



2022
Sustainability Report







KOLOĞLU HOLDING

Sustainability Report

2022

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About the Report

Koloğlu Holding has emerged approximately 50 years ago, steadily expanding its presence and offerings across diverse sectors such as construction and contracting, energy, shipyard and port management, service, tourism, trade, production, and mining, establishing itself as a leading and influential conglomerate.

With a commitment to sustainability and a sense of responsibility towards future generations, Koloğlu Holding has published its first sustainability report, openly and transparently showcasing the extensive efforts undertaken to enhance the effectiveness of its current business practices. The report, prepared in accordance with GRI Standards, encompasses the period from January to December 2022 and highlights the collective works of Koloğlu Holding, Kolin Construction, and Sefine Shipyard companies. Recognizing the role of collaboration in achieving success, Koloğlu Holding is committed to annual sustainability reporting, fostering effective communication and engagement with its stakeholders.

Feedback on the report is considered very valuable for improving business processes and increasing the added value offered. Please send all your questions, comments, and suggestions regarding the report to info@kologluholding.com.tr

Message from the Senior Management

Esteemed Stakeholders,

From beginnings rooted in our ancestral lands, Koloğlu Holding's success story, fueled by a dream that ignited about 50 years ago, is now joyfully reaching the far corners of the world. We take pride in the trajectory of our journey, which originated in Elazığ with the establishment of our first company, Kolsan, in 1976, followed by Kolin Construction, the "Flagship" of our Holding, in 1977. Over the years, this journey has expanded to encompass every corner of Türkiye and has transcended international borders. We have diversified our investments across numerous sectors, including construction and contracting, energy, mining, tourism, shipyard and port management, and industrial production. Proudly hoisting our flag in various regions around the world, we continue to make solid and stable investments.

The global economy is currently grappling with formidable uncertainties and challenges arising from the increasingly prevalent issue of climate change, as well as the ongoing recovery efforts from the COVID-19 pandemic. In light of this reality, we recognize that we need to focus more on activities that can deliver long-term economic, environmental, and social benefits. In this context, we take care to build our way of doing business with a perspective that seeks opportunities in times of crises and adapts easily to changing conditions.

Türkiye has signed the Paris Agreement on climate change mitigation, adaptation, and finance under the United Nations Framework Convention on Climate Change, setting out its net zero target for 2053. In this context, at Koloğlu Holding, we fully support this goal of our country, adopting the motto "If we change, the climate won't" and we determine our strategies accordingly.

Grounded in the pursuit of UN Sustainable Development Goals, Koloğlu Holding exemplifies remarkable policies across its operations, focusing on enhancing global competitiveness, fostering sustainable economic growth, generating new employment prospects, promoting recycling, and facilitating improved access to raw materials.

Message from the Senior Management

Recognizing the urgency of the climate crisis, we surpass more legal compliance and embrace a profound environmental responsibility, actively striving to make a positive impact, actualize circular economy principles at most level, and set a precedent for other institutions within the sectors we operate. In this context, we are working to reduce our environmental impact, especially through our investments in renewable energy and our projects in the field of circular economy.

Since our foundation,, we have consistently regarded our employees as our most valuable asset, placing them at the heart of all our activities. We offer equal opportunities to all our employees without any discrimination and act with the perspective of “equal pay for equal work”. We also support women’s participation in the business world and aim to further increase the number of female employees, which currently stands at 47% within the Holding and 33% at the middle and senior management level, above the sector averages. In 2022, our commitment to gender equality was recognized through the achievement of the “Gender Equality Program Certificate” at the advanced level, serving as a tangible indicator to the significance we place on this issue. Embracing the belief that continuous development is the cornerstone of success, we provide our employees with a diverse range of professional and personal development training programs. This allows us to meet the expectations of our customers, whom we serve with a qualified workforce, at the highest level and ensure their utmost satisfaction.

I am delighted to have the opportunity to share our sustainability endeavors with you through our first sustainability report, and I assure you that we remain steadfast in our commitment to accelerating our efforts, driven by our responsibility towards future generations. I would like to take this opportunity to thank you, our esteemed stakeholders, for taking the time to review our report, and all our our employees, those who contributed the preparation of this report and are the architects of all achievements.

Chairman of the Board
Naci Koloğlu

Koloğlu Holding at a Glance

Operations in **7** countries

39 companies operating under the Holding

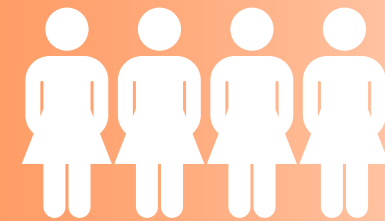
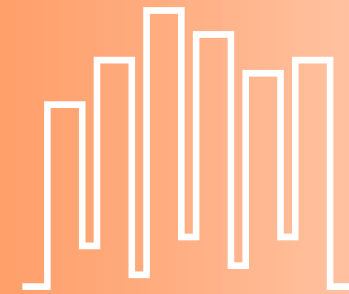
More than **40,000** employees

8 different business lines

10 million customers in **3** electricity distribution and
2 natural gas distribution regions

Female employee rate of **47%**

33% female employees at middle management and
senior management levels



Kolin Construction was founded in 1977 following the Koloğlu family's first company Kolsan which was established in 1976; our journey commenced in Elazığ spread out all along the line of Türkiye and overpassed.

The Koloğlu Family, who embarked on their journey in 1976 with Kolsan A.Ş. in Elazığ and Kolin Construction in 1977, have made the decision to continue their path as a national and later on global from Ankara. The remarkable accomplishments of Kolin Construction in national and international transportation and infrastructure construction projects, coupled with the acquired organizational expertise over the years, have spurred the family's interest in exploring new fields of activity beyond the construction sector. Over time, Kolin Construction has evolved into a company that has become a partner in companies operating in a wide range of sectors other than transportation and infrastructure construction, such as energy generation (through hydroelectric and thermal power plants), energy distribution and trade (electricity and natural gas), mining, port and marina management, shipyard management, train station management, industrial production, logistics, service production and trade. In 2015, recognizing the substantial asset size and diverse range of activities within Kolin Construction, a decision was made to establish Koloğlu Holding A.Ş. as a corporate holding structure. This transformation allowed for the consolidation of these activities under common denominators and separate managerial structures. Koloğlu Holding A.Ş. includes Kolin Construction and other companies operating in other sectors at national and global level and continues its activities by providing managerial and financial support to these companies.

Koloğlu Holding embarks on sustainable development through activities comprising social responsibility principles and investments in human resources with environmental and social responsibilities awareness. Actions under corporate sustainability strategy and principles have been expedited, social responsibility projects have been gathered together under Koloğlu Education Foundation.

**Our Koloğlu journey,
commenced approximately
50 years ago expands all
around the world.**

- Kazakhstan**
- Kuwait**
- Azerbaijan**
- Saudi Arabia**
- Türkiye**
- Romania**
- Poland**
- Nigeria**



Kolin Construction

Kolin Construction: The “flagship” of Koloğlu Holding is Kolin Construction, founded in 1977. Kolin is a global player in the world construction league with its giant projects in Türkiye and on three continents. Kolin’s remarkable accomplishments, which consistently earn it a place in the prestigious ENR (Engineering News-Record) list of the world’s largest construction companies, encompass a wide range of significant achievements. These include major infrastructure investments, construction of roads and rail systems, development of power plants and dams, management of ports and shipyards, construction of military facilities, and the successful delivery of specialized buildings for diplomatic missions, hospitals, hotels, dormitories, and schools.

- **162nd place in the ENR Top 250 International Contractors List (2022)**

Sefine Shipyard

Sefine Shipyard, located in Yalova Altinova was founded in 2007. Evolved to an enormous marine company with support of Koloğlu Holding. Provides maintenance service with quality in high capacity pools. Shipyard provides ship building services of commercial and military ships , maintenance , repair and transformation services. Built more than 50 ships and exported to 43 countries. Also leader in Turkish shipyard sector with more than 5,000 employees. Exporter champion in Türkiye’ s Top 1000 Exporter List. Leader in live fish carrier ship building.

- **TIM (Turkish Exporters’ Association) Powerful Women of Export Award**
- **Great Place To Work Award (2022)**
- **Construction of Türkiye’s first natural gas platform**
- **World leader in live fish carrier ship building**
- **24 ships built simultaneously in 2022, an industry record**



Corporate Governance Approach

5.1 Compliance with Corporate Governance Principles and Ethics

Koloğlu Holding recognizes the significance of corporate governance in safeguarding the rights of stakeholders and shareholders, as well as ensuring success and stability across its diverse range of activities and acts with that stance. Accordingly, it upholds the principles of “Equality”, “Accountability”, and “Responsibility” as fundamental pillars of corporate governance, guiding its practices and processes across the organization and its affiliated companies.

Koloğlu Holding prioritizes quality, trust, and stability in all its endeavors, ensuring that its management structures are widely recognized as “reliable” by all stakeholders and partners across various segments it engages with. All employees of Koloğlu Holding and its affiliated companies embrace and uphold the behaviors derived from this mentality, ensuring that the fundamental principles of institutionalism are unwaveringly adopted and never compromised.

Furthermore, Koloğlu Holding, recognizing the significance of sustainable development, operates in alignment with the principles of investing in human resources and social responsibility, while maintaining a strong commitment to environmental and social responsibilities in all its endeavors.

The corporate governance approach is guided by the EFQM Excellence Model. The goals, vision, values and main strategies are reviewed in line with the strategic planning process. Koloğlu Holding’s corporate strategies are implemented through the companies’ management principles, where the periodic main targets are defined and pursued. The responsible roles and/or committees take ownership of these targets, ensuring effective execution and accountability.

Koloğlu Holding carries out all its processes with a focus on the concepts of “Equality”, “Accountability” and “Responsibility”.

1

Conflict of Interest

2

Acceptance and Granting of Gifts

3

Protection of Company Assets

4

Protection of Confidential Information

5

Accuracy and Storage of Records

6

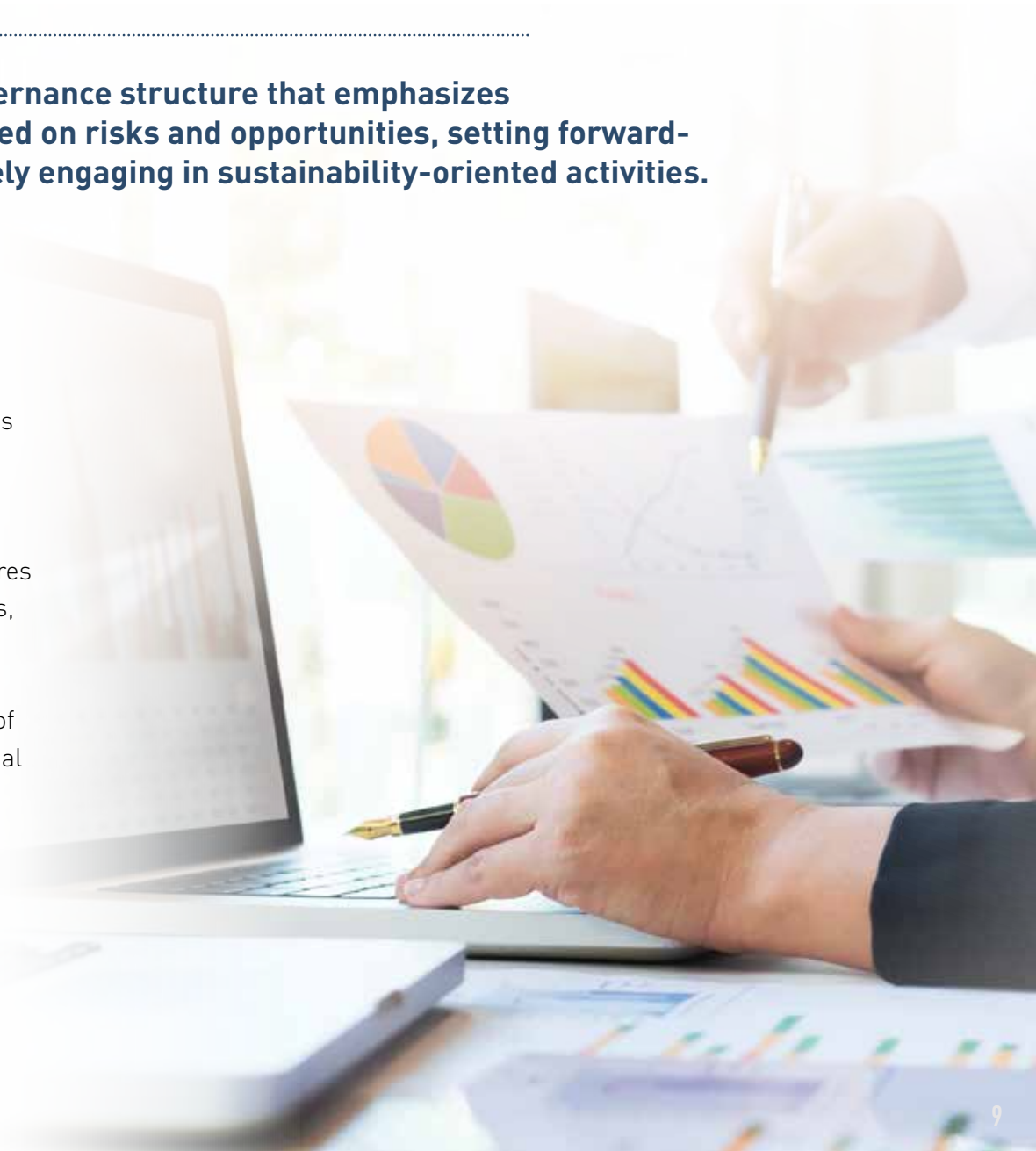
Company Representation and Social Media Use

7

Non-Discrimination, Equal Opportunity and Gender Equality

Koloğlu Holding has established a governance structure that emphasizes the continuous updating of targets based on risks and opportunities, setting forward-looking policies and actions, and actively engaging in sustainability-oriented activities.

