Economic Relations Board (DEİK)
- World Water Council
- Turkish Confederation of Employers' Associations (TİSK)
- International Road Federation (IRF)
- Tourism Investors Association of Turkey (TTYD)
- Turkish National Committee for Roads (YTMK)

Sefine Shipyard;

- Turkish Quality Association (KALDER)
- Turkish Shipbuilders' Association (GİSBİR)
- Yalova Shipyards' Association (YATER)
- Turkish Exporters Assembly (TİM)
- Turkish Exporters' Association (TİB)
- Chamber of Shipping (DTO)

Contribution to Society

- ABS Blacksea Committee (ABS)
- The Royal Institution of Naval Architects (RINA)

Teos Marina;

- The Yacht Harbour Association (TYHA)
- TÜRÇEV Turkish Environmental Education Foundation

Teos Marina, is a member of TYHA which is a UK based organisation established to support the marina sector and develop the maritime industry. TYHA, Gold Anchor has been managing the globally recognised marina accreditation programme for 25 years. It supports and supervises its member marina operators to improve their services and increase their service quality. Teos Marina is a 5 Gold Anchor, the highest level in this accreditation programme. In addition, Teos Marina has been awarded the **Blue Flag award by TURÇEV** every year without interruption since 2012.

Turkol Radisson Blu Tuzla Hotel;

- South Marmara Touristic Hoteliers and Operators Association (GUMTOP)

Memberships within the scope of R&D and Projects;

Sefine Shipyard's R&D Centre is one of the leading centres in its sector and continued its activities, which started with 29 personnel in 2018, with 75 R&D personnel in 2023. In the R&D centre, which has carried out studies that can be considered the first in its sector, the resources allocated for the studies have increased exponentially with each passing year. While approximately 38 million TL was allocated for R&D activities in 2022, this value was increased to 75 million TL in 2023. A patent application was made in a project carried out by the R&D Centre in 2023.

Armtek Elektrik is in cooperation with Gazi University for the establishment of an R&D Centre.

İzmirgaz carries out afforestation activities in cooperation with the Aegean Forest Foundation. Afforestation works were carried out especially in fire-damaged areas of Izmir.

Turkol Radisson Blu Tuzla Hotel carries out projects to support employment with Okan University and Düzce University, and also carries out emergency plan studies in cooperation with AFAD Civil Defence.



Communication with Our Stakeholders

Koloğlu Holding and its subsidiaries pay considerable attention to stakeholder participation and satisfaction in line with their commitments to carry sustainable practices forward, to prioritise brand integrity, and to ensure product and service reliability. By involving stakeholders in many areas of the processes and taking their expectations into consideration, efforts are made to ensure that the activities are compatible with the wider interests of the society.

Koloğlu and its subsidiaries aim to establish long-term relationships based on mutual trust and sustainability through open dialogue and cooperation. Within this framework, open communication channels of the companies are actively used; satisfaction analyses are conducted and corrective and remedial activities are carried out.

Kolin Construction continuously strives to improve stakeholder relations and adapt to their needs and expectations through analyses such as the Customer Satisfaction Survey. Similarly, **Sefine Shipyard** conducts studies to increase the level of customer satisfaction. Sefine Shipyard, which has a Customer Satisfaction Management System and ISO 10002 certificate, ensures that complaints, suggestions and requests are carefully evaluated and all feedback is provided. During the reporting period, Sefine Shipyard received 250 notifications, including requests and suggestions received within the ship warranty period. In addition, all complaints received by Sefine Communication Centre were resolved.

Sefine Shipyard conducted an employee engagement survey with an international consultancy company during the reporting period. The survey, which was opened for responses on 9 January 2023, lasted 2 weeks in total and ended on 23 January 2023. All Sefine Shipyard's employees who started work before 1 December 2022 were invited to the survey. Of the 996 invited employees, 860 participated in the survey. Thus, with a participation rate of 86%, a highly valid report reflecting the entire Sefine Shipyard was created; accordingly, the loyalty result was 53%. In addition to the Commitment index, this research also pointed out the existence of 3 different indices such as Agility (an indicator for adaptation to change, innovation and stakeholders' sensitivity), Engaging Leadership (an indicator for the competencies of the leaders in the organisation as the name suggests), Talent Focus (an indicator for the employees' competence in attracting, developing and retaining the talent of the organisation).

In 2023, the Corporate Reputation survey was conducted by Sefine Shipyard. According to the research, Sefine Shipyard ranked first among the Most Recognised and Admired Shipyards in terms of Customers, Suppliers, Collaborations and Governance, and ranked 3rd in terms of being recognised and admired by the people of Yalova.

Most Recognized and Admired Shipyard (Benchmark-Spontaneous)

People of Yalova

(A) Shipyard (%28)
(B) Shipyard (%28)
Sefine Shipyard (%18)
There is no shipyard I like (%9)

Suppliers

Sefine Shipyard (%57)
(A) Shipyard (%13)
(C) Shipyard (%7)
(B) Shipyard (%5)
(E) Shipyard (%4)

Collaborations

Sefine Shipyard (%59)
(C) Shipyard (%9)
(A) Shipyard (%5)
(G) Shipyard (%5)
No answer (%2)

Customers

Sefine Shipyard (%76)
(A),(B),(C),(D),(E),(F),
(Shipyard (%3)
There is no shipyard I like (%3)

Governance

Sefine Shipyard (%60)
(B) Shipyard (%20)
(G) Shipyard (%20)

As a result of the research, an important output was identified as areas that need to be improved, and the option of "Keep your place" as an action among Customers and Suppliers, and the action of "Increase appreciation" in the field of Collaboration and Governance came to the foreground.

Communications with Our Stakeholders

In order to meet the expectations and demands of stakeholders, appropriate communication methods and how often they will be used are determined according to the characteristics of each stakeholder group. The communication methods used by Koloğlu Holding and its subsidiaries, which prioritise stakeholder communication, are given below:

Our Stakeholders		Communication Period	Communication Methods	Expectations and Priorities
Employees	Our employees are our most important stakeholders. We protect their rights within the scope of equal opportunity, ethical values, and workplace harmony, value their ideas, and consider diversity as richness.	Continuously	Employee satisfaction surveys	<ul style="list-style-type: none"> *Employee Development and Talent Management *Employee loyalty and satisfaction *Occupational health and safety, employee and human rights *Equality in opportunity and diversity *Fighting against bribery and corruption, ethical values, compliance with laws and regulations, and adoption of corporate governance principles *Digitalization and innovation
Suppliers	In order to maintain the quality of our production and services and to effectively meet the needs of our customers, we consider our suppliers, who are with us from the beginning to the end of our value chain, as our business partners and we care about our suppliers' contribution to sustainability.	Monthly	Supplier audits	<ul style="list-style-type: none"> *Employee Development and Talent Management *Occupational health and safety, employee and human rights *Combating Climate Change *Equal opportunity and diversity *Circular Economy and Decarbonization *Digitalization and innovation
Public Institutions	We work in cooperation with public institutions to contribute to the setting of standards, the development of innovative approaches and the development of legislation in the sectors in which we operate, thus supporting developments in the sector by exchanging ideas.	Topic-Oriented	On-site visits	<ul style="list-style-type: none"> *Combating Climate Change *Management of environmental impacts and protection of biodiversity in company activities *Studies for Circular Economy and Decarbonization
Non-Governmental Organizations (NGOs) and Local People	Communication and cooperation with NGOs and local people have a great impact on solving sectoral problems and comprehensively addressing the economic, social and environmental parameters, which are the three pillars of sustainability in the sector. In this context, we attach importance to maintaining active communication by increasing sectoral collaborations.	Monthly	Corporate Reputation Research	<ul style="list-style-type: none"> *Combating Climate Change *Studies on Circular Economy and Decarbonization *Equality in opportunity and diversity *Social investments, socioeconomic impacts of activities on the local community and local employment

Social Responsibility

Contributing to initiatives aimed at enhancing the welfare of the environment and society is among the core priorities of Koloğlu Holding and its subsidiaries. Since its establishment, Koloğlu has embraced a business philosophy that prioritizes meeting societal needs, preserving the environment, and respecting nature. Koloğlu Holding and its subsidiaries are developing social responsibility projects aimed at promoting societal development and increasing awareness of environmental, social, and governance sustainability.

