

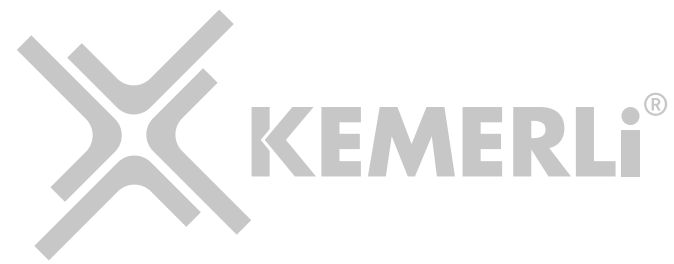
2023 SUSTAINABILITY
REPORT



KEMERLİ®

WE ON THE PATH TO
SUSTAINABILITY

100★
TÜRKİYE CUMHURİYETİ'NİN YÜZÜNCÜ YILI





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ABOUT THE REPORT

Since 2008, Kemerli Metal has been an industry-leading manufacturer in Turkey's furniture and construction sectors, placing an emphasis on environmental, social, and economic sustainability at the heart of its business model. With its innovative approach, commitment to quality, and focus on customer satisfaction, the company is advancing toward becoming a global brand.

This First Sustainability Report covers Kemerli Metal's environmental and social performance for the period spanning January 1 to December 31, 2023. Prepared in accordance with the "core" standards of the Global Reporting Initiative (GRI), the report is aligned with the United Nations Sustainable Development Goals (SDGs) and the principles of the UN Global Compact.

The report highlights our innovative energy management strategies, eco-friendly production methods, and social responsibility initiatives. We supply 70% of our energy needs from renewable sources at our production facilities and have implemented a comprehensive strategy to reduce carbon emissions. Determined to minimize our environmental impacts through water conservation, hazardous waste management, and clean production practices, we remain committed to our goals.

In terms of social responsibility, we provide extensive training programs that enhance our employees' development, implement policies that encourage gender equality, and maintain occupational health and safety practices to ensure an inclusive, safe, and motivating work environment. Through local and global collaborations that promote our sustainability values, along with community-oriented projects and environmental protection initiatives, we contribute directly to economic development

Kemerli Metal's adherence to transparency and accountability is clear in the international standard-compliant processes we follow. Guided by our vision of becoming a world-class brand, we place sustainability at the core of every stage of our value chain.

We take pride in sharing our determination to contribute to a sustainable future, as well as the concrete steps we have taken with you, our valued stakeholders.



The development of this report is under the responsibility of the Kemerli Group Sustainability Directorate. For any questions, comments, or suggestions regarding the report, please contact surdurulebilirlik@kemerli.com.tr



MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Stakeholders,

The years 2023-2024 **have marked an important milestone in our journey toward sustainability** at Kemerli Metal San. ve Tic. A.Ş. During this period, we have reinforced both our industry expertise and innovative approaches **while taking concrete steps to advance our environmental and social responsibilities.**

Kemerli Metal commenced operations in **June 2008** on a 23,000 m² **site in Kayseri**, setting out to meet the dynamic needs of Turkey's furniture **and construction sectors. Since then, we have solidified our presence in the market by providing high-quality products. As we leave behind a period of global and national economic uncertainties**, Kemerli Metal San. ve Tic. A.Ş. has strengthened its commitment to sustainable growth and social responsibility.

This first Sustainability Report we are publishing not only highlights the activities we carried out throughout 2023 but also illustrates how we have adapted to changes worldwide and created value in this process.

In 2024, **we have undertaken significant efforts to enhance energy efficiency**, reduce our carbon footprint, and achieve our sustainability goals within a circular economy framework. Simultaneously, **we continued to invest in innovative technologies to minimize our environmental impact, ensuring that we use our resources as efficiently as possible.**

As our country and the world prepare for a future centered on digital transformation and a green economy toward 2024, our aim is also to bolster our sustainable production processes and continuously improve our environmental performance. On this journey, we strive not only to serve as a role model within our sector but also to contribute to Turkey's sustainable development goals with a production mindset that is sensitive to society and the environment.

Looking ahead to 2024, **we envisage further solidifying our competitive position in the sector while continuing to grow via global partnerships.** In this regard, we will refine our practices that prioritize efficiency and advance toward our goals of creating both economic and social value. **By doing so, we commit not only to the present but also to building a responsible and sustainable business model for future generations.**

On this occasion, I would like to express my gratitude to all our employees, customers, and business partners who have accompanied us on our sustainability journey. **I firmly believe that together we will build a stronger, more responsible future.**

Sincerely,

Arif BUDAK
Chairman of the Board



MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

As I write these lines, I feel that we are witnessing not just the end of an era, but the transformation of a mindset. At Kemerli Group, we are blending our deep-rooted past, built over many years, with the bright lights of the future. Now is the time to speak to the future: **we are here for a more responsible, stronger, and more meaningful world.**

For us, sustainability is not an option but a necessity. Our respect for nature, our value for people, and our commitment to our work form the foundation of every step we take. Today, in sharing this message, we are not merely recounting a success story; we are also issuing a call to responsibility—because change is only possible when we stand together. In a world where transformation happens rapidly, we at Kemerli Group are placing sustainability at the heart of our business strategy as we build the future. With innovation, responsibility, and determination, we not only consider today but also future generations in every move we make. The year 2023 has been a significant turning point for Kemerli Group. Guided by our sustainability principles, we have further optimized our environmental, social, and economic impacts. We have made progress across a broad spectrum, from efforts to reduce our carbon footprint to projects that add value to society. These achievements are the result of not just a vision, but also a strong team, shared values, and the support of valuable stakeholders like you.

Our first Sustainability Report, prepared in line with global standards, is only the beginning for us. Rather than highlighting past successes, this report reflects our commitment to the future. At Kemerli Group, our goal is not only to lead the sector but also to stand out as a company that respects the environment and society, distinguishing itself with innovative and sustainable business models.

I would like to extend my sincere gratitude to our dedicated team whose contributions and selfless efforts at every stage of this process have been invaluable. Moreover, I thank **Erciyes University Sustainability Coordinator, Assoc. Prof. Dr. Şükrü Taner Azgın**, the **Oran Development Agency**, and the **TÜBİTAK-MAM** team for their valuable support in our sustainability journey. We will continue to move forward with confident steps, creating a stronger, more livable future together. As the Kemerli Group family, we thank you for your trust and hope to share many more successes together.

Sincerely,

Mustafa Umur BUDAK
General Manager



MESSAGE FROM THE SUSTAINABILITY COORDINATOR

Dear Stakeholders,

We are proud to share with you our first Sustainability Report. This report is not merely a document; it is a tangible reflection of long-term effort, belief, and the desire to achieve together.

For me, sustainability has evolved from a duty into a passion. Months of meticulous work, the search for solutions, and every effort we made have taken us one step closer to a cleaner, fairer, and more livable world. Throughout this process, I believe we have grown not only in terms of numbers but also in values. By placing sustainability at the heart of our business model, we have implemented a wide array of initiatives—from energy efficiency and waste management to reducing our carbon footprint and undertaking social responsibility projects.

This process has not only improved our environmental and social impacts; it has also transformed the way we do business, preparing us to be one of the responsible and leading companies of the future. Every step we took adhered to the principles of transparency and accountability because we know that sustainability is not an individual but a collective effort.

But at this point, I would like to thank all my colleagues who contributed and you, our valued stakeholders, who accompanied us on this journey. Our sustainability vision is not limited to one goal; this vision will continue to evolve with constant development and innovation. This report has been prepared to share the steps we have taken and the experiences we have gained on our sustainability journey with you. In line with our understanding of transparency, accountability, and continuous improvement, I would like to emphasize that we are always open to your views and suggestions.

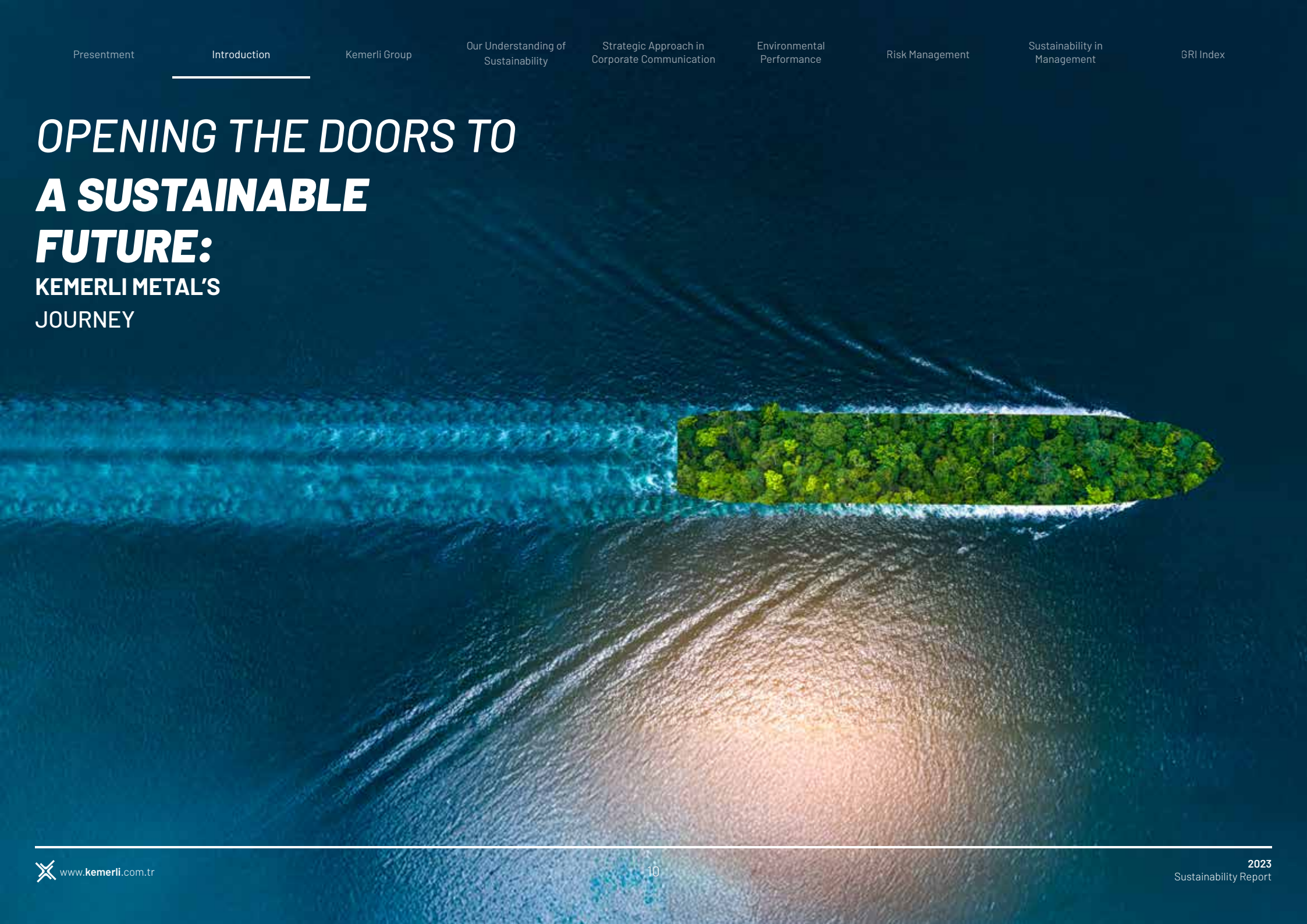
We will continue to work toward building a stronger, fairer, and more livable world for future generations. Because we do not just want to be part of change; we aim to be the driving force behind it. As Kemerli Metal, we will continue to work steadfastly for a sustainable future and stay aligned with the world.