Risk management is a fundamental organizational strategy that involves identifying, analyzing, and responding to risk factors through a structured process. Effective risk management enables organizations to proactively control future outcomes as much as possible. In this context, it offers the potential to reduce both the likelihood of a risk and its potential impact. In line with its commitment to risk management, Koloğlu Holding promptly acquires market and sector data to assess potential impacts, employing a defined “Risk Management Policy” to mitigate sector and market risks. In this context, Koloğlu Holding conducts comprehensive reviews of all operational areas, thoroughly evaluating potential measures to be taken (including procurement, personnel, production, sales, etc.).



Koloğlu Holding, since its establishment, is committed to fulfilling the demands of its customers to the highest level with the products and services it offers, and it conducts all its activities in compliance with national and international legal standards.

By continuously updating and elevating quality standards to meet evolving demands and needs, Koloğlu Holding provides services with the goal of becoming the most successful organization, leveraging the best quality and technological advancements at every stage. Furthermore, thanks to its Quality Management System, it ensures comprehensive and effective monitoring in all processes. In addition to adhering to national and international regulations, Koloğlu Holding goes above and beyond to ensure that its customers are provided with products and services that meet global quality standards.

The certificates held by Kolin Construction and Sefine Shipyard, which operate under the roof of Koloğlu Holding, are listed below.

Kolin Construction

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- > Zero Waste Certificate

Sefine Shipyard

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- ISO/IEC 27001: 2023
- ISO 10002:2018
- EN ISO 3834-2
- EN 1090-2
- > Zero Waste Certificate
- Facility Security Clearance (Ministry of Defense)
- Production License (Ministry of Defense)
- Approved Status Certificate (Ministry of Foreign Affairs)

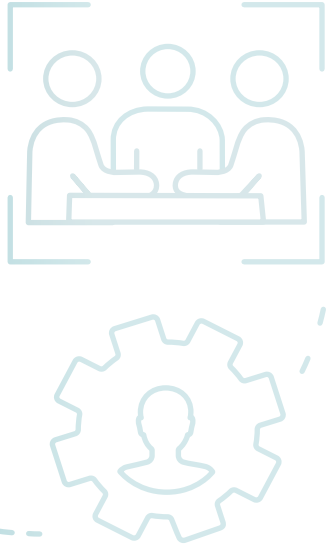
Sustainability Approach

Koloğlu Holding and its subsidiaries have embraced corporate sustainability as a fundamental pillar of their business approach, taking a leading role in sectors such as contracting, industry, tourism, energy, and services. With this approach, Koloğlu Holding adopts strategies to support sustainable development within itself and its subsidiaries and acts with the awareness of its responsibility towards society and the environment in Türkiye and other regions where it operates.

Koloğlu Holding, recognizing the importance of sustainable value creation, has implemented a comprehensive “Sustainability Management System” that encompasses the Holding and its subsidiaries. This system enables the monitoring and coordination of activities aimed at supporting sustainable development. It has ensured that activities in all lines of business are carried out in an integrated manner with environmental, social and governance perspectives. The Sustainability Policy developed to this end aims to embed sustainability into the corporate culture and make a positive impact in all the regions where Koloğlu Holding operates.

Koloğlu Holding, driven by its belief in sustainable development, operates in alignment with principles of investing in people, social responsibility, and environmental and social awareness. Koloğlu Holding has ramped up efforts to develop a robust corporate sustainability strategy and policies, consolidating its educational support and social responsibility projects under the roof of **Koloğlu Education Foundation.**

Sustainability Approach
6.2. Sustainability Governance Structure



In 2021, Koloğlu Holding established the Sustainability Committee to oversee the identification of its policies and targets as part of its sustainability strategy, manage sustainability-related issues across the organization, and ensure monitoring and auditing of sustainability performance in all activities. By entrusting corporate sustainability governance to a dedicated committee of senior decision-makers, it aims to foster a culture where sustainability is embraced as a robust and long-term process within the organization.

The Sustainability Committee, accountable to the Board of Directors of Koloğlu Holding, comprises the below-listed permanent members responsible for strategically managing sustainability matters encompassing economic, environmental, social, and governance aspects.



Identifying a department to monitor day-to-day operations is equally important for the effective execution of sustainability-related processes as ownership of sustainability by senior management. Sustainability encompasses various functions including human resources, environment and quality, innovation, occupational health and safety, risk management, and corporate communication. Koloğlu Holding has formed a dedicated working group, composed of department officials from relevant areas, to facilitate coordination among the diverse functions within the group and to provide senior management with regular sustainability reports. In addition to the permanent members of both the committee and the working group, other managers and representatives from relevant departments are invited as “temporary members” to participate in meetings and activities concerning agenda items of interest. Furthermore, when deemed necessary, meetings also include “consultant members” such as representatives from organizations providing audit and consultancy services to Koloğlu Holding, as well as external stakeholder representatives, to seek their expertise and opinions.

Each organization distinguishes itself in terms of its field of activity and work through its unique sustainability priorities and approach. Organizations identify their sustainability priorities based on their strategies, fields of activity and future targets.

Koloğlu Holding aims to identify its strategic and material topics and align them with the views of its stakeholders by establishing a close and effective communication with stakeholder groups. Through the materiality analysis it has conducted, Koloğlu Holding successfully identified its significant issues aligned with its mission and incorporating stakeholder expectations. The study process involved an initial examination of agenda topics and prioritized issues of sustainability among leading companies in the sectors relevant to Koloğlu Holding,

Material Topics

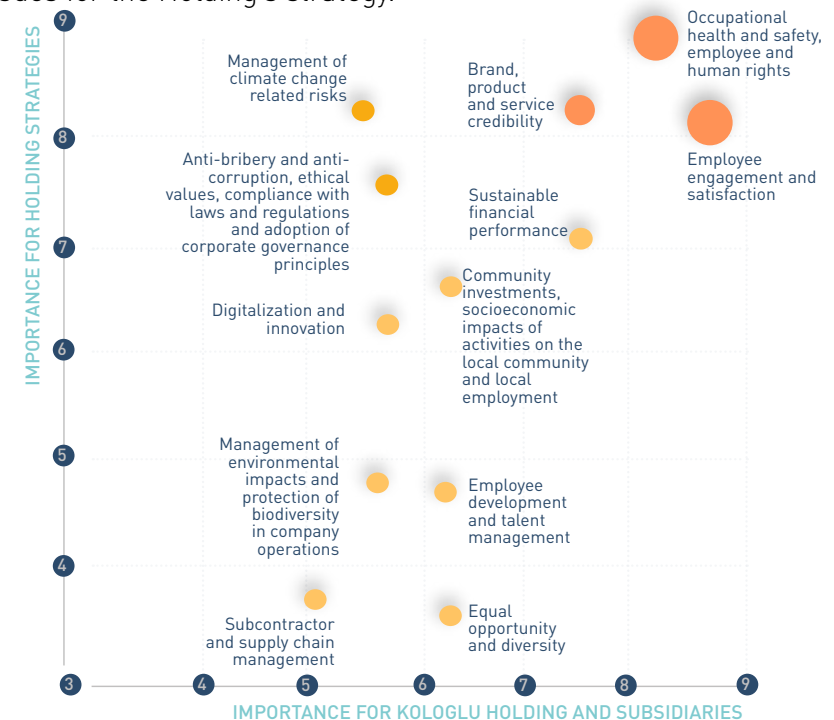
- > Occupational health and safety, employee, and human rights
- > Employee engagement and satisfaction
- > Brand, product, and service credibility
- > Management of climate change related risks
- > Anti-bribery and anti-corruption, ethical values, compliance with laws and regulations and adoption of corporate governance principles
- > Sustainable financial performance
- > Community investments, socioeconomic impacts of activities on the local community and local employment
- > Digitalization and innovation
- > Management of environmental impacts and protection of biodiversity in company operations
- > Employee development and talent management
- > Subcontractor and supply chain management
- > Equal opportunity and diversity

> GRI 2-22, 3-1, 3-2, 3-3

resulting in the development of a comprehensive list of specifically tailored material topics.

Continuing the study, surveys including the identified material topics were prepared and distributed among the managers of Koloğlu Holding and its subsidiaries, who subsequently assigned scores to each issue.

The consolidated responses from five stakeholder groups, namely Shareholder / Subsidiary Senior Manager, Shareholder / Executive Board Member, Executive Board Member, Koloğlu Holding Manager, and Subsidiaries Manager, were evaluated to determine the overall importance level of the identified issues. A materiality matrix was created by mutually evaluating the views of stakeholders on all analyzed issues and the importance of these issues for the Holding's strategy.



As a result of the study, the highest priority topics for Koloğlu Holding among the 12 material topics were determined as follows:

- Employee engagement and satisfaction
- Occupational health and safety, employee, and human rights
- Sustainable financial performance
- Brand, product, and service credibility

The Sustainable Development Goals (SDGs) serve as a guiding framework for organizations, providing a comprehensive set of global objectives that organizations consider when formulating their sustainability approach. By evaluating their sustainability strategies through the lens of the SDGs and aligning their goals with these global targets, organizations actively contribute to the advancement of the global sustainable development agenda. Aligning sustainability strategies with the SDGs enables organizations to internally evaluate their impact on the SDGs. To this end, Koloğlu Holding has undertaken an analysis study to identify the alignment between its activities and priorities with the SDGs.

Sustainability Priorities

Management of climate change related risks, sustainable energy, and natural resource consumption

Equal opportunity and diversity

Employee development and talent management

Employee engagement and satisfaction

Anti-bribery and anti-corruption, ethical values, compliance with laws and regulations and adoption of corporate governance principles

Occupational health and safety, employee, and human rights

Sustainable financial performance

Brand, product, and service credibility

Subcontractor and supply chain management

Management of environmental impacts and protection of biodiversity in company operations

Digitalization and innovation

Community investments, socioeconomic impacts of activities on the local community and local employment



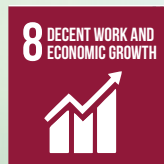
Material Scales



SDG 4 with title of "Providing embracing and fair education for everyone, supporting lifetime learning opportunities" has potential to carry out almost all other SDGs varying from No Poverty to Qualified Labour Force, Gender Equality to Economic Growth. Considering both activities by foundation and for employees, SDG 4 is explicated as prioritised goal for Koloğlu Holding.



Energy needs escalate continuously subject to economic growth. On the other side, high carbon emissions and fossil fuels inducing climate change as well as amount of energy produced shall be decreased accordingly. SDG 7 is supported with activities to reinforce energy supply at Holding & its subsidiaries and investments to renewable energy sources for environment protection.



SDG 8 aims to support inclusive and sustainable growth; full, productive and decent work for everyone. Sectors that Kologlu Holding have activities contribute to sustainable economic growth as well as full employment targets because of labour - intensive sectors. Continuity in sustainable growth and employment under good conditions stands critical for Koloğlu Holding.



Solid infrastructure investments, industry evolution and innovation are major factors for sustainable economical growth and development. Additionally, regular evolution of these parameters required for new technology enhancement and source effectiveness. Technology and innovation have importance to find solutions for environmental and social issues apart from economy. Koloğlu Holding supports SDG 9 with investments both in industry and infrastructure sectors.



Today's world urbanizes consistently. Half of the world's population has been living in urban areas since 2007 and it is expected this rate to reach 60% until 2030. Cities take an important place for growth on the other side problems related to carbon emissions and infrastructure insufficiency have been arising increasingly. Importance of secure infrastructure investments for secure and sustainable living areas under SDG 11 is going to increase in upcoming period when urbanization also continues to increase.



Responsible and effective consumption of resources became to gain significance with purpose of sustainability in growth and development, in the same direction as increase in population and economic growth. Investments of Koloğlu Holding in the areas of its activities as energy, construction and infrastructure lead up sustainable supply chain, security and effectiveness in supply operations.



Struggling with climate change is priority in the agenda of all countries. Every sector contributes positive or negative effects in climate change due to its activities. Both climate friendly applications by reducing emissions in Holding activities and clean applications in energy sector applications take place in Holding agenda as prioritized.

Environmental Awareness

Koloğlu Holding actively implements initiatives aligned with the transition to a **low carbon economy, prioritizing efficiency, sustainable industry, and the principles of circular economy.**

Given the magnitude of the climate crisis, it is increasingly imperative for organizations to move beyond environmental impact reduction and strive to make a positive environmental contribution. Koloğlu Holding, driven by a strong sense of responsibility to world and next generations, is committed to adopting environmentally sensitive policies in its operations. To ensure the timeliness and effectiveness of its environmental management system, Koloğlu Holding conducts regular annual audits, diligently improving the system's performance to maintain its operability.

Koloğlu Holding has established an Environmental Management Unit to proactively guide its companies and subsidiaries towards sustainability, ensure strict compliance with environmental legislation, and foster environmental sensitivity and practices, with a particular emphasis on addressing climate change, across the organization.

