EGE KİMYA 70 YEARS

2024

Sustainability Report

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INTRODUCTION

About the Report

With decades of experience in the chemical industry, a strong commitment to high quality standards, and an innovative approach, Ege Kimya Sanayi ve Ticaret A.Ş. has adopted the principle of sustainability as an integral part of its corporate culture.

Our reporting activities are conducted in line with the principles of transparency and accountability and aim to present our company's sustainability performance to all stakeholders regularly and clearly on an annual basis. **This sustainability report covers the environmental, social, and governance practices at Ege Kimya's production plant in Sakarya.**

During the reporting period from January 1, 2024, to December 31, 2024, our company's environmental, social, and governance (ESG) performance was evaluated within its strategic context and through a holistic approach. Prepared in accordance with the Global Reporting Initiative (GRI) Standards, the report also provides a comprehensive overview of our long-term strategic goals, risk and opportunity management, stakeholder engagement, and value creation capacity. This report, which covers our sustainability performance, aligns with the same calendar year as our financial reporting and is **published annually, typically by September of the following year.** The contents are regularly shared with the public in accordance with the principles of transparency and accountability.

In this reporting period, methodological updates are anticipated for specific environmental data from the previous reporting cycle. Within this scope, the emission data from the previous year will be re-evaluated and updated. This revision is due to changes in the accounting scope and the inclusion of new subsidiaries in the system.

Our company prepares independently audited financial statements in line with **International Financial Reporting Standards (IFRS).** Within this scope, non-controlling shares in subsidiaries are explicitly presented in the financial statements as "non-controlling interests." This practice ensures that the ownership structure is reflected in compliance with IFRS standards and aligns with the principles of transparency and accountability.

Additionally, our company adopts a transparent approach to corporate structural changes, such as mergers, acquisitions, and asset disposals. Such transactions are assessed in line with our accounting policies and relevant financial reporting standards. In cases of mergers and acquisitions, the fair values of assets and liabilities are determined and reflected in the consolidated financial statements. Asset disposal processes are accounted for in a similar manner and integrated into the reporting system. This approach provides a critical foundation for ensuring the accuracy and comprehensiveness of sustainability data.

In this reporting period, we have introduced external assurance processes for selected environmental indicators to enhance the reliability of our sustainability data and to reinforce our commitment to transparent reporting. Carbon footprint and water footprint data for 2024 have been subjected to external verification. In this context, **carbon emission calculations were carried out in accordance with the ISO 14064-1 standard, and a Greenhouse Gas (GHG) assertion was obtained.** Water use was calculated in compliance with the ISO 14046 standard, and water footprint verification was secured.

Ensuring that this process is managed effectively and responsibly at the corporate level requires the active involvement of senior management in our governance structure. Our Board of Directors and senior executives directly participate in critical decision-making stages of the external assurance process for sustainability data, including selecting the assurance provider, identifying indicators to be assured, and defining the methodological scope. This governance approach demonstrates the company's commitment to sustainability reporting and accountability.

We consider sustainability to be a core management philosophy that increases our competitive advantage, meets stakeholder expectations, and drives our business forward. This report aims to reinforce the trust-based relationship we have established with our stakeholders, to disclose our impacts transparently, and to document our journey of continuous improvement with concrete data.

We welcome all opinions, suggestions, and feedback on our sustainability efforts at **sustainability@egekimya.com**

Unless otherwise specified, references in this report to "Ege Kimya", "our company", "our organisation", and similar expressions refer to Ege Kimya Sanayi ve Ticaret A.Ş.

Message from the CEO

Dear Stakeholders,

We view global and regional developments, particularly in energy supply, raw material procurement, and logistics, both as a growing challenge and an emerging opportunity for our industry. While geopolitical developments in our immediate region have critical implications for production continuity, supply chain optimisation, and cost structures in the chemical sector, we prioritise resilience and sustainable growth in this dynamic landscape.

In this context, at Ege Kimya, we develop strategies based on long-term raw material supply planning, agile production processes, and sustainable innovations to enhance our operational resilience and respond promptly to market changes. We manage our operational processes sustainably with a focus on production efficiency, process safety, and resource optimisation, thereby reinforcing the financial foundation of our growth strategies.

Simultaneously, we focus on commercialising innovative chemical products for new sectors where our company has strong potential to stand out. Accordingly, we prioritise R&D investments that set us apart in sustainability and develop solutions with a low carbon footprint and high environmental compatibility. To ensure our company gains strategic benefits from this transformation, we implement proactive practices in line with environmental regulations, incentive mechanisms, and national and international sustainability policies.

Advancing our digitalisation vision, we are working to integrate AI-powered systems into many of our business processes, including production, supply chain, quality control, and customer relations. As the leadership team, we are bringing in Generation Z talents who will carry our corporate culture into the future and adopting inclusive, participatory, and flexible management approaches that unlock their potential.

In line with our goal of creating long-term value, we conduct rigorous financial analyses, investment feasibility studies, and capital allocation processes to support both organic and inorganic growth strategies. In this context, we strengthen our growth-oriented financial sustainability by evaluating a range of financing instruments, including internal resources, capital increases, loans, and strategic partnership models.

To advance sustainability standards in our supply chain, we apply a supplier evaluation system based on environmental, social, and governance (ESG) criteria. Through independent audit mechanisms, we regularly monitor all our suppliers in terms of chemical safety, environmental compliance, and ethical business practices, thereby managing our entire value chain in an integrated manner based on shared sustainability goals. With Ege Kimya's acquisition of Tunçtaş in 2024, we have increased our production capacity and strengthened the resilience of our value chain.

Finally, we recognise that in today's dynamic and complex chemical sector, success is measured by financial performance indicators as well as the effective management of environmental compliance, process safety, and social responsibility. In this regard, we thank all our stakeholders who have placed their trust in us and contributed to our goals in sustainable chemical production and innovation. At Ege Kimya, we will continue to pursue a resilient, conscious, and inclusive future through our integrated management systems and advanced technology investments, prioritising environmentally friendly processes, product safety, and employee health.

N. Metin Mansur

ABOUT
EGE KİMYA

About Ege Kimya

A team of 286 experts

A global export network spanning over 81 countries

Offsetting Scope 2 emissions through I-REC

55% increase in waste recycling

A workforce strengthened through 35 hours of training per person

89% local procurement rate

A 7.5 MW solar power plant started operations in Uşak

53% increase in water savings

87% customer satisfaction rate

EcoVadis 2024: 65 points, Bronze Medal

421 tonnes of renewable raw materials utilised

50,000 seed balls released into nature through the ecoDrone Project

Ege Kimya at a Glance

With experience spanning more than half a century, innovative production capacity, and a strong presence in global markets, Ege Kimya is a pioneering industrial company that drives the development of the chemical sector and prioritises sustainable growth. The company supports its steady progress in the sector with a customer-focused management approach and quality-driven production, operating through a robust supply chain that extends from local to global markets.

By integrating environmental, social, and governance performance into its business strategies, our company aims to continually enhance its capacity to create value both locally and globally. Our production plant in Sakarya is at the centre of our operations, while our affiliates and subsidiaries, operating in different geographies, steadily expand the company's sphere of influence. Ege Kimya is a privately held joint stock company, with 76.8% of its shares owned by Ege Holding A.Ş. and 23.2% by other shareholders. The company's production activities are carried out at its plants located in **Sakarya** and **İzmir**. With the integration of the **Tunçtaş Production Plant** into Ege Kimya in 2024, our production network expanded through its location in İzmir, resulting in a significant increase in both regional reach and product diversity.

Ege Kimya develops **innovative chemical solutions** tailored to the specific needs of industries. Specifically, it offers a broad product range for **the ceramics, paint, detergent, tyre and rubber sectors, as well as construction chemicals, agriculture, composites, polyurethane, textiles, tunnelling and mining, and the paper/board/cardboard industries.**

The company's production activities fall under NACE[1] Code 20.13.90, defined as "Manufacture of other metal salts and basic inorganic chemicals", and this classification is confirmed by capacity reports. Products within this scope are customised to meet the technical requirements of different industries, using raw materials processed to the highest quality standards. Products are marketed through the company's expert sales teams and supported by direct interactive commercial activities such as trade fair participation, customer visits, and tenders.

Our high production capacity and flexible structure tailored to sectoral diversity form the cornerstone of Ege Kimya's strong and sustainable presence in global markets. Our **export network spans more than 81 countries**, primarily consisting of EU member states as well as those across the Americas, Asia, and Africa; this wide network enables us to continuously strengthen our competitive advantage and effectiveness on a global scale. **Our sales office in Germany** serves as a strategic hub that supports this international reach, helping us build closer ties with customers and respond swiftly to local market needs.

At the core of this robust structure lie our long-term relationships with customers, built on mutual trust. **According to independent surveys, our customer satisfaction rate has reached 87%**, one of the clearest indicators of this approach. By deeply analysing customer needs and adopting a solution-oriented, proactive service model, Ege Kimya positions itself not merely as a supplier but as a strategic solution partner for its customers.

The plants, with a total land area of 89,647.16 m² and a production area of 25,012 m², have reached an annual capacity of 377,400 tonnes of silicates, 26,181 tonnes of metal-based chemicals, and 25,500 tonnes of construction chemicals.

This production infrastructure clearly reflects Ege Kimya's high-volume, high-quality, and reliable manufacturing capacity.

With its commitment to continuous development and ability to adapt to changing needs, Ege Kimya aims to be a reliable business partner for today's industries and for those of the future.

This vision is shaped by R&D investments, international collaborations, and an agile production approach, establishing Ege Kimya as a competitive force on a global scale with a distinctive corporate structure rooted in sustainability, quality, and customer satisfaction. Drawing strength from its long-established legacy, Ege Kimya continues to build the chemistry of the future today.

[1]NACE Code: An economic activity classification system developed by the European Union and which is also used in Türkiye, formally defining companies' fields of activity.

Milestones

1955 Ege Kimya began its journey in the chemical sector by starting operations at its first production plant in Istanbul.

1993 Became one of the founding members of the Responsible Care Programme in Türkiye under the European Chemical Industry Council (CEFIC).

1997 Obtained its first certification in quality management systems with ISO 9001.

1999 Relocated its production operations from Istanbul to new plants in Sakarya.

2001 Began metal salts production in partnership with Albermarle (Ketjen).

2002 Established Egesil Kimya as a joint venture with Evonik Operations GmbH.

2012 Became a member of the Cobalt REACH Consortium.

2016 Completed GMP certification under Good Manufacturing Practices.

2017 Established Egecrete through a strategic partnership between Euclid Chemical (RPM) and Ege Kimya.

2020 Obtained ISO 14001:2015 certification for environmental management systems.

2022 Obtained ISO 27001 certification for information security management systems.

Conducted its first ISO 14064-1 Carbon Footprint calculation.

2023 Obtained ISO 50001 and ISO 45001 certifications for energy management and occupational health and safety systems.

Published its first Corporate Sustainability Report.

Completed ISO 14064-1 Carbon Footprint calculation and the first ISO 14046 Water Footprint calculation.

2024 Became a signatory of the United Nations Global Compact (UNGC).

Completed the first ISO 14067 Product Carbon Footprint calculation.

Finalised the first ISO 14064-1 Carbon Footprint and ISO 14046 Water Footprint studies covering our subsidiaries.

Tunçtaş joined our company, and the construction of a solar power plant began in Uşak.

Vision, Mission and Objectives

OUR VISION

To become a pioneer in the chemical sector.

OUR MISSION

To shape future trends with our services and products, become the industry leader on a national scale with a management approach that embraces employee contributions and business excellence, and establish strong brand recognition on an international scale in the fields where we operate.

OUR OBJECTIVES

To grow by developing new products in new and existing markets,

To become the most preferred brand,

To lead in customer satisfaction across all our products and services throughout their sales and lifecycle,

To be the most preferred company in human resources processes,

To establish partnerships that support sustainable growth on our path to globalisation,

To protect the environment, combat global warming in partnership with all stakeholders, and enhance our social impact locally by promoting equal opportunity,

To leverage digital transformation to position our strategies, operations, and human resources most effectively.

Corporate Governance Structure

With nearly 70 years of history, Ege Kimya has established a well-defined corporate governance approach based on the principles of transparency, fairness, responsibility, and accountability. Our company embraces a governance model that safeguards both the present and the future, prioritising effectiveness in strategic decision-making, transparency in audits, and accountability in governance.

The Board of Directors, Ege Kimya's highest strategic decision-making body, consists of six members, including one woman, who are appointed by the General Assembly. Four of these members are elected from among the shareholders, while two are independent members with no shareholding.
The members' CVs are transparently disclosed to the public and are available on our corporate website under the information society services section.

Members of the Board of Directors:

- Metin N. Mansur (Chairperson)
- Erez Navaro (Vice Chairperson)
- Danyal Navaro
- Yosef Aryas
- Mustafa Siray
- Eyübe Seden İlseven

Members of the Early Identification of Risks Committee:

- Eyübe Seden İlseven
- Erez Navaro

The Chairperson of the Board also serves as the CEO, acting as a direct bridge between strategic management and operational execution. This dual responsibility ensures faster decision-making and the effective implementation of high-level strategic directions. **As the senior executive responsible for the company's strategic direction, the Chairperson plays a central role in managing overall organisational performance, setting long-term goals, and ensuring their achievement in line with sustainable growth.**

Reporting to the Board of Directors, the Early Identification of Risks Committee consists of Board members and members appointed from within the company. The committee carries a strategic role in the early identification and management of risks.

While the views of shareholders or other stakeholders are not directly sought in the appointment of senior management, the approval of two executive Board members, who are also shareholders, is included in the process. Selection and appointment processes are conducted within the framework of human resources policies and corporate governance principles, considering competence, experience, and strategic needs. Our company adheres to the principle of merit in recruitment and promotions, applying a fair and transparent evaluation process based on equal opportunities. This approach ensures that governance across all levels of the company remains consistent with the values of corporate ethics and responsibility.

Subsidiaries

Our subsidiaries and affiliates included in financial reporting are listed below:

Nehirkent Metals

Wholly owned by Ege Kimya, Nehirkent operates in the field of scrap zinc recovery.

Ege Kimya Germany

A wholly owned subsidiary of Ege Kimya, it conducts sales and marketing activities across the EU.

Egecrete Construction Chemicals[2]

A wholly owned subsidiary of Ege Kimya, Egecrete produces construction chemicals, concrete admixtures, tunnelling products, and building materials in collaboration with Euclid Chemical.

Tunçtaş

Founded in İzmir in 1977, the acquisition of Tunçtaş began during the reporting period and will be completed in 2024.

Its main activity is the production of sodium silicate.

Egesil Kimya:

Established in 2002, Egesil Kimya is 49% owned by Ege Kimya and 51% by Evonik Operations GmbH. It is a leading producer of precipitated silica, supplying customers in Türkiye, Eastern and Western Europe, and several other countries

Ege Kimya Polska

80% owned by Ege Kimya, its main business activity is the production of chemicals required for electric vehicle batteries. Established in 2022, the company continued its authorisation processes and design work during the reporting period.

[2] The trade registry of Egecrete was deleted in 2025 following its merger with Ege Kimya. As this annual report covers the year 2024, the company is listed as an active subsidiary for the relevant period..

Operations and Product Groups

Ahmet Fatih Tasmakıran
Factory Director

"As of 2024, we have implemented significant structural improvements in our production operations, focusing on efficiency, environmental sustainability, and process safety. Conducted in line with the high standards of the chemical sector, this transformation has directly impacted our field operations.

In our production units, we have introduced team-based responsibility maps that define clear accountability areas and dynamic control structures to enhance operational follow-up. This framework has created a strong foundation, particularly in terms of operational awareness and process monitoring.

Through 5S practices, we have restructured workplace organisation, safety, and material flow in production areas. Simultaneously, capacity analyses and bottleneck improvement projects have increased production speed and reduced costs in some lines.

With new workstation investments in the field, we have achieved significant gains in both ergonomics and efficiency. Additionally, the installation of energy monitoring systems at high-consumption points has enabled us to track energy use in real time and carry out optimisation work on a data-driven basis.

By fostering a goal-oriented working culture with all our production teams, we have integrated daily and weekly performance tracking into the field. This approach has delivered positive contributions both to process improvement and to employee motivation.

As part of our digitalisation strategy, we have upgraded the systems that track and analyse production data, making decision-making processes faster and more reliable.

This comprehensive field transformation reflects the determined steps taken by Ege Kimya towards its sustainable production goals. We thank all our teams for their dedication and greatly value the support of all stakeholders who have contributed to this transformation."

We are everywhere that you cannot see.

With a broad and dynamic product range, Ege Kimya produces high-performance chemicals that provide solutions to the evolving needs of diverse industries. We are positioned as a **strategic solution partner** for companies operating in many industries, including **paints, composites, construction materials, agriculture, textiles, transportation, plastics, rubber, personal care, and household cleaning products.**

Our products play critical roles not only on visible surfaces but also in the **unseen details of life**, including the durability of a building, the performance of a vehicle, the functionality of a product, and the resilience of a textile. That is why our phrase "We are everywhere that you cannot see" is not just a motto; it also **expresses our mission of creating added value** across every area in which we operate.

In every sector where we supply products, the companies we collaborate with rank among the market leaders and most trusted brands in their fields. These partnerships are built on an approach rooted in **high quality, consistency, and trust.**

Thanks to our uncompromising commitment to quality and performance, we develop all our products **in line with international standards and the principle of continuous improvement.** We do not just manufacture products; we closely monitor customer needs and deliver **flexible, innovative solutions** that respond quickly to evolving demands. As a result, we help our customers strengthen their competitiveness in the markets where they operate and achieve sustainable success.