Thank you for your trust and support.

Sincerely,

Eyüli ÇETİNKAYA
MSc.Environmental Engineer

OPENING THE DOORS TO A SUSTAINABLE FUTURE: KEMERLI METAL'S JOURNEY

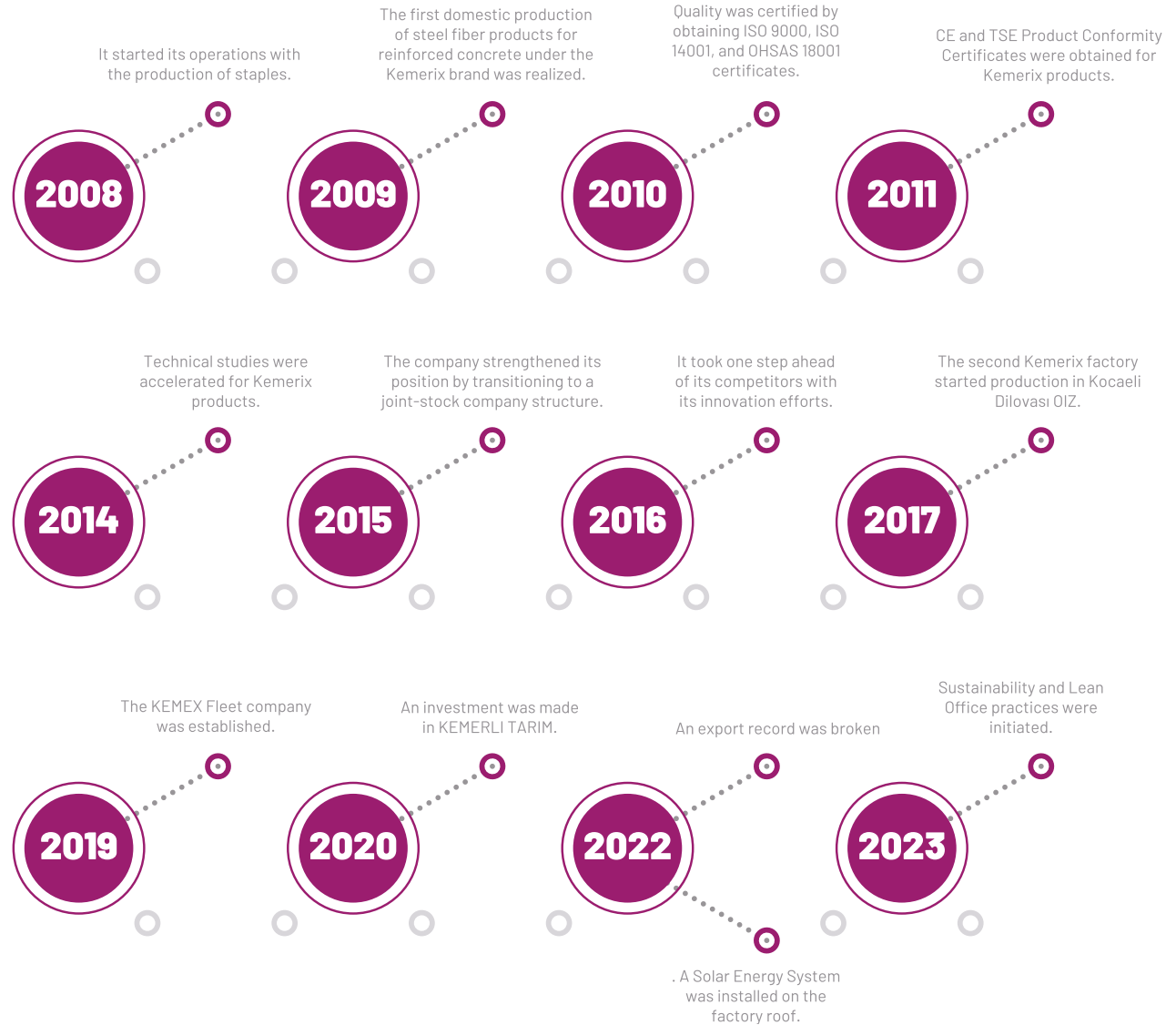


Established in 2008 on a 23,000 m² site in Kayseri, Kemerli Metal began operations to address the demands of Turkey's furniture and construction sectors. Guided by an innovative approach, the company has expanded its product portfolio over time, incorporating brands such as Santel, Telsan, and Abakan to fully meet customer needs. Under the Kemerli brand, the company produces 100% domestically sourced industrial staple wires for the furniture sector and Kemerix steel concrete fibers for the construction sector.

At the beginning of 2024, Kemerli Metal took significant steps in sustainability, preparing to publish its first Sustainability Report by the end of the year. This report represents a key milestone, showcasing the company's commitment to sustainability goals and eco-friendly production principles. By placing environmental and social responsibility at the core of its operations, Kemerli Metal employs clean production methods and adopts circular economy principles. The company supports its carbon reduction efforts through renewable energy initiatives and strives toward achieving carbon neutrality. With this responsibility-driven approach, Kemerli Metal is dedicated to delivering environmentally friendly, high-quality products and services.

Kemerli Metal's dedication to quality, environmental stewardship, and occupational health and safety is evidenced by its certifications in TS EN ISO 9001 Quality Management System, TS EN ISO 14001 Environmental Management System, and TS ISO 45001:2018 Occupational Health and Safety Management System. Committed to aligning with international standards, the company holds CE and TSE certifications and continues to prioritize research and development. Notably, its Kemerix-branded steel concrete fibers are utilized in numerous domestic and international landmark projects, providing significant advantages in labor, cost, and time efficiency. In collaboration with universities, Kemerli Metal prepares static design reports and offers technical support, further solidifying its position as a trusted industry leader.

While maintaining its pioneering role in Turkey's industry, Kemerli Metal aspires to become one of the world's leading firms by 2030. With a sustainability-driven business model, the company is committed to setting an example within its sector and contributing to a more sustainable future.



(GRI 2-1,2-2,2-6,2-16)

First Sustainability Report

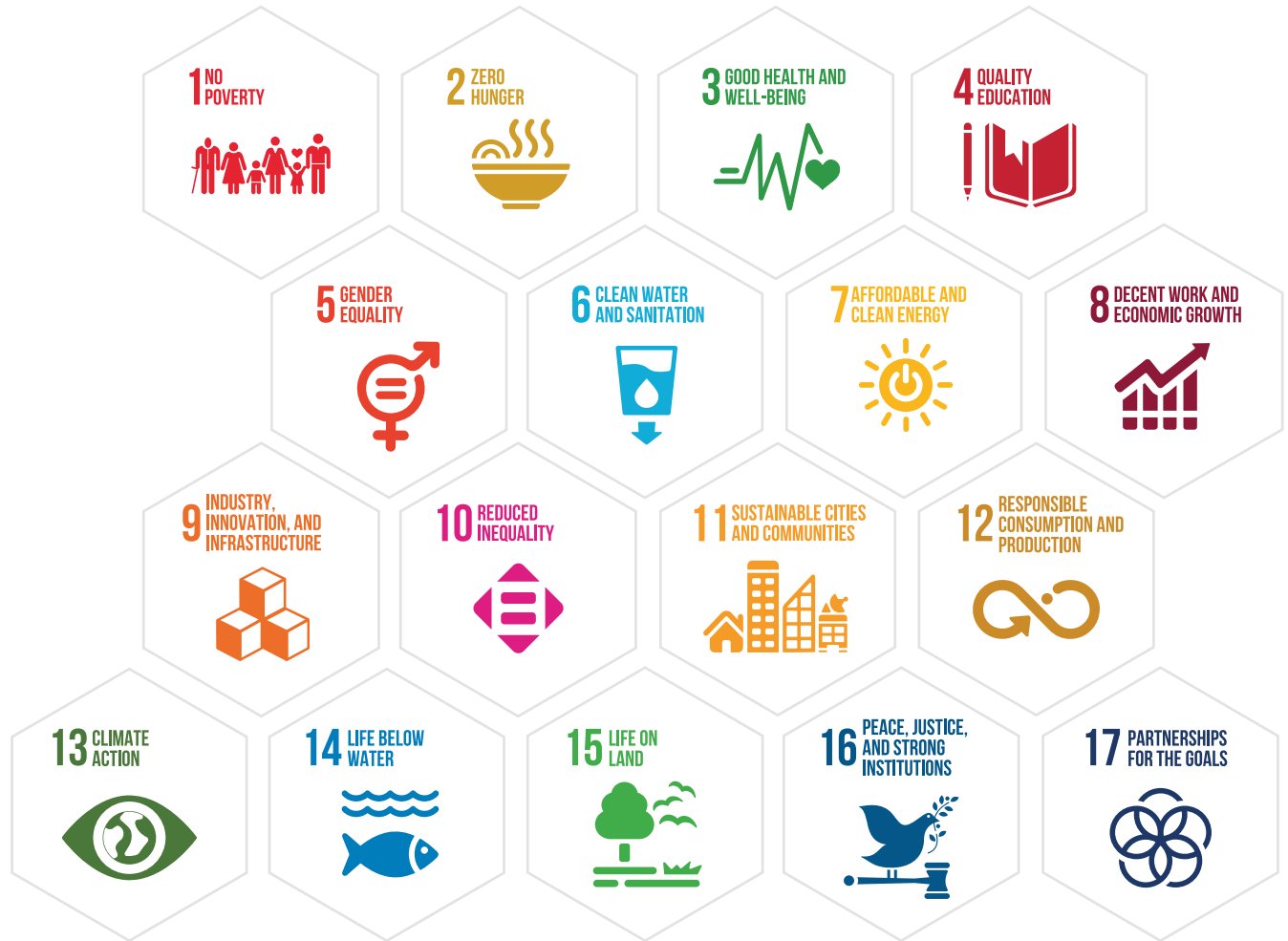
With this first Sustainability Report, we provide a detailed account of Kemerli Metal's economic, social, and environmental performance, as well as our sustainability strategy, to all our stakeholders. This report encompasses data from all our operational areas and subsidiaries between January 1 and December 31, 2023, highlighting the foundational steps of our sustainability journey. Published in 2024, the report is prepared in alignment with the "core" standards of the Global Reporting Initiative (GRI), enabling us to transparently share our commitments to environmental and social responsibility.