The corporate social responsibility initiatives undertaken by Koloğlu Holding and its subsidiaries during the reporting period are detailed in the table below.

KOLOĞLU HOLDING CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES			
Koloğlu Holding	Education	11 educational institutions and 1 science and culture center have been built across various cities in Turkey. Scholarships are provided to engineering faculty students, along with internship opportunities, and last year, scholarships were awarded to 263 students.	
	Social Benefit	To support local women's cooperatives, products are sourced from these cooperatives during special days such as Women's Day and Father's Day, thereby supporting women's cooperatives.	
	Arts & Culture	The Kolin Turkish Classical Music Choir	
Sefine Shipyard	Environment	Hersek Lagoon Cleaning Event	Sefine Shipyard organizes periodic cleaning events in Hersek Lagoon, which hosts approximately 250 different bird species thousands of flamingos during the autumn and winter months. In Sefine Shipyard, environmental responsibility initiatives include collecting organic waste for composting to reduce chemical fertilizer use, promoting good agricultural practices, and meeting the food needs of stray animals. Sefine Shipyard collaborates with Altınova Municipality to implement the 'Starting from Zero Project,' supported by financial and technical assistance, to achieve these goals. In addition, efforts are being made to increase environmental awareness and promote recycling. These initiatives prioritize children, who are the future guarantors of our planet.
		Environmental Cleanup Campaign	
		Starting from Zero Project (Compost and Pet Food Production from Waste Products)	
		Distribution of Recycling Bags	
		Corporate Event for Educating Children About Environmental Awareness	
		Sefi's Adventures Theatre Play	
		Sefi Hikaye Kitapları	
		Sefi's Storybooks	
	Social Benefit	Stationery Aid	
		Establishment of a Library	
		Classroom Building	
		Cerebral Palsy Awareness Event (For Cerebral Palsy Patients)	
		Establishment of Playgrounds and Parks	
		UKFF - International Children's Film Festival	
Food Aid to the Animal Shelter			
Kennel Support			
Clothing Charity Campaign			
Collaboration with the Aegean Forest Foundation for Father's Day Gifts			
LÖSEV Gift Product Sales Booth			
Procurement of Gifts from Tuzla Gönül Elleri Association for the Sheet Cutting Ceremony			
Firefighting Equipment Procurement			
Education / Employment	Building a Bridge from Training to Employment in the Shipyard Sector for Youth with Disabilities in Yalova" Program		

Social Responsibility

Kolin Construction	Environment	Rainwater Collection and Electric Vehicle Use in Construction Sites
	Biodiversity	Çerkezköy – Kapıkule High Speed Train Railway Line Spotted Freshwater Turtle Protection Project 3 Wildlife Crossing Bridges Monitoring Living Spaces and Taking Necessary Precautions
	Education	Scholarships are awarded to successful university students studying in 7 different departments who need financial support. The scholarship students are provided with internship opportunities and are given priority in recruitment after graduation. Maintenance and repair works were carried out in 4 village schools (Bozarmut, Yağcılı, Kırkağaç and Kayrakaltı) in Manisa Soma region.
	Education (Educational institutions that have been put into service / are under 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 University Tirebolu Mehmet Bayrak Vocational Highschool
		Doğankent Veysi Akın Koloğlu Service Building (Giresun)
		Giresun University Nezihe Koloğlu Student Dormitory (Giresun)
		Kürtün Nezihe Koloğlu Student Dormitory (Gümüşhane)
		Çanakkale 18 Mart University Faculty of Theology (Canakkale)
		Nezihe Koloğlu Primary School (Manisa)
Mustafa Kemal Secondary School- Under construction (Elazığ)		
Teos Marina	Social Benefit	Support for Seferihisar Nature and Animal Friends Association Work with Local Associations
	Environment	Environmentally Friendly Bicycle Accessibility
Armtex Elektrik	Social Benefit	Earthquake Zone Aid
Arslanlı Alçı	Social Benefit	Building material aid for schools, mosques and NGO service buildings Earthquake Zone Aid
	Education	Stationery Aid And Educational Material Support To Schools,
Hekimhan Madencilik	Social Benefit	Laying of Kilit Stone and Asphalt Pouring Works in Village Roads and Village Interiors
		Earthquake Zone Aid
		Sports Equipment Aid to Schools in the Region
	Environment	Afforestation Studies with the General Directorate of Forestry

Social Responsibility

Kolin Çanakkale Hotel sponsored “GASTROFEST” in order to support local entrepreneurs and suppliers and enable them to promote themselves. Accordingly, the local entrepreneurs of Çanakkale had the opportunity to promote themselves, their products and their companies, and gained access to a wider audience.



Photograph 3. Kolin Çanakkale Hotel Gastrofest Festival

İzmirgaz	Social Benefit	"Motherhood" Themed Photo Contest		
		Inter-School Painting Competition		
		Earthquake Zone Aid		
		Blue Cap Collection Event		
		İzmir Natural Gas Theater Club		
		Distribution of books in schools - The Adventures of Çizdo, which is about the love of nature and a clean environment - "We Save the Tree House"		
		İzmir Doğal Gaz Forest, İzmir Doğal Gaz Grove and İzmir Doğal Gaz Employees Memorial Forests in the regions		
	Education	İzmir Doğal Gaz Robotics Team - Tournament in Cooperation with Kontak Innovative Learning Center		
		İzmirgaz Primary School		
		Meter Support for Schools		
Akkol Hazır Yemek	Social Benefit	Career Days Seminars		
		University Events, Technical Trips		
		Natural Gas Trainings in Schools and Official Institutions		
		Responsible Restaurant Movement – Turning Food Waste into Compost, Manure and Cat&Dog Food		
		Turkol Turizm	Social Benefit	Free Bicycle Access for Guests
				Earthquake Zone Aid
		KL Yapı	Social Benefit	Earthquake Zone Aid
				Financial support for regional sports clubs
			Environment	Afforestation Works with TEMA Foundation and Kırkkale Governorship
		Kolin Çanakkale Hotel	Education	Kastamonu University Wood Research, Development and Innovation Center Building
Environment	Recycling Egg Shells - Use as Fertilizer in the Soil			
	Recycling of Tea Pulp - Use as Fertilizer in the Soil			
	Organic Garden Care			
	Afforestation Activities with TEMA Foundation			
	Earth Hour Event			
	Environmentally Friendly Bicycle Transportation Accessibility			
	Social Benefit		Hidirellez Celebration Event	
Food Aid to the Animal Shelter				
Kennel Support – With the Revaluation of Old Timbers				
Blue Cap Collection Event				
Tile Art Workshop				
Turkish Association of Disabled People Support Activities				
Leukemia Association Support Activities				
Food Scholarship for Students				
Earthquake Zone Aid				
Free Marketing Support for Local Entrepreneurs - Gastrofest Festival				