Product Group	Application Area
Anti-Tacks (Batch-off Soaps)	Produced in two types, solid and liquid, to prevent rubber sheets from sticking together during stacking. **EGELub 103 (Liquid)** **EGELub BOS-S 2 (Powder)**
Zinc Oxide	Used as a key raw material in many industries such as tyres, rubber, ceramics, surface treatment chemicals, stabilisers, cosmetics, paints, and agriculture. Ege Kimya is a trusted supplier to both international and domestic tyre manufacturers. **EGEZinc® 110 Powder** **EGEZinc® 110 Granule** **EGEZinc® 530 (Active Zinc Oxide) (Used as a vulcanisation accelerator in shoe soles and engineering rubbers.)**
Precipitated Silicas and Aluminium Silicates	Through its partnership with Evonik, Ege Kimya continues to produce precipitated silica for the tyre and rubber industry and aluminium silicate for the paint industry, with expanded capacity and product diversity. With its continuously advancing R&D and joint projects with Evonik, Ege Kimya has also developed new products, making its precipitated silica and aluminium silicate production a preferred choice for many manufacturers. Egesil is the group's second-largest factory in Europe in terms of capacity. Evonik Automotive is a global giant that shapes the chemical industry with its products for automotive, paint, plastics, and rubber sectors, while also investing in energy, construction, and real estate, supported by its 39,000 employees. For more information, please visit: www.evonik.com
Metal Carboxylates	Today, exporting to more than 60 countries, Ege Kimya is one of the world's leading producers of metal carboxylates. Metal carboxylates are widely used in sectors such as paints, inks, composites, polyurethane, and rubber.
Silicates	Silicates are used in a wide range of industries including detergents, ceramics, paper, corrugated cardboard, textiles, mining, construction chemicals, construction, welding electrodes, and agriculture; they were among the first products manufactured by Ege Kimya and have been continuously developed since its foundation. Sodium silicates are marketed under the brand EGENat®, potassium silicates under EGEKal®, and lithium silicates under EGELit®. In silicate products, Ege Kimya is the largest producer in Türkiye, the Balkans, and the Middle East. In addition to standard silicate products, customised specifications can also be manufactured upon customer request.
Metal Salts	Cobalt and nickel catalyst bases are used in desulphurisation processes in refineries. The base mixtures of these catalysts are prepared at Ege Kimya's plants and converted into final products through joint production processes with Albemarle. Albemarle is a global leader supplying high-performance polymers and catalyst bases to the electronics, construction, packaging, energy, and automotive industries, serving more than 100 countries. For more information, please visit: www.albemarle.com Ege Kimya also produces nickel carbonate and cobalt carbonate to meet the specific needs of different customers. Cobalt Carbonate Nickel Carbonate

Brand	Target Sectors	Product Type	Market Information
EGEDry®	Paints	Drier	Exported to over 70 countries, market leader in Türkiye and several other countries
EGECat®	Composites, Polyurethane	Accelerator and Catalyst	Exported to over 70 countries, market leader in Türkiye and several other countries
EGENat®	Ceramics, Detergents	Sodium Silicate	Largest silicate plant in the Middle East and Eastern Europe
EGEKal®	Ceramics, Detergents	Potassium Silicate	Only producer in Türkiye
EGELit®	Ceramics, Detergents	Lithium Silicate	Only producer in Türkiye
EGEZinc®	Tyres	High-Grade Zinc Oxide	Partnerships with many global tyre manufacturers

Awards and Corporate Memberships

At Ege Kimya, we reinforce our strong position in the sector through our commitment to sustainability, transparency, and responsible corporate citizenship. In 2024, our performance in these areas was recognised both nationally and internationally with various awards and memberships.

Our Awards

EcoVadis 2024 Bronze Medal

Our sustainability performance was recognised with a Bronze Medal by the international EcoVadis platform, scoring 65/100.

İKMİB Export Stars Award

We were ranked first in 2024 in the export of miscellaneous chemicals, once again affirming our sectoral leadership by being recognised among the İKMİB Export Stars.

Memberships

United Nations Global Compact (UNGC)

Signatory as of 2024

Cobalt REACH Consortium

Responsible Care – CEFIC (European Chemical Industry Council)

Paint Manufacturers Association (BOSAD)

Additives Manufacturers Association (KÜB)

Union of Chambers and Commodity Exchanges of Türkiye (TOBB) – Chemical Industry Assembly

Turkish Chemical Manufacturers Association (TKSD)

Turkish Composites Manufacturers Association

All Surface Treatment Association (TÜYİDER)

OUR SUSTAINABILITY APPROACH

Our Sustainability Approach

Hayri Öztürk
Factory Manager

2023 was a productive period for consolidating the foundations of our sustainability strategies and achieving significant progress towards our long-term value creation goals. In 2024, the financial and operational impacts of these strategic investments began to materialise, marking a critical milestone in our company's journey of sustainable growth.

At Ege Kimya, while clarifying our sustainability commitments in line with the United Nations Sustainable Development Goals (SDGs), we are accelerating the integration of digitalisation and AI-supported systems to minimise the financial risks of our supply chain and strengthen ESG compliance. These practices enhance the monitoring of supplier performance and contribute to the optimisation of operational costs.

Our new wastewater treatment plant is expected to start operations in 2025, standing out as a critical investment to improve water-use efficiency and reduce operational expenses. In addition, monitoring systems installed in high water consumption production units provide transparency in resource management, significantly contributing to the achievement of water efficiency and environmental sustainability goals.

Investments in waste management infrastructure minimise environmental compliance risks while ensuring full compliance with legal obligations. This approach prevents potential penalties and additional costs in the long term, while waste minimisation projects enhance resource efficiency, reduce operational costs, and improve sustainability performance.

Data gathered from monitoring systems on energy and natural resource use is of critical importance for reducing carbon emissions and managing the financial impacts of environmental performance. Proactive measures taken against climate change-related risks are a strategic factor that strengthens our market position and increases investor confidence.

To gain a competitive edge in the chemical sector, we continue to invest in R&D focused on sustainable innovation and the development of low-carbon products. These investments diversify our product portfolio, create new revenue streams, and support our long-term growth.

In this critical process, we extend our thanks to all our colleagues for their dedication and to our stakeholders for their trust. At Ege Kimya, with our integrated sustainability strategy, we will continue to set an example in our sector by maintaining the highest standards in production efficiency, process safety, digitalisation, and environmental responsibility.

Sustainable Chemistry, Sustainable Future

At Ege Kimya, we prioritise long-term value creation in the environmental, social, and governance fields, integrating this approach with international standards, industry expectations, and our social responsibilities.

> In 2023, we took an important step to strengthen this vision: a sustainability workshop. Before the workshop, we received comprehensive sustainability training from a specialised consultancy.

Then, we held a sustainability workshop attended by the CEO, CFO, and the directors of marketing, human resources, supply chain, and factory operations. In this workshop, we focused on key issues such as climate, water, circular economy, and biodiversity, embedding our sustainability strategies across the organisation.

We shape our business policies in line with our responsible management approach, ensuring alignment with international documents and regulations. The main regulations we reference in our chemical sector activities include:

- **REACH Regulations:** The registration, evaluation, authorisation, and restriction of chemicals in the EU.
- **KKDİK Regulations:** Türkiye's national regulation aligned with the EU REACH Regulations.
- **CLP Regulations:** The classification, labelling, and packaging of chemicals.
- **SEVESO Directive:** Prevention of major industrial accidents.
- **PIC Regulations:** The import and export of hazardous chemicals.

Compliance with these regulations is not only a legal obligation but also a cornerstone of our sustainability performance. The implementation of these policies is integrated into audit processes, continuously monitored through internal and external audits, and conducted based on preventive principles and risk-based assessment systems.

One of our company's core values is respect for human rights. In this regard, compliance with ethical standards is a prerequisite for all employees and business partners.

This approach is reinforced by our status as a signatory of the United Nations Global Compact. The implementation of our sustainability commitments for employees is clearly defined through training modules delivered on the Quality Document Management System (QDMS) Integrated Management System Platform. These trainings begin with orientation programmes, are repeated annually or in line with policy changes, and are systematically recorded.

At Ege Kimya, we do not limit ourselves to reducing our impacts. We develop various mechanisms to address adverse impacts we cause or contribute to in line with our principle of corporate responsibility.

These mechanisms include:

- Conducting risk and impact analyses to identify the scope of adverse impacts,
- Revising relevant policies and processes to create improvement plans for affected parties, and
- Engaging directly with stakeholders to incorporate their feedback and develop effective solutions.

Simultaneously, we regularly invest in social responsibility projects and sustainability initiatives as part of long-term impact management.

Our management systems have been developed to embed this sustainability approach into a solid corporate framework. The following certifications demonstrate that our processes are systematic, traceable, and open to continuous improvement:

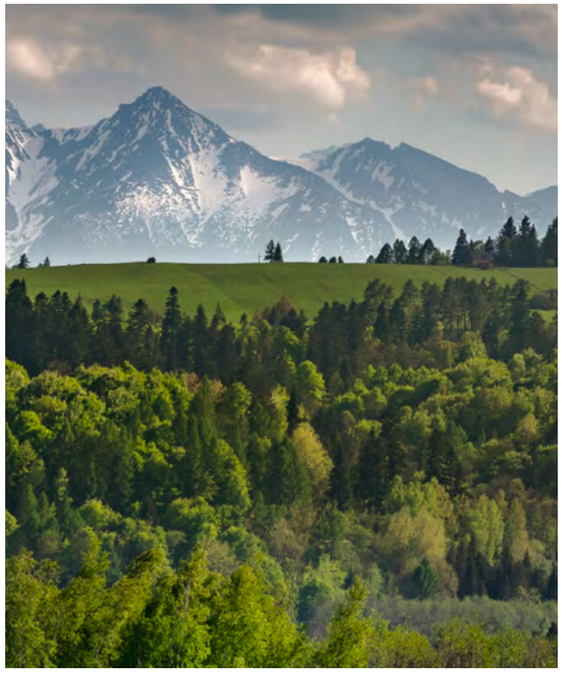
- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety Management
- ISO 50001 Energy Management
- ISO 27001 Information Security Management
- ISO 22716 GMP (Good Manufacturing Practices)
- ISO 14064 Carbon Footprint
- ISO 14046 Water Footprint
- ISO 22000 Food Safety Management
- Zero Waste Certificate
- Responsible Care (Triple Responsibility)

Responsible Care is a global initiative aimed at improving environmental, health, and safety performance in the chemical sector. The Responsible Care Certificate we obtained within this framework reflects our sectoral awareness and responsibility. In addition, we are regularly subject to SMETA and GMP audits as requested by our customers.

Our focus on sustainability is not limited to governance; we also prioritise technical compliance and environmental responsibility in our products and production processes. Within this scope, our production processes support sustainable product development goals and comply with the following standards:

- TS 4624
- TS 934-2 Concrete Admixtures
- TS 934-5 Sprayed Concrete Admixtures
- TS 1504-2 Concrete Surface Protection

With this holistic approach, Ege Kimya acts with a sense of responsibility that cares for the present and the future. We adopt sustainability not just as something we disclose, but as a culture we live by.



Sustainability Governance and Committee

At Ege Kimya, we view sustainability as a core element of long-term value creation, managing our environmental, social, and governance (ESG) performance strategically across the company. Accordingly, we structure our sustainability governance through a systematic and participatory framework that extends across strategy, implementation, monitoring, and reporting processes.

As part of various financial projects, the European Bank for Reconstruction and Development (EBRD) conducted a multi-stakeholder assessment in 2023 through an independent organisation. This assessment, involving employees, employee representatives, legal entities, public authorities, neighbours, and management, resulted in the creation of Environmental and Social Action Plans, reshaping our sustainability management model.

The company's strategic objectives are defined within the **"Ege Kimya Strategic Planning Procedure"** and are available in their latest version on the QDMS Integrated Management System Platform. The strategic goals developed under this plan are translated into annual targets and cascaded down to individuals on a process basis. This structure is supported by a performance evaluation infrastructure integrated into the Oracle system, with achievement of targets rewarded through an incentive-based bonus scheme.

Our sustainability governance is carried out within an integrated structure, supported by the active involvement of senior management and strong collaboration between units. In this context, our sustainability performance is regularly addressed across multiple platforms, including Board of Directors meetings, Management Review Meetings (MRM), occupational health and safety system reviews, Sustainability Committee sessions, and feedback from regulatory and external audits, as well as budget and activity evaluations. Management Review Meetings (MRM), in particular, assess the previous year's performance and also cover agenda items set by the relevant standards, ensuring in-depth discussions. The decisions taken in these meetings guide the processes, targets, and practices of the following year. Accordingly, we adopt an integrated management approach based on the **"Objective–Target–Programme" triad**, systematically implemented through the **Objectives and Key Results[3] (OKR)** methodology.

All critical sustainability issues are analysed department by department within the scope of annual risk assessments and reported to senior management. These analyses are addressed in Board of Directors meetings, contributing to strategic decision-making processes. In addition, summary results of compliance and audit processes are regularly presented to senior management. Senior executives report on progress toward sustainability goals to the Board of Directors through formal presentations held quarterly. The board reviews sustainability reports prior to approval, incorporating any recommendations before giving final approval through the CEO.

The integration of sustainability goals into the performance system is applied across all levels of the organisation. For example, as of 2024, the Factory Director's KPIs include sustainability criteria such as energy and water consumption, carbon emissions, and efficiency, along with the target of achieving the Silver category in the EcoVadis assessment. In 2023, the company's score rose from the 63rd to the 80th percentile, earning a Bronze Medal, with the 2024

[3] Objectives and Key Results (OKR) is a performance management methodology built on setting objectives and defining measurable outcomes to assess their achievement. It helps organisations clarify their strategic priorities, align teams, and monitor progress on a regular basis.

goal set as achieving the Silver category. For the Supply Chain Directorate, KPIs include sustainable supplier performance measurement and a supplier risk assessment system.

The organisational structure supporting sustainability management goes beyond the main organisational chart, being further detailed through sub-level role definitions and structured team charts in line with the standards we uphold. Accordingly, commitments are integrated into processes through dynamics tailored to each department.

Our Sustainability Committee

In 2023, the **Ege Kimya Sustainability Committee** was established to elevate our sustainability management into a more institutionalised and integrated structure. The committee consolidates sustainability activities under one roof, ensuring the company-wide coordination of strategy, implementation, and monitoring processes. It is composed of representatives from all units influencing sustainability performance and operates under the leadership of the Factory Directorate.

Our sustainability strategy is defined around three key focus areas:

- Adaptation to a Low-Carbon Economy
- Cultural Transformation
- Product Development for Sustainable Chemistry

In line with these strategies, the committee prepared a roadmap to transform the corporate culture and integrate processes, assessing all company activities based on strategic risks and opportunities.

The committee members and their responsibilities are as follows:

Factory Director

- Leads the committee, ensures KPIs are set and achieved.
- Presents reports to senior management and manages resource allocation.

OHS & Environment Manager

- Presents reports to senior management and manages resource allocation.
- Prepares sustainability reports and regulatory/voluntary disclosures.

Management Systems Manager

- Ensures activities comply with integrated management systems.
- Works in coordination with the OHS & Environment Department during reporting processes.

Engineering Manager

- Develops projects on energy and resource efficiency and climate change mitigation.
- Manages the ISO 50001 process.

R&D Manager

- Develops sustainable raw material alternatives.
- Supports sustainable production approaches.

Quality Assurance and Regulation Manager

- Monitors and reports on chemical management legislation and standards.

Supply Chain Director

- Ensures the implementation of sustainable procurement policies.
- Manages supplier evaluation and guidance processes.

Finance Director

- Researches sustainability financing and incentive packages.

Production Manager

- Ensures resource efficiency and sustainability in production processes.

Human Resources Director

- Leads cultural transformation processes.
- Coordinates training and ethics systems.

Information Technologies Director

- Supports climate change mitigation and sustainability performance through digitalisation.

The committee monitors the achievement of SMART targets in quarterly meetings, setting measurable outcomes in areas such as reducing greenhouse gas emissions, energy and water consumption, waste management, and occupational health and safety. These targets are also integrated into the individual performance evaluation system, serving as a basis for employee recognition and development processes.

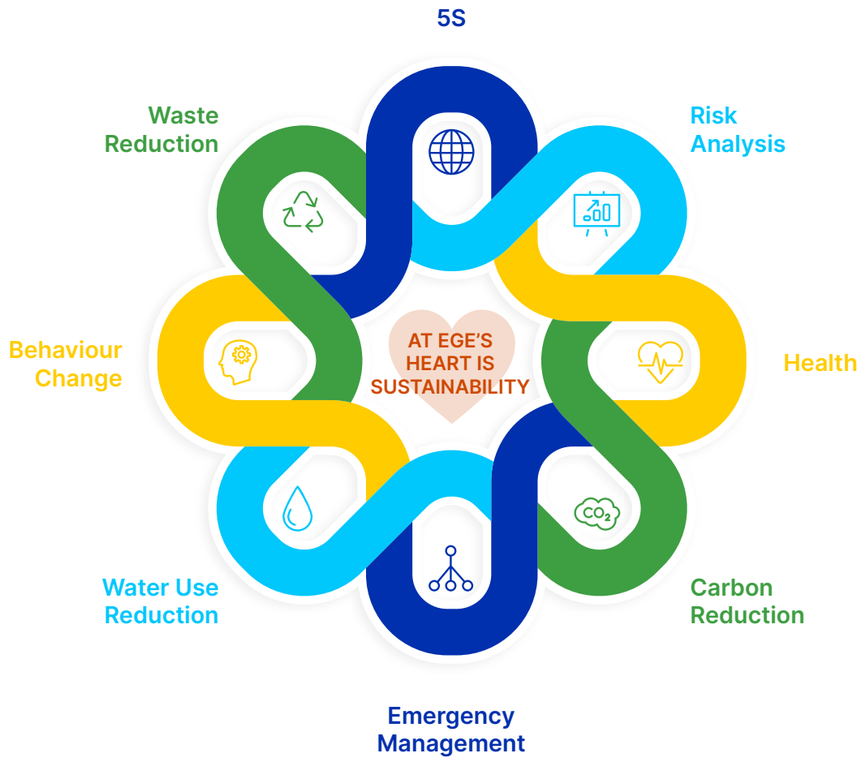
As part of efforts to institutionalise sustainability management, the Ege Kimya Corporate Sustainability Policy and Commitments document was published and came into effect in 2024. Through this process, Ege Kimya reaffirms its commitment to integrating sustainability into its corporate culture.

Click here to access detailed information on our Corporate Sustainability Policy and Commitments.

Sustainability Targets

Journey to Zero

During the reporting period, we evaluated our sustainability risks and opportunities arising from our production processes with our management team and set ourselves final targets and control points. We defined the systematic we created as "Journey to Zero" and shared it with our colleagues.



Through "Journey to Zero Programme", we aim to reach;

- Zero occupational accidents,
- Zero occupational diseases,
- Zero emergencies,
- Zero environmental accidents,
- Zero carbon emissions,
- Zero waste water discharge, and
- Absolute zero waste level.

In this direction, we have questioned all our processes from start to finish. In order to strengthen our programme, we follow and fulfil the requirements of Seveso directives with precision. With all these approaches, we endeavour to carry out our production activities in accordance with the concept of sustainable production management.