Reporting Scope:

The Integrated Sustainability Report by Kemerli Metal covers all our units and activities, including the "Production and Sales of Industrial Staple Wire and Steel Wire for Concrete Reinforcement" carried out at our facility located at Organized Industrial Zone, 20th Street No: 62, Melikgazi/Kayseri.

Reporting Period:

Unless specified otherwise or beyond the report's scope, this report details activities conducted between January 1, 2023, and December 31, 2023. We are committed to annually reporting our sustainability performance, supporting the sustainability journey Kemerli Metal began in 2023 with clear and measurable data.



(GRI 2-3)

COMPANY POLICY:

To sustain our growth within the industry, we are dedicated to continuously improving our system while prioritizing customer satisfaction. In this context, we pledge to integrate our sensitivity and transparency toward society, the environment, quality, and our employees into all aspects of our operations.

Accordingly, we commit to:

- *Acting in full compliance with all legal and regulatory requirements,*
- *Leading sustainable growth in the industry with our innovative approaches,*
- *Meeting customer expectations promptly with quality products,*
- *Continuing to be one of the leading firms in the industry both nationally and internationally,*
- *Preventing national resource loss by promoting circular economy and innovation,*
- *Progressing in harmony with our customers and the world within the sustainability framework,*
- *Enhancing our environmental management systems by using the most eco-friendly materials and technologies, thereby improving our environmental performance,*
- *Contributing to the spread of quality awareness in society and creating loyal customers to our brand,*
- *Achieving Turkey's sustainable development goals together with our employees*
- *Prioritizing employee health and ensuring safe and secure operations,*
- *Preventing accidents and reducing risks by applying advanced technologies and methods,*
- *Offering continuous training programs to our employees to ensure their effective participation in the Integrated Management System.*

These commitments form the cornerstone of our company's policy for a sustainable future.



Applications of Our Industrial Staples

The industrial staple wires produced by Kemerli Metal are indispensable components used across a wide range of sectors. With high durability, resilience, and flexibility suitable for various materials, our staple wires deliver quality and efficiency in the following applications.



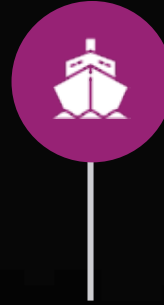
Furniture Manufacturing

Used to create durable connections in furniture production processes, providing an effective solution for securing furniture parts.



Upholstery Sector

Ensures firm attachment of fabrics and other materials in seating groups, chairs, and sofas.



Maritime and Automotive

High-strength industrial staple wires are ideal in maritime and automotive sectors for connections that can withstand heavy loads and demanding conditions.



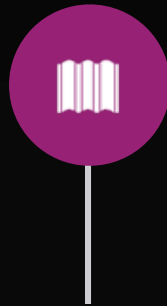
Door and Window Manufacturing

Increases the strength of wooden and other material frames used in door and window production.



Hardwood Flooring and Timber Materials

Offers a solution that reduces labor and creates long-lasting connections in flooring projects dealing with tough and durable wood.



Joining Sheet Metal, Wood, and Plastic

Ensures compatible and solid assembly when working with different materials like sheet metal, wood, and plastic.



Mattress Manufacturing

Plays a crucial role in securing different layers together to create safe and stable structures in mattress production.



Box and Carton Sealing

A fast and secure method for closing boxes and cartons in the logistics sector.



Securing Felt and Foam

Used to hold together felt, foam, and similar materials in textile and furniture applications.



Pallet Manufacturing

In pallet production, quickly and robustly assembles wooden parts, improving efficiency in logistics processes.

50+

Years of Experience

20+

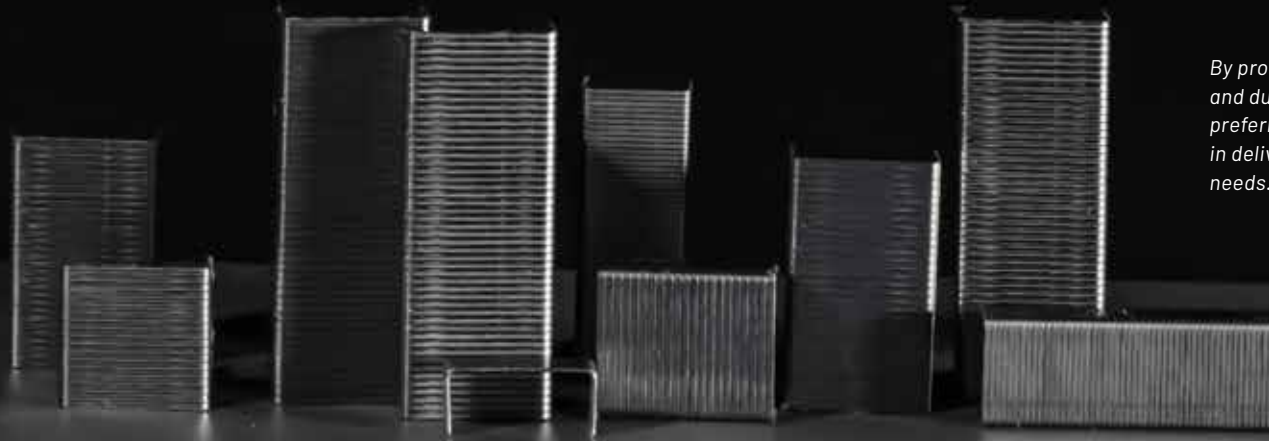
Export to Country

3.951.219 KM

Annual Wire Pulling

14.212.373

Number of Packages Produced Annually



By providing practical solutions and meeting high quality and durability standards, our industrial staple wires are preferred across various sectors. Kemerli Metal takes pride in delivering high-standard products tailored to each sector's needs.

Kemerix Steel Fiber Reinforcement and Its Broad Applications

Kemerix Steel Wire Reinforcement is a high-strength steel reinforcement system added to concrete to enhance the durability of reinforced concrete structures. Produced in compliance with CE and TSE standards (TSE 14889-1), these steel wires contribute to the long-lasting and secure nature of structures while offering advantages across various applications.



Airports



Concrete Roads



Industrial Floors



Tunnel And Mines



Precast Structures



Coast And Port Structures



Fuel Stations

Withstands challenging conditions and high stress in fuel station floors.



Floor Concretes

Particularly beneficial for floors bearing heavy loads, providing a long-lasting structure.



Earthquake-Resistant Buildings

Used in column and beam junction areas to increase a building's resilience to earthquakes.



Topping (Overlay) Concretes

In overlay concretes, steel wire reinforcement increases resistance to wear and impacts.



Cold Storage Areas

Reduces the risk of cracking due to temperature fluctuations in cold storage facilities.



Slope Stabilization

In sloped terrains, steel wire reinforcements reduce landslide risks, stabilizing the land.



Logistics Hubs

In logistics centers handling heavy loads, it enhances the durability of concrete floors.



Bulletproof Walls

Steel wire reinforcement provides bullet resistance in security structures, creating a protective layer.



Parking Floors and Traffic Areas

Offers durability and longevity in concrete flooring for open and closed parking areas and other high-traffic zones.



Armories and Gendarmerie Stations

: In facilities requiring enhanced security, steel wire reinforcement strengthens the structure, providing a safer environment.



Under-Rail Concretes

Offers extra durability against vibration and weight under railway tracks.



Metro Stations

Enhances the durability of concrete structures exposed to heavy human traffic, ensuring a secure environment.

WHERE IS KEMERIX USED?

- Airports
- Concrete Roads
- Industrial Floors
- Tunnels and Mines
- Precast Buildings
- Coastal and Harbor Structures

Kemerix Production Capacity and Export Activities

1 Kemerix Steel Fiber Reinforcement: These are steel fibers produced from high-strength steel raw materials in compliance with CE and TSE standards. They are added to concrete, and thanks to Kemerix's adhesive structure, they distribute homogeneously within the concrete, forming a three-dimensional reinforcement system.

2 Kemerix saves time and provides an economical solution for the most common engineering applications, such as industrial floor concretes, tunnels and mines, concrete roads, and precast structures. It is easily added to concrete, improving many material properties.

3 Kemerix adds ductility to concrete, a brittle material. This allows concrete to absorb more structural loads, providing effective resistance against deformations such as cracking and fracturing. As a result, the service life of the structure, referred to as durability, is extended.

4 To enhance the flexural strength, energy absorption capacity, and ductility of concrete, reinforcing it with Kemerix steel fibers is the most effective solution. Acting as primary reinforcement, its hooked-end design interlocks with concrete, ensuring high adhesion and performing a bridging function.

5 Kemerix aims to provide its stakeholders with innovative and sustainable solutions. It continues its R&D efforts without interruption and, with its global network and expertise, exports to more than 40 countries. As a lasting value in the construction sector, it offers services aligned with the expectations of its stakeholders.

(GRI 2-1, 2-6)

THE WORLD'S LARGEST AIRPORT PROJECT

We are proud to use **KEMERIX** at
Istanbul New Airport

Our Mission

Providing products and services aligned with management system standards to achieve maximum customer satisfaction.

Fulfilling our responsibilities toward humanity, the environment, and universal values.

Using technological infrastructure effectively and efficiently.

Ensuring stakeholder loyalty and satisfaction.

Our Vision

Becoming a company that manages its operations with a sustainability mindset.

Leading the industry in the production of industrial staple wire and steel reinforcement wire, and achieving global brand identity in the long term

Achieving carbon neutrality by 2050.

Our Brand Values

- Stakeholder Satisfaction
- Respect for the Individual
- Innovation
- Teamwork
- Leadership
- Efficiency
- Sustainability

Our Company Profile

Complying with all legal and regulatory requirements,

Meeting stakeholder expectations in a timely manner with quality products,

Building a network of stakeholders loyal to and confident in our brand,

Contributing to the spread of quality awareness in society,

Ensuring that resources are used efficiently and responsibly in line with sustainability goals,

Safeguarding employee health and ensuring work is performed safely.