Annex-1

Environmental Performance Indicators



Koloğlu Holding				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	40.2	39.0	5.3	tone
Amount of waste recycled	9.0	9.5	5.3	tone
Amount of hazardous waste	0.1	0.6	0.6	tone
Amount of hazardous waste recycled	0.1	0.6	0.6	tone
Amount of non-hazardous waste	40.2	38.3	4,7	tone
Amount of non-hazardous waste recycled	8.9	8.8	4,7	tone
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	MJoule
Total electricity consumption	357,369.6	367,215.1	362,028.7	kWh
Energy consumption for heating	591,251.2	666,266.2	483,846.0	kWh
Water				
Total water consumption	2,106.0	2,407.0	876.0	m ³
Emissions				
Scope 1 emissions	138.4	743.7	811.7	tCO ₂ e
Scope 2 emissions	170.8	177.7	185.3	tCO ₂ e

Sefine Shipyard				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	38,224.8	60,615.7	64,927.4	tone
Amount of waste recycled	35,313.6	56,505.2	62,710.7	tone
Amount of hazardous waste	1,812.9	3,471.8	8,502.5	tone
Amount of hazardous waste recycled	1,737.3	3,176.2	8,138.4	tone
Amount of non-hazardous waste	36,411.9	57,143.9	56,424.9	tone
Amount of non-hazardous waste recycled	33,576.3	53,329.0	54,572.3	tone
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	MJoule
Total electricity consumption	22,903,234.0	30,793,541.0	33,316,921.0	kWh
Energy consumption for heating	750,000.0	900,000.0	1,000,000.0	kWh
Energy consumption for cooling	1,000,000.0	1,200,000.0	1,500,000.0	kWh
Water				
Total water consumption	161,000.0	210,185.0	189,621.0	m ³
Emissions				
Scope 1 emissions	2,497	3,556.2	3,854.2	tCO ₂ e
Scope 2 emissions	11,268	14,904.1	15,958.8	tCO ₂ e

Annex-1 Environmental Performance

Akkol Hazır Yemek				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	2.6	1.0	3.4	tone
Amount of waste recycled	2.6	1.0	3.4	tone
Amount of hazardous waste	2.6	1.0	1.1	tone
Amount of hazardous waste recycled	2.6	1.0	1.1	tone
Tehlikesiz atık miktarı	0.0	0.0	2.3	tone
Geri dönüştürülen tehlikesiz atık miktarı	0.0	0.0	2.3	tone
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	MJoule
Total electricity consumption	87,470.0	127,378.3	104,964.0	kWh
Energy consumption for heating	326,220.3	101,818.5	295,972.7	kWh
Water				
Total water consumption	19,000.0	28,000.0	36,000.0	m ³
Emissions				
Scope 1 emissions	76.3	23.8	69.3	tCO ₂ e
Scope 2 emissions	41.8	60.9	50.2	tCO ₂ e

Arslanlı Alçı				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	46.2	48.8	55.4	tone
Amount of waste recycled	46.2	48.8	55.4	tone
Amount of hazardous waste	1.4	0.7	1.3	tone
Amount of hazardous waste recycled	1.4	0.7	1.3	tone
Amount of non-hazardous waste	44.8	48.2	54.1	tone
Amount of non-hazardous waste recycled	44.8	48.2	54.1	tone
Energy				
The amount of energy obtained from renewable sources in the total energy consumption of the company/factory	0.0	0.0	0.0	MJoule
Total electricity consumption	10,452,089	8,557,390.4	10,289,073	kWh
Energy consumption for heating	84,062,523	55,483,612	54,946,830.9	kWh
Water				
Total water consumption	10,500	11,200	13,000	m ³
Emissions				
Scope 1 emissions	19,670.6	12,983.2	12,857.6	tCO ₂ e
Scope 2 emissions	4,996.1	4,090.4	4,918.2	tCO ₂ e

Armtek Elektrik				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Waste	193.8	1,809.4	1,355.1	tone
Total amount of waste generated (hazardous + non-hazardous)	0.0	1,469.5	141.2	tone
Amount of waste recycled	193.8	339.9	1,224.9	tone
Amount of hazardous waste	0.0	0.0	11.0	tone
Amount of hazardous waste recycled	0.0	1,469.5	130.2	tone
Amount of non-hazardous waste	0.0	1,469.5	130.2	tone
Amount of non-hazardous waste recycled				
Energy	5,889,600	8,121,600	15,220,800	MJoule
The amount of energy obtained from renewable sources in the total energy consumption of the company/factory	2,188,958	2,998,349	4,522,067	kWh
Total electricity consumption	5,619,025	9,101,039	12,871,304	kWh
Water				
Total water consumption	8,534.0	27,471.0	33,682.0	m ³
Emissions				
Scope 1 emissions	1,314.9	2,129.6	3,011.9	tCO ₂ e
Scope 2 emissions	1,046.3	1,433.2	2,161.5	tCO ₂ e

Kolin Çanakkale Hotel				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	69.0	98.9	117.2	tone
Amount of waste recycled	1.1	1.3	10.8	tone
Amount of hazardous waste	0.1	0.1	9.6	tone
Amount of hazardous waste recycled			0.1	tone
Amount of non-hazardous waste	68.9	98.8	107.7	tone
Amount of non-hazardous waste recycled	1.1	1.3	10.4	tone
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	MJoule
Total electricity consumption	1,829,717.0	2,388,765.0	2,340,647.0	kWh
Water				
Total water consumption	23,305.0	44,405.0	128,540.0	m ³
Emissions				
Scope 1 emissions			836.2	tCO ₂ e
Scope 2 emissions	874.6	1,141.8	988.7	tCO ₂ e

Annex-1 Environmental Performance

Port of Çanakkale				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	21,570.1	21,579.0	26,707.0	tone
Amount of waste recycled	21,302.6	18,366.6	24,831.5	tone
Amount of hazardous waste	21,350	21,418	26,386	tone
Amount of hazardous waste recycled	21,083	18,280	24,743	tone
Amount of non-hazardous waste	220	161	321	tone
Amount of non-hazardous waste recycled	220	87	89	tone
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	MJoule
Total electricity consumption	675,206.4	353,579.1	468,012.9	kWh
Water				
Total water consumption	12,345.0	9,191.0	15,279.0	m ³
Emissions				
Scope 1 emissions	1,985.0	1,399.5	1,523.1	tCO ₂ e
Scope 2 emissions	322.7	169.0	223.7	tCO ₂ e

Esgaz				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	1.35	1.90	2.35	tone
Amount of waste recycled	1.35	1.90	2.35	tone
Amount of hazardous waste	0.10	0.15	0.35	tone
Amount of hazardous waste recycled	0.10	0.15	0.35	tone
Amount of non-hazardous waste	1.25	1.75	2.00	tone
Amount of non-hazardous waste recycled	1.3	1.8	2.0	tone
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	MJoule
Total electricity consumption	647,648.0	614,050.0	567,498.5	kWh
Water				
Total water consumption	4,543.0	3,802.9	3,964.2	m ³
Emissions				
Scope 1 emissions	0.0	0.0	0.0	tCO ₂ e
Scope 2 emissions	309.6	293.5	271.3	tCO ₂ e