Apart from standardization pursuit of minimizing negative impacts resulting from its activities, Koloğlu Holding conducts thorough analyses to identify potential areas of concern, takes proactive measures to mitigate undesirable outcomes, implements concrete actions to prevent waste generation, and ensures effective implementation of all stages of waste management. Koloğlu Holding, having prioritized the transfer of its strong environmental awareness to its employees, also aims to conduct its activities in a manner that is inclusive and considers the public interest, ensuring that its efforts are accessible to all.

Sefine Shipyard collaborates with the **Provincial Directorate of Environment, Urbanization and Climate Change, Yalova Regional Port Authority, Yalova Altınova Shipyard Entrepreneurs** and **Altınova Municipality** within the scope of environmental responsibility.

Some of the collaborations made in this context are listed below:

- > **Starting from Zero Project**
- > **Hersek Lagoon cleaning**
- > **Marine cleaning, management, workforce and equipment-material support**
- > **Mucilage removal activities**
- > **Using of recycling waste bins**

In addition to activities such as afforestation, sea cleaning, waste reduction and energy supply from renewable sources within the scope of the **Starting from Zero Project**, the company also undertakes social responsibility projects for the local communities of the region in which it operates, (all shipyards, households, work places) the region and reducing the use of chemical fertilizers by converting it into compost, promoting good agricultural practices, and meeting the food needs of stray animals from leftover food waste.

According to the Global Risks 2023 Report by the World Economic Forum (WEF), combatting climate change and the failure to adapt to its consequences were identified as two of the most critical risks for the coming decade. As the significance of the climate change issue remains ever relevant, Koloğlu Holding prioritizes conducting all its activities in the light of this reality. In line with this commitment, Koloğlu Holding implements comprehensive measures to address biodiversity loss, financial risks stemming from climate change, and meteorological events in the geographical areas where its subsidiaries are located. It conducts thorough analyses of potential opportunities, gains, risks, and losses associated with climate change. Any necessary measures and actions are promptly evaluated and presented to the Board of Directors for approval.

Waste recycling, energy storage solutions, renewable energy sources, and the rise in commodity prices are regarded as areas of opportunity for Koloğlu Holding to mitigate its environmental impact by reducing reliance on depleted natural resources. Koloğlu Holding

invests in the said areas with a high level of awareness and takes into account the risks to services, logistics, power generation and industrial water supply due to meteorological events and extreme drought.

Koloğlu Holding published its Sustainability Policy in 2021. Among the issues discussed in the policy are effectively managing the environmental impacts of Holding activities, implementing measures to safeguard biodiversity and natural resources, demonstrating awareness of climate change risks, and embracing technologies and practices that promote energy and resource efficiency. The policy document is intended to set an example in the sector.

Sefine Shipyard has made a clear commitment to combat climate change in its Environmental Policy. The phrase “undertake activities to support the principle of sustainable development, mitigate the effects of climate change, give importance to risks and opportunities on issues that will affect future generations such as biodiversity, and protect the ecosystem” is a testament of the company’s commitment. In addition, climate-related risks and opportunities are evaluated within the scope of IMS Instructions on Risk and Opportunity

Management. Aligned with global targets, Sefine Shipyard, a prominent organization in its sector, actively engages in activities related to these issues throughout its new construction, maintenance, and repair processes.

IMO has reduced the sulfur content allowed in marine fuels from 3.5% to 0.5% in 2020. As a result, ships equipped with compatible fuel systems are required to transition to low sulfur fuel or install scrubber systems in their scrubber systems. During this process, a considerable number of scrubber installations have been undertaken to reduce flue gas emissions, complementing the construction of new LNG and hybrid-fueled ships that can minimize carbon emissions by at least 25%. In support of emissions reduction efforts, Sefine Shipyard has successfully installed scrubber systems on 12 ships.

Furthermore, Sefine Shipyard conducts sectoral research and analysis on alternative environmentally friendly fuel types, and actively submits proposals to industry stakeholders for the construction of ships that consume this type of fuel.

In this context, green fuel types to be added to the production portfolio are:

- > LBG (Liquified Biogas)
- > Methanol
- > Hydrogen
- > Ammonium
- > Fuel Cell Technologies

Sefine Shipyard organizes cleaning activities at certain periods in Hersek Lagoon, which is home to approximately 250 different bird species and hosts thousands of flamingos in autumn and winter.

In 2021, the Ministry of Environment and Urbanization carried out an effective sea cleanup in the Marmara Sea to combat mucilage. Sefine encourages subcontractors to participate in such events and aims to raise social awareness and sensitivity.

Additionally, Koloğlu Holding actively engages in activities centered around the transition to a low carbon economy, efficiency, sustainable industry, and circular economy. These initiatives are pursued in collaboration with the Business Council for Sustainable Development (SKD Türkiye), of which the company became a member in March 2022.



With an awareness of the importance of energy management and proper use of resources in energy consumption, Koloğlu Holding reviews all its activities within the scope of energy efficiency, carries out studies to reduce energy consumption, informs its employees and uses renewable energy in areas where possible.

In this context, the actions taken by the Holding include:

- Preferring A+ or higher efficiency in equipment procurement in order to reduce energy consumption,
- Using energy-efficient lighting equipment operating with a sensor system in the Holding building,
- Informing employees within the scope of “turn off/shut off if unnecessary” practice and
- Ensuring energy supply from renewable energy sources in the Holding building through a contract signed with a distribution company.

Koloğlu Holding is proactively increasing its investments on a daily basis to facilitate the transition towards renewable energy sources. In 2022, Koloğlu Holding submitted an application to the EMRA for unlicensed WPP and SPP investments. Moreover, it successfully completed the Environmental Impact Assessment (EIA) process for a 76.5 MW auxiliary source solar power plant located in Soma, Manisa.

- Koloğlu Holding operates four power plants to generate electricity.

Facility	Date of Commencement of Operations	Installed Capacity	Production Capacity (Net, GWh)
AKKÖY			
Akköy I:	2008	379,3	1.298
Akköy II:	2012		
Yalnızardıç:	2013-2015		
HİDROGEN	2019	510	3.610
TKD Kuzey	2016	262,7	742
CK GES	2018	36,3	69

As per the data from 2021, Koloğlu Holding boasts a total installed capacity of 1,188 GW, with renewable energy sources accounting for 57% of the capacity, and thermal sources comprising the remaining 43%.

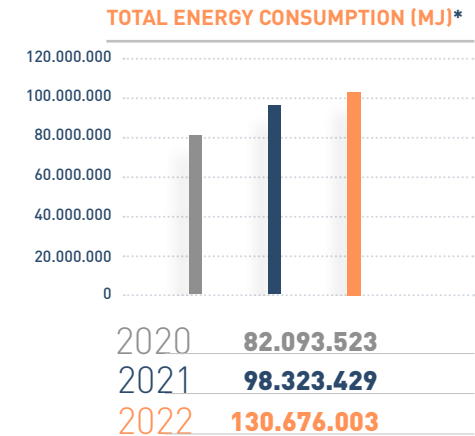
In 2022, the Akköy facility of Koloğlu Holding obtained YEK-G (Renewable Energy Resource Guarantee) certification. Furthermore, Kolin Construction, Koloğlu Holding headquarters, and Sefine Shipyard received certifications for their use of renewable energy. Consequently, the utilization of renewable energy in Sefine Shipyard, which amounted to 75,600,000 MJ in 2021, was escalated to 114,000,000 MJ in 2022, while the consumption of non-renewable resources was completely eliminated.

Sefine Shipyard is committed to achieving its energy consumption reduction targets outlined in the Environmental Objectives Activity Plan through the implementation of its dedicated Energy Saving Procedure.

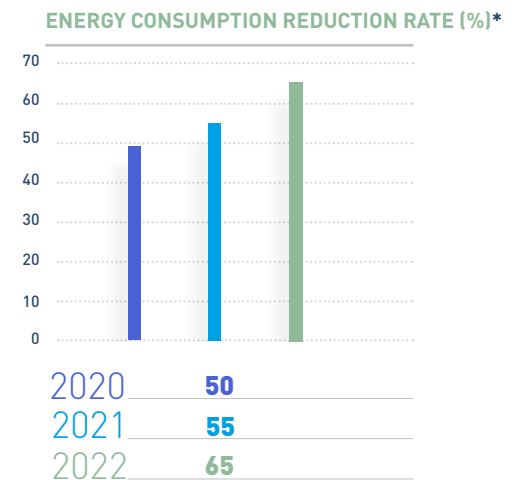
With the growing awareness surrounding environmental issues, there has been a notable shift in customer expectations, resulting in an increased demand for environmentally friendly products. Leveraging its technological know-how and capacity, Sefine Shipyard excels in meeting the growing demand for environmentally friendly products, contributing to global sustainability through the production of green ships and equipment, energy-efficient designs, sustainable supply chain practices, and eco-conscious shipyard, maintenance, and repairs.

In this context, in 2022, the company built;

- 5 electric ferries (1 of which is both LNG- and battery-powered)
- 2 electric Ro-Pax car and passenger ferry
- 4 electric live fish carriers
- 2 electric stun and bleed vessels.



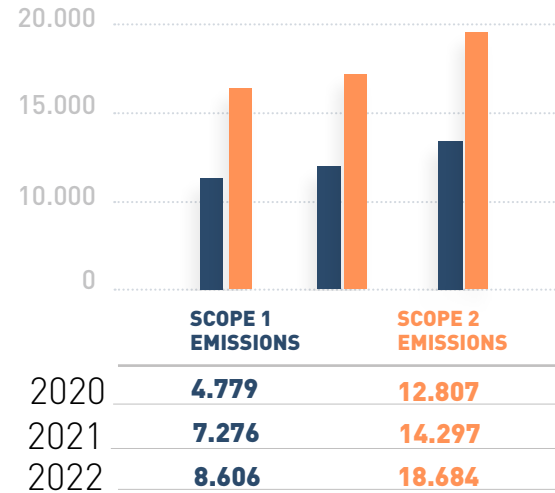
*Total data of Sefine Shipyard, Koloğlu Holding and Kolin Construction.



* Data of Sefine Shipyard.

Climate change remains a pressing global issue, impacting the world through the occurrence of extreme weather events like floods, heat waves, heavy downpours, and the rapid transformation of climatic conditions. In accordance with the Paris Agreement, which was signed in 2015 and ratified by the Turkish Grand National Assembly in 2021, the task of monitoring and measuring carbon dioxide and other greenhouse gas emissions takes center stage to mitigate global warming and strive towards the goal of limiting temperature rise to 1.5 °C, ultimately aiming for carbon neutrality. Koloğlu Holding and its subsidiaries diligently conduct efficiency studies within the framework of clean production, focusing on monitoring, analysis, and implementing prevention/mitigation measures. Sefine Shipyard has identified the grit blasting and welding processes in its workshop as sources of emissions, and to mitigate these impacts, they have prepared an Environmental Aspect Identification and Impact Assessment Table, enabling effective measures and management planning to reduce emissions.

EMISSION DATA (tCO2e)*



* Values have increased due to new investments and capacity expansion. Sefine Shipyard and Kolin Construction data.

In addition, a Cleaner Production Techniques plan, targeting the reduction of emissions in particular, was developed and submitted to the Ministry of Environment, Urbanization and Climate Change. In accordance with this plan, various activities will be carried out over the years.



In the prevailing linear economy model, products manufactured using finite resources often reach the end of their life cycle as waste. In contrast to the linear model, a circular economy aims to minimize waste generation as its primary objective. The circular economy model, which aims to produce products that can be recycled at the design stage, provides different tools to address both climate change and biodiversity loss. In line with this awareness, Koloğlu Holding places significant emphasis on implementing waste management processes that prioritize prevention and minimization whenever feasible, and in cases where prevention is not possible, it prioritizes reuse and recycling as crucial steps. Aligned with the circular economy plan, Koloğlu Holding endeavors to prevent waste generation and reduce it at the source and to repair and reuse repairable equipment. In addition, a shipment program is being established for waste collected separately at the source to reduce indirect emissions that may be caused by temporary storage. Koloğlu Holding, as a member of SKD Türkiye, actively participates in

the Circular Economy Platform to promote waste reuse within the circular economy framework, while also assessing potential collaborations in line with the Platform's requirements. Koloğlu Holding and its affiliated companies undertake efforts to ensure that waste management practices are embraced and implemented by employees throughout the organization. These efforts include organizing educational activities to prevent waste generation, transitioning from fluorescent lamps to LED lamps, using both back and front sides of papers, minimizing color printing, repairing and reusing cardboard waste, eliminating single-use plastic products, repairing and reusing infrequently generated electronic waste, and donating low-performance equipment to schools and NGOs.

7.4. Waste Management and Circular Economy Approach



Koloğlu Holding has implemented a comprehensive “Zero Waste Management System”, leading to the attainment of a Zero Waste Certificate issued by the Ministry of Environment, Urbanization, and Climate Change in 2022. In this context, it prepared a guide/procedure on the Zero Waste Management System and shared it with Holding employees.

Within the scope of the system, in 2022, under-desk waste bins in the offices of Koloğlu Holding were removed and waste accumulation equipment was placed in the corridors. Color-coded waste bins are marked for paper, glass, composite, plastic, metal, organic, battery and other wastes. Documents explaining the color codes and sample wastes were shared with employees to ensure proper use.

In 2022, Kolin’s headquarters obtained a “Zero Waste Certificate”. As part of the Zero Waste Management System, the company plans to make an economic contribution by selling the collected waste.