OUR APPROACH TO **SUSTAINABILITY** AT KEMERLI METAL

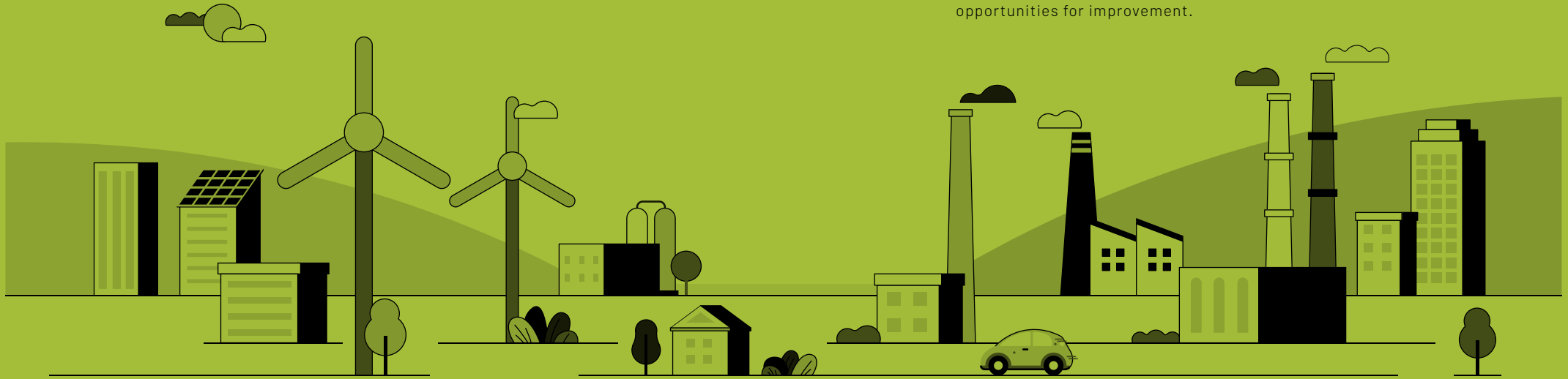
At Kemerli Metal, we consider our sustainable production goals as the cornerstones of our business approach, aiming to be a reliable employer and business partner. Our management style prioritizes encouraging collaboration, openness to innovative ideas, building trust-based relationships, protecting the environment, and adopting a people-focused approach.

Our sustainability principles are shaped in accordance with the United Nations Global Compact, sectoral needs, and stakeholder expectations. In this context, Kemerli Metal acts responsibly in every area.

Sustainability is an integral part of Kemerli Metal's business model, managed actively by the company's senior leaders. The sustainability strategy is determined by the Sustainability Committee, led by the Chairman of the Board, and is closely monitored throughout the company.

The Sustainability Office is responsible for setting sustainability goals in the environmental, social, and corporate governance domains; monitoring, auditing, and updating policies and practices toward these goals; and regularly reporting these processes to the Board of Directors. By doing so, the Sustainability Office continuously evaluates the effectiveness of sustainability-focused strategies and identifies opportunities for improvement.

The Sustainability Office holds meetings twice a year to thoroughly review the company's sustainability performance in line with strategic objectives. The decisions taken at these meetings are put into practice with senior management approval, ensuring continuous improvement and strengthening performance in achieving sustainability targets.



(GRI 2-24)

SUSTAINABILITY

Management

This procedure aims to provide a comprehensive framework for fulfilling our sustainability commitments. By promoting the efficient use of resources, the sustainability procedure seeks to reduce environmental impacts, increase social responsibility awareness, and ensure long-term success. It also serves as a key tool for ensuring compliance with legal regulations and establishing transparent, reliable communication with our stakeholders. By encouraging continuous improvement and innovation, we aim to constantly strengthen our sustainability performance.

Responsibility for effectively implementing this procedure rests with the General Manager, the Sustainability Coordinator, and all departments. Each department is committed to acting in accordance with the defined sustainability policies and procedures to achieve organizational goals.

Data necessary for sustainability reporting is collected, and a list of sustainable development targets is filled out and updated. Additionally, greenhouse gas calculations are conducted, and clean production assessments are carried out. Inputs to the process include sustainability policies and goals, the company's mission, vision, and values, corporate resources, performance indicators, stakeholder views and expectations, legal and regulatory requirements, environmental and social performance data, technological infrastructure, industry standards and best practices, and employee skills and training.



As outputs of these processes, we obtain ISO 14064-1 Carbon Footprint Reports, facility clean production reports, sustainability performance reports, strategic plans and policies, improvement suggestions and initiatives, stakeholder reports and communication materials, as well as nonconformity reports and corrective actions. Our data sources include internal and external performance data, energy and resource data, carbon footprint data, social responsibility and community impact data, stakeholder and employee feedback, industry standards, and certifications. Our control criteria encompass sustainability targets, internal and external audits, stakeholder feedback, and the level of education and awareness. Our performance criteria involve publishing the Sustainability Report by December 2024, tracking carbon footprint calculations and emission reduction targets, monitoring stakeholder communication, evaluating social engagement programs, and measuring stakeholder satisfaction. The measurement period covers January to December each year.

GRI(2-12,2-13,2-14,2-22, 2-24,2-25)

Corporate **Environmental Governance**

Considering the Environmental Management System standard and related legal obligations, we have established principles and procedures to manage the organization's environmental aspects, fulfill compliance obligations, and evaluate risks and opportunities. In this context, the Environmental Committee and the Integrated Management System Representative are responsible for implementing the procedure, which covers environmental legislation and all departmental activities.

The environment, defined as air, water, soil, natural resources, flora, fauna, and the human interactions therein, is considered part of our operating ecosystem. All activities and services of the organization that interact with the environment are regarded as environmental aspects, while the positive or negative changes resulting from these interactions are considered environmental impacts. Compliance obligations consist of legal requirements and other accepted conditions, covering all stages of a product or service's life cycle, from raw material acquisition to final disposal.

Efforts to prevent pollution include reducing or eliminating the formation and emission of pollutants or waste to minimize negative environmental impacts. Procedures for managing solid waste, domestic waste, recycling, and waste recovery are defined, and the proper disposal of hazardous and medical waste is emphasized. Natural resource consumption is regularly monitored and tracked.

Under the procedure, corrective or improvement actions are taken when encountering nonconformities. Treating environmental activities as a process, listing legal requirements and compliance obligations, conducting environmental aspect and risk analyses, and planning necessary actions are all part of these processes. These efforts ensure effective environmental management and the necessary steps toward a sustainable future.



Lean Office Practices

Lean office efforts are management philosophies aimed at optimizing work processes. Core principles include waste reduction, increased efficiency, continuous improvement, and employee involvement. This approach aims to eliminate unnecessary complexity, creating a faster, more flexible, and customer-focused working environment. Lean office applies lean production principles to office settings, ensuring more effective use of resources.

The procedure involves implementing and monitoring lean production activities for processes defined under the Integrated Management System. Relevant unit managers and employees are responsible for executing these processes and fulfilling the Integrated Management System requirements.

The lean office procedure covers a wide range of practices, from organizing workstations and establishing quality control mechanisms to employee training and continuous improvement processes. The ability to respond quickly to customer demands and continuously improve business processes through regular customer feedback are key elements of the procedure.

By encouraging employee participation and continuously reviewing and improving work processes, lean office initiatives aim to help our company achieve operational excellence.

Kemerli Metal places great importance on occupational health and safety, not only by providing a safe working environment but also by encouraging employees to internalize a safety culture. In line with ISO 45001 standards, the company aims to identify potential hazards and minimize risks through proactive risk assessment processes, establishing a lasting culture of risk prevention with the involvement of all stakeholders. This approach forms the foundation of a safe and sustainable working environment.

INTERNAL AUDIT & REGULATORY COMPLIANCE

Our company organizes periodic and systematic internal audits to ensure that the TS EN ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and TS ISO 45001:2018 Occupational Health and Safety Management System are implemented according to planned arrangements and to verify their effectiveness. These audits are conducted in accordance with the Audit Plan prepared by the Integrated Management System Representative and approved by the General Manager. The results of the audits, identified nonconformities, and corrective improvement actions are communicated to the relevant units and followed up until resolved. Audits are carried out by trained and certified internal auditors, and results are reported by the Integrated Management System Representative. Audit results and identified corrective actions are stored and managed in accordance with the Management System Records Procedure. Once new legal requirements and changes are identified, the necessary documentation and arrangements are made and managed under Document Control procedures.

Regular internal audits also assess whether legal obligations are effectively fulfilled and initiate corrective measures for continuous improvement upon detecting any nonconformities. These processes contribute to achieving our company's sustainability goals and operating as a socially, environmentally, and economically responsible enterprise. (Can be further developed)

GRI 2-28: Memberships: Mentioned in the Active Memberships section.

GRI 2-29: Stakeholder Engagement Approach: Stakeholder Group Table

GRI 2-30: Collective Bargaining Agreements: GRI Content Index - There are no collective bargaining agreements at Kemerli Metal.



RESULTS OF THE EMPLOYEE SUSTAINABILITY SURVEY'S IMPACT ANALYSIS

Scoring System

Not important at all: **1 point**

Not important: **2 points**

Undecided: **3 points**

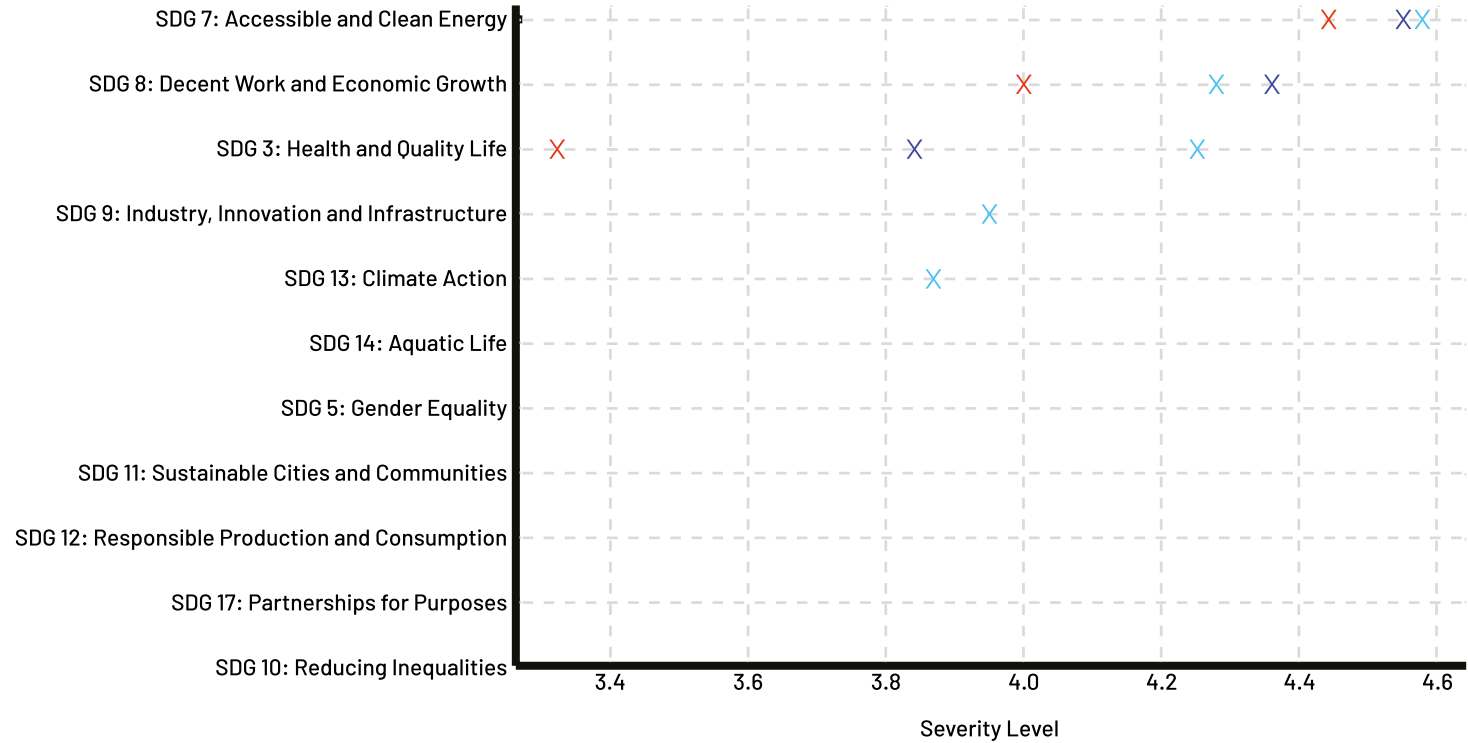
Important: **4 points**

Very important: **5 points**

Average Importance Scores For Each Goal:

1. No Poverty: **4.70**
2. Affordable and Clean Energy: **4.57**
3. Decent Work and Economic Growth: **4.54**
4. Good Health and Well-Being: **4.43**
5. Industry, Innovation and Infrastructure: **4.35**
6. Climate Action: **4.27**
7. Life Below Water: **4.08**
8. Gender Equality: **4.00**
9. Sustainable Cities and Communities: **3.95**
10. Responsible Consumption and Production: **3.86**
11. Partnerships for the Goals: **3.84**
12. Reduced Inequalities: **3.32**

X Administrative X Social X Environmental



SUPPLIER SUSTAINABILITY ANALYSIS



● Administrative ● Environmental ● Social

■ Environmental ■ Social ■ Administrative



EMPLOYEE SUSTAINABILITY IMPACT ANALYSIS

(GRI 2-16, 3-3)

OUR STRATEGIC CONTRIBUTIONS TOWARDS THE **SUSTAINABLE DEVELOPMENT GOALS**

Kemerli Metal fulfills its commitment to a sustainable future through a strategy aligned with the United Nations Sustainable Development Goals. Aiming to address the environmental, social, and economic challenges the world faces, we have chosen to focus on four key SDGs:

- **Affordable and Clean Energy (SDG 7)**
- **Decent Work and Economic Growth (SDG 8)**
- **Responsible Consumption and Production (SDG 12)**
- **Climate Action (SDG 13)**

By fulfilling our environmental and social responsibilities in line with these goals, we aspire to be a pioneer in sustainable development within our sector.

SDG 1



No Poverty

Kemerli Metal supports various social responsibility projects so that its employees and other community members do not face economic hardships.

- **Employee Support:** We offer financial assistance and special payments to employees facing economic difficulties, improving their financial security and living standards.
- **Community Assistance:** Beyond just supporting employees, we develop broader social support and projects to uplift the local community.
- **Cultural Sensitivity:** During Ramadan, we strengthen our social responsibility awareness by providing food packages and aid, supporting employees' welfare in line with cultural values.

SDG 2



Zero Hunger

We take steps to meet employees' healthy nutrition needs and strengthen social solidarity.

- **Healthy Nutrition:** We plan balanced and nutritious meals to meet the daily caloric needs of our employees.
- Using fresh, high-quality fruits and vegetables grown on our own farmland in the cafeteria ensures employees have access to healthy and fresh meals.
- By preparing special packages during Ramadan, we respect religious and cultural values and support employees' healthy eating needs.
- YIn the summer, we distribute fresh, seasonal fruits and vegetables grown in our agricultural fields to employees, ensuring fresh and healthy nutrition

SDG 3



Good Health and Well-Being

We implement various programs and activities to support employees' physical health and psychological well-being.

- Our company doctor provides weekly check-ups for employees.
- Through the Occupational Health and Safety Unit (OSGB) and company doctor, we ensure easy access to healthcare services for employees.
- Employees and their families benefit from discounted healthcare through agreements with private hospitals.
- The on-site infirmary provides immediate and efficient access to basic healthcare.
- We regularly track the annual health screenings of blue-collar workers and conduct periodic health checks.
- During extraordinary situations like pandemics, employees receive free access to healthcare services.

SDG 3.1

Psychological Well-Being

- We organize various programs and activities to ensure employees remain happy and healthy outside of work as well.

SDG 3.2

Social Support

- Activities encourage healthy communication, socialization, and cooperation among employees.
- Teamwork and social events help improve communication and cooperation between employees.

SDG 4**Quality Education**

- We aim to create a qualified and competent workforce by supporting employees' personal and professional development.
- We assume school registration and tuition fees to support our employees' education.
- We cover 75% of the cost of foreign language courses to enhance employees' global competitiveness and skills.
- We support employees pursuing master's and doctoral studies by allowing them to attend classes during working hours.
- We provide access to specialized training opportunities for employees who want to advance in their fields.
- We provide access to specialized training opportunities for employees who want to advance in their fields.

SDG 5**Gender Equality**

We implement strategies to ensure equal opportunities in the workforce and increase women's participation in the business world.

- We promote female employment in the production area to ensure gender balance.
- We create private and comfortable areas to ensure employees' privacy and security, offering a safer and more comfortable working environment.

SDG 6**Clean Water and Sanitation**

We aim to use clean water resources effectively and maintain high health and hygiene standards for employees.

- By making infrastructure improvements in production lines, we have achieved a 36% savings in water consumption, supporting the sustainability of water resources.
- We focus on sustainable water use and acknowledge the negative environmental impacts of plastic consumption. We aim to minimize single-use plastic bottles and offer employees more eco-friendly alternatives.

SDG 7**Affordable and Clean Energy**

We manage energy consumption sustainably and aim to minimize environmental impacts.

- 70% of our electricity needs are met by our Solar Power Plant (SPP) with a 1350 kW capacity, producing 708,885 kWh annually.
- Through energy efficiency audits in production processes, we identify energy losses and optimize energy use.
- We plan to transition company vehicles to electric ones to promote sustainable transportation and reduce environmental impacts.

SDG 8



Decent Work and Economic Growth

We aim to form an inclusive, sustainable workforce offering equal opportunities.

- We adhere to equal pay principles for male and female employees.
- We give priority to hiring recent graduates, supporting youth employment and their career development.
- We do not employ anyone under 18 to ensure ethical and legal labor standards.
- All Occupational Health and Safety measures are taken by professionals to ensure a safe work environment.
- We run internship programs to support youth employment and vocational training.
- We support the employment of people with disabilities to create an inclusive working environment.
- We organize technical visits for Engineering Faculty students to inform them about innovations in the sector.
- Financial and accounting professionals develop short- and long-term strategic plans to support sustainable economic growth.
- We adopt Lean Production Methods to increase resource efficiency in production processes.
- We follow KOSGEB processes and utilize incentives to create employment, expand our operations, and grow our market share.
- By benefiting from government-backed incentives, we aim to increase market share, create new business opportunities, and boost employment.

SDG 9



Industry, Innovation and Infrastructure

We implement strategies to improve production efficiency and reduce losses.

- Through Lean Office Model Factory consultancy, we have established a Lean Office to improve processes, increase production efficiency, and reduce losses.
- We aim to strengthen ethical and sustainable procurement processes by considering environmental, economic, and social factors..
- We invest in Best Available Techniques (BAT) projects to reduce environmental impacts.
- We conduct R&D and product development (ÜR-GE) studies to achieve 100% domestic production of new product groups and respond to customer demands.

SDG 10



Reduced Inequalities

We ensure all employees have equal rights and a fair working environment.

- We adopt the principle that all employees have equal rights and are subject to the same company rules.
- To encourage the participation of individuals with disabilities or special needs in the workforce, we provide suitable job opportunities and make the work environment accessible.

SDG 11



Sustainable Cities and Communities

We contribute to creating sustainable cities and living spaces through afforestation and other eco-friendly projects.

- Since 2009, we have planted approximately 5,600 trees of various species on an area of about 83,669 m², supporting afforestation efforts in agricultural areas.
- We conduct clean production audits, aim for waste reduction at the source, and undertake environmental improvements to reduce natural resource consumption.
- We encourage the use of local raw materials and resources to support local development.
- We actively support social responsibility projects contributing to the sustainable development of our city.

SDG 12**Responsible Consumption and Production**

With a sustainable supply chain policy, we prioritize environmental, economic, and social sustainability in production and consumption processes.

- Within the framework of a sustainable supply chain policy, our procurement, sales, and marketing activities, along with production and consumption processes, adhere to environmental, economic, and social sustainability principles.
- To minimize the environmental impact of chemicals used in production, we conduct monthly consumption audits and update them twice a year..
- We develop strategies and implement clean production practices to prevent and reduce waste at the source.
- A Solar Power Plant (SPP) meets 70% of our energy needs from renewable sources. With a 1350 kW capacity, it produces 708,885 kWh annually.
- To reduce hazardous waste, we replaced boron oil used for cooling with a fan system, preventing waste oil generation and lowering environmental burdens.
- Technology investments in the Rolling Unit allow in-house processing of rolls, significantly reducing costs and external dependency.
- Improvements in the Wet Wire Drawing Unit reduced sludge formation, saved water, and decreased waste.
- We established a sustainability department and will publish our first Sustainability Report at the end of the year.
- We hold Sustainability Training sessions at least twice a year to promote a culture of sustainable living and raise employee awareness.

SDG 13**Climate Action**

We undertake afforestation and invest in SPPs to achieve carbon neutrality.

- Numerous afforestation efforts by Kemerli Agriculture mark an important step toward carbon neutrality.
- Meeting the facility's energy needs through solar power plants supports carbon neutrality by reducing carbon emissions and ensuring sustainable energy supply.

SDG 15**Life on Land**

We conduct environmental awareness activities to preserve and sustain ecosystems.

- Kemerli Metal undertakes awareness-raising activities to preserve and sustain ecosystems as part of terrestrial life efforts.

SDG 16**Peace, Justice, and Strong Institutions**

We implement the Lean Office Model Factory approach and social responsibility projects to build a sustainable and fair work environment.

- In line with Peace, Justice, and Strong Institutions, Kemerli Metal financially supports YEŞİLAY's initiatives against substance addiction. This support aims to rehabilitate addicts and enhance social welfare, reflecting our social responsibility.
- Continuing Lean Office Model Factory consultancy promotes innovation, increases competitiveness, and aligns production processes with international standards.
- We aim to strengthen ethical and sustainable procurement processes by balancing environmental, economic, and social factors.
- We adopt effective and transparent management in all accounting and payment activities, operating in line with ethical standards.
- Regular monthly inspections by independent auditors thoroughly review the company's income and expenses, demonstrating a strong and transparent financial management approach.

SDG 17**Partnerships for the Goals**

We build strong partnerships to achieve our goals

- We establish strong partnerships to increase revenue in domestic and international markets, supporting growth and achieving our goals.
- By collaborating with Chambers of Industry, Development Agencies, and universities to realize our Green Economic Growth objectives, we encourage knowledge and experience sharing in sustainability. This accelerates the transition to a green economy and amplifies our efforts to generate social benefits.