Hekimhan Madencilik				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	23.4	68.9	81.1	tone
Amount of waste recycled	440.9	517.1	526.8	tone
Amount of hazardous waste	9.1	14.5	12.4	tone
Amount of hazardous waste recycled	7.1	12.5	8.4	tone
Amount of non-hazardous waste	148.7	260.2	498.8	tone
Amount of non-hazardous waste recycled	123.7	225.2	292.7	tone
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	MJoule
Total electricity consumption	17,840,351.2	19,082,942.0	21,513,580.0	kWh
Energy consumption for heating	600,000.0	620,000.0	700,000.0	kWh
Water				
Total water consumption	138,463.0	144,737.0	146,806.0	m ³
Emissions				
Scope 1 emissions	315,970.0	284,823.8	330,583.2	tCO ₂ e
Scope 2 emissions	8,527.7	9,121.6	10,283.5	tCO ₂ e

İzmirgaz				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	8.01	5.58	4.07	tone
Amount of waste recycled	8.01	5.58	4.07	tone
Amount of hazardous waste	6.13	2.50	1.64	tone
Amount of hazardous waste recycled	6.13	2.50	1.64	tone
Amount of non-hazardous waste	1.88	3.08	2.43	tone
Amount of non-hazardous waste recycled	1.88	3.08	2.43	tone
Energy				
The amount of energy obtained from renewable sources in the total energy consumption of the company/factory	0,0	0,0	0,0	MJoule
Total electricity consumption	922,466.0	1,081,799.0	1,102,123.0	kWh
Energy consumption for heating	99,978.0	294,429.0	346,547.0	kWh
Water				
Total water consumption	2,213.0	2,869.0	3,272.0	m ³
Emissions				
Scope 1 emissions	23.4	68.9	81.1	tCO ₂ e
Scope 2 emissions	440.9	517.1	526.8	tCO ₂ e

Annex-1 Environmental Performance

KL Yapı				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	340.1	608.0	797.3	tone
Amount of waste recycled	278.7	545.9	713.8	tone
Amount of hazardous waste	1.2	3.2	8.6	tone
Amount of hazardous waste recycled	1.2	3.2	8.6	tone
Amount of non-hazardous waste	338.9	604.8	788.7	tone
Amount of non-hazardous waste recycled	277.6	542.8	705.2	tone
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	MJoule
Total electricity consumption	879,866.0	1,239,404.2	1,594,006.8	kWh
Energy consumption for heating	1,060,776.1	1,318,508.8	2,024,749.4	kWh
Water				
Total water consumption	27,150.0	30,000.0	60,000.0	m ³
Emissions				
Scope 1 emissions	248.2	308.5	473.8	tCO ₂ e
Scope 2 emissions	420.6	592.4	761.9	tCO ₂ e

Teos Marina				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	27.4	21.6	29.1	tone
Amount of waste recycled	10.8	5.4	11.4	tone
Amount of hazardous waste	10.8	5.3	11.4	tone
Amount of hazardous waste recycled	10.8	5.3	11.4	tone
Amount of non-hazardous waste	16.5	16.3	17.7	tone
Amount of non-hazardous waste recycled		0.105	0.1	tone
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	MJoule
Total electricity consumption	1,133,209.1	1,344,721.1	1,394,065.0	kWh
Water				
Total water consumption	19,837.0	29,806.0	24,884.0	m ³
Emissions				
Scope 1 emissions	17.6	17.6	17.6	tCO ₂ e
Scope 2 emissions	541.7	642.8	666.4	tCO ₂ e

Turkol Radisson Blu Tuzla				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	19.9	29.9	33.8	tone
Amount of waste recycled	9.2	13.4	16.0	tone
Amount of hazardous waste	1.5	3.1	1.8	tone
Amount of hazardous waste recycled	0.0	0.0	0.0	tone
Amount of non-hazardous waste	18.4	26.8	32.0	tone
Amount of non-hazardous waste recycled	9.2	13.4	16.0	tone
Energy				
The amount of energy obtained from renewable sources in the total energy consumption of the company/factory	0.0	0.0	0.0	MJoule
Total electricity consumption	4,069,668.0	4,877,710.0	5,058,378.0	kWh
Energy consumption for heating	242,605.0	368,424.0	445,391.0	kWh
Water				
Total water consumption	34,684.0	40,608.0	44,273.0	m ³
Emissions				
Scope 1 emissions	660,9	805,7	1.171,2	tCO ₂ e
Scope 2 emissions	1.944,0	2.329,9	2.415,5	tCO ₂ e

Kolin Construction				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Waste				
Total amount of waste generated (hazardous + non-hazardous)	1,448.7	1,351.2	130.7	tone
Amount of waste recycled	94.1	79.4	130.7	tone
Amount of hazardous waste	119.3	100.8	27.2	tone
Amount of hazardous waste recycled	42.0	37.0	27.2	tone
Amount of non-hazardous waste	1,329.4	1,250.4	103.5	tone
Amount of non-hazardous waste recycled	52.1	42.4	103.5	tone
Energy				
The amount of energy obtained from renewable sources in the total energy consumption of the company/factory	0,0	0,0	0,0	MJoule
Total electricity consumption	11,873,027.0	7,449,477.0	3,602,350.1	kWh
Water				
Total water consumption	388,989.0	234,545.0	127,750.0	m ³
Emissions				
Scope 1 emissions	4,779.0	5,576.0	6,970.0	tCO ₂ e
Scope 2 emissions	3,029.0	3,534.0	3,602.3	tCO ₂ e

Annex-2

Social Performance Indicators



Koloğlu Holding							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	0	0	0	0	0	0	person
White Collar	48	37	46	40	55	50	person
Under 30 years old	6	5	7	5	9	4	person
30-50 years old	40	26	37	30	40	39	person
50+ years old	2	6	2	5	6	7	person
Number of full-time employees (blue collar)	0	0	0	0	0	0	person
Number of full-time employees (white collar)	48	37	46	40	55	50	person
Newly hired employee	5	8	7	12	25	24	person

Kolin Construction							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	15	52	16	40	1	386	person
White Collar	17	72	18	65	38	123	person
Under 30 years old	9	13	9	8	19	152	person
30-50 years old	18	85	20	72	17	224	person
50+ years old	5	26	5	25	3	133	person
Number of full-time employees (blue collar)	15	52	16	40	1	386	person
Number of full-time employees (white collar)	17	72	18	65	38	123	person
Newly hired employee	5	30	9	14	8	236	person

Sefine Shipyard							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	10	447	13	590	30	639	person
White Collar	63	273	80	330	105	384	person
Under 30 years old	48	263	62	367	92	392	person
30-50 years old	24	418	30	505	41	563	person
50+ years old	1	29	1	48	2	68	person
Number of full-time employees (blue collar)	10	447	13	590	30	639	person
Number of full-time employees (white collar)	63	273	80	330	105	384	person
Governing bodies and the number of people on the Board of Directors	2	34	3	50	5	72	person
Number of employees excluding governing bodies	71	686	92	887	130	951	person
Newly hired employee	26	295	30	405	70	603	person
Total number of trainees	63	323	54	293	18	10	person
Total training	155	1,210	509	3,127	175	264	hour
Total training	9,765	390,830	27,486	916,211	3,150	2,640	person, hour
Number of employees returning to work after childbirth	0				1	0	person
Proportion of employees returning to work after childbirth	0		0		33.3	0	%
Number of recorded cases related to employee complaints	58	235	85	516	164		#