According to 2022 data, 9,46 tons waste including 8,84 tons non-hazardous waste and 0,62 tons hazardous waste have been recycled at Koloğlu Holding.

In 2022, **9.46 tons** of waste was collected separately at the source at **Koloğlu Holding** headquarters and delivered to licensed companies for reuse/recycling. Through these efforts, Koloğlu Holding has achieved impressive results, including a reduction of **1,674 kg** of greenhouse gas emissions, energy savings of **38,786 kWh**, and the preservation of **160 trees** that would have otherwise been cut down.



At Kolin Construction, 47 tons of hazardous and **45 tons** of non-hazardous waste was recycled and **92 tons** of waste was collected separately at the source and delivered to licensed companies for reuse/recycling.



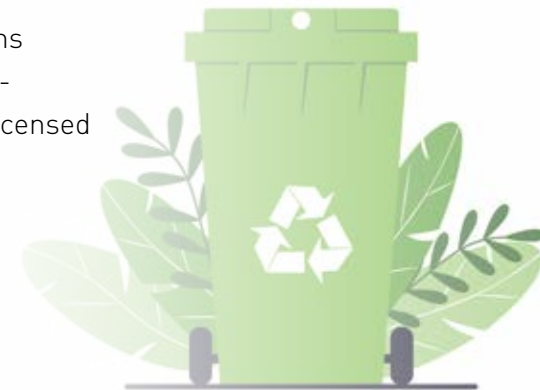
In 2022, **92 tons** of waste was collected separately at the source at **Kolin Construction** and delivered to licensed companies for reuse/recycling. Through these efforts, **Kolin Construction** has achieved impressive results, including a reduction of **16,284 kg** of greenhouse gas emissions, energy savings of **377,200 kWh**, and the preservation of **1,564** that would have otherwise been cut down.



Sefine Shipyard adheres to the provisions of the Hong Kong Convention, ensuring that newly constructed ships are designed to be energy-efficient and align with the principles of the circular economy. This approach ensures that these ships can be dismantled in an environmentally friendly manner at the end of their life. Equipped with an R&D unit focused on energy-efficient designs and global compliance, the company demonstrates its commitment to sustainability. In line with its zero-waste policy, the shipyard collects waste generated from its activities separately at the source, effectively reducing its carbon footprint by directing these wastes towards the recycling sector. The shipyard places a strong emphasis on recycling, recovery, and the utilization of alternative raw materials in waste management, resulting in the responsible management of 95% of the generated waste, as defined in the Waste Management Procedure and Waste Management Control Plan, with set targets in the Environmental Objectives Activity Plan to reduce waste and enhance recycling efforts. In addition, chemical packaging resulting from the limited use of chemicals is managed in accordance with the legislation and recycled and disposed of at licensed facilities.

Additionally, the shipyard has participated in the CTI (Circular Transition Indicators) support program. The shipyard upholds a sustainable waste management approach, ensuring that all waste generated is segregated and recycled, with the grit waste produced during grit blasting operations serving as an alternative raw material for cement factories, thus making a valuable contribution to the circular economy. In addition, as part of its social responsibility initiatives, Sefine Shipyard makes efforts to reduce waste. Every year, within the framework of World Environment Day activities, the shipyard organizes events with external stakeholders. To reduce the consumption of plastic bags and enhance public awareness, a cloth bag distribution initiative is implemented at the Altinova Market, located in the heart of Altinova.

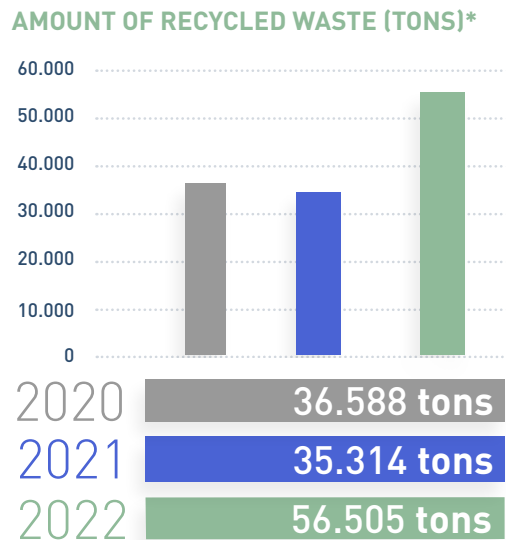
In 2022, Sefine Shipyard delivered 3,176 tons of hazardous waste and 53,329 tons of non-hazardous waste, totaling 56,505 tons, to licensed companies for recycling.



Environmental Awareness
7.4. Waste Management and Circular Economy Emissions



In 2022, 56,505 tons of waste was collected separately at the source at Sefine Shipyard and delivered to licensed companies for reuse/recycling. Through these efforts, Sefine Shipyard has achieved impressive results, including a reduction of 10,001,385 kg of greenhouse gas emissions, energy savings of 231,670,500 kWh, and the preservation of 960,585 trees that would have otherwise been cut down.

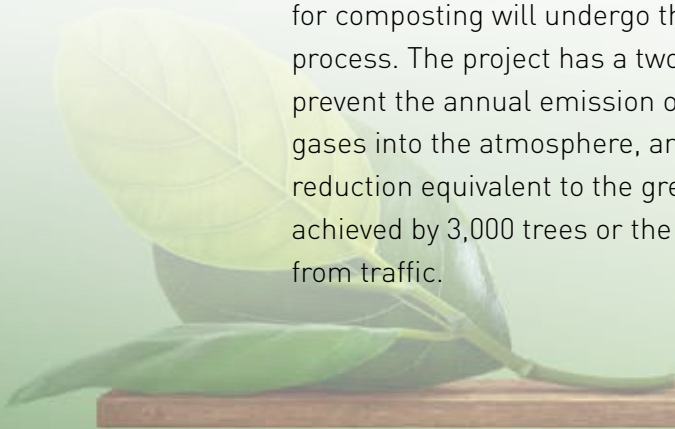


* Koloğlu Holding data for 2020 not included.

In line with its commitment to sustainability, Sefine Shipyard actively engages in social responsibility activities, including afforestation, sea cleaning, waste reduction, and utilizing renewable energy sources. Additionally, the shipyard plays a crucial role in environmental conservation by collecting organic waste from shipyards in the region and converting it into compost, reducing the need for chemical fertilizers and promoting responsible agricultural practices. Furthermore, Sefine Shipyard addresses the welfare of stray animals by utilizing leftover food waste to meet their food needs, showcasing a comprehensive approach to social responsibility. In a collaborative effort between Sefine Shipyard, Altınova Municipality, and with financial and technical support from the shipyard, the **“Starting from Zero Project”** was successfully implemented. As part of the “Starting from Zero Project”, essential equipment and resources were acquired, including a composting machine, a garbage taxi for collecting organic waste from the 40 shipyards in the area, and a shredding, grinding, and pelletizing machine for producing cat and dog food. Sefine Shipyard took the initiative to supply and deploy the equipment and vehicles in an allocated area of approximately 2,500 m² within the Shipyards region, located within the

jurisdiction of Altınova Municipality in Yalova province. The primary objective of the project is to collect various types of organic waste, including food preparation waste, tea waste, tree pruning waste, and lawn mowing waste, from the shipyards employing approximately 25-30 thousand people. These collected organic waste will then be transported to the composting facility. Moreover, the project includes the acceptance of surplus prepared food waste at the facility, where it will be transformed into cat and dog food, effectively serving the nutritional needs of stray animals while minimizing food waste. Furthermore, to encourage community engagement, the project will accept domestic waste from the region, and those suitable for composting will undergo the compost production process. The project has a twofold objective: firstly, to prevent the annual emission of 4,500 tons of greenhouse gases into the atmosphere, and secondly, to achieve a reduction equivalent to the greenhouse gas reduction achieved by 3,000 trees or the withdrawal of 2,850 vehicles from traffic.

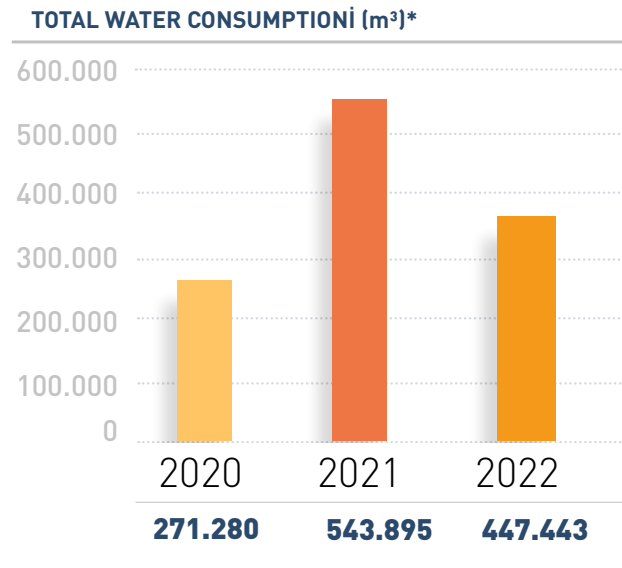
The “Starting from Zero Project” aims to achieve an annual greenhouse gas reduction of 4,500 tons, equivalent to the greenhouse gas reduction achieved by 3,000 trees



Koloğlu Holding and its affiliated companies place great importance on the efficient use of water to safeguard diminishing water resources and protect endangered aquatic life.

Driven by the recognition of water’s vital role in sustaining life, Koloğlu Holding and its subsidiaries actively engage in awareness-raising activities to promote the efficient and responsible use of water resources.

Koloğlu Holding uses sensor luminaires in its building. In line with its social responsibility principles, Sefine Shipyard is actively engaged in rainwater storage initiatives and has commenced construction of a rain garden within its operational area, exemplifying its commitment to social responsibility principles. Kolin Construction, on the other hand, monitors water consumption data, including surface and groundwater withdrawal, water production, and discharge conditions, prioritizing the protection of natural ecosystems and minimizing adverse environmental impacts by refraining from extracting water from high water stress areas and the sea. At Sefine Shipyard, the quantities of seawater withdrawn for fire lines, cooling water supplied to ships, and ballast lines were 7,000,000 m³, 7,500,000 m³ and 9,000,000 m³ for the years 2020, 2021 and 2022, respectively.



* Total amount for Sefine Shipyard, Koloğlu Holding and Kolin Construction.

The **“BWTS (Ballast Water Treatment System)”** installed at Sefine Shipyard, designed to mitigate and regulate pollution caused by ships, has received acceptance from the IMO MEPC. Its purpose is to prevent ecological disruptions resulting from the transportation of various organisms in ballast water discharged into the sea outside their native regions. The ballast water treatment system is a combination of multiple pieces of equipment that perform different tasks or filtration.

As part of its annual environmental management trainings, Sefine Shipyard incorporates “Sustainability and Conscious Consumption of Natural Resources” training, where participants are educated about the efficient use of water and the reduction of water consumption, aiming to raise awareness and promote responsible water usage practices.



Year	BWTS Number
2019	1
2020	37
2021	55
2022	77
Total	170

8.1. Human Resources Approach

Respect for People

Human resources play a pivotal role in enhancing effectiveness, overseeing corporate governance, addressing ethical concerns beyond financial performance, and assisting the organization in shaping its future direction and vision. Recognizing the significance of human resources for sustainable business practices, Koloğlu Holding and its affiliated companies prioritize conducting all processes with a strong commitment to respecting the dignity and well-being of individuals involved. Furthermore, Koloğlu Holding and its subsidiaries adhere to Turkish and international laws, placing emphasis on compliance with labor laws, occupational health and safety regulations, environmental obligations, data privacy regulations, tax laws, accurate disclosure of financial and non-financial information, quality standards, and fair competition. The Holding also expects its business partners and employees to uphold these principles in their operations. Since its inception, Koloğlu Holding has been committed to equal opportunity and objective evaluation policies that prioritize individuals and knowledge, foster employee participation in decision-making processes, and embrace continuous training and performance-based

approaches to employee development. In line with this commitment, Koloğlu Holding undertakes continuous improvement initiatives to establish a secure, healthy, transparent, equitable, and inclusive work environment for its employees. It also fosters a culture of social responsibility awareness, encouraging employees to actively engage in relevant community and social activities through volunteerism.

The human resources department assumes the responsibility of system development and process implementation in areas such as performance and career management, training planning and evaluation, recruitment, wage management, and employee satisfaction. The department also oversees assignments, performance evaluations, reward criteria, and employee relations through the "Employee Opinion and Grievance Evaluation Committee" comprising representatives from various administrative departments, while also implementing development programs. At Kolin Construction, an anonymous employee satisfaction survey is conducted, in which employees are asked questions about management, facilities, communication, professional development and

working conditions, and their comments are collected for evaluation.

In addition, employees are offered professional and personal development trainings and orientations. Female employees are provided with supportive practices (nursery, child allowance, leave, etc.), and female/male employee ratios and circulation data for blue- and white-collar employees are monitored.

Human resources processes at Sefine Shipyard are conducted within the framework of transparency. Sefine Shipyard attaches importance to the development and support of young people in business life and aims to encourage students and ensure their adaptation to business life through the internship program. Applications for the internship program are received through direct applications and career days. In 2022, 131 people applied for internship and all applicants were accepted to the internship program. People who successfully complete the internship program can be employed after the approval of department managers and an interview by the human resources department.

During the recruitment processes at Sefine Shipyard, candidate selection is conducted meticulously, considering factors such as

alignment with company culture and values, in addition to interview results, using comprehensive measurements, competency inventories, and relevant tests to ensure the identification of the most suitable and competent candidates for the respective positions.