Our Journey of **Sustainable Communication** with Our Stakeholders

As Kemerli Group, we consider running an effective, transparent, and sustainable communication strategy with our stakeholders as one of our primary responsibilities. We aim to establish strong interaction through various platforms and methods that cater to different stakeholder groups. In this regard:

STAKEHOLDER GROUP	MANAGEMENT	OUR EMPLOYEESZ	CLIENTS	SUPPLIERS	COMMUNITY	GOVERNMENT AN REGULATORY AUTHORITIES	CIVIL SOCIETY ORGANIZATIONS (CSOS)
COMMUNICATION METHODS	<ul style="list-style-type: none"> Meetings held with the top management of Kemerli Group on a weekly and monthly basis. Management Review Meetings (At least twice a year). Regular meetings of the Sustainability Office (At least twice a year). 	<ul style="list-style-type: none"> Online and face-to-face surveys Internal communication meetings with office employees (At least twice a year) Production meetings with department heads (Weekly) Employee Satisfaction Surveys (Annually) Training programs Impact Assessment Surveys for Sustainable Development Goals (At least once a year) Occupational Health and Safety (OHS) Committee Meetings (Every two months) 	<ul style="list-style-type: none"> Sharing meetings with business partners and authorized dealers (Several times a year) Customer satisfaction surveys (At least once a year) Technical trainings and one-on-one meetings Trade fair participation and field visits Corporate social media communication and campaigns 	<ul style="list-style-type: none"> Email and phone communications Information and document sharing via the supplier portal Performance evaluation and feedback processes Supplier audits and one-on-one visits Corporate website and social media communication 	<ul style="list-style-type: none"> Consultation meetings with local and general management Sustainability reports Corporate social responsibility projects Career events and internship programs 	<ul style="list-style-type: none"> Official reports, declarations, and legal compliance reports External audits and correspondence with regulatory authorities Public statements 	<ul style="list-style-type: none"> Partnership and collaboration projects Workshops and informational meetings Joint events and campaigns

Strategic Approach in Corporate Communication

Our sustainability communication is maintained through channels such as participation in fairs and events, social media efforts, media interviews, one-on-one meetings with customers, and collaborations with universities.

By working with the non-governmental organizations (NGOs) and global initiatives we are members of, we continue to enhance our knowledge and contributions in the field of sustainability.

By aiming to create an image consistent with our brand values, we address our sustainability activities in managerial, environmental, and social dimensions, progressing in alignment with global sustainability principles.

GRI 2-16, 2-26, 2-29

OUR VALUE PARTNERS

As Kemerli Metal, we are strengthening our leadership position in the industry and achieving our continuous development goals by establishing strong collaborations with key institutions and organizations. Through our active memberships in valuable organizations such as İŞKUR, KOSGEB, Kayseri Chamber of Industry and Commerce, AKİB, MAKSDER, TÜBİTAK, Oran Development Agency, and Kayseri Model Factory, we:

- We closely monitor industry dynamics
- Quickly implement innovative practices,
- Increase our competitive strength, and
- Proceed with determination to achieve our sustainability goals.

These value partnerships not only contribute to the sustainable growth of our organization but also help reinforce our leadership position in the industry. The synergy we create with our business partners stands as one of the cornerstones of our sustainability vision.



İŞKUR



KOSGEB



Kayseri Sanayi Odası



Kayseri Ticaret Odası



AKİB



MAKSDER



EKAP



TÜİK



Oran Kalkınma Ajansı

TÜBİTAK
TÜBİTAK

Kayseri Model Fabrika



Yapı Radar

COMMITMENT TO INTERNATIONAL STANDARDS IN QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH & SAFETY MANAGEMENT

As Kemerli Metal, we support our commitment to quality, environment, and occupational health & safety management by adhering to international standards, embracing the principles of sustainability and excellence at every stage of our operations. In this regard, our production and management processes are structured in accordance with the following standards:



In line with our sustainability strategy, compliance with these standards not only serves our goals of operational excellence but also demonstrates our commitment to environmental and social responsibilities.

As Kemerli Metal, in line with our commitment to offering a reliable, environmentally friendly, and safe business model to our stakeholders, we will continue to enhance our processes. Through this, we aim to sustainably increase both our leadership in the industry and our contributions to society.

(GRI 3-3, 416-1, 417-1)

CLEAN PRODUCTION AND CARBON FOOTPRINT MANAGEMENT EFFORTS

As Kemerli Metal, in line with our sustainable production goals, we are taking significant steps to strengthen our environmental responsibilities and progress toward operational excellence. In this regard, our clean production initiative, carried out in collaboration with TÜBİTAK Marmara Research Center and the Central Anatolia Development Agency, and the carbon footprint calculation in accordance with ISO 14064 standards, have been pivotal milestones in our sustainability strategy.

As part of the project:

- A current situation analysis was conducted, and our environmental and operational performance was thoroughly evaluated.
- Concrete and actionable recommendations were developed to reduce our environmental impacts and increase our efficiency.
- A guiding roadmap was created for our alignment process with the Green Deal targets.

This initiative has not only contributed to reducing our environmental impacts but also supported our goals of increasing energy efficiency, optimizing resource usage, and transforming our operational processes into a sustainable structure. Furthermore, by calculating our carbon footprint, it has laid the foundation for strategic steps toward emission reduction.

As Kemerli Metal, with this project, we have once again demonstrated our commitment to continuously improving our environmental performance, marking another significant milestone in our sustainability roadmap. These strong steps ensure that our company moves forward with confidence, embracing an eco-friendly and competitive manufacturing approach.



OUR COMMITMENT TO INNOVATION AND BRAND PROTECTION

As Kemerli Metal, we strengthen our innovative approach and commitment to protecting our brand value through our registration and patent processes. Having up-to-date trademark registration certificates for all our brands ensures that our trademarks are under legal protection, demonstrating our sensitivity and vision in this area.

Additionally, the ongoing patent process for our Kemerix product line not only reflects our innovative perspective in our industry but also clearly aligns with our goal of making a difference in global markets. This process safeguards the technical competence and innovative features of our products while contributing to our sustainable growth strategy.

Through these efforts:

- **Value is added to our products and brands,**
- **Our competitive strength is increased,**
- **Our presence in the industry is further strengthened, and our brand reputation is protected in the long term.**

As Kemerli Metal, we view innovation as one of the cornerstones of our business model and continue our efforts with the goal of strengthening our leadership position in both local and international markets through our impactful products. These practices are a significant part of our sustainable growth strategy and contribute to ensuring our brand moves forward with confidence into the future.

ENVIRONMENTAL PERFORMANCE AND ENERGY MANAGEMENT

ENERGY OPTIMIZATION AND EMISSION CONTROL

Energy Management and Efficiency

Kemerli Metal is carrying out significant efforts to optimize energy consumption and reduce its environmental impacts. Electricity is the main energy source used in production processes, while natural gas usage is quite limited. With the installation of a solar energy system with a daily capacity of 11,410 kWh, we have transitioned to renewable energy sources. This investment has been a strong step in reducing energy costs and environmental impacts.

Our energy consumption analysis between 2021 and 2023 demonstrates the effectiveness of our sustainability strategies. In 2023, we achieved a 27% reduction in total energy consumption, which supports the success of our energy efficiency projects. The details of energy consumption by year are presented in the table below:

Table 1. Annual Electricity and Natural Gas Energy Consumption of the Company (TÜBİTAK-MAM Clean Production Report)

YEAR	ELECTRIC (kWh/year)	ELECTRIC (TOE/year)	NATURAL GAZ (Sm ³)	NATURAL GAZ (kWh)	TOTAL ENERGY CONSUMPTION (TEP/yıl)
2021	2.254.411	193,9	48.111	511.901	233,6
2022	2.352.723	202,3	48.956	520.891	242,7
2023	1.229.201	105,7	35.463	377.326	135,0

Evaluation of Specific Energy Consumption

To analyze energy performance in greater detail, the specific energy consumption (SEC) values in our facility have been calculated and assessed based on annual production volumes. These analyses have been compared with the reference values in the European Union's Best Available Techniques (BAT) documentation. According to the BREF document, specific energy consumption for similar processes such as annealing, acid pickling, wire drawing, fluxing, and galvanizing ranges between 0.011 and 0.295 kWh/kg-product.

The average SEC value in our facility over the past three years has been calculated as 0.042 TOE/kg-product. This value exceeds the BAT reference range, indicating significant savings potential through the implementation of BAT methods to improve energy efficiency.

Table 2. Specific Energy Consumption (SEC) Values of the Facility (TOE/ton-product)

Year	SEC Value (TOE/ton-product)	Literature Reference Value (kWh/ton-product)
2021	0,048	0,00093 – 0,025 (BAT, 2022)
2022	0,050	0,00093 – 0,025 (BAT, 2022)
2023	0,027	0,00093 – 0,025 (BAT, 2022)
Average	0,042	0,00093 – 0,025 (BAT, 2022)

ENERGY EFFICIENCY AND ENVIRONMENTAL PERFORMANCE IMPROVEMENTS

To continuously improve the energy efficiency and environmental performance of our facility, we are actively working on process-based monitoring and the implementation of Best Available Techniques (BAT). These efforts enable us to take significant steps in optimizing energy consumption and reducing environmental impacts.

In the coming periods, we aim to further strengthen our energy management system, align our specific energy consumption values with BAT reference ranges, and establish a sustainable production model. To achieve this goal, energy efficiency projects and BAT implementations are planned to ensure lower energy consumption and reduced environmental impact.

As Kemerli Metal, we are taking concrete steps to enhance energy savings and efficiency, implementing various projects in this regard. As part of our efforts to reduce energy consumption, the establishment of an Energy Management System (EMS) has been initiated. This system will enable monitoring of energy consumption at the machine and production process levels, facilitating more efficient energy use.

In addition, necessary procedures are being prepared and implemented to effectively apply the clean production policy in our facility. Energy efficiency is being enhanced through measures such as improving insulation in thermal lines, relocating compressors to the north-facing side to lower intake air temperatures, and installing sufficient ventilation grilles. These improvements aim to increase compressed air production capacity by 1% by reducing intake air temperature by 4°C.

Furthermore, the process of regularly measuring and monitoring ambient conditions in the compressor room, such as temperature, relative humidity, and pressure, is ongoing. These efforts establish a strong foundation for improving energy efficiency and contribute to achieving our sustainable production goals.

(GRI 3-3,302-1,302-3,302-4)

EVALUATION OF ENERGY SAVING OPPORTUNITIES

EMISSIONS AND GREENHOUSE GAS MANAGEMENT

Kemerli Metal has prepared its 2023 greenhouse gas (GHG) emissions inventory report with full awareness of its environmental responsibilities. This report calculates the greenhouse gas emissions and removals from all operations in compliance with the ISO 14064-1:2018 standard.