Annex-2 Social Performance Indicators

Akkol Hazır Yemek							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	173	205	240	231	265	265	person
White Collar	49	28	58	37	48	33	person
Under 30 years old	22	23	30	27	31	30	person
30-50 years old	133	140	179	161	188	179	person
50+ years old	67	70	89	80	94	89	person
Number of full-time employees (blue collar)	173	204	239	231	264	265	person
Number of full-time employees (white collar)	49	28	58	37	48	33	person
Governing bodies and the number of people on the Board of Directors	0	2	0	2	0	2	person
Number of employees excluding governing bodies	222	231	298	266	313	296	person
Newly hired employee	111	131	178	192	166	221	person
Total number of trainees	49	28	58	37	48	33	person
Total training	4	4	4	4	4	4	hour
Total training	196	112	232	148	192	132	person. hour
Number of employees returning to work after childbirth	0		0		0		person
Proportion of employees returning to work after childbirth	1		1		2		%

Arslanlı Alçı							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	6	135	3	136	5	181	person
White Collar	1	30	3	34	2	42	person
Under 30 years old	4	29	5	76	1	42	person
30-50 years old	3	122	1	83	6	158	person
50+ years old	0	14	0	1	0	23	person
Number of full-time employees (blue collar)	6	135	3	136	5	181	person
Number of full-time employees (white collar)	1	30	3	34	2	42	person
Governing bodies and the number of people on the Board of Directors	0	1	0	1	0	1	person
Newly hired employee	0	5	0	11	2	101	person

Armtek Elektrik							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	32	312	48	416	54	548	person
White Collar	24	55	53	79	69	121	person
Under 30 years old	21	281	53	410	57	373	person
30-50 years old	28	64	39	48	60	252	person
50+ years old	7	22	9	37	6	44	person
Number of full-time employees (blue collar)	32	312	48	416	54	548	person
Number of full-time employees (white collar)	24	55	53	79	69	121	person
Governing bodies and the number of people on the Board of Directors	4	11	3	16	3	25	person
Number of employees excluding governing bodies	52	356	98	479	120	644	person
Newly hired employee	47	336	78	431	57	646	person
Total number of trainees					36	58	person
Total training					9	25	hour
Total training					14	1,450	person. hour
Number of recorded cases related to employee complaints					324		#

Kolin Çanakkale Hotel							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	53	83	79	90	55	77	person
White Collar	4	10	5	11	5	10	person
Under 30 years old	20	23	33	39	19	22	person
30-50 years old	34	51	37	54	33	54	person
50+ years old	6	16	8	14	8	11	person
Number of full-time employees (blue collar)	53	83	79	90	55	77	person
Number of full-time employees (white collar)	4	10	5	11	5	10	person
Governing bodies and the number of people on the Board of Directors	4	10	5	11	5	10	person
Number of employees excluding governing bodies	53	83	79	90	55	77	person
Newly hired employee	11	14	11	21	14	32	person
Total number of trainees					58	95	person
Total training					25		hour
Total training					3,825		person. hour
Number of employees returning to work after childbirth	0		0		2		person
Proportion of employees returning to work after childbirth	0		0		3.33		%

Annex-2 Social Performance Indicators

Port of Çanakkale							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	4	65	4	69	4	79	person
White Collar	8	53	9	61	12	62	person
Under 30 years old	4	31	4	38	4	42	person
30-50 years old	8	58	9	69	12	72	person
50+ years old	0	29	0	23	0	27	person
Number of full-time employees (blue collar)	4	65	4	69	4	79	person
Number of full-time employees (white collar)	8	53	9	61	12	62	person
Governing bodies and the number of people on the Board of Directors	0	5	1	7	1	7	person
Number of employees excluding governing bodies	12	113	12	123	15	134	person
Newly hired employee	2	10	3	11	5	18	person
Total number of trainees			9	172	16	313	person
Total training			19.51	19.51	25.52	25.52	hour
Total training			175.6	3,356	408.3	7,988	person. hour
Number of employees returning to work after childbirth	2		0		0		person

Esgaz							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	2	143	2	144	2	157	person
White Collar	37	56	37	55	39	55	person
Under 30 years old	15	40	13	52	15	56	person
30-50 years old	23	151	25	140	25	150	person
50+ years old	1	8	1	6	1	6	person
Number of full-time employees (blue collar)	1	143	1	144	1	157	person
Number of full-time employees (white collar)	37	56	37	55	39	55	person
Governing bodies and the number of people on the Board of Directors	0	5	0	5	0	5	person
Number of employees excluding governing bodies	39	199	39	199	41	212	person
Newly hired employee	11	26	2	11	5	28	person
Total number of trainees	39	199	39	199	41	212	person
Total training	2	2	11	11	16	16	hour
Total training	78	398	429	2,189	656	3,392	person. hour
Number of employees returning to work after childbirth	3		2		4		person
Proportion of employees returning to work after childbirth	8		5		10		%

İzmirgaz					
PERFORMANCE INDICATORS	2022		2023		Unit
	Woman	Male	Woman	Male	
Employee Data					
Blue Collar	0	273	0	321	person
White Collar	103	151	125	155	person
Under 30 years old	53	174	43	157	person
30-50 years old	49	237	80	296	person
50+ years old	1	13	4	21	person
Number of full-time employees (blue collar)	0	273	0	321	person
Number of full-time employees (white collar)	103	151	125	155	person
Governing bodies and the number of people on the Board of Directors	3	34	5	35	person
Number of employees excluding governing bodies	100	390	120	441	person
Newly hired employee	16	120			person
Total number of trainees	84	337			person
Total training	329	2,720			hour

Hekimhan Madencilik							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	7	264	10	341	12	349	person
White Collar	3	30	9	41	12	60	person
Under 30 years old	3	91	10	128	9	124	person
30-50 years old	5	162	7	198	11	217	person
50+ years old	2	41	1	45	4	24	person
Number of full-time employees (blue collar)	7	264	10	341	12	349	person
Number of full-time employees (white collar)	3	29	9	40	12	59	person
Governing bodies and the number of people on the Board of Directors	0	2	0	3	0	3	person
Number of employees excluding governing bodies	10	294	19	382	24	409	person
Newly hired employee	4	111	12	139	10	151	person
Total number of trainees	10	294	19	382	24	409	person

KL Yapı							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	5	163	3	200	3	196	person
White Collar	12	58	16	58	19	52	person
Under 30 years old	5	29	6	66	10	84	person
30-50 years old	12	103	13	152	12	123	person
50+ years old		89		40		41	person
Number of full-time employees (blue collar)	5	58	3	200	3	196	person
Number of full-time employees (white collar)	12	163	16	58	19	52	person
Newly hired employee					1	7	person

Annex-2 Social Performance Indicators

Teos Marina							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	5	22	5	25	5	26	person
White Collar	5	10	5	11	6	11	person
Under 30 years old	4	8	4	10	3	8	person
30-50 years old	6	21	6	22	8	24	person
50+ years old	0	3	0	4	0	5	person
Number of full-time employees (blue collar)	5	22	5	25	5	11	person
Number of full-time employees (white collar)	5	10	5	11	6	26	person
Governing bodies and the number of people on the Board of Directors	0	8	1	8	1	8	person
Number of employees excluding governing bodies	9	27	9	31	10	32	person
Newly hired employee	2	8	2	7	4	7	person
Total number of trainees	10	32	10	36	11	37	person
Total tuition	30	96	60	216	33	111	hour
Total tuition	300	3,072	600	7,776	363	4,107	person. hour
Number of employees returning to work after childbirth	2		0		0		person
Proportion of employees returning to work after childbirth	20		0		0		%