The careful selection of Executive Board members, as the highest governance body, and the continuous monitoring of their performance data are crucial prerequisites for fostering organizational development and establishing sustainable management conditions in the long run. In this context, the Executive Board, consisting of a chairman and 3 members, is composed of the general manager and assistant general managers working in the main business functions of the organization.

At Sefine Shipyard, where the principles of employee development and value creation are of great importance, employee performance is determined by measuring the benefits that employees create for the company and themselves. In this context, a feedback-based performance evaluation process is implemented, aiming to assess the performance of employees. The outcomes of this evaluation, along with the inputs gathered from a strategy determination workshop involving leaders, are used to set company and department targets. In addition, behavioral analyses of employees are also conducted during performance evaluation processes. The performance of the Executive Board is evaluated on the basis of the company's key

performance indicators such as EBITDA and ROI, which are reviewed at least 4 times a year at the BoD meetings.

Promotion processes for blue- and white-collar employees are evaluated every year in January and July in line with operational needs. In exceptional cases, the promotion process requires the existence of an approved norm position for its approval. The promotion process is initiated based on department managers' requests, and it involves evaluating factors such as discipline, performance, experience, and competence under the supervision of the human resources department. The process concludes with the submission of the evaluation to the management team, comprising the general manager and deputy general manager, for their approval.

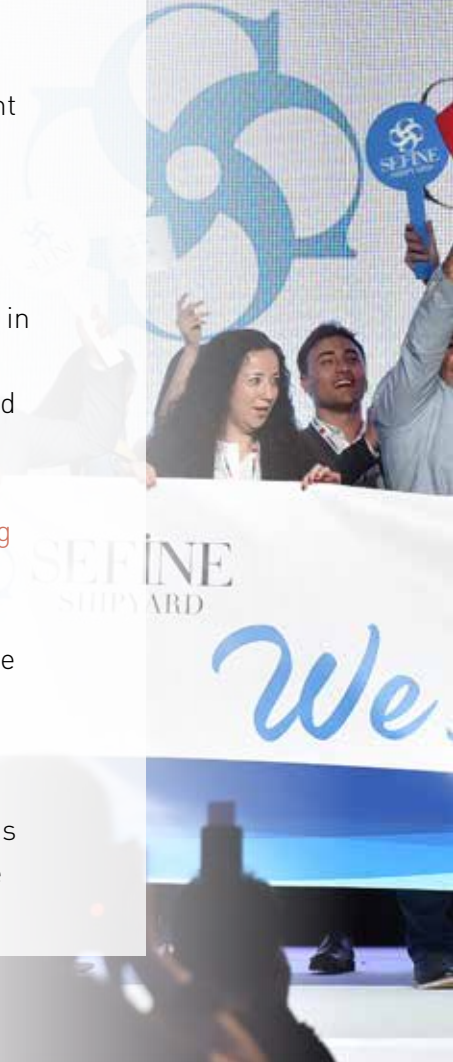
Remuneration and fringe benefit policies at Sefine Shipyard are designed according to current market conditions. In this way, the wage scale is kept at a level that both takes into account employee welfare and is competitive within the sector. At Sefine Shipyard, where the HAY Wage System is used and a single wage policy is applied, annual inflation, minimum wage, exchange rate, wage surveys, individual performance, position, and seniority are among the factors affecting wage increases.

Sefine Shipyard also works to increase employee engagement and satisfaction. In 2021, together with Great Place To Work, a 60-question survey was conducted for all employees, focusing on the various aspects of employee experience: reliability, respect, fairness, pride and team spirit. The **Trust Index©** analysis measures the quality of each of these components by assessing three interdependent relationships:

- Employees and Managers - (Quality of relationship between managers and employees)
- Employees and their work - (Pride employees take in their work and the organization)
- Employees and other employees - (Cooperation and enjoyment among teammates)

In addition, Sefine Shipyard implements the following practices to improve the employee experience and increase employee engagement:

- New employees warmly welcomed with a "Welcome Box" at the beginning of their employment, which includes various tools and small gifts to facilitate their smooth adaptation to their desks and offices. The implementation of the orientation process aims to expedite the adaptation of new employees to the company and its corporate culture.





- Celebrations are organized based on seniority to recognize and appreciate employees' dedication and contributions, while continuous improvements are made in wages and fringe benefits.
- Employees are provided with vehicle and fuel assistance, as well as allocated cell phones and GSM lines, based on their positions within the organization.
- White-collar employees are entitled to benefits such as overtime pay, performance bonuses, Eid al-Adha and Eid al-Fitr assistance, one-time relocation assistance for engineers and employees in higher positions who need to relocate to Altınova, Yalova, as well as cash assistance to support postgraduate studies.
- Saturday work, which was previously mandatory twice a month, has been made flexible.
- Complementary health insurance is provided to employees who have completed one year at the company.
- In addition to annual leave, employees are entitled to 5 days of paid compassionate leave.
- High-tech equipment is provided in the working environment.
- Various training and development activities are carried out within Sefine Academy.
- Nutrition advice from expert dieticians and stress management advice from psychologists are received

- and passed on to employees.
- Employees are encouraged to live a healthy life, benefiting from the fitness center, basketball court and table tennis facilities.
- "Happy Hour" is a motivational practice accompanied by refreshments and music.
- With an inventory of 700 books, the library is located in the Sefine Academy hall and is open every weekday between 11:30-13:00.
- The cafeteria in the social building offers alternative food and beverage options outside the dining hall.
- A traditional iftar meal is organized every year in Ramadan, and food vouchers are presented.
- New Year celebrations are held, and gift vouchers are presented.
- Special events are organized to celebrate Mother's Day, Father's Day, and Women's Day. Additionally, the company extends its support to employees who express their interest in participating in the **Dragon Boat Fest** by providing assistance in their training, as well as covering their food and transportation expenses during the event. All Sefine employees, Sefine athletes, and their families are invited to the Sefine tent, where they can enjoy an open buffet throughout the two days of the races

As a result of these efforts, Sefine Shipyard was deemed worthy of the Great Place To Work award in 2022 as one of the best employer companies.

The company aims to achieve a 10% increase in the representation of female mid-level managers within the next two years, while also targeting a 10% overall increase in the number

Koloğlu Holding emphasizes in its Human Rights Policy the commitment to a people-centered working environment with an egalitarian approach, stating that recruitment processes will not discriminate based on factors such as gender or marital status. Women constitute 47% of the Holding's employees. Koloğlu Holding is dedicated to supporting and promoting the role of women in management positions, aiming to break the glass ceiling perception. Currently, the holding has 33% female managers at middle management and senior management levels.

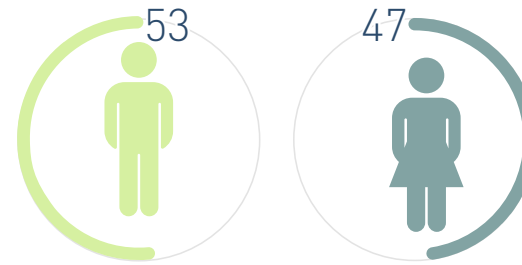
As of December 2022, Sefine Shipyard has a representation of 14% women in senior management and 5.75% women in mid-level management. In line with its commitment to gender diversity and equality, the company aims to increase the ratio of mid-level female managers to 10% within the next 2 years. In addition, it aims to increase the number of female employees by 10% by the end of 2023 compared to the number of female employees by the end of 2022.

EMPLOYEE PROFILE*

	BLUE COLLAR	WHITE COLLAR
2020	479	452
2021	524	510
2022	659	579

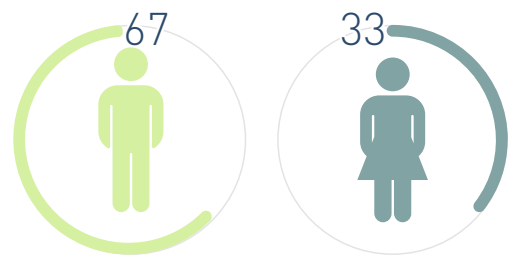
*Total data of Sefine Shipyard, Koloğlu Holding and Kolin Construction.

BREAKDOWN OF EMPLOYEES BY GENDER



* Holding data

BREAKDOWN OF SENIOR MANAGEMENT EMPLOYEES BY GENDER*



* Holding data

Sefine Shipyard aims to increase the ratio of mid-level female managers to 10% within the next 2 years and aims to increase female employees 10% by the end of 2023 compared to the number of female employees by the end of 2022..

Koloğlu Holding and Sefine Shipyard, committed to gender equality, initiated the Gender Equality Program Certification (CEPS) in 2022 to enhance their existing practices and promote equal opportunity and inclusion.

During the process, a Gender Equality Committee and a Gender Equality Working Group were established within the Holding. Supporting family life and the provision of a peaceful working environment for women, Koloğlu Holding aims to increase the ratio of female employees and improve their material and physical conditions. To support the life choices of female employees and create favorable conditions for them, Koloğlu Holding and Sefine Shipyard offer a comprehensive maternity leave of 16 weeks, with 8 weeks before and 8 weeks after childbirth, along with 1.5 hours of daily milk leave that can be utilized at any time after giving birth. Additionally, gift packages or vouchers are arranged for both female and male employees celebrating the arrival of a new baby. Furthermore, Koloğlu Holding actively supports local women's cooperatives by sourcing packages from these cooperatives and distributing them to employees on special occasions like Women's Day and Father's Day. The Holding also extends remote work support to employees with children in primary and secondary school on report card days.



Sefine Shipyard aims to increase the ratio of mid-level female managers to 10% within the next 2 years and aims to increase female employees 10% by the end of 2023 compared to the number of female employees by the end of 2022

Following extensive efforts at Sefine Shipyard, the Gender Equality Policy was officially implemented in 2022 with the endorsement of the Board of Directors. Subsequently, the Harassment Procedure was incorporated into the Ethics Regulation. Furthermore, the remuneration policy at Sefine Shipyard is established based on the job size rating system, taking into account sectoral wage market data. Sefine has implemented changes in its job application forms by removing sections related to photographs, gender, and marital status. Additionally, all recruitment to photographs, gender, and marital status according to equal opportunity. Additionally, all recruitment specialists have received training on these matters through the Gender Equality Recruitment Guide. Sefine Shipyard ensures regular communication with its employees through various channels such as awareness-raising publications, e-mail notifications, announcements, dashboard visuals, dedicated equality, and inclusion days, as well as incorporating these activities into the agenda of the Year-end Communication Meeting and Sefinews content.



As a testament to their dedication to gender equality, Koloğlu Holding and Sefine Shipyard successfully obtained the “Gender Equality Program Certificate”, solidifying their commitment to prioritizing gender equality and registering their significant efforts.



During the project, Koloğlu Holding and Sefine Shipyard utilized the **Gender Equality Measurement and Assessment Tool (CEODA)** developed by Escarus with contributions from TSKB to measure and assess their approaches and practices in promoting gender equality in the workplace. Through CEODA, the current situation of the Holding and the company was analyzed under the headings of “**commitment of senior management**”, “**transparent human resources processes**”, “**equal opportunities in working conditions**”, “**work-life balance**”, “**prevention of workplace harassment**” and “**raising awareness**”. The results were then compared with national and international best practices. In recognition of their efforts and commitments, **both Koloğlu Holding and Sefine Shipyard** were awarded the **Gender Equality Program Certificate**, which crowned their efforts in this area.



8.1.3. Support for Employee Development

The company aims to achieve a 10% increase in the representation of female mid-level managers within the next two years, while also targeting a 10% overall increase in the number

Koloğlu Holding prioritizes the continuous development of its employees by offering comprehensive training programs encompassing professional skills, personal growth, and career advancement, while also demonstrating its commitment to organizing regular gender equality training sessions aimed at promoting equal opportunities for female employees. Trainings focusing particularly on environmental issues are provided at Kolin, Koloğlu and Sefine in distance education format. Within the scope of the Sustainability Management System and in cooperation with İTÜ, trainings on “Environment as a Concept, Environmental Pollution, Life Cycle Assessment”, “Zero Waste Management”, “Operational Waste and Wastewater Management”, “Environmental Law, General Obligations and Administrative Sanctions”, “Climate Change” and “European Green Deal” are planned to be repeated every two months.