Material Topic	Target	2023 Performance	2024 Performance	Status	Supported SDGs
Occupational Health and Safety	Reduce accident frequency rate	4.8	3.9	Achieved	
	Reduce accident severity rate	49.89	27.32	Achieved	
	Zero occupational disease (Occupational disease rate)	0	0	Achieved	
	Achieve full compliance with the REACH Regulation	100%	100%	Achieved	
Process Safety	Zero Major Industrial Accident	0	0	Achieved	
	Zero fire incidents	0	0	Achieved	
Sustainable Supply Chain	Increase EcoVadis sustainable procurement performance score above 55	40	70	Achieved	
	Increase EcoVadis sustainability performance score above 59	55	65	Achieved	
Water and Wastewater Management	Reduce water consumption per unit of product	0.89 m3/tonnes	0.77 m3/tonnes	Achieved	
	Reduce waste per unit of product	0.053 tonnes/tonnes	0.047 tonnes/tonnes	Achieved	
Product Life Cycle	Implement Life Cycle Assessment(LCA)	1	1	Achieved	
Energy and Emissions Management	Reduce CO_2 emissions per product	0.13 tonnes CO2e/ production tonne	0.10 tonnes CO2e/ production tonne	Achieved	
	Prepare greenhouse gas inventory across 3 scopes	✓	✓	Achieved	
	Reduce energy intensity	1.47 GJ/tonnes**	1.88 GJ/tonnes	Not Achieved	
Career Management and Training	Complete development programme for managers	-	The program was implemented in 2024 and completed in 2025.	Ongoing	
Biodiversity Conservation and Ecological Impacts	Implement a biodiversity project	-	1	Achieved	

**The 2023 performance value for the energy intensity reduction metric has been corrected to 1.47 GJ/tonnes. In the previous report, it was reported as 1.45 GJ/tonnes.

Ege Kimya's Sustainable Development Goals

At Ege Kimya, we embrace the **United Nations Sustainable Development Goals (SDGs)** as a core component of our business strategy. While we focused on 6 SDGs in 2023, in 2024, we expanded this number to 12, thereby broadening our impact in sustainability.

We evaluate our activities in terms of their environmental, social, and economic effects, and implement practices that make tangible contributions to our priority goals. Below are the main SDGs we contribute to and the related practices we have implemented.

SDG 3 – Good Health and Well-being

We place the goal of good health and well-being at the centre of all our work practices, prioritising employee health by integrating the **ISO 45001 Occupational Health and Safety Management System** into all our operations. Through risk analyses, ergonomic assessments, hygiene practices, indoor air quality measurements, and regular health screenings, we ensure a safe working environment. With our **"Journey to Zero"** programme, we embed positive safety behaviours into our corporate culture.

By signing the **Responsible Care® Global Initiative**, we extend this approach beyond our own organisation into our supply chain, collectively strengthening sustainable health and safety practices.

SDG 4 – Quality Education

At Ege Kimya, we prioritise training programmes that support the development of our employees. In 2024, a specially designed **management development programme** for our company's managers was successfully completed, including training to strengthen leadership skills, strategic thinking capabilities, and sustainable business management practices. Accordingly, we enhance our corporate capacity while reinforcing our culture as a learning organisation.

SDG 5 – Gender Equality

We are committed to creating a fair work environment where our employees enjoy equal opportunities regardless of gender, age, ethnicity, or disability. All our human resources processes, including recruitment, promotion, and remuneration, are based on merit. In line with our **Code of Ethical Conduct**, we apply a zero-tolerance policy against discrimination, harassment, and inequality. Our policies are built in full alignment with universal norms such as **ILO conventions and the United Nations Global Compact.**

SDG 6 – Clean Water and Sanitation

At Ege Kimya, we regard **access to clean water and proper hygiene conditions** for our employees and service providers as **a fundamental human right**. Accordingly, drinking and utility water is **regularly analysed in accredited laboratories**, while the **ISO 22000 Food Safety Management System** and professional cleaning practices ensure **high sanitation standards** at our plants.

SDG 7 – Affordable and Clean Energy

At Ege Kimya, within the framework of our motto **"Sustainable Chemistry, Sustainable Future,"** we view energy management as one of our key priorities. **In 2024, with the start of operations for our 7.5 MW solar power plant in Uşak**, all of our electricity consumption began to be met entirely from renewable sources. With our **ISO 50001 Energy Management System certification** and the initiation of new energy efficiency projects in **partnership with Enerjisa**, we are both strengthening our energy performance and advancing resolutely towards our climate goals.

SDG 8 – Decent Work and Economic Growth

We prioritise employing our workforce under safe, fair, and inclusive conditions, investing in our people through training programmes that support continuous development, merit-based career planning, and performance management processes. While supporting local employment, we also contribute to the national economy through production and export activities that generate long-term economic value.

SDG 9 – Industry, Innovation and Infrastructure

In both our existing investments and future plans, our priorities include building **resilient infrastructure, promoting environmentally and socially sustainable industrialisation, and fostering innovation-driven approaches.** Within this scope, we aim to create long-term value by integrating technology, digitalisation, and R&D.

SDG 10 – Reduced Inequalities

At Ege Kimya, by embracing the principle of **"equal pay for equal work,"** we provide all our employees with a fair and inclusive working environment. We place a high value on employing people with disabilities and promoting diversity within our workforce. Inspections and observations conducted throughout 2024 revealed **no cases of discrimination in our workplace.** This outcome reflects the internal practices we have established with regard to diversity and equal opportunity, and it is continuously reinforced through our commitment to improvement.

SDG 12 – Responsible Consumption and Production

We prioritise employing our workforce under safe, fair, and inclusive conditions, investing in our people through training programmes that support continuous development, merit-based career planning, and performance management processes. While supporting local employment, we also contribute to the national economy through production and export activities that generate long-term economic value.

SDG 13 – Climate Action

At Ege Kimya, we consider combatting climate change one of our foremost responsibilities. **In line with the goal of limiting global warming to 1.5°C, we commit to reducing our greenhouse gas emissions by 60% by 2033 compared with 2023 levels, and to reaching net zero by 2050.** Through our **"Journey to Zero"** programme, we are reducing emissions across all our operations, accelerating the energy transition, and systematically shrinking our carbon footprint. In this context, we achieved a **32% reduction in our Scope 1 emissions compared with 2022.**

SDG 15 – Life on Land

Within the scope of protecting life on land, Ege Kimya adopts an approach that prioritises biodiversity conservation and the sustainability of natural heritage. In all our investments, we implement the **Natural and Cultural Heritage Conservation Procedure,** carefully assessing our impacts on nature and wildlife and taking protective measures where necessary.

In 2024, with our **ecoDrone project**, we launched a reforestation process by **releasing 50,000 seed balls into areas inaccessible by road, covering approximately 6,250 m²**. Through this initiative, we aim both to contribute to the **restoration of terrestrial ecosystems** and to **prevent more than 1,700 tonnes of CO_2 emissions in the long term.**

SDG 17 – Partnerships for the Goals

We attach great importance to collaborating with institutions that adopt responsible business principles at the global level. Accordingly, **in 2024, we became a signatory to the United Nations Global Compact (UNGC).** Through this platform, we formalise our commitment to core principles, including human rights, labour standards, the environment, and anti-corruption, while pledging to build stronger partnerships with national and international stakeholders to advance the Sustainable Development Goals.

Effective Stakeholder Engagement

At Ege Kimya, we view continuous, transparent, and two-way communication with all stakeholders as a core priority in shaping our sustainability strategy. Stakeholder expectations, views, and feedback serve as a crucial reference point for improving the company's environmental, social, and governance performance. Accordingly, through regular engagement mechanisms established with both internal and external stakeholders, the company's strategic decision-making processes are carried out within a multi-stakeholder framework.

Key Stakeholder Group	Communication Method	Expectations, Suggestions, an Positive Impacts	Ege Kimya's Response
Board of Directors	Regular board meetings, internal notifications, open-door meetings, periodic reports, corporate website	• No fatal or major occupational accidents • No major industrial accidents • Continuous improvement of accident frequency and severity rates • Monitoring performance against energy, emissions, water, and waste targets • Preparing the necessary infrastructure for Ege Kimya's sustainability report	To address these expectations, activities are carried out in line with ISO 45001, ISO 14001, BEKÖP GYS, and legal compliance requirements.
Employees	OHS committee meetings, emails, Collective Labour Agreement Handbook	• Compliance with OHS and labour legislation • Employees sharing their expectations with management • Compliance with the requirements of the Collective Labour Agreement • Safe, healthy, and ergonomic working conditions • Adequate and accessible waste separation bins	To address these expectations, activities are carried out in line with ISO 45001, ISO 14001, BEKÖP GYS, and legal compliance requirements.
Managers	Periodic and ad-hoc meetings, periodic reports, internal notifications, TEAMS platform, website	• Provision of all necessary information and resources to achieve goals and objectives • Consideration of employee suggestions • Safeguarding rights arising from social and labour legislation	The necessary budget and human resources are provided under company policies.
Investors	Periodic meetings, emails, workshops, face-to-face visits, correspondence, corporate reports	• Ensuring investments comply with sustainability principles • Sustainability reporting • ISO 45001 and ISO 14001 certification	In line with expectations, a sustainability report has been published, certification processes have been carried out, and targets have been set for the decarbonisation roadmap and for reducing water, waste, and resource consumption.

Effective Stakeholder Engagement

Key Stakeholder Group	Communication Method	Expectations, Suggestions, an Positive Impacts	Ege Kimya's Response
Subsidiaries	Periodic meetings, emails, workshops, face-to-face visits, correspondence, corporate reports	• Guidance for alignment with Ege Kimya's strategy and objectives • Support for adapting to Ege Kimya's digital platforms • Provision of all necessary information and resources to achieve sustainability goals and objectives • Guidance on legal regulations and Ege Kimya procedures	• Digital infrastructure has been extended to subsidiaries. • Subsidiaries participate in workshops where strategies and objectives are set. • In line with expectations, a sustainability report has been published, certification processes have been carried out, and targets have been set for the decarbonisation roadmap and for reducing water, waste, and resource consumption. • Changes in legislation are shared with subsidiaries.
Customers	Inter-institutional correspondence, meetings, joint activities under collaborative projects	• Participation in EcoVadis, SMETA, and sustainability audits • Submission of chemical declarations for restricted/prohibited materials (Conflict Minerals, SVHC, Cobalt) • Meeting requirements under the KKDİK regulation • Holding ISO 14001 certification • Assessing the environmental impacts of products during production/on-site, implementing best practices for environmental protection • Reporting OHS performance and implementing best practices for continuous improvement	• Sustainability reporting processes are conducted, and notifications are submitted to the mentioned platforms. • Legal notifications are made, and compliance requirements are monitored. • Certification requirements under management systems are monitored.
Public Institutions, Regulatory and Supervisory Bodies	Notifications, corporate reports, corporate website	• Conducting statutory measurements (e.g. wastewater, emissions) • Reporting statistical data on water, wastewater, waste, working hours, legal rights, and compensation • Completing energy consumption statistics surveys • Providing accurate and sufficient information, revising in cases of capacity increases • Preparing documents prior to audits, accompanying during audits, addressing findings and specific requests	• Periodic measurements and notifications are monitored under the Monitoring and Measurement Plan. • Reports such as TÜİK and EÇBS notifications and surveys are responded to in a timely manner. • Legal regulations are monitored to ensure compliance with requirements.

Effective Stakeholder Engagement

Key Stakeholder Group	Communication Method	Expectations, Suggestions, an Positive Impacts	Ege Kimya's Response
Suppliers and Servic Providers	Regular board meetings, internal notifications, open-door meetings, periodic reports, corporate website	• Guidance on legal regulations and Ege Kimya procedures • Compliance with laws, regulations, and contract requirements • Safe, clean, and healthy working environment	• Pre-employment training is provided for suppliers and employees working on our premises, during which expectations and rules are communicated. • Notifications are sent to other suppliers through technical specifications/contracts in line with international trade rules and regulations. • Communication is also maintained via the corporate website.
Academic Stakeholders	OHS committee meetings, emails, Collective Labour Agreement Handbook	Contribution to scientific research, sharing institutional scientific knowledge and data	Joint projects are carried out under incentive programmes.
NGOs	Periodic and ad-hoc meetings, periodic reports, internal notifications, TEAMS platform, website	Supporting and sponsoring social responsibility projects	NGOs are supported through contributions, sponsorships, and cooperation in line with business activities and our social responsibility approach.
Media	Periodic meetings, inter-institutional correspondence, notifications, corporate reports, corporate website	Receiving accurate and up-to-date information on company investments and activities	Communication is conducted through the corporate communications group.
Financial Institutions and Development Finance Institutions	Periodic meetings, emails, workshops, face-to-face visits, correspondence, corporate reports	• Ensuring investments comply with sustainability principles • Sustainability reporting • ISO 45001 and ISO 14001 certification	In line with expectations, a sustainability report has been published, certification processes have been carried out, and targets have been set for the decarbonisation roadmap and for reducing water, waste, and resource consumption.

Materiality Analysis

We embrace sustainability as a strategic approach that shapes our decision-making mechanisms, transforms our business model, and enables long-term value creation. In line with this approach, we conducted a comprehensive **materiality analysis** to assess the relative significance of key environmental, social, and governance (ESG) issues for our company. This analysis was structured around a **dual perspective**: on one hand, the environmental and social impacts of our operations, and on the other, the expectations of our stakeholders. Our goal was to define Ege Kimya's sustainability priorities with a scientific, representative, and strategic approach, and to guide decision-making processes accordingly.

The first step of the analysis began with a detailed desk study based on global sustainability standards and best practices specific to the chemical industry. Key international frameworks were considered, including the GRI Standards, the Sustainability Accounting Standards Board (SASB) Chemicals sector guidance, the Morgan Stanley Capital International (MSCI) Speciality Chemicals sector framework, and the Refinitiv Chemicals sector assessment methodology. In addition, the Türkiye Sustainability Reporting Standards (TSRS 1 and TSRS 2) and insights from competitor analyses provided a strong local context for our assessment. Guided by these sources, the matrix was developed with a multi-dimensional depth that reflects sustainability trends and sectoral needs.

In the second stage of the analysis, an **inclusive stakeholder engagement process** was undertaken to further reinforce the insight-driven assessment. Within this scope, Ege Kimya has engaged with its internal and external stakeholders on sustainability issues with a focus on transparency and representation. This engagement was conducted through specially designed surveys focused on ESG topics, creating a multi-voice evaluation platform that incorporated feedback from various stakeholder groups. During this process, we did not limit ourselves to internal insights, but also directly considered the perceptions, priorities, and expectations of our external stakeholders.

A total of 44 stakeholders contributed to this study, with employees representing the highest participation rate. This is a tangible indicator of how deeply sustainability has been internalised within our organisation.

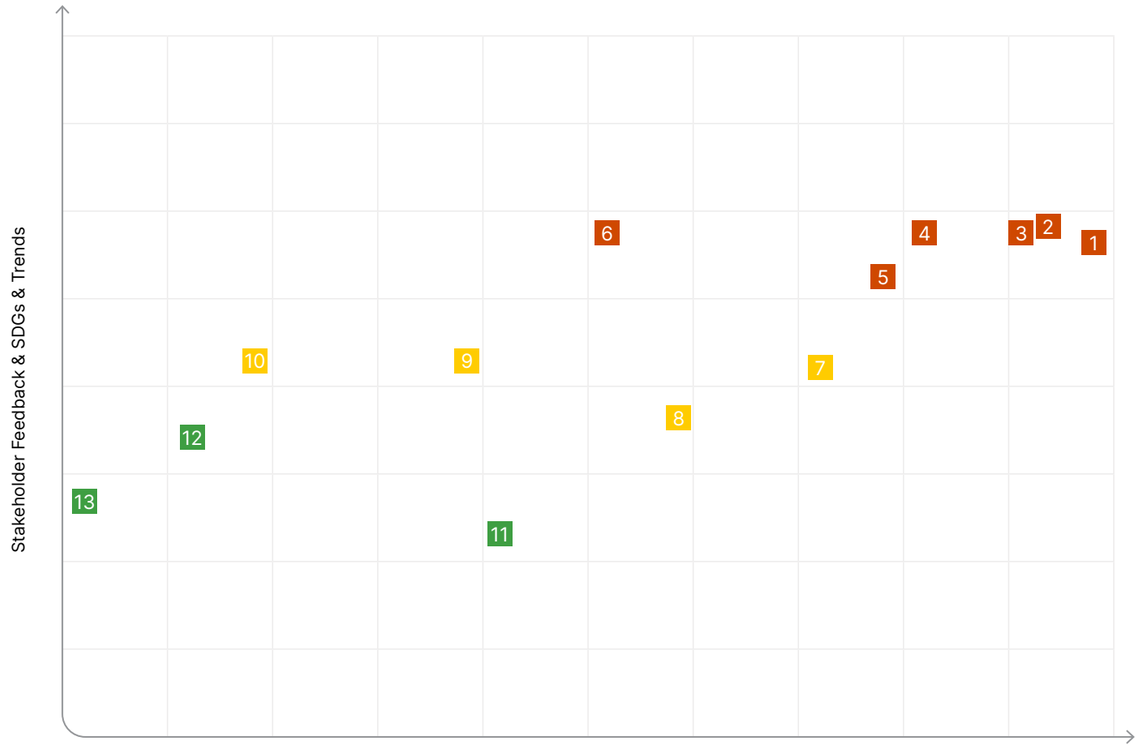
The results revealed that issues with direct operational impact, such as **Waste Management, Process Safety, Occupational Health and Safety, and Water and Wastewater Management**, emerged as the most material topics for stakeholders. At the same time, themes such as Product Lifecycle and Energy & Emissions Management, which are directly linked to environmental sustainability, were identified as critical priorities for both strategic governance and long-term performance. The issue of Economic Performance is another priority for the company and has been included among its material topics."

The findings were evaluated using qualitative and quantitative techniques, after which the topics were classified into three levels of materiality: **"Very Highly Material,"** **"Highly Material,"** and **"Material."**

This classification not only guided sustainability reporting but was also directly integrated into core management functions, such as resource allocation, target setting, business strategy development, and operational action planning. Accordingly, a sustainability perspective has been systematically integrated into the company's decision-making processes.

Ege Kimya's materiality analysis is not a mere reporting tool, but also a cornerstone of our corporate sustainability strategy. Through this analysis, we have established a governance structure that is more responsive to stakeholder expectations, manages risks and opportunities more effectively, and is firmly grounded in long-term value creation. The insights gained throughout the process have provided strategic direction for our dynamic sustainability agenda, laying a strong foundation for strengthening Ege Kimya's position in the sector as a more resilient, effective, and accountable organisation.

Materiality Matrix



Very Highly Material

1. Process Safety
2. Water and Wastewater Management
3. Waste Management
4. Occupational Health and Safety
5. Product Lifecycle
6. Energy and Emissions Management

Highly Material

7. Sustainable Supply Chain
8. Biodiversity Conservation and Ecological Impacts
9. R&D and Innovation
10. Business Ethics and Legal Compliance

Material

11. Corporate Social Responsibility
12. Career Management and Training
13. Diversity, Equity, and Inclusion

FOCUS ON BUSINESS

Business Ethics and Legal Compliance

Ege Kimya regards ethical values as an integral part of its corporate structure, conducting all business processes based on transparency, accountability, and impartiality. In line with this approach, the prevention and effective management of conflicts of interest form one of the cornerstones of the company's sustainability and corporate governance framework.

Under the existing Code of Ethical Conduct, notification and monitoring processes relating to conflicts of interest are assessed by the relevant managers. To make these mechanisms more systematic and comprehensive, the company plans to publish a procedure for managing conflicts of interest in 2025. This procedure aims not only to place current practices within a structural framework but also to strengthen these processes with an effective reporting and monitoring infrastructure.