The primary purpose of the report is to identify the sources and impacts of carbon emissions associated with our operations and to develop strategic plans targeting these sources. Within this framework, our greenhouse gas emissions have been calculated for gases such as CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆.

OPERATIONAL BOUNDARIES AND CALCULATION METHODOLOGY

The Greenhouse Gas (GHG) Inventory Analysis covers all activities conducted at Kemerli Metal Industry and Trade Inc.'s facility, located in the Organized Industrial Zone in Melikgazi, Kayseri. The calculations were made based on the ISO 14064-1:2018 standard, and a methodology in line with this standard was followed.

In calculating our corporate carbon footprint, the operational control approach was adopted, meaning that we are responsible for the greenhouse gas emissions of all facilities under our financial and administrative control.

The emission factors used in the calculations are based on the current global warming potential values published by the IPCC and DEFRA. The calculations cover the baseline measurement period from January 1, 2023, to December 31, 2023.

The data in this table enables detailed tracking and analysis of Kemerli Metal's direct greenhouse gas emissions. The emission sources, including stationary combustion and leakage/emission sources, serve as key elements for setting targets in energy efficiency and environmental impact reduction efforts.

DIRECT GREENHOUSE GAS EMISSIONS AND REMOVALS

In the analysis conducted under the ISO 14064 standard, Kemerli Metal's direct greenhouse gas emissions are attributed to sources owned and controlled by the company. These emissions generally arise from activities such as energy production, heating, cooling, and transportation. Below is a detailed assessment of direct emissions for Kemerli Metal:

Category 1: Direct Greenhouse Gas Emissions

- **Total Emissions: 88,41 tCO₂e**
- **Stationary Combustion Emissions: 74,08 tCO₂e**
- **Leakage/Spillage Emissions: 14,32 tCO₂e**

EMISSION CATEGORY	SUBCATEGORY	EMISSION SOURCE	FUEL TYPE / GREENHOUSE GAS	VALUE	DATA COLLECTION UNIT
Category 1	Stationary Combustion	Heating Boiler	Natural Gas	35,463,38	m ³
Category 1	Stationary Combustion	Generator	Diesel	3	m ³
Category 1	Leakage/Spillage	Fire Extinguishers (Filling)	CO ₂	25	kg
Category 1	Leakage/Spillage	Fire Extinguishers (Leak)	CO ₂	315	kg
Category 1	Leakage/Spillage	Fire Extinguishers (Leak)	HFC-227ea	96	kg
Category 1	Leakage/Spillage	Cold Storage Room	R 404A	5,9	kg
Category 1	Leakage/Spillage	LG Brand Air Conditioners	R 410A	8	kg
Category 1	Leakage/Spillage	mitsubishi Air Conditioner	R 410A	6,5	kg
Category 1	Leakage/Spillage	Server Room Air Conditioner	R 22	1,19	kg
Category 1	Leakage/Spillage	Chiller (2 units)	R 407C	14	kg
Category 1	Leakage/Spillage	VESTEL Brand Air Conditioner	R 22	0,5	kg
Category 1	Leakage/Spillage	DAYLUX Brand Air Conditioner	R 32	9,56	kg
Category 1	Leakage/Spillage	mitsubishi Air Conditioner 2	R 32	4,3	kg

GREENHOUSE GAS EMISSION CALCULATION AND REDUCTION STRATEGIES FOR KEMERLI METAL

Greenhouse Gas Emissions Calculation

The greenhouse gas emissions of the Kemerli Metal facility have been calculated as follows:

Total Emissions: 2.675,75 tCO₂e

Category

1

Direct Emissions: 88,41 tCO₂e (3.3% of total emissions)

- These emissions stem directly from the facility's own activities
- fuel consumption, leaks, etc.).

Category

2

Indirect Emissions from Imported Energy: 630,24 tCO₂e (24.4% of total emissions)

- Emissions resulting from the imported energy consumed, specifically electricity use.

Category

3

Transportation-Related Indirect Emissions:

1.879,02 tCO₂e (72.6% of total emissions)

- Emissions associated with logistics and transportation activities.
- Emissions from inbound transportation of goods: 15,36 tCO₂e
- Emissions from outbound transportation of goods: 1.797,07 tCO₂e
- Emissions from employee commuting: 47,27 tCO₂e
- Emissions from business travel: 19,32 tCO₂e

Category

4

Emissions from Products Used by the Organization: 78,09 tCO₂e
(2.9% of total emissions))

- Emissions resulting from the production of goods used by the organization.

Category

5

Category

6

Emissions from the Use of Sold Products and Other

Sources: 0,00 tCO₂e

Emission Distribution

Total Indirect Emissions:
2.587,35 tCO₂e

- Indirect emissions comprise the majority of total emissions, linked to energy consumption and transportation activities.

Transportation-Related Emissions (Category 3):
1.879,02 tCO₂e

- Transportation-related emissions account for 72.6% of total emissions, representing a significant portion of the facility's overall environmental impact.

Greenhouse Gas Emission Reduction Strategies

The following strategies are recommended to reduce greenhouse gas emissions at the Kemerli Metal facility:



1. Energy Efficiency and Renewable Energy Utilization

- To reduce Category 2 emissions, energy efficiency projects and the transition to renewable energy sources should be considered.
- By decreasing electricity consumption and shifting toward renewable energy, emissions can be significantly lowered.



2. Transportation Optimization

- A major portion of Category 3 emissions originates from logistics and transportation activities.
- Implementing low-emission vehicles, such as electric vehicles or those using alternative fuels, can provide more environmentally friendly solutions.
- Route optimization, improving transportation efficiency, and adopting more efficient transportation methods can reduce emissions
- Additionally, transitioning from high-emission transport methods (e.g., road transport) to greener options can further diminish the overall environmental impact.



3. Leakage and Spill Control

- Controlling leaks and spills is essential to reduce Category 1 emissions.
- Regular maintenance and inspection processes help minimize direct emissions.



4. Greenhouse Gas Inventory Management and Reporting

- Continuous monitoring of greenhouse gas emissions through data collection and tracking systems is crucial.
- Establishing information management procedures ensures the accuracy and completeness of the GHG inventory. Improvement activities can be implemented to meet sustainability goals.

CONCLUSION

By focusing on energy efficiency, transportation optimization, and controlling leaks and spills, Kemerli Metal can progress toward achieving its sustainability objectives and reducing its overall carbon footprint.



RESOURCE EFFICIENCY AND WASTE MANAGEMENT

GRI 306-1: Significant Impacts on Waste Generation and Waste Management

Water Use and Management

At the Kemerli Metal facility, water usage is generally divided into two main categories. Approximately 75% (9,454 m³) of the water is used for administrative activities, while the remaining 25% (3,151 m³) is utilized in production processes. The water employed in production processes forms the primary source of the facility's wastewater. Efficient water management is critically important for achieving sustainability goals.

Wastewater Discharge and Management

At the facility, wastewater is discharged to the Organized Industrial Zone's (OIZ) central treatment plant to minimize environmental impacts. Currently, there are no processes in place for wastewater recovery within the facility. Therefore, directing wastewater to the OIZ treatment plant ensures that environmental impacts are kept to a minimum.



FIGHTING CLIMATE CHANGE

Chemical Analysis and Recycling Potential

An XRF chemical content analysis was conducted by TÜBİTAK-MAM on a sample of waste metal shavings. The results are as follows:

- 87.80% Iron (Fe)
- 4.87% Zinc (Zn)
- 2.88% Sodium (Na)

According to the XRD mineral structure analysis, the following results were obtained:

- 34.0% Wüstite (FeO)
- 10.7% Magnetite (Fe₂O₂)
- 3.5% Zinc Chloride (Zn₂Cl₂x8H₂O)
- 49.2% Amorphous Structure

These analyses show that the metal shavings are predominantly composed of iron. This indicates that the waste metal shavings have a high recycling potential and are suitable for industrial symbiosis processes. Iron is a valuable raw material for many industries and can be reused through recycling. Therefore, recycling metal shavings can reduce environmental impact and enhance resource efficiency.



(GRI 3-3,303-1,303-2,303-3,303-5)

RECYCLING OF METAL SHAVINGS AND ENVIRONMENTAL BENEFITS

Incorporating metal shavings into the recycling process not only reduces environmental impacts but also offers economic advantages. Recovering such waste contributes to the conservation of natural resources, while simultaneously reducing energy consumption and the overall carbon footprint. Committed to sustainability, Kemerli Metal Industry and Trade Inc. engages in R&D activities to efficiently utilize waste materials with high recycling potential.



(GRI 3-3,301-2)

ENVIRONMENTAL IMPACTS AND WASTE MANAGEMENT ANNUAL WASTE AMOUNT DISTRIBUTION

Kemerli Group's waste management system is based on the principle of preventing or minimizing waste generation within a life cycle approach. In cases where waste generation is unavoidable, the management of this waste is governed by the following principles:

- **Reuse and Recycling:** Produced waste is reused and recycled to the greatest extent possible. This process includes recovery methods such as obtaining secondary raw materials and energy production.
- **Disposal Operations:** When recycling and recovery are not feasible, waste is disposed of using appropriate methods.

Within Kemerli Group, hazardous wastes collected are temporarily stored, while recyclable waste and scrap materials are also temporarily stored and later sent to recovery or disposal facilities. In line with the zero-waste philosophy, priority is given to reusing scrap materials on-site whenever possible.

In 2022, Kemerli Group's waste management system collected a total of 83,613 kg of hazardous and non-hazardous waste. As a result, the total amount of waste generated per capita decreased by 13% compared to 2021 and by 28% compared to 2020. Furthermore, 99% of the waste generated in 2022 was recycled or recovered. Kemerli Group's waste management strategy, aligned with circular economy principles, aims to reintegrate waste into the economy and protect natural resources.

The quantities and percentages of waste generated between 2020 and 2022 are as follows:

- **2020 total waste generated:** 116,300 kg (41.87% of the total)
- **2021 total waste generated:** 77,826 kg (28.02% of the total)
- **2022 total waste generated:** 83,613 kg (30.11% of the total)

PER CAPITA WASTE AMOUNT

The total amount of waste generated per capita decreased by 13% compared to 2021 and by 28% compared to 2020. This reduction is evidence of the successful implementation of Kemerli Group's effective waste management strategies and environmental sustainability efforts. The improvements achieved in waste management also demonstrate the significant steps taken by the company to enhance resource efficiency and reduce environmental impacts.

CONCLUSION

Kemerli Metal is making significant strides in minimizing environmental impacts and managing waste in line with its sustainability goals. The recycling and reuse of waste contribute to the conservation of natural resources. The company's waste management strategies set an example for environmental sustainability. In this context, the effective management of the company's waste includes strategies aimed at reducing environmental impacts and contributing to the circular economy.