A training program is created based on the training needs analysis conducted at Sefine Shipyard. Sefine Academy offers training programs such as “Future-Shaping Leaders”, “Leadership School for Supervisors”, and “İzgören Academy” along with coaching sessions, aimed at developing leadership qualities and ensuring that leaders reflect the organization’s culture and values. Leadership School and Talent Management programs support the development of promising employees and train them in line with the company’s expectations for the future. In addition to external training resources, a Training of Trainers program is implemented to support internal trainings, **enabling trainers to effectively share their professional knowledge and experiences with leaders and employees**



In addition to external training resources, a Training of Trainers program is implemented to support internal trainings, enabling trainers to effectively share their professional knowledge and experiences with leaders and employees

The trainings provided are categorized below:

> **Corporate Development Trainings:**

- Middle-Level Manager Leadership School
- Young Talents Program
- Future-Shaping Leaders
- Master's Program (MBA)
- Internal Trainings

> **Technical Trainings:**

- ISO
- Information Technologies
- OHS, Welding
- Paint
- Workshop Equipment
- Human Resources and Financial Affairs Trainings

> **Environmental Trainings:**

- Orientation and Waste Classification
- Environmental Management System Awareness-Raising
- Zero Waste Management
- Sustainability and Conscious Consumption of Natural Resources
- Separation of Waste at the Source
- Measures to Reduce Waste
- Waste Management Training
- MoYDeN (Motor Oil Change Point System) and the Use of Emergency Response
- Emergency Response Equipment Management
- Transportation and Storage of Hazardous Chemicals
- Measures Against Environmental Accidents and Emergencies
- Waste Disposal from Ships and Waste Control
- Training on the Environmental Aspects of Ship Maintenance, Repair and Cleaning
- Environmental Impacts of Pool Operations
- Training on the Environmental Aspects Grit Blasting/Paint Works
- Grit Blasting/Paint Works Waste Management

Taking every measure to protect employee and stakeholder health and believing in continuous development and training in this process, Koloğlu Holding and group companies are committed to comply with the applicable OHS legislation, all organizations of which they are a member and customer requirements, to ensure that all stakeholders are aware of their OHS responsibilities and therefore have access to the OHS policies of Koloğlu Holding and its companies. As stated in the OHS policy published in this context, in order to reduce hazards and prevent risks to employees, control, improvement and regulation activities are carried out primarily by OHS teams and relevant employees, and OHS processes are constantly kept up to date. The OHS unit, which reports to the Board of Directors and the Executive Board, is located at the Holding and subjects group companies to the audit process when deemed necessary. OHS units in each of the group companies are shaped depending on the size and structure of the company. These units provide routine OHS trainings to employees, regularly monitor data such as occupational accident frequency rate, severity rate, etc. and report these data to the management at annual management review meetings.

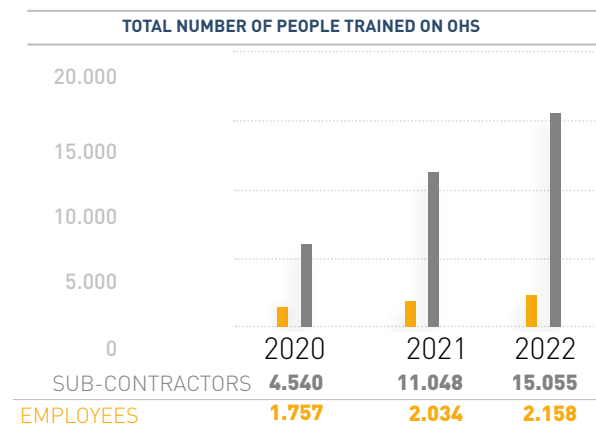
Sefine Shipyard is exempt from BEKRA (Prevention of Major Industrial Accidents and Mitigation of their Effects) legislation and uses a limited amount of chemicals. Chemical notifications, storage processes and waste procedures are managed in accordance with the legislation, and precautions are taken considering all kinds of accidents and fire risks. To monitor the usage of chemicals and ensure the necessary measures for health, safety, and protection, a chemical tracking system has been established to continuously improve processes.

Trainings are organized at Sefine Shipyard to increase employee awareness. Safe behavior methods are emphasized in these trainings to strengthen the employee-environment relationship.

In order to protect employee health, periodic health screenings are conducted and all risk factors are monitored through occupational hygiene measurements.

Employees' professional development is enhanced through a comprehensive experience-sharing program that goes beyond legal requirements, aiming to contribute to their growth and development throughout their careers.

Collaborative practices involving all stakeholders are implemented to foster a culture of safety. Systematic and engineering studies are planned and implemented to instill the correct behaviors in employees, promoting a sustainable work environment. To this end, policies are complemented with practices to boost employee participation. By taking into account employee suggestions, incidents are prevented before they occur.




Sefine Shipyard data only.



8.2.1. Memberships and Collaborations

In the current context where process improvement and knowledge sharing are crucial, Koloğlu Holding and its affiliated companies recognize the benefits of collaboration and synergy with other institutions and organizations. They actively engage in partnerships and initiatives to create a shared workspace with like-minded companies, aiming to undertake projects that are beneficial to both humanity and the environment. In 2022, Koloğlu Holding joined BCSD Türkiye to actively contribute to Sustainable Development Goals. Within this framework, the Holding actively participates in the Circular Economy Platform initiated by BCSD Türkiye. The Holding cooperates and shares information with other member organizations of BCSD Türkiye in the fields of sustainability and undertakes joint efforts in 5 working groups.




 **Koloğlu** Holding
corporate memberships

- World Water Council
- Scholarship programs
- Business Council for Sustainable Development Türkiye (SKD)
- Tree planting projects
- Turkish Employers' Association of Construction and Installation Contractors (İNTES)
- Foreign Economic Relations Council (DEİK)

 **Sefine** Shipyard
corporate memberships

- Quality Association of Türkiye (KALDER)
- Turkish Shipbuilders' Association (GİSBİR)
- Yalova Shipbuilders' Association (YATER)
- Turkish Exporters Assembly (TİM)
- Turkish Exporters Association (TİB)
- Chamber of Shipping (DTO)
- ABS Blacksea Committee (ABS)
- The Royal Institution of Naval Architects (RINA)

 **Kolin** Construction
corporate memberships

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

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In 2021, Sefine Shipyard became a member of **KALDER's National Quality Movement** and organized training sessions on the **EFQM Excellence Model** for a diverse working group consisting of employees from various management levels. In 2022, the company conducted its first "**Self-Assessment**" based on the EFQM Excellence Model with the guidance of KALDER, and based on the findings, it planned new initiatives to promote and implement the model throughout the company.

Koloğlu Holding adheres to its Sustainability Policy, emphasizing the importance of human rights and occupational health and safety, and strives to create a secure and respectful work environment. It actively communicates its “Human Rights Policy” to stakeholders, instills this mindset in its employees and supply chain, and contributes to the development of local communities and regions in the countries it operates. By considering stakeholder expectations and promoting their involvement, Koloğlu Holding nurtures long-term relationships, while also implementing sustainable practices in its supply chain through its “Supply Chain Policy”.

As part of Koloğlu Holding’s Supplier Policy, which places importance on supporting local suppliers, materials and equipment are carefully chosen from energy-efficient, environmentally friendly, and sustainable products. The Holding prioritizes the selection of environmentally friendly cleaning materials that are water-soluble and predominantly biologically based. Koloğlu Holding ensures compliance with standards and regulations by using only raw materials that meet the required standards in construction processes, while prioritizing the management of waste slag, recycled asphalt waste, and recycled construction-demolition waste in road construction within the limits set by standards and legislation, and responsibly utilizing excavated soil in landfills.

Koloğlu Holding places great emphasis on ethical evaluation in its supplier relations, and as part of this commitment, Sefine Shipyard shares the “Regulation on Business Ethics and Code of Conduct” and “Regulation on Business Ethics and Supplier Code of Conduct” documents with its suppliers. These documents establish the minimum standards that must be followed in the procurement of goods and services, and compliance with them is incorporated into supplier contracts.

The Regulations require suppliers to;

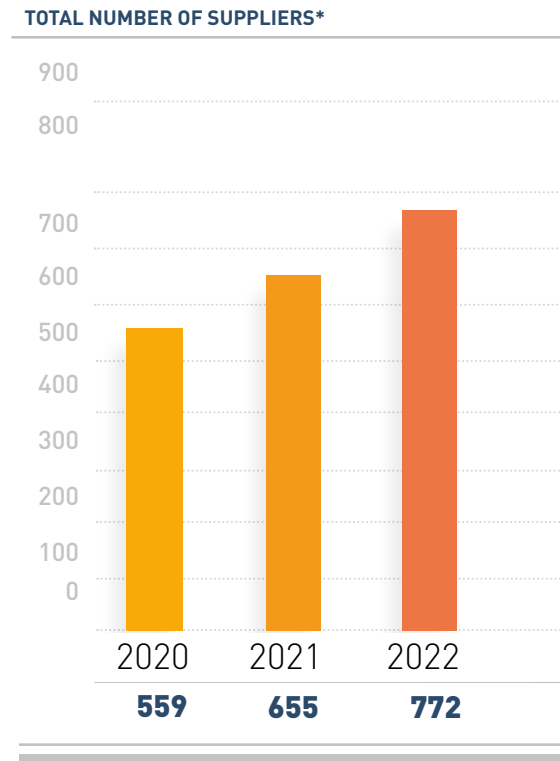
- Comply with all laws, regulations, business standards, commitments, and obligations,
- Ensure working conditions compliant with the principles of mutual trust, transparency, and integrity,
- Create an environment of fair and ethical competition,
- Fight corruption and bribery,
- Develop traceable and provable documentation processes,
- Commit to confidentiality principles,
- Ensure working conditions that respect people, society, and the environment,
- Observe the public interest and community benefit and ensure that their employees work with community awareness,
- Identify environmental impacts, risks, and opportunities, prevent pollution while complying with all environmental regulations.

Respect for People
8.2.2. Responsible Supply Chain Management

Supplier evaluation is a crucial aspect of responsible supply chain management. The Supplier Evaluation Form is utilized to assess suppliers, assigning scores across different categories, and the procurement system is enhanced based on the evaluation results.

Sefine Shipyard conducts supplier assessments and audits as part of its responsible supply chain practices, taking necessary actions such as imposing restrictions or terminating contracts with suppliers who are found to be non-compliant. In this context, it severed its business relations with 10 of the 772 suppliers it was working with in 2022.

As part of the responsible supply chain practices, Sefine Shipyard prioritizes the procurement of environmentally friendly raw materials and materials for the construction of “Eco-Friendly Ships”. The company, in line with its commitment to the UN Sustainability Principles, has implemented measures within its supply chain to ensure the procurement of products that meet the requirements of green technology and has communicated this expectation to its suppliers. In all procurement processes for raw materials and materials, Sefine Shipyard requires the international “IHM/Green Passport” declaration,



*: Sefine Shipyard data only.

ensuring that the products are “asbestos-free”. Suppliers are also obligated to provide declarations regarding their operational procedures for controlling asbestos and similar prohibited materials in their production processes. This policy is included as a standard clause in supply contracts. Sefine Shipyard prioritizes working with local suppliers and strives to increase the use of local raw materials.

- Domestic producers are prioritized when evaluating approved suppliers suitable for ship sheet and profile procurement.
- Domestic producers are preferred in electricity cable purchases. In this context, the company played a proactive role in encouraging customers' preference of domestic producers.
- In projects, even if they are not part of the supplier lists included in the contracts with the shipowner, the solutions of local suppliers are shared with the shipowner and efforts are made to ensure that they are included in the approved supplier list.
- Efforts are being made to utilize local ship equipment suppliers in projects by putting them ahead of foreign alternatives.
- Products of local suppliers were used in some of the newly built live fish vessels and ferries.
- Localization work was carried out with the partnership project in the procurement of infrastructure construction machinery.

Sefine Shipyard monitors the development in the value chain as well as internal development and progress. In order to streamline the processes for service suppliers, the company has transitioned its recruitment procedures to a digital system. In this process, the requirement for service suppliers to physically visit the shipyard for transactions has been eliminated, and instead, a self-service digital platform has been implemented. Suppliers can now securely access and provide all necessary personal documents as digital copies through their authorized accounts. Thanks to this practice, approximately 1,000 rolls of A4 paper are recycled each year. Sefine Shipyard also wants to establish close relations with its service suppliers and invites its service suppliers and employees to the social responsibility projects it carries out at the shipyard.



With the aim of maximizing the benefits of its collaborations and memberships, Koloğlu Holding actively communicates and shares the activities and progress achieved by the Holding and its subsidiaries with its stakeholders. The communication methods used by the Holding and group companies that prioritize stakeholder communication are presented on the next page. Koloğlu Holding instills a similar level of sensitivity and commitment to brand, product, and service reliability in its group companies. Kolin Construction carries out internal evaluations through the Customer Satisfaction Survey, collecting data to enhance stakeholder relations. Sefine Shipyard, committed to enhancing customer satisfaction and ensuring definite response to customer complaints, has implemented a Customer Satisfaction Management System, which has been certified with the ISO 10002 certificate. Within the scope of customer satisfaction, the complaint system is regularly checked, and data is monitored. In 2022, Sefine Shipyard responded to all 390 complaints received by the communication center and provided solutions to 111 of these complaints.



Stakeholder Communication

Koloğlu Holding



Kolin Construction



Sefine Denizcilik



Employees



- E-mail, telephone, and face-to-face meetings
- Meetings and trainings
- Digital communication tools
- Digital training programs
- Employee satisfaction surveys
- Special events for employees
- Committee meetings
- Announcements and notifications
- In-house publications



Public Institutions and Legislative Bodies

- Periodic reporting
- Meetings and conferences
- E-mail, telephone, and face-to-face meetings
- Audits



Customers

- Customer satisfaction surveys
- E-mail, telephone and face-to-face meetings
- Customer visits and meetings
- Exhibitions, conferences, fairs
- Website
- News
- Social media
- Request/complaint sites



Suppliers

- E-mail, telephone, and face-to-face meetings
- Meetings
- Supplier audits
- Supplier portals

Koloğlu Holding Corporate **Social Responsibility Activities**

Koloğlu Holding and its group companies actively engage in various social responsibility initiatives encompassing education, social welfare, culture and arts, sports, environment, employment, and health. Every year, substantial budget amount is reserved for this extent at Sefine Shipyard.

Koloğlu Holding



Education

- 10 educational institutions have been built in different provinces of Türkiye and 1 institution is under construction.
- Scholarships and internship opportunities are provided to selected engineering faculty students.



Benefit to Society

- In order to support local women's cooperatives, the Holding commits to distribute packages from these cooperatives to employees on special occasions such as Women's Day and Father's Day.