Ege Kimya also takes a preventive approach to potential conflicts of interest that may arise for individuals holding different board memberships or management positions. Senior executives and relevant board members are expected to act in line with the principles of independence and impartiality in all decision-making processes, ensuring that any potential conflicts of interest are assessed in accordance with ethical rules and corporate governance principles. Accordingly, those serving in company management are expected to fully comply not only with legal frameworks but also with internal ethical expectations.

The same level of diligence applies to stakeholder relations; in particular, potential conflicts of interest relating to controlling shareholder relationships, related party transactions, and outstanding balances are evaluated in line with the code of ethical conduct. With the forthcoming publication of the conflict-of-interest management procedure, this process is expected to gain a more comprehensive and transparent structure. The planned new procedure is also expected to introduce a more comprehensive reporting mechanism for related party relationships.

Among the structural principles applied by the company to prevent conflicts of interest in decision-making processes are the **"segregation of duties"** and the **"four-eyes principle."** The segregation of duties principle ensures that no individual is solely authorised to initiate, approve, and finalise a transaction, while the four-eyes principle requires that particularly critical transactions be jointly reviewed and approved by at least two authorised persons. These structures not only ensure ethical compliance but also play a crucial role in mitigating corporate risks.

Ege Kimya supports its commitments to business ethics and legal compliance not only at the policy level but also through concrete actions at the operational level. In this context, in 2024, a specialist law firm delivered an on-site training programme on competition law and fair competition principles. The programme consisted of two sessions totalling six hours, with the participation of directors, managers, and procurement and sales teams.

In 2025, a comprehensive Anti-Bribery and Anti-Corruption training programme is planned across the company, with the attendance of procurement staff.

In addition to these trainings, the company has developed and implemented procedures in areas such as anti-bribery and anti-corruption, fair competition and competition law, compliance with trade sanctions, and anti-money laundering. Furthermore, **a Code of Ethical Conduct training programme for all employees is planned for 2025.** In addition, regular supplier visits and supplier assessment activities conducted by the procurement management ensure that adherence to ethical principles and legal compliance is continuously monitored not only in our internal processes but also in our supplier relationships.

The company does not confine this holistic approach to its own employees but also informs subcontracted security staff engaged through external service providers on human rights and systematically implements the necessary training programmes for them. In this regard, Ege Kimya is firmly committed to human rights and ethical principles in working life, taking a clear stance against all forms of forced labour and child labour.

Ege Kimya regularly analyses activity areas that may involve ethical risks in order to prevent potential misconduct. In this context, areas such as commercial relations with external stakeholders, financial process management, human resources practices, representation activities, and information security are considered potential risk areas, and the related compliance and control mechanisms are periodically reviewed. In parallel to this comprehensive approach, **286 hours of ethics training and 115 hours of anti-corruption training** were delivered company-wide in 2024. As a continuation of training and policy development activities, **a comprehensive fraud audit process was carried out to address corporate fraud risks.** This audit included multidimensional analyses, such as **internal self-assessment, review of the factory, logistics, and physical conditions, as well as the application of ethics and compliance checklists.**

In addition, **advance payments to suppliers were audited** to reduce risks, particularly in financial transactions and procurement processes. To ensure transparency in assessing all commercial counterparties, continuous review and verification activities are carried out in line with the **"Know Your Customer"** and **"Know Your Supplier"** principles.

Within this framework, the company reaffirms its commitment to compliance with laws and internal regulations through transparent monitoring and reporting processes. To systematically identify significant non-compliance cases, the internal control system, regular internal and external audits, and risk-based analysis processes are actively implemented. Compliance breaches are reported to the relevant managers, the Compliance and Internal Audit Department, or, when necessary, to the Board of Directors for evaluation at the highest decision-making levels.

To ensure the effectiveness of these assessment processes and to address non-compliances particularly in the areas of anti-bribery and anti-corruption, an Ethics Board has been established within the company. The Ethics Board, whose structure and operating principles are defined in the relevant company policy, is responsible for reviewing such cases, determining the necessary actions, and implementing sanctions.

In the current reporting period, no significant compliance breaches or monetary fines have been identified in relation to legal compliance.

Economic Performance

Furthermore, the transparent reporting of significant compliance breaches, legal sanctions, and monetary fines is addressed in line with our company's principle of accountability. Similarly, **no confirmed incidents of corruption occurred**, and **no dismissals or disciplinary actions were taken** in this regard. In addition, no cases of violations of indigenous peoples' rights were identified. Within the scope of our responsibility for product safety and information, **no non-compliance has been recorded regarding health and safety regulations, product and service information and labelling rules, or marketing communication, advertising, or sponsorship activities.**

Customer Confidentiality and Information Security

Ege Kimya regards customer confidentiality as a cornerstone of its business ethics and stakeholder trust, managing all information security processes in line with the TS EN ISO 27001 Information Security Management System standard.

Customer data is safeguarded within secure systems accessible only to authorised personnel and is continuously monitored through access controls, regular risk assessments, and periodic security testing. This approach ensures that the processing, storage, and sharing of customer information are carried out in full compliance with legal requirements and the company's internal procedures.

During the reporting period and over the past five years, no complaints, legal actions, or verified breaches relating to customer information confidentiality have been recorded. Ege Kimya continues to uphold and further enhance its standards in this area.

To ensure that corporate ethics governance is also conducted in a preventive and participatory manner, notification and feedback mechanisms established within the company are activated as an important complementary element. In this context, stakeholder feedback is treated as a key governance element **in the design, operation, and continuous improvement of grievance mechanisms. Regular evaluation surveys conducted among employees and external stakeholders** enable measuring the effectiveness of these mechanisms and identifying their weaknesses. Survey results are systematically analysed, and grievance processes are restructured in terms of accessibility, transparency, and problem-solving capacity based on the findings. **These feedback channels enable stakeholders to actively participate in the process,** serving not only as an evaluation of existing systems but also as a strategic resource for strengthening the culture of organisational learning and development.

Accordingly, a multi-channel and structured reporting system has been established within the company to ensure that grievances are effectively identified and appropriately addressed. Reports submitted via the dedicated ethics email channel enable employees and stakeholders to share their views and concerns, either anonymously or openly, without hesitation. In addition, systematic feedback is gathered through periodic employee and stakeholder surveys, enabling the identification of priority issue areas and the timely planning of necessary actions.

In these processes, expert units such as the Company Legal Counsel and the Compliance and Internal Audit Department play a critical role as advisory and guidance points. Any employee seeking advice on compliance or ethical matters can make a direct request through the internal reporting systems and notification channels.

Furthermore, the QDMS Integrated Management System Platform, our internal intranet portal, provides access to detailed information on policy documents, procedures, and advisory mechanisms, thereby enhancing ease of use.

To support the effectiveness of these processes, employees and other stakeholders may use various communication channels to submit consultation or notification requests when needed.

In this context, complaints, suggestions, or reports of ethical non-compliance can be submitted by sending an email to

etik@egekimya.com

or through the Contact Form available on our corporate website at

www.egekimya.com/contact

Click here to access detailed information on our Code of Ethical Conduct.

R&D and Innovation

Ege Kimya approaches research and development not only from the perspective of generating technological innovation but also as a strategic lever supporting sustainable growth. Our R&D approach is shaped by multi-dimensional criteria such as global competitive dynamics, regulations, environmental responsibilities, and customer expectations, providing high-value-added solutions to the evolving needs of the chemical industry.

Projects developed within this framework are built around core objectives such as continuous improvement of product quality, increased process efficiency, and minimisation of environmental impacts. Innovative chemical process solutions, such **as cobalt-free driers, oxime-free anti-skinning agents, removal of metal impurities, and transition from saponification to condensation,** not only enhance performance but also make significant contributions to the development of environmentally friendly production systems. These innovations are designed in full compliance with current chemical regulations and are implemented in line with best practice examples in the industry.

In process innovation, the company has enhanced its R&D management to be more **agile, modular,** and **digitally compatible.** The developed project management model is built on the principles of speed, flexibility, and adaptability, enabling the creation of a resilient R&D structure, particularly in response to rapidly changing market demands. Thanks to this transformation, all stages from idea to prototype and commercialisation are managed more effectively, with time, cost, and performance parameters optimised.

The successful implementation of this agile and holistic approach is largely made possible by the company's intellectual capital, technical infrastructure, and expert human resources. These projects are carried out entirely with Ege Kimya's own technical know-how and the expertise of its experienced R&D team, without recourse to external collaborations. Original projects developed within this scope are designed and implemented in-house, while patent applications for these innovative solutions provide effective protection of our intellectual property rights. By treating knowledge as a corporate asset, this structure secures competitive advantage not only for today but also as a guarantee of sustainable growth for the future.

2024 Environmental and Process Investments Supporting R&D

In 2024, the Ege Kimya R&D Centre matured projects initiated in previous years, generating tangible outputs across many areas, while also launching next-generation product and technology development processes. During the year, critical projects such as **metal purification solutions, oxime-free anti-skinning agents, next-generation polyurethane catalysts, zero liquid discharge (ZLD)** systems, and sustainable silicate technologies were at the core of the R&D portfolio and successfully advanced. These efforts delivered innovative outputs that not only enhanced technical capabilities but also strengthened environmental compliance and production efficiency. In this context, **cobalt-free drier development activities** were launched in 2024 and remain among the ongoing priority R&D projects.

Key investments implemented in 2024 in environmental sustainability, energy efficiency, and process improvements:

- Investments were initiated to upgrade the chemical and biological wastewater treatment plant.
- Infrastructure works began for the establishment of a temporary waste storage area.
- The Continuous Emission Monitoring System (CEMS) was installed, enhancing traceability of air quality.
- An economiser (waste heat recovery system) was installed in the coal-fired boiler house, boosting energy efficiency.
- Process improvements to filter press sludge belts were completed, ensuring greater efficiency in waste management.
- Ventilation systems at factory production sites were modernised, optimising workplace comfort and energy use.
- Comprehensive improvements and revision works were carried out at emission points.
- Energy-saving improvements were introduced to dust collection systems at the zinc plant.
- The installation of an energy monitoring system was initiated.

Planned Strategic Investments for the Future (Post-2024):

- A new economiser system is planned for installation at the zinc plant.
- All new projects will prioritise the selection of energy-efficient equipment, with existing equipment replaced by alternatives of the same class.
- Units that conduct the same processes are planned to be consolidated into a single operation to improve operational efficiency and optimise resources.

These investments and planned projects clearly demonstrate that Ege Kimya's R&D-driven growth strategy is not limited to technological innovation but also targets a holistic transformation in environmental sustainability, energy efficiency, and operational excellence.

In line with this vision, the company not only delivers solutions for today's needs but also shapes the sustainable production standards of the future.

Sustainable Supply Chain

Approaching its suppliers with the goal of strategic collaboration, Ege Kimya regards their contribution to corporate responsibility and sustainability objectives as a fundamental expectation. In line with this approach, the **Ege Kimya Supplier Code of Conduct** is communicated to all suppliers, and written confirmation of compliance is requested. To reinforce a commitment to these principles at the corporate level, key policy documents, such as the **Sustainable Procurement Policy** and the **Cobalt Supply Chain Due Diligence Policy**, have been published on the corporate website and made publicly accessible. These documents not only establish a policy framework but also embody an approach based on transparency, accountability, and respect for human rights across the entire value chain.

Ege Kimya's supply chain is a multifaceted structure covering all stages from planning raw material delivery times, purchasing raw and indirect materials, and procuring services to shipping finished products to customers, managing logistics operations, and handling imports of goods sourced from abroad. These processes, managed under the Supply Chain Directorate, are coordinated through an integrated approach that safeguards the company's operational integrity. The local sourcing rate in the supply structure is 43%. This rate stems from the inability to procure certain raw materials and minerals used in production processes from the local market. However, local sourcing is prioritized as a strategic objective when suitable local sources that meet quality and technical requirements are available.

Embracing measurability and traceability as principles in sustainable supply chain management, Ege Kimya raised its corporate score on the EcoVadis sustainability platform from 40 points in 2023 to 70 points in 2024, demonstrating tangible progress in this area. This achievement reflects how sustainable supply chain processes are systematically structured and continuously improved in collaboration with stakeholders.

To ensure sustainability within the supply chain, Ege Kimya requires its suppliers to comply not only with the legal and regulatory frameworks of the countries in which they operate but also with those of the countries to which their products and services are delivered. Accordingly, suppliers are required to hold all necessary legal permits and registrations and to conduct their activities in accordance with nationally and internationally recognised labour standards and sectoral principles. Key universal frameworks such as the United Nations Global Compact, the UN Universal Declaration of Human Rights, and the ILO Conventions serve as references in this respect.

Ege Kimya takes an unequivocal stance on the protection of human rights, showing zero tolerance under any circumstances for human rights violations, child labour, forced or compulsory labour, or the employment of undocumented migrant workers. In particular, under the due diligence practices implemented for the cobalt supply chain, collaboration is restricted to firms that have committed to Cobalt Supply Chain Due Diligence. In this context, a strict monitoring and verification system is applied to raw materials sourced from high-risk regions. These principles are expected to be adopted and safeguarded not only by direct suppliers but also by all stakeholders across their supply chains. Suppliers are also required to commit to non-discrimination in all human resources practices, including recruitment processes.

In line with this comprehensive approach, various audit, evaluation, and commitment mechanisms are implemented to identify and eliminate social risks in the supplier network.

Ege Kimya does not engage in business with any supplier that denies collective bargaining rights or is involved in serious human rights violations.

In line with this principle, internal control procedures are applied to pre-identify high-risk areas of activity, and supplier selection processes are managed in accordance with risk assessment criteria.

As per Countries or Regions at Risk, Ege Kimya currently monitors its business relations in regions with human rights risks through regular compliance and risk screening tools, assessing them against international risk lists. In this process, **annual risk analyses are planned, and second-party audit**s are conducted to verify risks on site.

Ege Kimya also prioritises safeguarding the rights to freedom of association and collective bargaining; accordingly, agreements signed with suppliers contain explicit provisions for the protection of these rights. **In this context, the signing of the Supplier Code of Conduct** serves as an important tool for supporting fundamental human rights and extending corporate ethical standards throughout the entire value chain.

Ensuring that suppliers comply with high standards in occupational health and safety (OHS) is also among Ege Kimya's priorities. Accordingly, suppliers are expected to provide their employees with all necessary OHS training, supply appropriate protective equipment, and identify and manage potential risks in advance. To enhance the effectiveness of OHS practices, suppliers are encouraged to maintain regular records and share this information transparently.

Environmental sustainability is another cornerstone of Ege Kimya's supply chain policies. Suppliers are expected to identify their current and potential impacts regarding climate change, environmental protection, and natural resource management; to develop corporate strategies to mitigate these impacts; and to conduct their processes in compliance with internationally recognised system standards, particularly the **ISO 14001 Environmental Management System.** It is emphasised that responsibility for these issues should not rest solely with environmental units but should extend across the organisation, starting from senior management.

As a signatory of the **Responsible Care® Global Initiative**, Ege Kimya also plays an active role in institutionalising sustainability within the chemical sector. Within this initiative, the company aims to exceed sector standards in key areas, including occupational health and safety, environmental performance, resource efficiency, product stewardship, transport safety, process safety, and community engagement. Where appropriate to their operations, Ege Kimya encourages its suppliers to join this initiative or to implement similar sustainability programmes.

The company expects its suppliers to monitor their compliance with this policy and report regularly, adopting a systematic monitoring approach that prioritises transparency and accountability. In reporting supply chain sustainability performance, the internationally recognised GRI (Global Reporting Initiative) Standards serve as the basis, and suppliers are encouraged to prepare sustainability reports in accordance with these standards.

In line with this strategic orientation, **supplier audit practices are carried out regularly by both in-house teams and independent audit firms.** These audits assess in detail compliance with human rights, environmental obligations, occupational health and safety practices, ethical conduct principles, and legal requirements. K**ey actual and potential negative environmental impacts identified include improper waste disposal practices, excessive carbon emissions, and water pollution, which are considered critical environmental risks.** Based on these findings, corrective action plans are started for high-risk suppliers, and improvement processes are closely monitored. To mitigate these risks, **supplier evaluation and safety management system forms** are prepared and integrated into the process.

Looking ahead, the aim is to further strengthen sustainable procurement strategies. In this context, systematic tools such as a **Supplier Sustainability Risk Model** and a **Supplier Performance Evaluation Model** are planned to be developed. In addition, **maintaining the Responsible Procurement Policy up to date, increasing the share of intermodal procurement models to reduce greenhouse gas emissions, and ensuring greater localisation or geographical proximity of supply sources** are among the key actions planned for the coming period.

Compared to the previous reporting period, there has been no structural change in the core elements of the value chain; however, **a new supplier evaluation process has been initiated** to strengthen sustainable procurement practices.

Within this scope, 72 suppliers were evaluated in line with the procedure, and 11 strategic suppliers identified through risk analyses were audited by third-party audit firms based on social and environmental criteria.

These audits aim to raise environmental and social responsibility standards throughout the value chain and to restructure business partnerships based on sustainability.

This comprehensive and systematic framework clearly demonstrates that Ege Kimya regards sustainable supply chain management as an area of corporate responsibility, integrated with risk-based audit mechanisms, transparency-focused monitoring tools, and holistic sustainability strategies. In the coming periods, establishing supplier relationships based on transparency, traceability, and high ethical standards across the value chain will remain a key priority.

Accordingly, by building long-term sustainability-based partnerships with suppliers, we will continue to shape not only today's but also tomorrow's responsible supply ecosystem.

Ekonomik Performans

Ege Kimya manages its financial sustainability in line with the principles of transparency, accountability, and compliance with international standards. Each year, the company prepares an annual report containing its financial results and discloses it openly to its stakeholders. This report presents the company's financial performance, operational outcomes, and economic contributions through an integrated approach, ensuring stakeholders have access to reliable and up-to-date information.

The annual report is reviewed by independent auditors, verifying that all compliance requirements are met. Ege Kimya's financial statements are prepared in accordance with the **Turkish Financial Reporting Standards (TFRS)** and present a true and fair view in all material aspects. Accordingly, the soundness of the company's financial structure and the reliability of its performance are assured at an international level.

In 2024, Ege Kimya's **consolidated net sales revenue amounted to 5,223,017,217 TRY, operating profit to 321,278,653 TRY,** and **net profit for the period to 622,908,310 TRY.** During the same period, the company generated a **total direct economic value of 6,415 million TRY.** As of 2024, **total equity stood at 3,458,224,006 TRY, return on equity at 624,704,134 TRY,** and **fixed asset investments at 489,453,400 TRY,** while total **exports amounted to 60,875,098 USD.**

Ege Kimya shares part of the economic value it generates through its operations to create social benefit. In 2024, a total of **1,463,590 TRY** was spent in donations and contributions, including **883,590 TRY to tax-exempt foundations and associations.** This approach demonstrates how the company integrates economic growth with social responsibility and contributes to social development.