Turkol Radisson Blu Tuzla Hotel							
PERFORMANCE INDICATORS	2021		2022		2023		Unit
	Woman	Male	Woman	Male	Woman	Male	
Employee Data							
Blue Collar	38	55	37	64	40	69	person
White Collar	0	9	0	9	0	7	person
Under 30 years old	15	12	14	22	15	21	person
30-50 years old	19	39	18	37	19	40	person
50+ years old	4	13	5	14	6	15	person
Number of full-time employees (blue collar)	37	55	36	64	39	69	person
Number of full-time employees (white collar)	0	9	0	9	0	7	person
Governing bodies and the number of people on the Board of Directors	0	9	0	9	0	7	person
Number of employees excluding governing bodies	38	55	37	64	40	69	person
Newly hired employee	10	17	15	38	16	30	person
Number of employees returning to work after childbirth	0		1		0		person
Proportion of employees returning to work after childbirth	0		100		0		%

Annex-3

Occupational Health and Safety & Supplier Performance Indicators

Kolin Construction				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	71	128	124	#
Rate of severe injuries due to work accidents	0.00	0.00	0.00	%
Total number of people who received OHS training (employees)	4,056	3,930	3,711	person
Total number of people who received OHS training (subcontractor)	4,906	3,527	2,717	person
Total OHS training (employees)*hours	16	16	16	hour
Total OHS training (subcontracted)*hour	16	16	16	hour
Total OHS training (employees) person*hour	64,896	62,880	59,376	person. hour
Total OHS training (subcontracted) person*hour	78,496	56,432	43,472	person. hour
Accident frequency rate ¹	2.69	2.67	2.84	
Accident severity ratio ²	53.44	61.38	85.84	
Supplier				
Total number of suppliers	631	584	535	#
Audits carried out during the year			6	%
Proportion of suppliers assessed for environmental performance			15	%
Proportion of suppliers evaluated/potentially causing significant damage to the environment			10	%
Proportion of suppliers subject to social performance evaluation			5	%
Number of suppliers with detected negativity			2	#
Number of suppliers with correction/improvement plans			2	#

Sefine Shipyard				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	315	233	379	#
Rate of severe injuries due to work accidents	0.09	1.09	0.04	%
Total number of people who received OHS training (employees)	2,034	2,158	2,207	person
Total number of people who received OHS training (subcontractor)	11,048	15,055	17,995	person
Total OHS training (employees)	16,272	17,264	17,656	hour
Total OHS training (subcontracted)	4,536	2,016	1,466	hour
Total OHS training (employees) person*hour	32,544	34,528	35,312	person. hour
Total OHS training (subcontracted) person*hour	176,768	240,880	287,920	person. hour
Rate of lost days due to accidents	2,501	2,109	33,064	
Accident frequency rate ¹	25	109	94,8	
Accident severity ratio ²	0.188	1.5	0.4	
Supplier				
Total number of suppliers	472	513	505	#
Audits carried out during the year	14	1	9	%
Proportion of suppliers subject to social performance evaluation	0	0	0	%
Number of suppliers with detected negativity	0	1	0	#
Number of suppliers with correction/improvement plans	0	1	0	#

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

Arslanlı Alçı				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	0	0	5	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	160	170	180	person
Total number of people who received OHS training (subcontractor)	0	0	70	person
Total OHS training (employees)*hours	16	16	16	hour
Total OHS training (subcontracted)*hour	16	16	16	hour
Total OHS training (employees) person*hour	2,560	2,720	2,880	person.hour
Total OHS training (subcontracted) person*hour	0	0	1,120	person.hour
Rate of lost days due to accidents	0	0	0	
Accident-related absenteeism rate			10	
Accident frequency rate ¹			12.35	
Accident severity ratio ²			0.025	
Supplier				
Total number of suppliers	7,155	7,921	8,768	#

Armttek Elektrik				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	56	107	142	#
Rate of severe injuries due to work accidents	0.25	0	0	%
Total number of people who received OHS training (employees)	450	940	2,084	person
Total number of people who received OHS training (subcontractor)		322	450	person
Total OHS training (employees)*hours	980	1,299	1,842	hour
Total OHS training (subcontracted)*hour		295	368	hour
Total OHS training (employees) person*hour	5,520	11,980	25,708	person.hour
Total OHS training (subcontracted) person*hour		3,864	5,400	person.hour
Rate of lost days due to accidents	201	321	749	
Accident-related absenteeism rate	0	0	0	
Accident frequency rate ¹	71	92	87	
Accident severity ratio ²	2,293	2,483	4,134	
Supplier				
Total number of suppliers	324	353	368	#

Akkol Hazır Yemek				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	46	76	89	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	182	315	195	person
Total OHS training (employees)*hours	1456	2,520	1,560	hour
Rate of lost days due to accidents	61	101	118	
Accident frequency rate ¹	1,916	3,166	3,708	
Accident severity ratio ²	2.5	4.20	4.90	

Kolin Çanakkale Hotel				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	2	4	6	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)		66	26	person
Total OHS training (employees)*hours		528	208	hour
Total OHS training (employees) person*hour		66.8	26.8	person.hour
Rate of lost days due to accidents	0	20	10	
Accident-related absenteeism rate	0.0	0.009	0.004	
Accident frequency rate ¹	0	9.61	18.18	
Accident severity ratio ²	0	36	23	

Port of Çanakkale			
PERFORMANCE INDICATORS	2022	2023	Unit
Occupational Health and Safety			
Number of work accidents	13	19	#
Rate of severe injuries due to work accidents	0	0	%
Total number of people who received OHS training (employees)	51	57	person
Total OHS training (employees)*hours	612	684	hour
Total OHS training (employees) person*hour	12	57	person.hour
Rate of lost days due to accidents	5,62	38.46	
Accident frequency rate ¹	9.71	12.92	
Accident severity ratio ²	0.094	0.61	
Supplier			
Total number of suppliers	87	168	#
Audits carried out during the year	2	2	%
Proportion of suppliers subject to social performance evaluation	2.38	2.29	%
Number of suppliers with detected negativity	6	23	#
Number of suppliers with correction/improvement plans	2	19	#
Number of suppliers whose employment contract was terminated as a result of the audit findings	4	4	#
Local employment rate at suppliers	14	12.5	%

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

Esgaz				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	0	1	3	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	209	212	227	person
Total number of people who received OHS training (subcontractor)	99	133	165	person
Total OHS training (employees)*hours	16	16	16	hour
Total OHS training (subcontracted)*hour	16	16	16	hour
Total OHS training (employees) person*hour	3,344	3,392	3,632	person. hour
Total OHS training (subcontracted) person*hour	1,584	2,128	2,640	person. hour
Rate of lost days due to accidents	0	5	1	
Accident-related absenteeism rate	0	0	0	
Accident frequency rate ¹	0	2.21	6.16	
Accident severity ratio ²	0	0.09	0.018	
Supplier				
Total number of suppliers	30	32	36	#
Audits carried out during the year	15	40	40	%
Number of suppliers with detected negativity	0	0	1	#
Local employment rate at suppliers	80	80	80	%

İzmirgaz				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	3	6	4	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	248	581	589	person
Total number of people who received OHS training (subcontractor)	0	0	0	person
Total OHS training (employees)*hours	16	16	16	hour
Total OHS training (employees) person*hour	3,968	9,296	9,424	person. hour
Rate of lost days due to accidents	15	60	10	
Accident-related absenteeism rate	0.04	0.16	0.027	
Accident frequency rate ¹	2.5	4.81	2.84	
Accident severity ratio ²	0.08	0.3	0.045	