Culture and Arts

- Kolin Classical
Turkish Music Choir



Kologlu Education Foundation was established with target to gather social responsibility and education support projects applied by Koloğlu Holding and its subsidiaries for

long time under a single roof , execute them more integrated and sustainable way.

Foundation was established by Koloğlu family members who are also founders of Koloğlu Holding. Kologlu Education Foundation gives scholarship to successful university (bachelor's degree) students, in addition, enables internship opportunities to students and job opportunities after graduation at Koloğlu Holding group companies.

Sefine Shipyard



Education / Employment

"Building a Bridge from Vocational Training to Employment in the Shipyard Industry for Young People with Disabilities in Yalova" Program

- Classroom construction
- Stationery aid
- Establishment of a library
- Creating playgrounds and parks
- UKFF Children's Festival
- Food aid to animal shelters
- Dog kennel support
- Clothing aid campaign
- Father's Day gift collaboration with the Aegean Forest Foundation
- Supply of 5,000 masks to 3 high schools
- LÖSEV gift product sales stand
- Supply of gifts for the Sheet Cutting Ceremony from Tuzla Volunteers Association



Benefit to Society

- Cleaning of the Hersek Lagoon
- Corporate mascot to convey environmental awareness to children
- "Sefi's Adventures" theater play
- "Sefi" story books
- "Sea cleaning" themed drawing contest
- Compost waste project
- Firefighting equipment supply support
- Environmental cleanup campaign
- Recycling bag distribution



Environment



Education / Employment

Kolin Construction

Scholarships are awarded to academically successful university students who require financial assistance and are enrolled in seven specific departments selected by the management. Scholarship recipients are provided with internship opportunities and prioritized in recruitment after graduation.



Benefit to Society

- 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 School 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 (Çanakkale)
- Nezihe Koloğlu Primary School (Manisa)
- İzmirgaz Primary School (Izmir)
- Mustafa Kemal Secondary School - Under construction (Elazığ)

Appendix

Kolin Construction Biodiversity Data	Unit	2020	2021	2022
Activity areas within biodiversity protection areas	km ²	4,56	4,56	4,56
Protected areas and/or areas contributing to biodiversity conservation	km ²	0,06	0,06	0,06

Koloğlu Holding Energy Data	Unit	2020	2021	2022
Amount of non-renewable energy sources in the overall energy consumption of the company/factory	Joule	0	0	0
Amount of renewable energy sources in the overall energy consumption of the company/factory	Joule	0	0	0
Total electricity consumption	kWh	167.770,78	357.369,62	367.215,06
Energy consumption for heating purposes	kWh	470.749,55	591.251,23	666.266,16
Energy consumption for cooling purposes	kWh	0	0	0
Steam consumption	kWh	0	0	0
Total energy consumption of the company	Mega Joule	2.298.673,19	3.415.035,06	3.720.532,4
Energy intensity of the company	%			
Reduced energy consumption through energy efficiency and conservation measures	Joule			

Kolin Construction Energy Data	Unit	2020	2021	2022
Amount of non-renewable energy sources in the overall energy consumption of the company/factory	Joule	0	0	0
Amount of renewable energy sources in the overall energy consumption of the company/factory	Joule	0	0	0
Total electricity consumption	kWh	3.363.327	11.873.027	7.449.477
Energy consumption for heating purposes	kWh	2.160.000	252.000	2.640.000
Energy consumption for cooling purposes	kWh	864.000	880.000	860.000
Steam consumption	kWh	0	0	0
Total energy consumption of the company	Mega Joule	294.850	12.408.394	12.955.471
Energy intensity of the company	%	0	0	0
Reduced energy consumption through energy efficiency and conservation measures	Joule	0	0	0

Sefine Shipyard Energy Data	Unit	2020	2021	2022
Amount of non-renewable energy sources in the overall energy consumption of the company/factory	Mega Joule	79.500.000	6.900.000	0
Amount of renewable energy sources in the overall energy consumption of the company/factory	Mega Joule	0	75.600.000	114.000.000
Total electricity consumption	kWh	22.088.150	22.903.234	30.793.541
Energy consumption for heating purposes	kWh	650.000	750.000	900.000
Energy consumption for cooling purposes	kWh	850.000	1.000.000	1.200.000
Steam consumption	kWh	0	0	
Total energy consumption of the company	Mega Joule	79.500.000	82.500.000	114.000.000
Energy intensity of the company	%	0	0	0
Reduced energy consumption through energy efficiency and conservation measures	Joule or %	50%	55%	65%

Kolin Construction Emission Data	Unit	2020	2021	2022	Sefine Shipyard Emission Data	Unit	2020	2021	2022
Scope 1 emissions	tCO2e	3.186	4.779	5.576	Scope 1 emissions	tCO2e	1.593	2.497	3.030
Scope 2 emissions	tCO2e	2.020	3.029	3.534	Scope 2 emissions	tCO2e	10.787,25	11.268	15.150
CO2 emissions	kg	5.206	7.809	9.110	CO2 emissions	kg			
Volatile organic compounds (VOC)	kg	0	0	0	Volatile organic compounds (VOC)	kg	0,05110	-	0,00002
Other (please specify)	kg	0	0	0	Other (please specify)	kg	0,02960	-	0,02920

Koložlu Holding Waste Data	Unit	2020	2021	2022
Waste generated	Tons	27,71	40,24	38,95
Recycled waste	Tons	N/A	8,97	9,46
Hazardous waste	Tons	N/A	0,08	0,62
Reused hazardous waste	Tons	N/A	0	0
Recycled hazardous waste	Tons	N/A	0,08	0,62
Incinerated hazardous waste	Tons	N/A	0	0
Hazardous waste stored in a facility	Tons	N/A	0	0
Hazardous waste sent to landfill	Tons	N/A	0	0
Non-hazardous waste	Tons	N/A	40,16	38,33
Reused non-hazardous waste	Tons	N/A	0	0
Recycled non-hazardous waste	Tons	N/A	8,89	8,84
Non-hazardous waste stored in a facility	Tons	N/A	0	0
Non-hazardous waste sent to landfill	Tons	N/A	31,27	29,49

Kolin Construction Waste Data	Unit	2020	2021	2022
Waste generated	Tons	1.256,4	1.448,7	1.351,1
Recycled waste	Tons	85	110,1	92,4
Hazardous waste	Tons	85,7	119,3	100,7
Reused hazardous waste	Tons	5	8	10
Recycled hazardous waste	Tons	35	42	37
Incinerated hazardous waste	Tons	0	0	0
Hazardous waste stored in a facility	Tons	45,7	69,3	53,7
Hazardous waste sent to landfill	Tons	0	0	0,1
Non-hazardous waste	Tons	1.170,7	1.329,4	1.250,4
Reused non-hazardous waste	Tons	5	8	3,0
Recycled non-hazardous waste	Tons	40	52,1	42,4
Non-hazardous waste stored in a facility	Tons	45,7	69,3	53,7
Non-hazardous waste sent to landfill	Tons	1.080	1.200	1.151,3

Sefine Shipyard Waste Data	Unit	2020	2021	2022
Waste generated	Tons	39.054,1	38.224,7	60.615,7
Recycled waste	Tons	36.587,7	35.313,6	56.505,2
Hazardous waste	Tons	2.045,5	1.812,8	3.471,8
Reused hazardous waste	Tons	0	0	0
Recycled hazardous waste	Tons	1.999,5	1.737,3	3.176,2
Incinerated hazardous waste	Tons	45,9	75,4	295,4
Hazardous waste stored in a facility	Tons			
Hazardous waste sent to landfill	Tons	0	0,2	0,2
Non-hazardous waste	Tons	37.008,6	36.411,9	57.143,9
Reused non-hazardous waste	Tons			
Recycled non-hazardous waste	Tons	34.588,2	33.576,3	53.329
Non-hazardous waste stored in a facility	Tons			
Non-hazardous waste sent to landfill	Tons	2.420,5	2.835,6	3.814,9

Koloğlu Holding Water Data	Unit	2020	2021	2022
Total water consumption	m ³	2.010	2.106	2.407

Kolin Construction Water Data	Unit	2020	2021	2022
Total water consumption	m ³	127.076	380.789	234.851
Water consumption from regions with high water stress	m ³	0	0	0
Water withdrawn from surface water	m ³	9.000	273.000	10.000
Water withdrawn from groundwater	m ³	102.200	88.000	205.345
Seawater withdrawn	m ³	0	0	0
Water obtained from third parties	m ³	10.000	200.000	12.000
Water generated	m ³	7.200	8.200	7.200
Underground water discharge	m ³	0	0	0
Surface water discharge	m ³	69.200	346.000	202.200
Water discharge into seawater	m ³	0	0	4.739
Water discharge to third party water	m ³	0	0	0
Non-hazardous waste stored in a facility	m ³	N/A	0	0
Non-hazardous waste sent to landfill	m ³	N/A	31,27	29,49

Sefine Shipyard Water Data	Unit	2020	2021	2022
Total water consumption	m ³	142.194	161.000	210.185
Seawater withdrawn	m ³	7.000.000	7.500.000	9.000.000

Employee Data	Company	Unit	2020		2021		2022	
			Female	Male	Female	Male	Female	Male
Blue-Collar	Kolin	People	14	49	15	52	16	40
	Kolođlu	People	0	0	0	0	0	0
	Sefine	People	12	404	10	447	13	590
White-Collar	Kolin	People	16	57	17	72	18	65
	Kolođlu	People	48	33	48	37	46	40
	Sefine	People	54	244	63	273	80	330
18-30 years of age	Kolin	People	6	7	9	13	9	8
	Kolođlu	People	5	3	6	5	7	5
	Sefine	People	45	229	48	263	62	367
30-50 years of age	Kolin	People	19	72	18	85	20	72
	Kolođlu	People	41	25	40	26	37	30
	Sefine	People	21	390	24	418	30	505
50+ years of age	Kolin	People	5	27	5	26	5	25
	Kolođlu	People	2	5	2	6	2	5
	Sefine	People	-	29	1	39	1	48
Number of full-time employees (blue-collar)	Kolin	People	14	49	15	52	16	40
	Sefine	People	12	404	10	447	13	590
Number of full-time employees (white-collar)	Kolin	People	16	57	17	72	18	65
	Kolođlu	People	48	33	48	37	46	40
	Sefine	People	54	244	63	273	80	330
Number of part-time employees (blue-collar)	Kolin & Sefine	People	0	0	0	0	0	0
Number of part-time employees (white-collar)	Kolin	People	1	1	1	1	0	0
	Kolođlu & Sefine	People	0	0	0	0	0	0

Employee Data	Company	Unit	2020		2021		2022	
			Female	Male	Female	Male	Female	Male
Number of employees with disabilities	Kolin	People	1	2	1	2	0	0
	Koloğlu	People	0	1		1	0	0
	Sefine	People	2	15	3	15	5	25
Share of employees with disabilities	Sefine	%	0,28	2,10	0,38	1,89	0,49	2,47
Employees subject to collective bargaining agreements	Kolin & Koloğlu	People	0	0	0	0	0	0
	Sefine	People	5	146	5	159	0	0
Employees subject to collective bargaining agreements	Kolin & Koloğlu	%	0	0	0	0	0	0
	Sefine	%	0,70	20,45	0,63	20,05	0	0
Newly hired employees	Kolin	People	4	13	5	30	9	14
	Koloğlu	People	6	7	5	8	7	12
	Sefine	People	16	189	26	295	30	405
Number of persons in governing bodies and Board of Directors	Sefine	People	2	32	2	34	1	33
Number of employees excluding governing bodies	Sefine	People	64	616	71	686	92	887
Total number of persons trained	Sefine	People	45	191	63	323	54	293
Total training	Sefine	Hours	397	1.598	155	1.210	509	3.127
Total training	Sefine	Person/Hours	17.865	305.218	9.765	390.830	27.486	916.211
Number of employees returning to work after childbirth	Sefine	People	1	0	0	0	0	0
Share of employees returning to work after childbirth	Sefine	%	0	0	0	0	0	0
Turnover	Sefine	%	2.18	22.29	2,14	29,14	1,98	30,40
Number of cases recorded regarding employee grievances	Sefine	#	42	168	58	235	85	516

Sefine OHS Data	Unit	2020	2021	2022
Share of employees covered by the OHS Management System	%	100	100	100
Number of work-related diseases detected	#	0	0	0
Number of occupational accidents	#	244	315	233
Serious injury rate due to occupational accidents	%	0,06	0,09	1,09
Total number of people trained on OHS (employees)	People	1.757	2.034	2.158
Total Number of People Trained on OHS (subcontractors)	People	4.540	11.048	15.055
Total OHS training (employees)	Hours	14.056	16.272	17.264
Total OHS training (subcontractors)	Hours	3.528	4.536	2.016
Total OHS training (employees)	Person/Hours	28.112	32.544	34.528
Total OHS training (subcontractors)	Person/Hours	72.640	176.768	240.880
Accident frequency rate ¹		19	25	16
Accident severity rate ²		0,202	0,188	0,137

Sefine Shipyard Supplier Data	Unit	2020	2021	2022
Total number of suppliers	#	559	655	772
Number of inspections carried out during the year	%	7	7	8
Share of suppliers subjected to environmental performance assessment	%	5	5	5
Share of suppliers that cause/potentially cause serious environmental damage among those assessed	%	0	0	0
Share of suppliers subjected to social performance assessment	%	0	0	0
Number of suppliers with which issues were detected	#	4	11	10
Number of suppliers for which correction/improvement plans were developed	#	0	0	0
Number of suppliers of which employment contracts were terminated as a result of inspection findings	#	4	12	10

¹ Accident Frequency Rate = $\frac{\text{Number of work accidents Rate}}{\text{Working hours}} \cdot 10^6$

² Accident severity rate = $\frac{\text{Number of lost days}}{\text{Total working days}} \cdot 10^3$

Kolin Construction OHS Data	Birim	2020	2021	2022
Share of employees covered by the OHS Management System	%	100	100	100
Number of work-related diseases detected	#	0	0	0
Number of occupational accidents ¹	#	79	71	128
Serious injury rate due to occupational accidents ²	%	0,00	0,00	0,00
Total number of people trained on OHS (employees)	People	4029	4056	3930
Total Number of People Trained on OHS (subcontractors)	People	4640	4906	3527
Total OHS training (employees) ³	Hours	16	16	16
Total OHS training (subcontractors)	Hours	16	16	16
Total OHS training (employees)	Person/Hours	64.464	64.896	62.880
Total OHS training (subcontractors)	Person/Hours	74.240	78496	56432
Accident frequency rate ⁴		2,63	25	2,67
Accident severity rate ⁵		48,80	0,188	61,38

¹ Total numbers of accidents that cause work loss for one day or more.