In line with its goal of sustainable economic growth, Ege Kimya maintains steady growth in profitability, export performance, and investments, transforming its financial strength into the capacity to create both environmental and social value.

FOCUS ON ENVIRONMENT

Energy and Emissions Management

Meltem AYAZ
Environmental Engineer

"At Ege Kimya, sustainability is not only a responsibility but also a cornerstone of our innovative and forward-looking business approach. In 2024, we took significant steps to reduce our environmental impact, use resources more efficiently, and adopt production models in harmony with nature. Alongside improvements in waste management, we also enhanced water and wastewater management, ensuring the efficient use of water resources through investments and upgrades at our wastewater treatment plants.

While continuing our carbon footprint, water footprint, and product carbon footprint assessments in 2024, in the coming period, we are also prioritising critical projects such as CDP (Carbon Disclosure Project) reporting and the setting of science-based targets under the SBTi (Science Based Targets initiative). Accordingly, we aim to continuously improve our environmental performance in a transparent, measurable, and science-based manner. To raise environmental awareness, on 5 June, World Environment Day, we organised an engaging and educational event with Ege Kimya Middle School students, focusing on natural resource use, waste reduction, and zero waste. We attach importance to continuing such projects regularly to help foster environmental awareness in future generations.

As part of the ecoDrone Project, which supports biodiversity, 50,000 seeds were released in the Muğla region, contributing to the preservation of natural habitats.

As an environmental engineer, I take great pride in being part of the sustainability team, contributing to this transformation process and playing an active role in projects that add value to the environment at Ege Kimya.

Together, we will continue to create and improve for a better future."

Energy Management

At Ege Kimya, in line with our approach of **"Sustainable Chemistry, Sustainable Future,"** we consider energy management to be a fundamental element of our environmental and social capital.

Accordingly, we continuously improve our energy performance, aiming to increase resource efficiency and reduce our environmental impact.

This approach has been clearly framed within our corporate commitment, the Energy Policy. Under this policy:

- Energy targets are set under the leadership of senior management with the participation of all employees,
- Full compliance with legal and regulatory requirements is ensured,
- Effective communication is maintained with stakeholders,
- Appropriate resources, technologies, and infrastructures are utilised to improve energy performance,
- The share of renewable energy in total consumption is increased, Energy-efficient products and services are preferred,
- The energy management system is continuously improved by integrating it with other management systems, and
- Energy awareness is promoted among employees, suppliers, and the wider community.

Click here to access detailed information on our Energy Policy.

Energy management activities primarily cover our Sakarya production plant. The following practices have been implemented in this context:

- Obtained ISO 50001 Energy Management System certification (RoyalCert).
- Prepared an energy audit report and carried out systematic analyses.
- Achieved energy savings through VAP projects.[4]
- Launched new savings projects in cooperation with Enerjisa as of 2025.
- Reduced energy intensity across the company through projects such as modernising steam and condensate lines and switching to high-efficiency motors.

With meters installed at energy consumption points and a developed SCADA infrastructure, consumption is monitored in real-time, enabling accurate identification of efficiency potential. All data are analysed in line with TSE and ISO 50001 standards. Key energy inputs, including electricity, natural gas, steam, compressed air, and diesel, are monitored through both supplier meters and internal reading systems.

IPCC sources are used for conversion factors, while "tonnes of product produced" are taken as the basis for energy intensity ratio calculations.

Through efficiency projects implemented in 2023:

40,880 GJ of energy savings were achieved,

Preventing 3,220 tonnes of CO_2e emissions,

Approximately 1.9 million TRY was invested,

Resulting in an annual cost advantage of 646,700 TRY.

High-efficiency motors used in water preparation pumps and zinc fans, as well as inverter applications and serpentine systems installed in sludge tanks, played a key role in achieving these results. These technical improvements enhanced energy efficiency, contributing to the reduction of our carbon footprint and cost savings.

The energy intensity ratio (GJ/Tonne) increased from 1.06 in 2023 to 1.19 in 2024. This change resulted from variations in the product mix during the reporting period. Across the company, efforts to reduce energy intensity continue through initiatives such as the modernisation of steam and condensate pipelines and the transition to high-efficiency motors.

The year 2024 marked a significant milestone in Ege Kimya's energy transition. With the completion of investments in 2024 and the successful start of operations ofa 7.5 MW solar power plant in Uşak at the beginning of 2025 under the Solar Power Plant Project, all of the company's electricity needs are now met from renewable sources.

[4] Efficiency Improvement Projects (VAP) are initiatives supported by the Ministry of Industry and Technology, aimed at reducing energy intensity and lowering energy costs. These projects cover technological or structural improvements designed to increase the energy efficiency of industrial companies. Projects deemed eligible are supported by the ministry and may benefit from non-repayable grants.

This development not only secured energy supply reliability but also demonstrated, with a concrete step, the company's commitment to reducing carbon emissions.

The start of operations for the solar power investment, together with ongoing projects, generated an additional 43.44 GJ of energy savings. Our solar power investment has been a strategic move that stands as an example in terms of environmental responsibility, financial sustainability, and corporate vision.

Emissions Management

Under the **"Journey to Zero"** programme, Ege Kimya aims to reduce greenhouse gas emissions from all operations, accelerate energy transition, and systematically reduce its carbon footprint. In line with this objective, emission calculations are carried out in accordance with the GHG Protocol[5] , ISO 14064, IPCC[6] , and DEFRA[7] standards, using methodologies tailored to the company's operations. All calculations are performed using actual consumption data provided by the company through **Carbondeck** software and are monitored on a regular basis.

Systematic Approach

As of 2024, the greenhouse gas inventory, which in previous years covered only the Ege Kimya Sakarya plant, has been expanded to include all our plants and subsidiaries. The baseline year for emission calculations, set as 2023 in the previous report, has been updated and replaced by 2024. This change was made to include new subsidiaries such as Tunçtaş, which was added to the inventory in 2024, and to ensure that calculations fully reflect the current organisational structure.

Our operational boundaries have been defined in line with the GHG Protocol as follows:

- Operational control for Nehirkent Headquarters, Tunçtaş (subsidiary added in 2024),
- Financial control method for Egesil (a subsidiary 49% owned by Ege Kimya).

In terms of classification by emission type, Scope 1 emissions include major greenhouse gases, such as CO_2, CH_4, and N_2O, while Scope 2 and Scope 3 emissions primarily account for CO_2.

Additionally, to base greenhouse gas reduction targets on science, an emissions reduction roadmap aligned with the Science Based Targets initiative (SBTi) has been developed. As of 2024, draft targets have been finalised and the SBTi approval process has been initiated. This development demonstrates that our climate change commitments have been placed on a scientifically validated, measurable, and internationally verifiable foundation.

Emission Reduction Performance

The progress Ege Kimya has made in emissions management over the past three years clearly shows that our sustainability approach is delivering effective results. Compared to 2022, our direct (Scope 1) greenhouse gas emissions have been **reduced by 32%**. This reduction has been achieved through process efficiency improvements, cleaner fuel transitions, and system modernisations.

By 2024, with the investments in our 7.5 MW Solar Power Plant mostly completed, all of Ege Kimya's electricity needs will be met entirely from renewable sources.

Thanks to this strategic investment, by the end of 2024, our Scope 2 emissions were reduced to zero, marking a structural transformation in carbon reduction.

Our overall emissions intensity ratio also showed significant improvement during this period: while in 2022 we emitted 0.16 tonnes of CO_2e per tonne of product, by 2024 this figure had decreased by 37% to 0.10 tCO_2e. This development shows that our production processes are now carried out with lower carbon emissions per unit of product.

In addition, in 2024, our Scope 3 emissions were calculated for the first time through comprehensive emission assessments, amounting to 149,445 tonnes of CO_2e. This data represents an important step in clearly identifying the environmental impacts of our supply chain, logistics, and indirect activities. Thus, emission reduction and calculation have been addressed holistically across Scope 1, Scope 2, and Scope 3, ensuring that emissions management is approached systematically at all three levels.

Ege Kimya is focused not only on reducing production-related emissions but also on minimising indirect carbon emissions:

- By 2025, the company fleet is planned to be fully converted to hybrid vehicles, aiming to reduce fossil fuel consumption and related emissions.
- Online meetings have been adopted for both internal and external communications, reducing travel-related emissions.
- The I-REC certification, voluntarily renewed each year, verifies that all our electricity consumption is sourced from renewables.

Continuous Improvement in Air Emissions

As stated in our Environmental Policy, our core commitments in the fight against climate change include reducing the environmental footprint of all our operations, minimising environmental impacts throughout the product life cycle, and continuously improving our emissions performance.

In this context, air emissions are regularly monitored and reported in line with regulatory requirements to keep the environmental impacts of production activities under control. As of 2024, mass flow increases have been observed at certain points due to higher production volumes; monitoring and control processes have been reinforced in response.

The key developments recorded in air emissions management in 2024 are as follows:

- **With the increase in production volumes**, mass flows rose at 38 different emission points. During dust emission measurements, which are required by regulations to be conducted every two years, all values remained within legal limits, and process traceability was ensured.
- An increase in carbon monoxide (CO) emissions was detected in the coal boiler stack, attributed to a change in the type of coal used. **A Continuous Emission Monitoring System (CEMS) has been**

[5] GHG Protocol: The most widely used global standard for measuring and reporting greenhouse gas emissions, developed as a joint initiative of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).
[6] Intergovernmental Panel on Climate Change (IPCC): An international scientific authority operating under the United Nations, which evaluates scientific data on climate change and sets standards such as global emission factors.
[7] Department for Environment, Food & Rural Affairs (DEFRA): The UK government department for environment, food, and rural affairs, and one of the recognised authorities publishing methodologies and emission factors for greenhouse gas emissions and environmental impacts.

installed and is planned to start operations in 2025.

- **Heavy metal measurements** were conducted on one stack in 2024, with lead (0.000002 kg/s), cadmium (0.0000003 kg/s), and thallium (0.000003 kg/s) emissions measured well below legal thresholds.

Legal Compliance and Future Preparedness

Although an Emissions Trading System (ETS) has not yet been implemented in Türkiye, Ege Kimya reports and verifies its emissions under the **Monitoring, Reporting and Verification (MRV) Regulation**[8] to prepare for the transition. This ensures that all the necessary infrastructure is in place to achieve compliance once the ETS is introduced.

Climate Adaptation

Climate change has become a global crisis that directly affects not only the environment but also human life. The climatic imbalances caused by greenhouse gas emissions threaten **fundamental human rights, including the right to live in a healthy environment and access to water, food, and shelter.** To help mitigate these negative impacts, **Ege Kimya** implements its climate adaptation and mitigation strategies through a holistic approach.

> Ege Kimya bases its climate targets on international standards, committing to reduce greenhouse gas emissions by 60% by 2033 compared to 2023 and to achieve net-zero emissions by 2050, in line with the goal of limiting global warming to 1.5°C.

A draft set of the **Science Based Targets initiative (SBTi)** has been completed in line with this goal, and the SBTi approval process has begun. This science-based approach goes beyond reducing the carbon footprint; it also delivers important benefits in terms of financial sustainability and societal well-being. Reduced energy consumption lowers production costs, enhancing the competitiveness of product pricing and thereby contributing directly to both the economy and consumers.

One of the most effective steps in adapting to climate change is structural transformation based on replacing fossil fuels with renewable sources in the energy supply. In this context, **the 7.5 MW solar power plant, which started operations in Uşak in 2024**, enabled the company to meet all of its electricity needs from renewable sources. This investment represents a strategic milestone, not only in reducing carbon emissions but also in strengthening energy supply security and economic predictability.

Adaptive Corporate Risk Management

Ege Kimya treats climate change risks not only as environmental but also as strategic and operational business risks. Therefore:

- In 2024, a comprehensive risk matrix study was completed, covering all areas, including finance, human resources, supply chain, and legal compliance.
- To systematically monitor and manage climate risks, environmental aspects are directly tracked within the corporate risk management model overseen by the Early Identification of Risks Committee.
- These assessments are used as decision-support inputs in shaping the company's strategy.
- Physical risks (e.g. weather events, rising temperatures) and transition risks (e.g. regulatory changes, carbon pricing) have been analysed, and action plans have been developed both to mitigate these risks and to assess potential business opportunities.

The climate adaptation process derives meaning from building achievable pathways towards these goals. In this respect:

- A CO_2 reduction roadmap is established within the SBTi process,
- The solar power investment is a tangible part of this strategy, and
- A resilient production model is built against climate risks through investments in energy efficiency and renewable energy.

Ege Kimya's climate adaptation strategy is based on a strong balance of environmental, economic, and social dimensions. Supported by science-based targets, renewable energy investments, corporate risk management, and systematic planning, this approach ensures that our company remains resilient in the face of future uncertainties. Guided by our sense of responsibility to human life and our planet, we continue our climate adaptation journey with determination.

[8] Monitoring, Reporting and Verification (MRV) Regulation: Issued by the Republic of Türkiye Ministry of Environment, Urbanisation and Climate Change, this regulation defines the procedures and principles for monitoring greenhouse gas emissions, reporting them annually, and having them verified by authorised bodies. As a preparatory step for the implementation of an Emissions Trading System (ETS), the MRV system aims to ensure transparency, comparability, and traceability in emissions management.

Product Life Cycle

At Ege Kimya, measuring and managing the environmental impacts of a product across all stages, from raw material sourcing to end-of-life, is a core element of our sustainable production approach.

Our first concrete step towards product life cycle management was taken in 2022 with a **Life Cycle Assessment (LCA)** of our metal salts product group. This study assessed the environmental impact points of the product by considering all stages, including production, distribution, use, and end-of-life, and calculations were performed in compliance with the ISO 14040 and ISO 14044 standards. Based on the results, opportunities for reducing carbon footprints and improving processes were identified.

As of 2024, we have conducted an analysis for one product, and our target is to increase this number to two by 2025.

Accordingly, in 2025, we plan to launch a comprehensive study to calculate the carbon footprint of our silicate product group. This approach also enables more informed and efficient production decisions.

Anticipating a growing demand for sustainable raw materials from our customers, our medium-term target is to extend life cycle analysis and impact management practices to all product groups.

Processes Driven by Corporate Synergy

Life cycle analyses are conducted within our company under the leadership of our R&D and Quality Assurance & Regulation Departments and our OHS & Environment Unit. This interdisciplinary collaboration ensures that not only technical analyses but also environmental policies and operational strategies progress in an integrated manner. In addition, our R&D and Production Departments work in close coordination to reduce environmental impacts in internal processes, focusing on process development activities that achieve higher efficiency with fewer resources.

Within the framework of Ege Kimya's OHS and Environmental Policy, the life cycle approach has been explicitly adopted and integrated into our sustainability objectives. In this context, we commit to:

- Preventing accidents across all activities and upholding the principle of protecting ecosystems, adopting a life cycle perspective that prioritises not polluting in the first place over cleaning up afterwards,
- Reducing the environmental footprint of our products throughout their life cycles.

This commitment turns product-level sustainability analyses from a technical exercise into an integral part of our corporate strategy.

Circularity and Recovery Practices

A crucial aspect of product life cycle management is reducing waste and reusing resources in production processes. In this respect, a flagship practice in our silicates product group involves reusing processed silica sands 6–7 times, reintegrating them into production. This practice reduces the need for primary raw materials while minimising waste, thereby supporting a circular production model.

At the first stage of the life cycle, raw material sourcing, the use of renewable and recycled resources to reduce environmental impacts is prioritised. As of 2024, **421 tonnes of renewable raw materials** (including scrap zinc) were integrated into our production processes. This is a concrete indicator of our commitment to achieving higher efficiency with fewer natural resources.

Our understanding of circularity extends beyond production processes. Through our donation programme for the reuse of digital waste, computers and printers that have reached the end of their commercial life but remain functional for individual use are donated to village schools to support education. This not only prevents the creation of electronic waste but also generates social benefit.

This holistic life cycle approach demonstrates that Ege Kimya embraces a proactive sustainability mindset, addressing environmental impacts at their root causes rather than merely their outcomes. From raw material sourcing to final disposal, every stage is treated as a process to be controlled and as a strategic intervention point for reducing environmental impacts.

Waste Management

If waste is not managed properly, it may lead to serious adverse outcomes such as the uncontrolled consumption of natural resources, economic losses, environmental and operational risks that could cause industrial accidents, and the deterioration of hygiene conditions.

At Ege Kimya, all hazardous and non-hazardous waste that is generated during our production processes is managed in compliance with the applicable Waste Management Regulation and the principles of the ISO 14001 Environmental Management System; this ensures both the conservation of natural resources and the minimisation of environmental risks.

With this approach, we not only fulfil our legal obligations, but also:

- We reduce costs,
- We increase efficiency,
- We improve hygiene conditions, and
- We contribute to preventing industrial accidents.

In line with the principles of Zero Waste and the Circular Economy, we aim to reduce waste at its source before it is generated, and to recover and reuse the waste that does occur.

Within this scope, we have committed to reducing our total waste by 50% by 2028 compared to 2023.

To achieve this goal, we are strengthening our processes and our infrastructure. At our Sakarya production plant, a waste area of 800 m^2 has been designed, consisting of 400 m^2 indoors and 400 m^2 outdoors. This area is expected to become operational in July 2025 and will play a key role in the safe segregation, storage, disposal, and transfer of waste.

Among the waste generated from our production and support activities, coal ash accounts for the largest share at 65%. The high dusting potential of this waste increases environmental impacts and operational risks. During the 2022–2024 period, Ege Kimya's total raw material consumption averaged around 145,000 tons annually. During the same period, the amount of road gasoline used in logistics operations increased, with 149,000 tons of road gasoline consumed in 2024. Our other waste mainly arises from product manufacturing and raw material packaging. Ege Kimya manages this waste with its own resources.

With the integration of a Continuous Emission Measurement System (CEMS) planned to be installed at the Fluidised Bed Coal Boiler stack in 2025, along with a change in coal type, a reduction of around 30% in coal ash volume is expected. This planned improvement is expected to reduce environmental impact and also to significantly ease the burden of waste management. In addition, within the framework of the circular economy approach, we are exploring the potential to reuse our silica sand waste across different sectors. In this context, our market research into opportunities for industrial symbiosis is ongoing.

The improvement in waste management performance is also quantitatively reflected in data:

In 2024, the amount of recycled waste reached 2,056 tonnes, marking a 55% increase compared to the previous year.

The amount of waste per unit of product fell from 0.053 tonnes/tonne in 2023 to 0.047 tonnes/tonne in 2024, continuing its downward trend.

Waste management processes are overseen by the OHS & Environment Department and are conducted in an integrated manner with the principles of the ISO 14001 Environmental Management System and the Ege Kimya Corporate Risk Matrix. With this systematic structure, measurable targets are set and monitored for reducing both the amount of waste per unit of production and the absolute volume of waste.