Hekimhan Madencilik				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	13	3	15	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	273	400	420	person
Total number of people who received OHS training (subcontractor)	210	260	315	person
Total OHS training (employees)*hours	16	16	16	hour
Total OHS training (subcontracted)*hour	16	16	16	hour
Total OHS training (employees) person*hour	4,368	6,400	6,720	person. hour
Total OHS training (subcontracted) person*hour	3,360	4,160	5,040	person. hour
Rate of lost days due to accidents	146	5	121	
Accident-related absenteeism rate	0	0	0	
Accident frequency rate ¹	16.80	3.17	12.85	
Accident severity ratio ²	0.18	0.042	0.95	
Supplier				
Total number of suppliers		2,650	3,189	#
Audits carried out during the year	1	2		
Proportion of suppliers subject to social performance evaluation			50	%

Teos Marina				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	0	1	2	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	37	33	15	person
Total number of people who received OHS training (subcontractor)			6	person
Total OHS training (employees)*hours	88	80	64	hour
Total OHS training (subcontracted)*hour			96	hour
Total OHS training (employees) person*hour	88	80	64	person. hour
Total OHS training (subcontracted) person*hour			16	person. hour
Rate of lost days due to accidents		20	7	
Accident-related absenteeism rate		20	7	
Accident frequency rate ¹		9.92	18.12	
Accident severity ratio ²		9.06	83.47	
Supplier				
Total number of suppliers	290	304	294	#
Audits carried out during the year	29	26	34	%
Number of suppliers with detected negativity	1	0	1	#
Number of suppliers whose employment contract was terminated as a result of the audit findings	1	0	1	#
Local employment rate at suppliers	5	7	6	%

Annex-3 Occupational Health and Safety & Supplier Performance Indicators

Turkol Radisson Blu Tuzla Hotel				
PERFORMANCE INDICATORS	2021	2022	2023	Unit
Occupational Health and Safety				
Number of work accidents	7	4	4	#
Rate of severe injuries due to work accidents	0	0	0	%
Total number of people who received OHS training (employees)	23	52	64	person
Total OHS training (employees)*hours	184	416	512	hour
Total OHS training (employees) person*hour	184	416	512	person. hour
Rate of lost days due to accidents	46	17	3	
Accident-related absenteeism rate	4.0	2.0	0.0	
Accident frequency rate ¹	131	384	2,292	
Accident severity ratio ²	0.201	0.069	0.011	
Supplier				
Total number of suppliers	92	108	106	#
Audits carried out during the year	3	3	3	%
Local employment rate at suppliers	90	90	90	%

GRI

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		Risk Management, Page 27		Sustainability Governance Structure, Page 26			
		Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29		Responsible Supply Chain Management, Page 55			
		Environmental Sensitivity, Adaptation and Biodiversity, Page 33		Communication with Our Stakeholders, Page 62			
		Energy Efficiency, Page 35		2-30 Proportions of employees subject to collective bargaining agreements	Human Resources Approach, Page 45		
		Human Resources Approach, Page 45			OHS Management, Page 54		
		Employee Profile, Page 49			Employee Profile, Page 49		
			Equal Opportunity and Inclusion, Page 51				
			OHS Management, Page 54				
			Responsible Supply Chain Management, Page 55				
		2-24 Implementation of policy commitments	Development of Sustainability at Koloğlu Holding, Page 8				
			Our Approach to Sustainability, Page 19				
	Corporate Governance and Values, Page 24						
	Corporate Sustainability Governance, Page 25						
	Business Ethics, Page 24						
		Risk Management, Page 27					
	2-25 Processes for remediating negative effects	Development of Sustainability at Koloğlu Holding, Page 8					
		Our Approach to Sustainability, Page 19					
		Prioritization Analysis, Page 20					
		Corporate Governance and Values, Page 24					
		Business Ethics, Page 24					
		Corporate Sustainability Governance, Page 25					
		Risk Management, Page 27					

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PRIORITY ISSUES			
GRI 3: Priority Issues 2021	3-1 Process for identifying priority issues	Prioritization Analysis, Page 20	
	3-2 List of priority issues	Prioritization Matrix, Page 22 Alignment with the UN Sustainable Development Goals, Page 21	
	3-3 Management of priority issues	Our Approach to Sustainability, Page 19	
GRI 200: ECONOMIC STANDARD SERIES			
Sustainable Financial Performance			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	About Koloğlu Holding, Page 4	
		Development of Sustainability at Koloğlu Holding, Page 8	
		Corporate Governance and Values, Page 24	
		Sustainability Governance Structure, Page 26	
		Risk Management, Page 27	
		Responsible Supply Chain Management, Page 55	
		Trusted Brand and Sustainable Finance, Page 58	
GRI 201: Economic Performance 2016	201-1 Direct economic value produced and distributed	About Koloğlu Holding, Page 4	
	201-2 Financial impacts of climate change on the organization's activity and other risks and opportunities arising from climate change	Featured Sustainability Trends, Risks & Opportunities, Page 14	
GRI 202: Market Presence 2016	202-1 Ratio of Standard Entry-Level Wage to Local Minimum Wage by Gender	Human Resources Approach, Page 45	
		Employee Profile, Page 49	
		Equal Opportunity and Inclusion, Page 51	
		Support for Employee Development, Page 53	
	202-2 Proportion of Senior Executives Recruited from the Local Community	Human Resources Approach, Page 45	
		Employee Profile, Page 49	
		Support for Employee Development, Page 53	
GRI 203: Indirect Economic Impacts 2016	203-2 Marked indirect effects	About Koloğlu Holding, Page 4	
		Equal Opportunity and Inclusion, Page 51	
		Responsible Supply Chain Management, Page 55	
		Contribution to Society, Page 60 Social Responsibility, Page 65	
GRI 204: Procurement Practices 2016	204-1 Payment Rate to Local Suppliers	Responsible Supply Chain Management, Page 55	

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General Notices			
Anti-Bribery and Anti-Corruption, Ethical Values, Compliance with Laws and Regulations and Adoption of Corporate Governance Principles			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Corporate Governance and Values, Page 24	
		Sustainability Governance Structure, Page 26	
		Risk Management, Page 27	
		Responsible Supply Chain Management, Page 55	
GRI 205: Anti-Corruption 2016	205-1 Activities assessed for risks related to corruption	Corporate Governance and Values, Page 24	
		Responsible Supply Chain Management, Page 55	
	205-2 Communication and training on anti-corruption policies and procedures	Responsible Supply Chain Management, Page 55	
GRI 206: Anti-Competitive Conduct 2016	206-1 Total number of cases and consequences of lawsuits related to anti-competitive conduct and activities	Responsible Supply Chain Management, Page 55	
		No lawsuits have been filed regarding anti-competitive behavior and activities.	
GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016			
Management of Risks Arising from Climate Change			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Development of Sustainability at Koloğlu Holding, Page 8	
		Sustainability Governance Structure, Page 26	
		Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29	
		Energy Efficiency, Page 35	
GRI 302: Energy 2016	302-1 Energy consumption of the organization	Energy Efficiency, Page 35	
		Environmental Performance Indicators, Page 29	
	302-3 Energy density	Energy Efficiency, Page 67	
		Environmental Performance Indicators, Page 35	
	302-4 Reduction of energy consumption	Energy Efficiency, Page 68	
302-5 Reduction in energy requirements of Group companies and business lines	Energy Efficiency, Page 35		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29	Scope Emissions of Sefine Shipyard and Koloğlu Holding for 2022-2023 were calculated by the verification organisation. Therefore, the relevant Scope 1 Emission data for 2022 has been revised in this report.
		Environmental Performance Indicators, Page 68	
	305-2 Indirect energy (Scope 2) greenhouse gas emissions	Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29	Scope Emissions of Sefine Shipyard and Koloğlu Holding for 2022-2023 were calculated by the verification organisation. Therefore, the relevant Scope 2 Emission data for 2022 has been revised in this report.
		Environmental Performance Indicators, Page 68	
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29	
305-4 Intensity of greenhouse gas emissions	Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29		
	Environmental Performance Indicators, Page 68		
305-5 Reduction of greenhouse gas emissions	Combating the Climate Crisis, Carbon Footprint and Emissions, Page 29		