² Calculation: (Serious injury due to work accident/Number of hours worked)x200.000

³ According to legal legislations, minimum 16 hours OHS basic training must be provided to each employee within 1 year.

⁴ Accident Frequency Rate = $\frac{\text{Number of work accidents Rate}}{\text{Working hours}} \cdot 10^6$

⁵ Accident severity rate = $\frac{\text{Number of lost days}}{\text{Total working days}} \cdot 10^3$

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Corporate Governance Approach			
GRI 1: Foundation 2021			
	2-1 Organizational details	Koloğlu Holding at a Glance, p.4	
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.1 Corporate Governance Approach, p.8	
	2-3 Reporting period, frequency and contact point	About the Report, p.1	
	2-4 Restatements of information	This is Koloğlu Holding's first sustainability report.	
	2-5 External assurance	No external assurance was received within the scope of the report.	
	2-6 Activities, value chain and other business relationships	Message from the Senior Management, p.2 About Koloğlu, p.5 Group Companies and Lines of Business, p.6 Operating Regions, p.8 Corporate Governance Approach, p. 8 Memberships and Collaborations, p.42	
GRI 2: General Disclosures 2021			
	2-7 Employees	Respect for People, p.30	
	2-8 Workers who are not employees	Employee Profile, p.34	
	2-9 Governance structure and composition	Sustainability Management Structure, p.12	
	2-10 Nomination and selection of the highest governance body	Privacy Restrictions / In accordance with the privacy policies, Koloğlu Holding does not share this information publicly.	
	2-11 Chair of the highest governance body	Sustainability Management Structure, p.12	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management Structure, p.12	
	2-13 Delegation of responsibility for managing impacts	Sustainability Management Structure, p.12	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, p.8	
	2-15 Conflicts of interest	Corporate Governance Approach, p.8 Responsible Supply Chain Management, p.43	
	2-16 Communication of critical concerns	Organizational Structure, p.12	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Privacy Restrictions / In accordance with the privacy policies, Koloğlu Holding does not share this information publicly.	
	2-18 Evaluation of the performance of the highest governance body	Human Resources Approach, p.31	
	2-19 Remuneration policies	Human Resources Approach, p.31 Equal Opportunity and Inclusion, p.35	
	2-20 Remuneration policies	Human Resources Approach, p.31 Equal Opportunity and Inclusion, p.35	
	2-21 Annual total compensation ratio	Human Resources Approach, p.31	
	2-22 Statement on sustainable development strategy	Message from the Senior Management, p.2 Compliance with Corporate Governance Principles, p.8 Sustainability Policy, p.11 Material Topics and Alignment with SDGs, p.13	
	2-23 Policy commitments	Risk Management, p.9 Sustainability Policy, p.11 Environmental Awareness, p.16 Combating the Climate Crisis, p.18 Employee Profile, p.34 Equal Opportunity and Inclusion, p.35 OHS Management, p.40 Responsible Supply Chain Management, p.43	
	2-24 Embedding policy commitments	Compliance with Corporate Governance Principles, p.8 Risk Management, p.9	
	2-25 Processes to remediate negative impacts	Compliance with Corporate Governance Principles, p.8 Risk Management, p.9	
	2-26 Mechanisms for seeking advice and raising concerns about ethics and legal behaviour	Human Resources Approach, p.31 Equal Opportunity and Inclusion, p.35 Responsible Supply Chain Management, p.43	
	2-27 Compliance with laws and regulations	Integrated Management System and Certificates, p.10 Human Resources Approach, p.31 OHS Management, p.40 Responsible Supply Chain Management, p.43	
	2-28 Membership associations	Memberships and Collaborations, p.42	
	2-29 Approach to stakeholder engagement	Support for Employee Development, p.38 Memberships and Collaborations, p.42 Responsible Supply Chain Management, p.43 Stakeholder Communication, p.46	
	2-30 Rates of employees subject to collective bargaining agreements	Employee Profile, p.34	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Alignment with SDGs, p.13	
	3-2 List of material topics	Material Topics and Alignment with SDGs, p.13	
	3-3 Management of material topics	Material Topics and Alignment with SDGs, p.13	
> GRI 200: ECONOMIC STANDARD SERIES			
Sustainable Financial Performance			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About Koloğlu, p.5 Operating Regions, p.6	
	3-2 List of material topics	About Koloğlu, p.5 Group Companies and Lines of Business, p.6	
	3-3 Management of material topics	About Koloğlu, p.5 Operating Regions, p.6	
GRI 201: Economic Performance 2016	201-1 Direct economic value created and delivered	About Koloğlu, p.5 Operating Regions, p.6	
	201-2 Financial implications and other risk and opportunities due to climate change	Combat with Climate Crisis, p.18	
	203-2 Significant Indirect Impacts	About Koloğlu, p.5 About Koloğlu, p.5 Social Responsibility Approach, p.48.	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	About Koloğlu, p.5 Operating Regions, p.6 Social Responsibility Approach, p.48	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Anti-Bribery and Anti-Corruption, Ethical Values, Compliance with Laws and Regulations and Adoption of Corporate Governance Principles			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Compliance with Corporate Governance Principles, p.8 Sustainability Governance Structure, p.12	
	3-2 List of material topics	Compliance with Corporate Governance Principles, p.8 Sustainability Governance Structure, p.12	
	3-3 Management of material topics	Compliance with Corporate Governance Principles, p..8 Sustainability Governance Structure, p.12	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Compliance with Corporate Governance Principles, p.8 Responsible Supplier Management, p.43	
	205-2 Communication and training about anti-corruption policies and procedures	Compliance with Corporate Governance Principles, p.8	
	205-3 Confirmed incidents of corruption and actions taken	Responsible Supplier Management, p.43	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior anti-trust, and monopoly practices	No lawsuits were filed regarding anti-competitive behaviors and activities.	
> GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016			
Management of Climate Change Related Risks			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-2 List of material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-3 Management of material topics	Sustainability Policy, p.11	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency, p..20	
	302-3 Energy intensity	Energy Efficiency, p.20	
	302-4 Reduction of energy consumption	Energy Efficiency, p.20	
	302-5 Reductions in energy requirements of Group companies and business lines	Energy Efficiency, p..20	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint and Emissions, p. 22	
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint and Emissions, p. 22	
	305-3 Other indirect (Scope 3) GHGs emissions	Carbon Footprint and Emissions, p. 22	
	305-4 GHG emissions intensity	Carbon Footprint and Emissions, p. 22	
	305-5 Reduction of GHG emissions	Carbon Footprint and Emissions, p. 22	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Management of Environmental Impacts and Protection of Biodiversity in Company Operations			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-2 List of material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-3 Management of material topics	Environmental Awareness, p.16	
GRI 303: Water 2016	303-1 Interactions with water as a shared resource	Water Management, p.28	
	303-2 Management of water discharge-related impacts	Water Management, p.28	
	303-3 Water withdrawal	Water Management, p.28	
	303-4 Water discharge	Water Management, p.28	
	303-5 Water consumption	Water Management, p.28	
Management of Environmental Impacts and Protection of Biodiversity in Company Operations			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-2 List of material topics	Sustainability Policy, p.11 Environmental Awareness, p.16	
	3-3 Management of material topics	Environmental Awareness, p.16	
GRI 303: Water 2016	303-1 Interactions with water as a shared resource	Water Management, p..28	
	303-2 Management of water discharge-related impacts	Water Management, p..28	
	303-3 Water withdrawal	Water Management, p..28	
	303-4 Water discharge	Water Management, p..28	
	303-5 Water consumption	Water Management, p..28	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy Approach, p.23	
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy Approach, p.23	
	306-4 Waste produced	Waste Management and Circular Economy Approach, p..23	
	306-4 Waste diverted from disposal	Waste Management and Circular Economy Approach, p.23	
	306-5 Waste directed to disposal	Waste Management and Circular Economy Approach, p.23	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
GRI 304: Biodiversity 2016	304-1 Operational areas of high biodiversity value outside protected areas	Combating the Climate Crisis, p.18	
	304-2 Significant impacts of activities, products and services on biodiversity	Combating the Climate Crisis, p.18	
	304-3 Habitats protected or restored	Combating the Climate Crisis, p.18	
GRI 307: Environmental Compliance 2016	307-1 Failure to comply with environmental laws and regulations	Environmental Awareness, p.16	
> GRI 400: SOCIAL STANDARDS SERIES 2016			
Employee Engagement and Satisfaction			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Human Resources Approach, p.31	
	3-2 List of material topics	Human Resources Approach, p. 31	
	3-3 Management of material topics	Human Resources Approach, p.31	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources Approach, p.31 Employee Profile, p.34	
	401-3 Parental leave	Environmental Awareness, p.35	
Occupational Health and Safety, Employee and Human Rights			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Human Resources Approach, p.31 OHS Management, p.40	
	3-2 List of material topics	Human Resources Approach, p.31 OHS Management, p.40	
	3-3 Management of material topics	Human Resources Approach, p. 31 OHS Management, p.40	
GRI 403: Occupational Health and Safety 2016	403-1 Health and safety management system		
	403-2 Hazard identification, risk assessment, and incident investigation	OHS Management, p..40	
	403-3 Occupational health services	OHS Management, p..40	
	403-4 Worker participation, consultation, and communication on occupational health and safety	OHS Management, p..40	
	403-5 Worker training on occupational health and safety	OHS Management, p..40	
	403-6 Promotion of worker health	OHS Management, p..40	
	403-9 Work-related injuries	OHS Management, p..40	
	403-10 Work-related ill cases	OHS Management, p..40	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Equal Opportunities and Diversity			
	3-1 Process to determine material topics	Employee Profile, p.34 Equal Opportunity and Inclusion, p.35	
GRI 3: Material Topics 2021	3-2 List of material topics	Employee Profile, p.34 Equal Opportunity and Inclusion, p.35	
	3-3 Management of material topics	Employee Profile, p.34 Equal Opportunity and Inclusion, p.35	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Profile, p.34 Equal Opportunity and Inclusion, p.35	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Resources Approach, p..31 Equal Opportunity and Inclusion, p.35	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor and precautions taken	Human Resources Approach, p..31 Responsible Supply Chain Management, p.43	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor and precautions taken	Human Resources Approach, p..31 Responsible Supply Chain Management, p.43	
Employee Development and Talent Management			
	3-1 Process to determine material topics	Human Resources Approach, p.30 Support for Employee Development, p.38	
GRI 3: Material Topics 2021	3-2 List of material topics	Human Resources Approach, p.30 Support for Employee Development, p.38	
	3-3 Management of material topics	Human Resources Approach, p.30 Support for Employee Development, p.38	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Support for Employee Development, p.38	
	404-2 Programs for upgrading employee skills and transition assistance programs	Support for Employee Development, p.38	
Community Investments, Socioeconomic Impacts of Activities on Local Community and Local Employment			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	
	3-2 List of material topics	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	
GRI 413: Local Communities 2016	3-3 Management of material topics	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	
	413-2 Operations with significant actual and potential negative impacts on local communities	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	

GRI Standard	Disclosure	Page numbers, descriptions and/or URL	Exclusions
Subcontractor and Supply Chain Management			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Memberships and Collaborations, p.42 Responsible Supply Chain Management, p.43	
	3-2 List of material topics	Memberships and Collaborations, p.42 Responsible Supply Chain Management, p.43	
	3-3 Management of material topics	Memberships and Collaborations, p.42 Responsible Supply Chain Management, p.43	
Brand, Product and Service Reliability			
	3-1 Process to determine material topics	Integrated Management System and Certificates, p.10 Responsible Supply Chain Management, p.43 Stakeholder Communication, p.46	
	3-2 List of material topics	Integrated Management System and Certificates, p.10 Responsible Supply Chain Management, p.43 Stakeholder Communication, p.46	
	3-3 Management of material topics	Integrated Management System and Certificates, p.10 Responsible Supply Chain Management, p.43 Stakeholder Communication, p.46	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no incidents of non-compliance related to health and safety impacts of products and services.	
Digitalization and Innovation			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	
	3-2 List of material topics	Responsible Supply Chain Management, p.43 Social Responsibility Approach, p.48	
	3-3 Management of material topic	About Koloğlu, p.5	