All these efforts reflect Ege Kimya's understanding of environmental responsibility. We regard our waste not merely as a burden to be disposed of, but as a resource that, when properly managed, can be transformed into environmental, economic, and operational value. With this approach, we are taking determined steps towards our zero-waste target.

Water and Wastewater Management

When Ege Kimya decided to move its production activities to the Sakarya region, a strategic factor was access to the water resources required by its growing operations. However, the ease of access to water also brings with it the need for responsible and efficient use.

The rapidly increasing impacts of climate change make it imperative to consider water resources as both a social and ecological value. In this context, Ege Kimya regards water not only as a production input but also as a fundamental part of its relationship with the environment; the company aims to reduce water consumption, increase water recovery, and ensure maximum efficiency in resource use.

As of 2024, despite the increase in production volume, a significant reduction in water consumption per product has been achieved. The target of "below 0.8 m^3/tonne water intensity" was shared with the public in our 2023 sustainability report and was achieved in 2024; water intensity was reduced to 0.77 m^3/tonne. This achievement is the direct result of both investments in technical infrastructure and improvements in operational processes.

Measures to improve water efficiency have focused on the following areas:

- Reducing system losses with technical improvements to water installations,
- Increasing reuse within processes through the recovery of condensate water,
- Establishing leakage monitoring systems and conducting regular inspections, and
- Continuing water conservation awareness initiatives for operational staff.

As a result of the practices mentioned above, in 2024, the amount of water saved increased by 53% compared to 2023.

The total volume of water withdrawn increased in the same year, but this increase was primarily due to growth in production volume. However, there has been a significant change in the composition of resources: reliance on pond water has been reduced, and mains water use has also been lowered, resulting in a more balanced use of resources.

Water is managed during consumption and also as part of environmental responsibility after use.

Industrial and domestic wastewater from plant operations is treated through chemical and biological processes and discharged into the Sakarya River in compliance with the Water Pollution Control Regulation.

Throughout 2024, no legal non-compliance occurred in water management processes. This outcome demonstrates the implementation of an environmental management system based on continuous improvement, going beyond the requirements of existing legislation. Significant investments are also being introduced for the reuse of wastewater.

In this context, the company plans to commission the new Wastewater Treatment Plant to be built in place of the existing system in September 2025. The new plant will enhance treatment capacity and quality standards; in the second phase, the aim is that the plant will return treated water back into production processes. In addition, with the Reverse Osmosis (RO)[9] technology transition project at the water preparation station, the aim is both to produce higher-quality process water and to reduce resource consumption. Another initiative that supports this goal is the ongoing work on recovering filtrate water from the nickel carbonate process. All these investments accelerate the transition to circular water use and contribute to reducing environmental impacts.

Resource use and its impacts are calculated regularly; water footprint calculations for 2023 and 2024 have been completed. Discharge processes are carried out in compliance with sector-based regulations. Although the region where Ege Kimya operates is not water-stressed, this does not eliminate corporate risk; rather, it makes proactive water management even more of a priority against potential future climate-related risks.

Sustainable water management is supported by long-term targets. With 2023 as the baseline, the company aims to reduce its water footprint by 30% by 2030 and by 50% by 2050. In line with these targets, a holistic strategy is being implemented that covers technical investments, digital monitoring systems, process optimisations and the transformation of operational culture. These efforts collectively provide a strategic advantage in terms of resource efficiency, climate resilience, and long-term corporate value creation. Every step taken in the field of water management ensures that production becomes aligned with nature and secures resource availability for future generations.

[9] Reverse Osmosis (RO) is an advanced treatment technology that removes dissolved salts, heavy metals, microorganisms and other contaminants from water by passing it under high pressure through a semi-permeable membrane filter. It enables the efficient production of purified water.

Biodiversity Conservation and Ecological Impacts

A Greener Future with Ege Kimya

At Ege Kimya, we know the potential impacts our activities may have on communities that are dependent on natural resources. In this context, the protection of biodiversity and the safeguarding of ecological balance have been adopted as fundamental principles across all our operations.

By its very nature, chemical production carries the potential to impact the environment. Mismanagement of the chemicals used in production processes can lead to uncontrolled waste and damage to aquatic habitats. To minimise this risk at Ege Kimya, we explicitly define our commitment to protecting biodiversity in our Occupational Health, Safety and Environment (OHS&E) Policy, and we manage every activity in line with this principle.

Protection of Natural and Cultural Heritage

At Ege Kimya's investments in Sakarya, Uşak and Poland, the **"Procedure for the Protection of Natural and Cultural Heritage"** is applied with the utmost diligence. This procedure covers:

- Conducting impact assessments before investment/construction to determine the effects of activities on natural and cultural assets,
- Ensuring communication with the relevant official institutions if natural or historical findings are encountered during excavation works,
- Isolating excavation areas securely to protect them, and
- Monitoring factors that affect wildlife and cooperating with public institutions on this matter.

All processes are based on the principle of transparency, ensuring strict compliance with local and international legislation. In areas requiring expertise, support is obtained from external institutions and organisations; preventive measures are implemented to avoid adverse environmental impacts of our activities. Ege Kimya's sites:

- Are not located in areas listed as threatened on the international IUCN Red List,
- Are not included in the flora and fauna protected under the BERN Convention.

Although this indicates that our current areas of activity do not directly threaten biodiversity, we remain fully committed to a conservation mindset.

2024 ecoDrone Project

2024 was a year in which Ege Kimya took tangible steps to contribute directly to nature. **The seed dispersal project** carried out with ecoDrone has become a symbol of our sustainability vision.

In this project, conducted in partnership with **Ecording**, seed balls were dispersed, particularly in degraded areas inaccessible by road. Through the operation carried out in the Hisarönü, Aksaz and Akköprü regions of Muğla:

- **50,000 seed balls** were released into nature,
- **6,250 m²** of land was surveyed for reforestation,
- 9 sorties were conducted with a **flight time of 2.25 hours**,By the end of 40 years, the project aims to prevent more than 1,762 tonnes of CO_2 emissions.

These efforts were conducted in areas approved by the Directorate General of Forestry and under the guidance of Artvin Çoruh University Faculty of Forestry, providing a scientific basis for the project. The **black pine and red pine species** used were selected due to their suitability to the region, with 8–12 seeds dispersed per square metre.

At the end of three years, the project aims to establish a forest of 30,000 saplings with a 60% success rate.

Women's Employment and Social Impact

The production process of the seed balls has provided a social contribution as well as an environmental one. Together with women living in rural areas, who are one of the groups most affected by the climate crisis: In 3 different regions,

- With more than 7 women,
- 138.89 hours of production time was completed, and
- A sustainable source of income was provided for women.

With this project, we went beyond contributing to nature and also placed social justice at the centre of our focus.

Access and Awareness

Through our social media posts and video content related to the project, we **reached more than 103,500 people**. This impact is a sign of a growing change both in physical areas and in social awareness.

Education and Sapling Commitment

Believing that environmental awareness should be instilled at an early age, in 2024 Ege Kimya launched ecology lessons at Ege Kimya Secondary School, where the children of its employees are educated, and also planned to start work in September–October to transform the school into an **Eco-School.**

In addition, since 2014 our contracts have included the obligation to plant one sapling for every ten vehicles to partly offset the negative impacts of carbon dioxide emissions from our transport activities. This practice represents a continuous improvement approach towards reducing the company's carbon footprint from transportation.

In 2024, Ege Kimya took significant steps in biodiversity and ecology with measurable and lasting projects. Direct contributions to biodiversity have been made both through ecosystem-sensitive investment processes at the site level and through innovative, nature-friendly projects such as ecoDrone. By adding new initiatives to these practices in the coming years, we will continue to collaborate with nature in our fight against the climate crisis.

FOCUS ON PEOPLE

Nurhan ŞAMDANCI

Management Systems Manager

At Ege Kimya, we see sustainability not as a goal but as an integral part of our business approach. As a company operating in the chemical sector, we are aware of our environmental impacts and act with this sense of responsibility. Developing a production approach that is sensitive to nature, society, and our stakeholders is the cornerstone of our management systems. Within our corporate sustainability strategy, we implement quality, environmental, and occupational health and safety management systems in an integrated manner and extend the principle of continuous improvement across all our processes. From raw materials to the final product, we prioritise resource efficiency and take proactive measures to reduce our emissions and waste.

Our management systems are not only about compliance; they also enable us to anticipate risks, seize opportunities and build a more resilient structure. Alongside our data-driven decision-making culture, we value the participation of our employees and business partners, aiming to create value together.

This sustainability report is a reflection of Ege Kimya's environmental, social, and governance performance. We work with determination to fulfil our responsibility to leave a more liveable world to future generations.

Diversity, Equity, and Inclusion

At Ege Kimya, we produce sustainable products and high-quality solutions; furthermore, we regard building an inclusive working culture based on human rights, diversity and the principle of equality as an integral part of our corporate responsibility. For us, diversity is a fundamental element that enriches our corporate culture, enhances our capacity for innovation, and strengthens our business.

As of 2024, Ege Kimya employs a total of **286 full-time staff**; for our white-collar employees, **41% are women** and **59% are men**. The proportion of **employees with disabilities is 1.4%**. All our employees are based in Türkiye, working either at our **Sakarya production plant** or at our **Istanbul headquarters**. **The employee turnover rate for the reporting year was 21%, which is in line with the sector average.** In addition, a total of **20 people** working in areas such as cleaning, security, and catering contribute to our business processes as part of specialist support services through service provider companies.

We are committed to providing all our employees with an environment where they feel safe, can express themselves freely, and have access to equal opportunities. Accordingly, we ensure that our employees are assessed solely on their competency, potential, and job performance, regardless of their race, ethnic origin, age, gender, sexual orientation, religious belief, disability status, or other personal characteristics.

We have zero tolerance for psychological harassment, exclusion, intimidation, discrimination or any behaviour that may cause gendered, social, or physical discomfort.

Accordingly, our **Code of Ethical Conduct** was prepared for this purpose, has been shared with all our employees, and has been incorporated into our employment contracts and all related improvement processes. This guide is regarded as a reference for today's practices and also as a fundamental document shaping all our future policies and procedures; the company's approach, values, and rules are all interpreted and implemented in line with it. Each of our employees is expected and supported to fully comply with these principles.

In line with these principles, we have established a fair working order that supports individual and corporate development. In our career development, remuneration, and promotion processes, we apply transparent, measurable, and fair criteria; the unique contribution and growth of each employee is valued, supported and rewarded. Gender equality is a critical priority for us, and we act in full compliance with national regulations and with universal norms such as those of the **International Labour Organisation (ILO)** and **the United Nations Global Compact.**

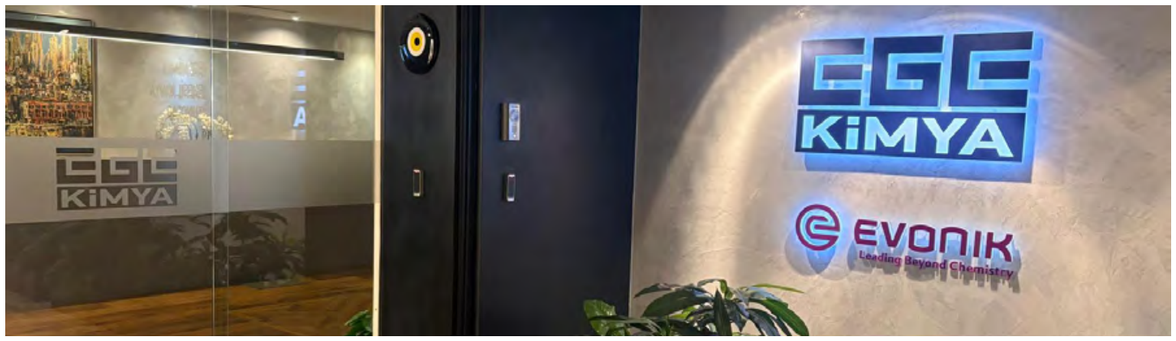
We take a clear and uncompromising stance in the fight against discrimination. Our zero-tolerance policy against all forms of discriminatory behaviour is applied across our entire organisation.

When a suspicion or case of discrimination arises, our Ethics Committee actively takes part in the evaluation process and in planning appropriate actions.

As of 2024, **no cases of discrimination have occurred at Ege Kimya**, which demonstrates the strength of our ethical culture, corporate ownership, and the effectiveness of our preventive mechanisms.

We also take a clear stance on trade union rights, safeguarding our employees' **freedom of association and collective bargaining rights.** In this context, **all of our field employees** benefit from the provisions of the collective bargaining agreement, and social dialogue mechanisms are supported at the corporate level.

At Ege Kimya, equality, inclusivity, and diversity are not merely a "policy" but a **corporate awareness and culture** at the heart of all our decisions; we work tirelessly to create a fairer, more respectful working environment where everyone grows stronger together.



Process Safety

We regard process safety as an integral part of operational excellence, ensuring that physical production continues safely, efficiently, and without interruption. In line with our “safety first” approach, efficiency and overall safety performance are treated as core criteria in our production processes.

With this understanding, we manage our process safety practices under the leadership of our Factory Directorate, in coordination with our OHS and Environment Department, and with the active contribution of all our business units.

In the chemical sector, process safety is of critical importance for the protection of human life, the environment, and society. Therefore, preventing major industrial accidents that could result from a potential process failure or uncontrolled reaction is one of the sector’s top safety requirements. At Ege Kimya, with this awareness, we establish a structure where safety is never left to chance but is based on systematic and scientific foundations.

We conduct our process safety activities within a strategic structure integrated into our corporate risk model. We clearly define all our roles, responsibilities and targets, and regularly monitor our processes in line with the performance indicators we set. In this context, we fully embrace our **“Zero Major Industrial Accident”** and **“Zero Significant Fire Outbreak”** targets with all our teams; every development is thoroughly reviewed in our monthly Safety Management Meetings, and we continue to make progress with concrete action plans.

We also regard process safety indicators as part of individual responsibility. Accordingly, we integrate these indicators into our individual performance evaluation system, and we position them as determining factors in our remuneration and incentive practices.

To ensure the continuity of this systematic approach, we have **established our Safety Management System organisational structure, which explicitly defines and integrates process safety responsibilities into all job descriptions.** With this structure, all processes related to process safety have become a shared responsibility of the entire organisation, not just the relevant units. In the Safety Management System (SMS) Committee meetings that we hold monthly, we thoroughly assess current developments, actions taken to improve processes, and the success of implemented actions. Accordingly, we continuously monitor the system’s effectiveness and ensure that safety becomes an integral part of our corporate culture.

We address potential incidents in the field not only by their outcomes but also by their **root causes**. Through our **Incident Management System**, we examine every accident or near miss in detail, in line with **root cause analysis**. Accordingly, we eliminate the immediate risk and also prevent similar situations from recurring. To support this approach, we systematically analyse risks in our processes using the **Fine-Kinney Risk Assessment Method**, while also evaluating potential hazards in process steps in detail with **hazard and operability (HAZOP) studies** conducted under the **Safety Management System**.

We monitor all these risk analyses and our improvement actions digitally through the **PSMOne platform**, ensuring that our processes are transparent and traceable. All these activities are conducted within the framework of the **“Regulation on the Prevention of Major Industrial Accidents and Mitigation of their Effects;”** in this context, our plants classified as **“Lower Tier Establishments”** are periodically inspected by the **Ministry of Labour and Social Security**. Acting with a sense of responsibility exceeds legal compliance, we have introduced **restrictions on the consumption and stock levels of critical chemicals** at our plants.

In addition, by **implementing 7 different modules** applicable across the company, we have structured our Safety Management System and submitted the relevant **BEKRA declaration** to the competent authorities. To ensure the sustainability of this structure, a systematic monitoring mechanism is maintained through the **Process Safety Management Syste**m, Major Industrial Accident Prevention Policy **(BEKÖP) reports, regular internal audits and Management Review meetings (MRM)**. Accordingly, our compliance with **BEKRA**, SEVESO, ISO 45001 and ISO 14001 standards is continuously monitored and improved.

In addition to plant safety, we address product safety with the same diligence; our quality assurance processes are conducted in **full compliance with national and international standards.** Within this scope, under the leadership of our **Quality Assurance and Regulation Department**, all our products are manufactured in line with **GMP (Good Manufacturing Practices)** standards. Meticulous records are kept in compliance with various management systems, especially the **ISO 9001:2015 Quality Management System.**

Procedures Implemented for Product and Process Safety

- Explosion Protection Document Report and Risk Assessment Procedure
- Organisation and Personnel Procedure
- Major Accident Risk Identification and Assessment Procedure
- Operation Control Procedure
- Maintenance Maturity Model Procedure
- Management of Change Procedure
- Emergency Planning Procedure
- Performance Monitoring Procedure
- Auditing and Review Procedure
- Chemicals Management Procedure

We carry out our product safety processes within a holistic control structure that also covers **labelling, packaging, content safety and the accuracy and regulatory compliance of user instructions.**

In this context, the **hazard classes and precautionary statements** of our products are prepared according to product components, coordinated by our Quality Assurance and Regulation Department, using the **ChemGes software.**

In addition to the Classification, Labelling and Packaging **(CLP) Regulation** in particular, the labelling regulations of target markets are also taken into consideration when necessary. These labels can be accessed via computers with ChemGes installed at our production sites and are taken directly from the system and **applied to packaging consistently by our production teams.** User instructions are provided through **"Operating Process List"** documents that we create for specific processes, and these documents are made accessible to our employees on site. In the event of any change in the classification of a component in a product, **labelling is immediately updated** through ChemGes, and the entire process is maintained under the supervision and record-keeping of our **Regulation Unit**. As an integral part of these processes, **we also manage banned or restricted chemicals with the utmost care.** In this respect, our Quality Assurance and Regulation Manager plays an active role in the Safety Management System organisational chart; the monitoring of such chemicals is defined as a specific area of responsibility within this job description. Through all these practices, we ensure both the safety of our product contents and the accuracy of user information in a **transparent, traceable and fully compliant** manner with regulatory requirements.

We strengthen our work in process safety through technical procedures and comprehensive emergency preparedness systems.

In particular, as part of the **Prevention of Major Industrial Accidents**, we anticipate scenarios such as **catastrophic tank rupture, pipeline leakage and intermittent release, pipeline rupture, spills from tanks/IBCs/drums, and releases from pressure safety valves,** and we develop specific response plans for each case.