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Management of Environmental Impacts and Protection of Biodiversity in Company Activities			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Environmental Sensitivity, Adaptation and Biodiversity, Page 33	
		Water Management, Page 42	
		Waste Management and Circular Economy Approach, Page 38	
GRI 303: Water 2016	303-1 Interaction with water resources, which are a shared resource	Water Management, Page 42	
		303-2 Management of water discharge-based effects	Water Management, Page 42
		303-3 Draft	Environmental Performance Indicators, Page 68
		303-4 Water discharge	Environmental Performance Indicators, Page ...68
		303-5 Water consumption	Environmental Performance Indicators, Page 68
GRI 304: Biodiversity 2016	304-1 Areas of activity with high biodiversity value	Environmental Sensitivity, Adaptation and Biodiversity, Page 33	
		304-2 Significant impacts of activities, products and services on biodiversity	Environmental Sensitivity, Adaptation and Biodiversity, Page 33
		304-3 Protected or restored habitats	Environmental Sensitivity, Adaptation and Biodiversity, Page 33
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy Approach, Page 38	
		306-2 Management of impacts related to significant waste	Waste Management and Circular Economy Approach, Page 38
	306-3 Waste generated	Waste Management and Circular Economy Approach, Page 38	
		Environmental Performance Indicators, Page 68	
	306-4 Waste sent for disposal	Waste Management and Circular Economy Approach, Page 38	
		Environmental Performance Indicators, Page 68	
306-5 Waste prevented from being sent to Bertafa	Waste Management and Circular Economy Approach, Page 38		
GRI 307: Environmental Adaptation 2016	307-1 Failure to comply with environmental laws and regulations	Environmental Sensitivity, Adaptation and Biodiversity, Page 33	
		Waste Management and Circular Economy Approach, Page 38	
GRI 400: SOCIAL STANDARDS SERIES 2016			
Employee Engagement and Satisfaction			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Resources Approach, Page 45	
		Employee Profile, Page 49	
		Equal Opportunity and Inclusion, Page 51	
GRI 401: Employment 2016	401-1 Newly hired employees and employee turnover	Human Resources Approach, Page 45	
		Employee Profile, Page 49	
GRI 401: Employment 2016	401-2 Benefits for Full-Time Employees Not Provided to Temporary or Part-Time Employees	Human Resources Approach, Page 45	
GRI 402: Labor/Governance Relations 2016	402-1 Minimum Notice Periods for Operational Changes	Human Resources Approach, Page 45	

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Occupational Health and Safety, Employee and Human Rights			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	OHS Management, Page 54	
		Responsible Supply Chain Management, Page 55	
GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	OHS Management, Page 54	
		403-2 Type of injury and accident frequency rates, angelic illnesses, lost days and absences, and total number of work-related deaths	OHS Management, Page 54 Occupational Health and Safety & Supplier Performance Indicators, Page 76
	403-3 Occupational health services	OHS Management, Page 54	
	403-4 Employee involvement in occupational health and safety, consultation and communication	OHS Management, Page 54	
	403-5 Employee training on occupational health and safety	OHS Management, Page 54	
	403-6 Employee health promotion	OHS Management, Page 54	
		Responsible Supply Chain Management, Page 55	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Labor Relations	OHS Management, Page 54	
	403-8 Workers within the Scope of Occupational Health and Safety Management System	OHS Management, Page 54 Responsible Supply Chain Management, Page 55	
	403-9 Work-related injuries	Occupational Health and Safety & Supplier Performance Indicators, Page 75	
403-10 Work-related patient cases	Occupational Health and Safety & Supplier Performance Indicators, Page 75		
Employee Development and Talent Management			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Resources Approach, Page 45	
		Support for Employee Development, Page 53	
GRI 404: Education and Training 2016	404-1 Average training hours per employee per year	Human Resources Approach, Page 45	
		Social Performance Indicators, Page 71	
GRI 404: Education and Training 2016	404-2 Talent management and lifelong learning programs to support employee development	Human Resources Approach, Page 45	
		Support for Employee Development, Page 53	
Equal Opportunity and Diversity			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Resources Approach, Page 45	
		Employee Profile, Page 49	
		Equal Opportunity and Inclusion, Page 51	
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Employee Profile, Page 49	
		405-2 Ratio of Women's Basic Salaries and Wages to Men	Equal Opportunity and Inclusion, Page 51
GRI 406: Prevention of Discrimination 2016	406-1 Incidents of discrimination and regulatory measures taken	*There were no notifications during the reporting period. Human Resources Approach, Page 45 Employee Profile, Page 49	
GRI 407: The Right to Organize and Bargain Collectively 2016	407-1 Operations and Suppliers Where Freedom of Association and the Right to Collective Bargaining May Be at Risk	Human Resources Approach, Page 45 Occupational Health and Safety & Supplier Performance Indicators, Page 75	
GRI 408: Child Labour 2016	408-1 Activities and suppliers identified as having a significant risk of child labour and measures taken	Equal Opportunity and Inclusion, Page 51	
GRI 409: Forced or Forced Labor 2016	409-1 Activities and suppliers identified as having a significant risk in terms of cases of forced or forced labor and measures taken	Equal Opportunity and Inclusion, Page 51	

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Community Investments, Socioeconomic Impacts of Activities on Local Community and Local Employment			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Responsible Supply Chain Management, Page 55	
		Contribution to Society, Page 60	
		Social Responsibility, Page 64	
GRI 413: Local Community 2016	413-1 Relations with Local Communities, Impact Assessments and Development Programs 413-2 Operations with real and potential adverse effects on society 413-2 Significant Actual and Potential Adverse Impacts on Local Communities	Social Responsibility, Page 64	
		Responsible Supply Chain Management, Page 55	
		Contribution to Society, Page 60	
Subcontractor and Supply Chain Management			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Responsible Supply Chain Management, Page 55	
GRI 414: Social Assessment of Suppliers 2016	414-1 New Suppliers Audited Using Social Criteria	Responsible Supply Chain Management, Page 55	
	414-2 Adverse Social Impacts in the Supply Chain and Measures Taken	Responsible Supply Chain Management, Page 55	
Brand, Product and Service Reliability			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Communication with Our Stakeholders, Page 62	
GRI 416: Customer Health and Safety 2016	416-2 Cases of non-compliance with health and safety impacts of products and services	There are no cases of non-compliance with the health and safety effects of products and services.	
Digitalization and Innovation			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Resources Approach, Page 45	
		Support for Employee Development, Page 53	



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Sustainability Report
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