In line with the "**Regulation on Workplace Emergencies"**, we implement **comprehensive emergency plans** by considering a wide range of scenarios such as **fire, sabotage, war, earthquake, flood and inundation, explosion, chemical spills, release of hazardous gases, epidemics, heavy snowfall and icing, food poisoning, transformer failures, oxygen deficiency in confined spaces, accidents involving vehicles transporting chemicals, and lightning strikes.**

For each scenario, **both the adequacy of our technical equipment and the readiness of our employees** are continuously updated through regular training, drills, and information activities. Accordingly, we adopt a **proactive, multidisciplinary, and holistic approach to safety management in the face of emergencies.**

Through scenario-based analyses conducted to prevent potential major industrial accidents, we proactively address risks at our plants. By modelling potential chemical releases that may arise from tanks, pumps, or pipelines in advance, we effectively implement technical solutions such as containment basins, gas detectors, and internal pressure monitoring systems across our sites to manage these risks. All these systems are monitored in real time through advanced automation technologies, and we also perform periodic maintenance and inspections of the alarm and response systems designed to be activated in the event of an emergency.

As much as the continuity of this technical infrastructure, transparent and effective communication of processes with all stakeholders is also a critical factor in institutionalising a safety culture. To maintain regular communication with **our internal stakeholders**, **including our employees**, **contractors**, and **suppliers**, we use various tools such as **monthly OHS and Safety Management System (SMS) Board meetings**, targeted training sessions, **e-mail updates**, and **notice boards**.

Accordingly, we ensure that all operational actors follow the latest developments in the processes and internalise the safety culture. Our communication with **local communities, customers, and regulatory bodies** is carried out within the framework of the provisions of the **"Regulation on the Prevention of Major Industrial Accidents and Mitigation of their Effects."** Within this scope, in line with **our obligation to inform the public**, our **Process Safety Management System Policy** has been published on our official website for public access.

In addition, we maintain our relations with **emergency response units such as the Fire Brigade and AFAD** through **face-to-face visits** held at least once a year. During these visits, **Hazardous Material Response Cards prepared under Annex 7** are delivered, our level of preparedness for a possible emergency is shared and updated in collaboration with these units. Accordingly, we assume responsibility for process safety within our plants and across our environmental and social impact areas, establishing a strong basis of communication with all stakeholders.

Click here to access detailed information on our Process Safety Management System document.

Occupational Health and Safety

We regard the health and safety of our employees, visitors, service providers, and all stakeholders as an indispensable element of how we conduct our business. Our **Occupational Health and Safety (OHS)** policy is built on the principle of "people first," designed to meet legal obligations while fostering a culture that promotes continuous improvement with the goal of achieving zero accidents. In this regard, our OHS & Environmental Policies cover all our employees working at our Sakarya production plant and Istanbul Headquarters, as well as our visitors, interns, service provider companies, and our customers in terms of product safety.

As one of the leading companies in the chemical sector, we are fully aware of our responsibilities towards the environment and all our stakeholders. We believe that a healthy and safe working environment and a sustainable ecosystem are fundamental rights, and we conduct our activities in alignment with the **Sustainable Development Goals**. With this approach, we adopt a management model that seeks continuous improvement not only for our employees but also in terms of our environmental impacts.

The foundation of this comprehensive approach is the internationally recognised **ISO 45001 Occupational Health and Safety Management System.** At our institution, all the requirements of this system are fully implemented, and the related processes are managed diligently. No activity, employee group, or workplace has been excluded from the scope of this system; instead, a principle of full inclusiveness has been adopted. Due to this approach, we have embedded a proactive safety culture that is built on risk-based thinking as an integral part of our corporate structure.

Periodic **risk analyses** are conducted to prevent potential risks and minimise existing ones; based on these analyses, **ergonomics improvements, industrial hygiene practices, indoor air quality measurements**, and 5S activities are implemented.

In addition, each of our employees receives regular health checks, and training programmes are organised to address potential hazards that may be encountered in the field. These **training programmes** are designed to transfer technical knowledge and also to ensure that our employees internalise the safety culture. Among our preventive and mitigating actions are the monitoring of current legislation to ensure

full compliance with legal requirements and the development of **compliance programme**s in line with this. In addition, our **"Journey to Zero"** programme integrates developments in OHS into our corporate culture and has been structured as a long-term transformation initiative designed to promote positive safety behaviours with zero tolerance.

At Ege Kimya, we place the health and safety of our employees, visitors, service providers, and all stakeholders at the core of all our operations. With our Occupational Health and Safety (OHS) policy, shaped around the **"People First"** approach, we aim to build a safety culture that continuously improves towards the goal of zero workplace accidents and is embraced by all our employees. From our production plant in Sakarya to our headquarters in Istanbul, this policy covers all our team members, interns, visitors, service providers, and customers in terms of product safety.

> In 2022, 2023, and 2024, there were no work-related fatalities; we have demonstrated our determination in this area with a record of "zero fatal accidents" in all three years. Likewise, no high-severity injuries were recorded.

As for recordable work-related injuries, a steady decline was achieved with **20 cases in 2022, 13 cases in 2023, and 9 cases in 2024**. This positive trend reflects the effectiveness of our safety measures and how our proactive OHS approach has become firmly embedded in our corporate culture. Our **accident frequency rate stood at 3.9 in 202**4, which is below the sectoral average, showing that we are making steady progress towards our zero-accident target.

As one of the pioneers of the chemical sector, we are aware of our responsibility towards the environment and society. With this awareness, we provide a healthy and safe working environment and align our activities with the Sustainable Development Goals for a sustainable future. While integrating this approach into our corporate culture, we address our environmental impacts and OHS performance together, progressing with the goal of continuous improvement in both areas.

The foundation of this approach is the ISO 45001 Occupational Health and Safety Management System, which complies with international standards. We apply this system in full, without excluding any of our employees, activities, or workplaces. **The proportion of our employees covered by the OHS Management System is 100%.** Within this scope, **all our employees have undergone both internal and external OHS audits**, and our systematic safety approach is safeguarded through multi-layered audit processes. Accordingly, we have embedded risk-based thinking into our business processes, treating safety not just as a procedure but as an integral part of our daily routine.

> Within this scope, we provide our employees with annual 16-hour legal OHS training, hygiene training, first-aid training, special training for emergency response team members, and 5S awareness training.
>
> In 2024, we delivered a total of 5,880 hours of OHS training to 1,108 of our employees. Accordingly, we transfer technical knowledge and aim to foster a working culture that internalises safety and makes it a natural part of our business.

In addition to reducing risks, ensuring **legal compliance** is an indispensable priority for us. In this context, we closely monitor legislative changes and revise our practices in line with current requirements. At the same time, we have also implemented our **"Journey to Zero" programme**, which forms an important part of our corporate transformation journey. Through this programme, we aim to reduce the number of accidents and also to strengthen positive safety behaviours among all our employees and to institutionalise a zero-tolerance approach to safety.

We are prepared for any potential accident or occupational illness. When such situations arise, we intervene, and we also conduct **root cause analyse**s to evaluate the incident in all its aspects and develop permanent solutions. With this approach, we turn every incident into a learning opportunity and implement systematic improvements to prevent recurrence.

For this integrated system to function effectively, we place great importance on the active participation of our employees in the process.

Within this scope, our employees can report potential hazards or risks directly to the system, either individually or through workplace union representatives.

They also have the opportunity to raise action requests and submit suggestions through the **Occupational Health and Safety Board**, which convenes regularly. With these transparent reporting mechanisms, the preventive approach is reinforced, and our employees' involvement in the process is ensured.

In situations involving life-threatening or significant risks, our employees have the right to stop work immediately. This practice serves both as a legal safeguard and a reflection of a culture that encourages our employees to take responsibility for ensuring their own safety. We embrace an understanding in which every individual recognises that they are directly responsible for their own safety.

Any work accident, near miss, or occupational illness that occurs is addressed under the **Incident Management Procedure**; for each case, a **detailed root cause analysis is conducted, and action plans are developed** based on the findings. The effectiveness of the measures taken is regularly monitored by different management levels across various platforms, contributing to systematic learning processes.

Our occupational health services are structured to both cure the problem but also prevent future problems.

In this context, health services are supported by a **full-time workplace doctor and occupational nurse and include pre-employment health checks, periodic examinations, and toxicology tests, all carried out on a regular basis.** The quality of these services is continually assured through both regulatory compliance and internal audits.

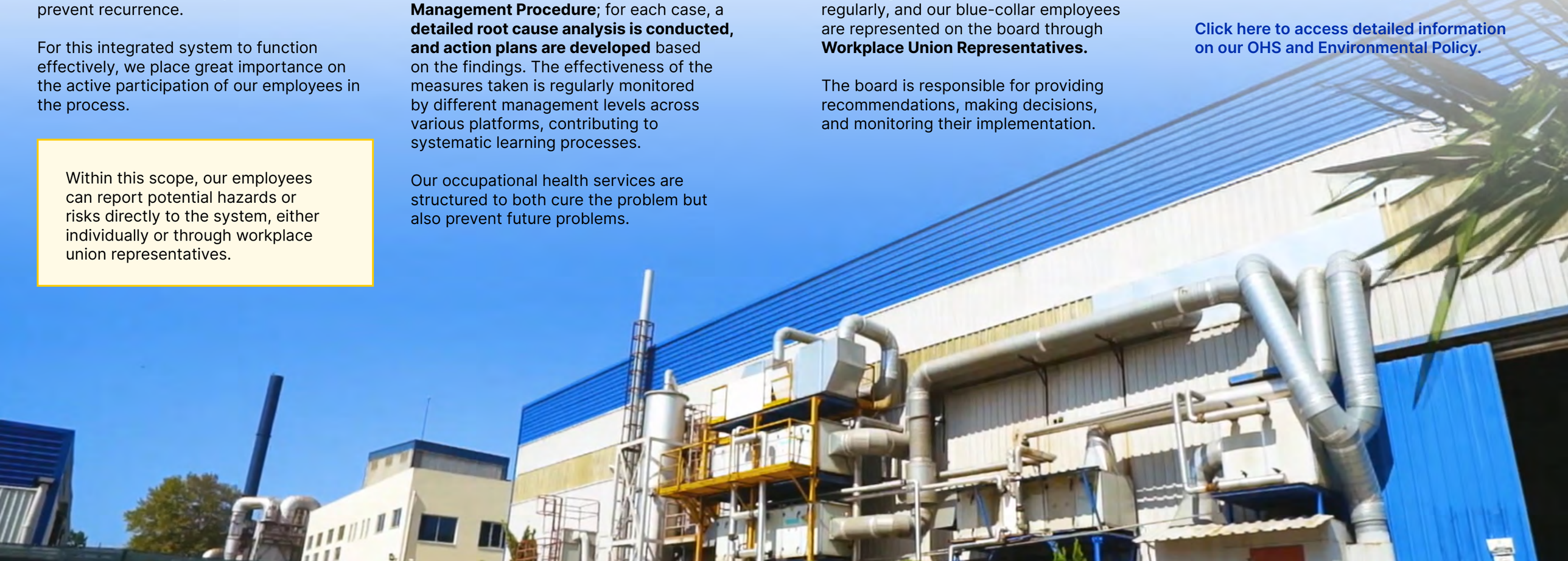
In addition, several consultation mechanisms are in place to enable our employees to contribute to management. **The development and evaluation processes of the Occupational Health and Safety Management System incorporate the views of our employees through individual submissions, union representation, and the OHS Board.** As a result, they implement and also actively shape the system.

The Occupational Health and Safety Board operating at the workplace level convenes regularly, and our blue-collar employees are represented on the board through **Workplace Union Representatives.**

The board is responsible for providing recommendations, making decisions, and monitoring their implementation.

Accordingly, our employees' participation in decision-making processes is structurally guaranteed. Occupational Health and Safety also holds a critical place in our labour relations. **In Collective Bargaining Agreements, OHS practices are addressed under a dedicated section**, and issues such as accident prevention, use of protective equipment, and workplace arrangements are secured through union agreements. Within this framework, local practices and global norms are considered, and actions are carried out under the principle of mutual responsibility. At Ege Kimya, we believe that creating a safe and healthy working environment is an obligation and also a sign of the respect we show to all our employees. With this approach, our OHS activities enhance employee satisfaction and productivity, while also reinforcing our principle of being a responsible corporate citizen sensitive to the environment and society.

Click here to access detailed information on our OHS and Environmental Policy.



Career Management and Training

At Ege Kimya, we believe that development is not an individual but a corporate journey; we support our employees in realising their potential with fair, transparent, and inclusive systems that foster continuous growth. In line with this approach, we design our career management and training processes to enhance technical skills, deepen competencies, and strengthen managerial vision.

> Today, with a strong team of 286 people, all our colleagues at Ege Kimya actively engage in these development processes within the 45-hour weekly working time, ensuring that individual contributions are transformed into corporate success.

An important dimension of this approach is our fair, measurable, and development-oriented performance evaluation system. The performance targets set at the beginning of the year are closely monitored by our managers throughout the year. Mid-year, our teams hold one-on-one meetings with their managers to evaluate the level of achievement, and at year-end, these targets are reviewed to calculate a performance score for each employee. These scores form the basis of our performance-based bonus system and play a decisive role in financial incentives such as salary increases.

All our white-collar employees are included in this systematic performance evaluation process. Our blue-collar employees, on the other hand, are not subject to individual performance evaluation; they are assessed through a system based on job tenure within the framework of the collective bargaining agreement.

One of the strongest aspects of this system is that it places development as well as performance at its core.

Through the analyses prepared based on competency scores, areas requiring improvement are identified, and our managers can create tailored training requests for our employees. In addition, employees are encouraged to take on responsibilities in different projects, offering them the opportunity to reassess their competencies in varied contexts.

Our large-scale training plans cover all employees and are structured on a detailed analysis of performance evaluation results. Whether the areas most in need of development are professional or focused on personal growth, they form the basis of the training programmes to be implemented throughout the year. In this way, we direct our resources in the most efficient manner and build a holistic learning environment that advances the competencies of every individual.

> In line with this approach, we increased our average training hours per employee from 24 hours in 2023 to 35 hours in 2024.

Our training programmes also offer comprehensive content on many critical topics such as ethics, anti-corruption, our code of conduct, personal data protection, information security awareness, and the environment. In addition, as company management, we regularly implement both in-house and external training and seminars to enhance our employees' practical and theoretical knowledge, as well as to improve their professional experience and skills related to their duties. By encouraging participation in these programmes, we ensure the continuity of learning and the sustainability of development at every level. We attach importance to regularly measuring the effectiveness of our training and development programmes to ensure that we can respond to the needs of our employees. Through the employee satisfaction surveys we conduct in this context, we analyse the impact of our programmes and expectations regarding the overall working environment.

> In the survey we conducted in 2023, our employee satisfaction and engagement rate was measured at 78%.

These rates provide important indicators of how corporate commitment, learning culture, and development opportunities are perceived by employees. **In light of these findings, we identify the current situation and systematically implement targeted improvement plans to increase employee satisfaction and engagement**. To ensure the continuity of this approach, we plan to conduct the next survey **in 2026.**

On the other hand, to strengthen corporate communication and make feedback mechanisms more inclusive, we hold **periodic meetings with union representatives**. In these meetings, our employees' expectations and suggestions are shared directly, and the decisions made as well as the improvement steps taken are **communicated to senior management at the general manager level through the meeting minutes. Representatives share the actions taken in line with the feedback received with our employees at the next meeting**.

Accordingly, we sustain an inclusive and participatory management approach in our human resources processes, in line with the **principles of transparency, accountability, and continuous improvement.**

In all these efforts, we believe that we must invest both in today's needs and in the leaders of the future. With this understanding, we systematically identify potential leaders who will shape our corporate future together and support their development. An important part of this development journey is the systematic reinforcement of our leadership skills. In this context and **in partnership with Koç University, we launched the Leadership Development Programme** in 2024 and completed it in 2025; this programme was a strong step towards preparing the managers of the future today. With this programme, which was structured specifically for Ege Kimya, we supported managerial competencies in a multidimensional way by including content focused on both technical and personal development.

In line with this, the **Talent Management Process** we have implemented consists of a five-stage structure. In the second quarter of each year, the relevant department directors and managers, together with their teams, identify candidates who meet the talent criteria. These candidates are evaluated by the Executive Committee, and those found suitable are included in the talent pool. Subsequently, our talents are analysed by an external assessment centre; then, through one-on-one feedback sessions, tailored **Personal Development Action Plans** are created for each employee and shared with the relevant managers and directors.

In this context, our department directors regularly monitor the implementation of each

development step. At the end of the year, our colleagues in the talent pool present their development journeys at a special meeting attended by our CEO, Human Resources Director, and relevant managers. These presentations create a platform that raises individual awareness and strengthen a culture of transparency and mutual learning at the managerial level.

Another component of our development-focused approach is the orientation programmes we prepare for new colleagues joining our team.

With this comprehensive programme, which covers our company structure, working conditions, corporate culture, rules, and practices, new employees adapt to work processes from day one while also starting to feel valued as part of our company. This process involves transferring knowledge and offers an opportunity to take the first step into Ege Kimya's culture of collective learning and development.

To support all these development and integration processes, we also build strong social rights and support mechanisms that facilitate the working lives of our employees. To promote long-term financial security, we include our employees in the Private Pension System (PPS). Within this framework, as a company we contribute 1% of employees' gross salaries to their individual pension policies provided by a designated institution. We also ensure access to healthcare by providing private health insurance support, which covers the medical expenses of our employees and their family members (spouse and children) within defined limits.

Within the framework of our policies to support families, **parental leave** for employees covered by the Collective Bargaining Agreement **may be extended beyond the legal minimum period. For all other employees, the provisions of the relevant legislation are fully applied**, maintaining a fair balance between meeting the needs of parents and ensuring job security.

On the other hand, we do not yet have a dedicated support programme for transition periods such as termination of employment or retirement. However, guided by the principle of ensuring the continuous employability of our employees, we consider our development and competency-enhancing programmes as an indirect form of support for this process. **At the same time, employment termination processes are conducted with due care in line with legal requirements, and employee rights are meticulously safeguarded. In cases of termination, payments are assessed within the framework of Labour Law No. 4857, and all legal rights and payments are fulfilled in full in accordance with the relevant article.**

Within this framework, alongside the social and legal assurances we provide to our employees, we also prioritise rewarding work through a **fair, transparent, and competitive remuneration system**. Our company bases its approach on a remuneration policy designed to fairly reflect employee contributions, structured around five core principles: Remuneration Determination Process, Market Research, **Remuneration Components, Transparency and Communication, and Evaluation and Updating.** In determining remuneration, objective criteria and sectoral data-based analyses are considered, while our open communication channels with employees ensure that this process remains transparent and easy to understand.

In determining remuneration, objective criteria and sectoral data-based analyses are considered, while our open communication channels with employees ensure that this process remains transparent and easy to understand.

At the same time, with a **balanced remuneration structure consisting of base salary, fringe benefits, and incentive bonuses**, we support individual motivation and strengthen long-term corporate commitment.

Our remuneration policies are updated annually in line with evaluations and performance indicators, with the aim of building a sustainable structure aligned with the evolving expectations and needs of our employees.

At Ege Kimya, we believe that sustainable corporate success is only possible through a holistic approach to human resources that prioritises the development, well-being, and engagement of our employees.

With this understanding, we remain committed to continuously making our career, development, reward, and support programmes more inclusive, more effective, and more innovative each day.

Corporate Social Responsibility Projects

At Ege Kimya, one of the fundamental components of our corporate identity is the responsibility we carry towards the environment we live in, the communities we move forward with, and the future. Our corporate social responsibility approach is realised through practices that strengthen social solidarity, generate tangible benefits, and create sustainable impact. The social responsibility projects that we implement in every region where we operate are the product of an approach that upholds respect for human dignity and the culture of solidarity.

- With this understanding, we have been steadfastly continuing our collaboration with the **Temel İhtiyaç Derneği (Basic Needs Association)** since 2022. In 2024, with 460,468 TRY in donations, we supported individuals and families struggling to access basic needs.

- In addition, we also made in-kind donations to strengthen public services. **We provided three motorised hospital beds to Sakarya Sadıka Sabancı State Hospital and five wheelchairs to the Arifiye Municipality Directorate of Social Affairs.** Through these contributions, we aimed to support access to healthcare services and enhance individuals' freedom of movement.

- Another practice that strengthens the bond we have built with our communities is our traditional football tournament, which we organise annually. On the final day in 2024, with the strong participation of local representatives from Kirazca and neighbouring districts, the Arifiye Gendarmerie Command, the Mayor of Arifiye, as well as our employees and their families, the event turned into a major community gathering. The dinner event we organised at the end of the tournament became a meeting point that enhanced both internal motivation and interaction with the community; on the same day, with the "Science in a Box" activity we carried out for Ege Kimya Middle School students, 200 students enjoyed a fun and educational science experience.

- We also consider our responsibility towards the environment as an integral part of our social responsibility approach. In this context, on 5 June, World Environment Day, we organised an awareness event for students of Ege Kimya Middle School in Kirazca. In the training delivered by our environmental engineer, we addressed key topics such as major types of environmental pollution, conservation of natural resources, climate change, types and management of waste, the definition and importance of recycling, and the "zero waste" approach. At the end of the training, with the active participation of the students, we played interactive games and gave seasonal fruits and seed pencils as gifts. As part of the event, we also prepared an Environment Day Board within the school and displayed posters on climate, waste recycling, water resources, and zero waste, which were developed for secondary schools by the TEMA Foundation and the Ministry of Environment, Urbanisation and Climate Change of the Republic of Türkiye.

- With this awareness, broader nature-based solutions aimed at reducing our environmental impact are at the core of our social responsibility projects. **In 2024, in collaboration with ecoDrone, we carried out an afforestation project in the Hisarönü, Aksaz, and Akköprü regions of Muğla, where 50,000 seeds were dispersed into nature using drones. In this project, implemented with the "seed bombing" method, we committed to forming a new forest of approximately 30,000 trees within three years, targeting a 60% success rate.** While contributing to the fight against climate change, this project also aimed to serve as an example of ecosystem restoration using innovative, technological approaches. For more information on our collaboration with ecoDrone, please see the section "V. Biodiversity Conservation and Ecological Impacts."

With all these practices, at Ege Kimya we believe in the value of growing together with society, multiplying by sharing, and building our common future together. In this regard, we renew our commitment to these responsibilities every day.

Click here to access detailed information on the social responsibility projects that we have implemented in previous years.

Contact Information

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APPENDICES

Economic Performance Indicators

Economic Value* (Million TRY)	2022	2023	2024
Direct Economic Value Generated	6,242	7,838	6,415
Economic Value Distributed	5,580	7,331	5,696
Economic Value Retained	662	507	719
Government Incentives	0.44	1.20	5.67
Tax Payment	76	71	82
Total Donation Amount	0.69	1.15	1.46
Total Exports (USD)	80,128,513	77,876,314	60,875,098

*Economic data are fully aligned with the annual report and have been prepared by applying inflation accounting.

R&D Expenditures (%)	2022	2023	2024
Ratio of R&D Expenditures to Turnover	0.32	1.18	0.80
Sustainability-Focused R&D Investment*	26	49	56

*This represents the ratio of expenditures on sustainability-focused R&D projects to total R&D expenditures.

Capacity Utilisation Rate (%)	2022	2023	2024
Silicates	79	75	83
Metal-Based Chemicals	39	43	51
Construction Chemicals	52	46	40

Supplier	2022	2023	2024
Total Number of Raw Material and Material Suppliers	434	398	381
Percentage of Local Suppliers among Total Raw Material and Material Suppliers	86%	88%	87%
Percentage of Local Suppliers	91%	92%	89%
Total Procurement Expenditures (Million TRY)	2,094,957	2,326,667	3,551,360
Percentage of Local Suppliers in Total Procurement Expenditures	37%	35%	43%

Social Performance Indicators

Employment	2022	2023	2024
Total Number of Employees	301	290	286
Women	46	50	49
Men	255	240	237
<30	55	84	75
30-50	220	187	191
>50	26	19	19
Percentage of Employees with Disabilities	2.3%	2.4%	1.4%
Workforce Covered by Collective Bargaining Agreement	182	164	171

Employee Ratio by Gender (%)	2022	2023	2024
Women	15%	17%	17%
Men	85%	83%	83%
Employee Ratio by Age			
<30	18%	29%	26%
30-50	73%	64%	67%
>50	9%	7%	7%

Employees by Seniority	2022	2023	2024
Employees with 0–5 Years of Seniority	102	138	159
Women	31	36	35
Men	71	102	124
Employees with 5–10 Years of Seniority	44	42	40
Women	5	5	11
Men	39	37	29
Employees with 10 Years of Seniority or More	155	110	87
Women	10	9	3
Men	145	101	84

Workforce Percentage by Gender (%)	2022	2023	2024
White-collar Women	37%	38%	41%
White-collar Men	63%	62%	59%
Blue-collar Women	1%	1%	1%
Blue-collar Men	99%	99%	99%

Social Performance Indicators

Number of Employees by Education Level	2022	2023	2024
Elementary	23	22	15
High School/Middle School	141	133	129
Bachelor's Degree and Above	137	135	142

New Hires	2022	2023	2024
Total Number of New Employees	34	85	62
Women	10	9	12
Men	24	76	50
Ratio of Newly Hired Employees (%)	11%	29%	22%

Employee Turnover	2022	2023	2024
Total Employee Turnover	36	85	60
Women	7	12	11
Men	29	73	49
Employee Turnover Rate	12%	29%	21%

Age Distribution of New Hires in 2024	Men	Women	Total
18-25	17	1	18
26-30	21	4	25
31-35	6	4	10
36-40	1	2	3
41-45	3	0	3
46-50	1	1	2
51-60	1	0	1
61+	0	0	0
Total			62

Parental Leave	2022	2023	2024
Number of Employees Taking Parental Leave	0	2	6
Women	0	2	1
Men	0	0	5
Number of Employees Returning to Work after Parental Leave	0	2	6
Women	0	2	1
Men	0	0	5
Number of Employees Still Employed 12 Months after Returning to Work	0	2	6
Women	0	2	1
Men	0	0	5
Rate of employees returning to work after parental leave (%)	-	100%	100%

Social Performance Indicators

Occupational Health and Safety	2022	2023	2024
Number of Work-Related Fatalities	0	0	0
Number of Work-Related Major Injuries	0	0	0
Number of Work-Related Recordable Injuries	20	13	9
Accident Frequency Rate	6.5	4.49	3.9
Accident Severity Rate	67.6	46.64	27.32
Number of Lost Days	192	135	63
Number of Hours Worked	567,398	578,934	461,136

Occupational Health and Safety for Service Providers	2022	2023	2024
Number of Recorded Incidents	0	0	1
Number of Lost Days	0	0	3
Accident Frequency Rate (AFR)	0	0	1.6
Accident Frequency Rate	0	0	4.8

Training	2022	2023	2024
Total Training Cost (TRY)	975,000	1,531,752	4,004,850
Total Training Hours	10,813	7,088	10,126
Total Training Hours Provided to Women Employees	1,360	1,615	3,376
Total Training Hours Provided to Men Employees	9,453	5,473	6,750
Average Training Hours	23	24	35
Total Hours of Ethics Training	-	-	286
Total Hours of Anti-Corruption Training	-	-	115
Total Hours of Code of Ethical Conduct Training	-	-	286
Total Hours of Personal Data Protection Law Training	-	-	115
Total Hours of Information Security Awareness Training	-	-	90
Number of Hours of Technical and Personal Development Training	-	-	450
Total Hours of Environmental Training	732	547	682
Total Hours of OHS Training	4,832	5,201	5,880

Environmental Performance Indicators

Energy	2022	2023	2024
Total Energy Consumption* (GJ)	448,325.51	334,873.88	418,465.81
Non-Renewable Energy Consumption (GJ)**	407,942.18	298,441.89	378,222.30
Renewable Energy Consumption (GJ)	-	36,431.99	40,243.45
Energy Savings from Efficiency Projects (GJ)	35.11	40.88	43.44
Steam Sales (GJ)	317,426	228,037	284,000
Percentage of Mains Electricity	100%	100%	100%
Energy Intensity Ratio (GJ/Tonne)***	1.22	1.06	1.19

* Total energy consumption is calculated by subtracting energy sales from the sum of Direct Energy Consumption and Indirect Energy Consumption. In this context, steam sales by Egesil have not been taken into account as energy sales.
** Non-renewable energy consumption consists of natural gas, coal, diesel, and gasoline.
***Energy intensity is calculated by dividing total energy consumption by total production volume.

Energy Consumption by Usage Purpose (GJ)	2022	2023	2024
Electricity Consumption	40,000	36,000	40,243.45
Steam Consumption	397,600	329,275	345,267

Water Consumption (m^3)	2022	2023	2024
Total Water Withdrawn**	3,412,672	3,171,706	3,640,240
Pond Water**	3,394,652	3,152,127	3,628,790
Mains Water**	18,020	19,579	11,450
Total Water Discharge**	826,264	2,430,633	2,764,275
Total Water Consumption***	3,412,672	741,072	875,964
Water Savings Achieved through Efficiency Projects	10,198	10,585	16,200
Water Intensity Ratio (m^3/tonne)*	0.88	0.89	0.77

*Water intensity is calculated by dividing the total amount of water consumed by the total amount of products produced.
**Totals for Ege Kimya and Egesil Kimya are provided.
***Data are provided on water remaining in the product, water evaporated, and water consumed.

*While last year's emission data covered only the Ege Kimya Sakarya plant, this year all affiliates have been included.
**The energy intensity metric has been calculated by dividing the total amount of greenhouse gas emissions by the total amount of products produced.

Environmental Performance Indicators

Energy Consumption by Fuel Type (GJ)	2022	2023	2024
Natural Gas Consumption	104,470	77,976	97,897
Diesel Consumption	3,156	2,189	3,128
Coal Consumption	567,093	440,733	274,937
Gasoline Consumption:	674,719	520,898	598,869

Emissions (tCO_2e)*	2022	2023	2024
Direct Greenhouse Gas Emissions (Scope 1)	50,206	36,467	34,186
Location-Based Indirect Energy Greenhouse Gas Emissions (Scope 2)	4,936	4,442	4,941
Market-Based Indirect Energy Greenhouse Gas Emissions (Scope 2)	-	0	0
Indirect Greenhouse Gas Emissions (Scope 3)	183,477	180,827	149,445
Greenhouse Gas Emission Intensity Ratio (tCO_2e/tonne)**	0.16	0.13	0.10
Amount of Greenhouse Gas Emissions Reduced	1,361	2,083	2,211
Air Emissions (Dust) (Total mass flow rate kg/hour)	0.29	0	0.97
CO (kg/hour)	2.31	0	1.39
NO (kg/hour)	8.91	0	9.58
NO2 (kg/hour)	13.70	0	14.62
SO2 (kg/hour)	21.64	0	23.70

Raw Materials and Waste (Tonnes)	2022	2023	2024
Total Weight of Raw Materials Use	157,656.65	131,005.46	149,059.36
Total Amount of Renewable Raw Materials*	505	426	421
Total Amount of Waste	17,465	12,182	13,306
Total Amount of Hazardous Waste	1,410	1,425	1,809
Total Amount of Non-Hazardous Waste	16,055	10,757	11,496
Recovered (R-Coded) Non-Hazardous Waste	1,048	1,080	1,371
Recovered (R-Coded) Hazardous Waste	299	244	685
Disposed (D-Coded) Non-Hazardous Waste	2,414	2,038	1,774
Disposed (D-Coded) Hazardous Waste	1,111	1,181	1,124
Non-Hazardous Waste Used as Alternative Raw Material (R-AHM Coded)	12,594	7,639	8,351
Total Amount of Recycled Waste	1,347	1,324	2,056
Amount of Waste per Product (Tonne/Tonne)	-	0.053	0.047

*Scrap zinc is included in the total amount of renewable raw materials.

Ratios of Plants under ISO Environmental Standards (%)	2022	2023	2024
Ratio of plants covered by ISO 14001	100%	100%	100%
Ratio of plants covered by ISO 14064 calculations	100%	100%	100%
Ratio of plants covered by ISO 14046 calculations	-	100%	100%

GRI Content Index

Statement of use	Ege Kimya Sanayi ve Tic. A.Ş. has reported in accordance with the GRI Standards for the period 01/01/2024 - 31/12/2024
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
GRI 2: General Disclosures 2021	2-1 Organizational details	About the report, Ege Kimya at a Glance		
	2-2 Entities included in the organization's sustainability reporting	About the report, Subsidiaries		
	2-3 Reporting period, frequency and contact point	About the report		
	2-4 Restatements of information		In the 2023 report, the emission data were presented in the wrong rows due to a row shift in the table. In the 2024 report, this presentation error was corrected, and the data were reported in the correct rows.	
	2-5 External assurance	About the report		
	2-6 Activities, value chain and other business relationships	Ege Kimya at a Glance, Subsidiaries, Operations and Product Groups, Sustainable Supply Chain		
	2-7 Employees	Diversity, Equity, and Inclusion , Career Management and Training, Social Performance Indicators		
	2-8 Workers who are not employees	Diversity, Equity, and Inclusion, Social Performance Indicators		
	2-9 Governance structure and composition	Corporate Governance Structure		
	2-10 Nomination and selection of the highest governance body	Corporate Governance Structure		
	2-11 Chair of the highest governance body	Corporate Governance Structure, Business Ethics and Legal Compliance		
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance and Committee		
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance and Committee		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance and Committee		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Business Ethics and Legal Compliance		
	2-16 Communication of critical concerns	Sustainability Governance and Committee		
	2-17 Collective knowledge of the highest governance body	Our Sustainability Approach		
	2-18 Evaluation of the performance of the highest governance body	Sustainability Governance and Committee		
	2-19 Remuneration policies	Career Management and Training		
	2-20 Process to determine remuneration	Career Management and Training		
	2-21 Annual total compensation ratio			Confidentiality Restriction: In accordance with the company's data privacy policy, this information is not shared.
	2-22 Statement on sustainable development strategy	Message from the CEO		
	2-23 Policy commitments	Our Sustainability Approach		
	2-24 Embedding policy commitments	Our Sustainability Approach, Sustainability Governance and Committee		
	2-25 Processes to remediate negative impacts	Our Sustainability Approach, Business Ethics and Legal Compliance		
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Legal Compliance		
	2-27 Compliance with laws and regulations	Business Ethics and Legal Compliance		
	2-28 Membership associations	Awards and Corporate Memberships		
	2-29 Approach to stakeholder engagement	Effective Stakeholder Engagement		
	2-30 Collective bargaining agreements	Diversity, Equity, and Inclusion, Occupational Health and Safety, Social Performance Indicators		
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis		
	3-2 List of material topics	Our Material Topics		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Sustainable Supply Chain				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Economic Performance Indicators		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain		
Business Ethics and Legal Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Legal Compliance		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Legal Compliance		
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Legal Compliance, Social Performance Indicators		
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Legal Compliance		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Legal Compliance		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Energy Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators		
	302-3 Energy intensity	Environmental Performance Indicators		
	302-4 Reduction of energy consumption	Energy Management, Environmental Performance Indicators		
	302-5 Reductions in energy requirements of products and services	Energy Management, Environmental Performance Indicators		
Water and Wastewater Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water and Wastewater Management		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management		
	303-2 Management of water discharge-related impacts	Water and Wastewater Management		
	303-3 Water withdrawal	Water and Wastewater Management, Environmental Performance Indicators		
	303-4 Water discharge	Water and Wastewater Management, Environmental Performance Indicators		
	303-5 Water consumption	Water and Wastewater Management, Environmental Performance Indicators		
Biodiversity Conservation and Ecological Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity Conservation and Ecological Impacts		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation and Ecological Impacts		
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation and Ecological Impacts		
	304-3 Habitats protected or restored	Biodiversity Conservation and Ecological Impacts		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Conservation and Ecological Impacts		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Emissions Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions Management		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management, Environmental Performance Indicators		
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management, Environmental Performance Indicators		
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management, Environmental Performance Indicators		
	305-4 GHG emissions intensity	Emissions Management, Environmental Performance Indicators		
	305-5 Reduction of GHG emissions	Emissions Management, Climate Adaptation, Environmental Performance Indicators		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions Management		
Waste Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management		
	306-2 Management of significant waste-related impacts	Waste Management		
	306-3 Waste generated	Waste Management, Environmental Performance Indicators		
	306-4 Waste diverted from disposal	Waste Management, Environmental Performance Indicators		
	306-5 Waste directed to disposal	Waste Management, Environmental Performance Indicators		
Career Management and Training				
GRI 3: Material Topics 2021	3-3 Management of material topics	Career Management and Training		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Career Management and Training		
	401-3 Parental leave	Career Management and Training, Social Performance Indicators		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Career Management and Training				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Career Management and Training, Social Performance Indicators		
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Management and Training		
	404-3 Percentage of employees receiving regular performance and career development reviews	Career Management and Training, Social Performance Indicators		
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		
	403-3 Occupational health services	Occupational Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, Social Performance Indicators		
	403-6 Promotion of worker health	Occupational Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		
	403-9 Work-related injuries	Occupational Health and Safety, Social Performance Indicators		
	403-10 Work-related ill health	Occupational Health and Safety, Social Performance Indicators		
Diversity, Equity, and Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity, and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion		

GRI Content Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Diversity, Equity, and Inclusion				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainable Supply Chain, Diversity, Equity, and Inclusion		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Diversity, Equity, and Inclusion		
Process Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Process Safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Process Safety		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Process Safety		
Product Life Cycle				
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Life Cycle		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Product Life Cycle, Environmental Performance Indicators		
	301-2 Recycled input materials used	Product Life Cycle		
Corporate Social Responsibility Projects				
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Social Responsibility Projects		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility Projects, Biodiversity Conservation and Ecological Impacts		
R&D and Innovation				
GRI 3: Material Topics 2021	3-3 Management of material topics	R&D and Innovation		


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