HAZARDOUS WASTES

Below is a list of the hazardous wastes produced by Kemerli Metal and their respective quantities:

Waste Code	Waste Name	Quantity (kg)
110109	Sludges and filter cakes containing hazardous substances	20.000,00
120120	Grinding parts and grinding media containing hazardous substances	2.000,00
150110	Packaging containing residues of or contaminated by hazardous substances	2.880,00
	Packaging containing residues of or contaminated by hazardous substances	2.192,00
	Packaging containing residues of or contaminated by hazardous substances	1.925,00
150202	Absorbents, filter materials (not otherwise specified, including oil filters), cleaning rags, protective clothing contaminated by hazardous substances	1.000,00
160305	Organic wastes containing hazardous substances	20,00
200121	Fluorescent lamps and other mercury-containing waste	20,00
200126	Liquid and solid oils (other than those specified in 20 01 25)	20,00

NON-HAZARDOUS WASTES

Below is the list of non-hazardous wastes produced by Kemerli Metal and their quantities:

Waste Code	Waste Name	Quantity (kg)
120101	Iron metal chips and turnings	37.520,00
120104	Non-ferrous metal dust and particles	500,00
120112	Used (wax) paraffin and oils	770,00
150101	Paper and cardboard packaging	480,00
	Paper and cardboard packaging	2.900,00
150102	Plastic packaging	6.720,00

Facility; It has a Zero Waste Certificate in compliance with the regulations of the Ministry of Environment and Urbanization. All of the waste generated as a result of operations is processed and recycled in recycling facilities.

(GRI 3-3, 306-1, 306-2, 306-3, 306-5)

Corporate Integrated Management System

Leadership and Commitment

Kemerli Metal is committed to taking on a leadership role in shaping a sustainable future, placing ethical values and environmental responsibility at the core of its business processes. Our company conducts its operations not only with economic success in mind but also by minimizing impacts on society and the environment.

Kemerli Metal's top management concretizes its leadership and commitment to sustainability through the following practices:

- **Integration of Management Systems:** Corporate management systems are planned and maintained in alignment with the organization's strategic goals and environmental context.
- **Employee Involvement and Safety:** A systematic approach is adopted to create safe and healthy workplaces and prevent workplace accidents. Our employees are encouraged and actively supported in contributing to the company's sustainability targets.
- **Resource Management:** Necessary resources are provided to ensure the sustainable operation of management systems, with continuous improvement of processes.
- **Customer Focus:** Regular customer satisfaction surveys are conducted, and processes are improved in light of the data obtained from these surveys to enhance customer satisfaction.
- **Sustainable Culture:** A corporate culture aiming to achieve environmental, social, and governance (ESG) goals is being developed, and continuous improvement efforts are encouraged.

Effective Management and Continuous Improvement

Our company offers employees the opportunity to report risks and play an active role in sustainability processes. Through regular meetings and training sessions with health and safety committees, we support a sustainable working culture. Senior Management conducts at least one Management Review meeting per year to ensure the continuity, suitability, adequacy, and effectiveness of the Management System. In addition, if deemed necessary by the Management Representative, meetings may be held outside the regular intervals.

Management Review Meeting

The Management Review meeting is held with the participation of Senior Management, the Management Representative, Department Managers, and, when necessary, Department Representatives. As a result of the Management Review activities carried out by our company's top management, decisions are made and documented in a meeting report. These decisions encompass the improvement of the effectiveness of the Integrated Management System and its related processes, enhancements to products to meet customer expectations, the identification of needs related to machinery, equipment, finance, personnel, environmental impact, OHS risks, and energy aspects, as well as determining what resources (such as training) are required, how these needs will be met, and who will be responsible for the associated actions.

(GRI 2-9,2-10,2-11,2-16,2-17,3-3)

Documentation and Monitoring

To ensure the effectiveness and proper functioning of our sustainability policy, the following documents and records are regularly updated and monitored:

- Management Review (MR) records
- Training and awareness activity records
- Customer satisfaction survey results
- Occupational health and safety committee meeting minutes
- Environmental risk analysis reports

In line with the principles of leadership and commitment, Kemerli Metal continues to achieve its corporate objectives in a manner that reduces environmental impacts and contributes to the circular economy.

Corporate Governance

Kemerli Metal adopts a management approach based on accountability, ethical values, and transparency principles. The highest governing body in the company's strategic decision-making process is the Board of Directors. The Board, composed of two members—the Chairman of the Board and the General Manager—sets the company's strategic objectives, ensures compliance with corporate governance principles, and oversees the effectiveness of risk management systems.

Kemerli Metal's organizational structure is designed in accordance with corporate governance principles and is divided into departments that enable the effective management of operational, commercial, and financial functions. The Board of Directors makes the necessary decisions to achieve the company's sustainability targets and implement its strategic orientations.

Organizational Chart and General Management

The General Manager oversees various units to ensure the company's operations and strategies align with its operational and strategic objectives. The units reporting directly to the General Manager include:

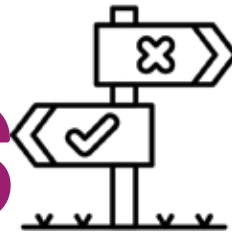
- Sustainability Office: Coordinates the company's environmental, social, and governance (ESG) goals and manages sustainability projects.
- Management Systems Representative: Responsible for the integration and maintenance of the company's management systems.
- OHS Board: Manages occupational health and safety risks and develops measures to provide a safe working environment.

By integrating its sustainability strategies into the overall management structure, Kemerli Metal maintains a transparent, accountable governance culture. This structure supports the company's pursuit of operational excellence and builds trust among its stakeholders.



BUSINESS

ETHICS



Kemerli Metal is committed to conducting its operations with ethical values, integrity, and a sense of responsibility. Our business ethics principles, which all employees are required to adhere to, include transparency, fair behavior, full compliance with laws, and avoiding conflicts of interest. Our ethical values guide not only our internal practices but also our relationships with suppliers, customers, and all stakeholders.

It is our primary objective to ensure that our employees receive regular training on business ethics and adopt a work culture aligned with ethical principles. The Board of Directors conducts all operations in a manner that positively impacts the environment and society, meeting stakeholders' needs with a focus on profitability and efficiency.

(GRI 2-15, 2-16, 3-3)

By establishing an adequate organizational structure to achieve the company's goals and objectives, and equipping it with skilled personnel, Kemerli Metal ensures the coordination and control of its activities. As a part of the community, the company approaches various societal needs with sensitivity and social responsibility. Efforts are made to develop effective and sustainable solutions in areas such as education, health, workforce development, and social progress.

To contribute to the well-being of society and support social justice, collaborations are carried out with local communities, and projects are developed to address their needs. Additionally, a work environment that promotes diversity is fostered by adopting principles of gender equality, diversity, and inclusiveness.

In this way, we aim to fulfill our social commitments, create value for society, and build a sustainable future. Annual audits of our ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System, conducted by TSE, are successfully completed. Furthermore, we have taken the first concrete steps in our journey to implement environmental and occupational health and safety practices that ensure the more efficient use of natural resources.

Risk Management

Kemerli Metal adopts a holistic approach to risk management that prioritizes human rights and ethical values. The corporate risk map comprehensively analyzes risks, including environmental, social, and governance-related risks, as well as human rights, occupational health and safety, fire, natural disasters, occupational diseases, employee loss, fraud, and disruption of workplace peace.

The company's Integrated Management Systems (TS EN ISO 9001:2015, TS EN ISO 14001:2015, TS ISO 45001:2018) are structured around evaluating risks and opportunities within the identified processes. In this context, regular activities are carried out to manage risks effectively:

- Corporate Risk Inventory: Environmental and social risks, along with economic and political risks, are continuously updated to ensure the protection of workplace peace and human rights.
- Annual Workshops: Risk and action plans are renewed through workshops with the participation of relevant unit representatives.
- Periodic Monitoring and Review: Medium and high-level risks are monitored quarterly, and the progress of actions is evaluated by the Risk Assessment Team.

Risk

Control Process

Kemerli Metal's risk control steps are based on a cycle of planning, implementation, and continuous monitoring:

- 1. Risk Analysis and Planning:** Identified risks are ranked according to their impacts, and control measures are determined. While the goal is to completely eliminate risks, if this is not possible, efforts are made to reduce them to acceptable levels.
- 2. Implementation:** Measures such as eliminating hazards, replacing them with less dangerous alternatives, and addressing risks at their source are implemented. Each step is carried out by designated individuals with detailed plans.
- 3. Audit and Corrective Actions:** The implementation phases are regularly audited, and corrective and preventive actions are taken for any deficiencies.
- 4. Prevention of New Risks:** Measures are continuously reviewed and improved to prevent any new risks that may arise as a result of the implemented actions.

Internal Audit and Corporate Oversight

Kemerli Metal periodically and systematically audits and evaluates its processes within the framework of the TS EN ISO 9001:2015 Quality Management System, TS EN ISO 14001:2015 Environmental Management System, and TS ISO 45001:2018 Occupational Health and Safety Management System. This process is carried out to verify the effectiveness of applications, identify errors and deficiencies, and make necessary adjustments based on corrective and preventive actions.

Collective protective measures are prioritized over personal protective measures. Post-implementation reassessments are conducted to check whether the risk level is within an acceptable range, and processes are repeated when necessary.

This systematic approach enhances Kemerli Metal's operational excellence while supporting employee safety and environmental sustainability.

Internal Audit Process

To ensure the effectiveness of the Integrated Management System, internal audits are organized involving the General Manager, the Integrated Management System Representative, and department heads. Audits are conducted according to the annual approved Internal Audit Plan and include the following steps:

- 1. Planning:** The audit plan is communicated to the relevant units at least three days in advance. In exceptional cases, surprise audits may be conducted.
- 2. Competent Audit Team:** Audits are carried out by certified and independent individuals who have received relevant training on the subject. People not involved in the department being audited manage this process.
- 3. Audit Methodology:** During the audit, previous audit results and documentation are referred to, and relevant questions are asked.
- 4. Nonconformity Management:** A Corrective and Preventive Action Form is prepared for any identified nonconformities, and these forms are regularly tracked.

Management of Audit Results

Audit results are documented in the Organization Audit Report, and all documents are delivered to the Integrated Management System Representative. The representative ensures that the reports and forms are sent to the relevant department heads to initiate corrective actions.

- Corrective actions are completed within the specified time frame.
- The effectiveness of completed actions is checked within two months.
- Audit reports and the results of corrective actions are evaluated at the first Management Review (MR) meeting.

This process supports transparency, effectiveness, and a continuous improvement approach in Kemerli Metal's operations, contributing to corporate sustainability.

(GRI 2-27)

OPERATIONAL CONTINUITY AND EMERGENCY PREPAREDNESS

Kemerli Metal takes a proactive approach to operational continuity and emergency preparedness. The focus areas of Emergency Management include fire, general security, natural disasters, and environmental accidents.

Emergency plans are prepared in accordance with risk assessments conducted by the OHS and Environmental Committees and come into effect with senior management approval.

1

Planning and Announcement: Prepared emergency plans clearly define responsibilities and actions, are posted in relevant areas, and communicated to all personnel.

2

Revision and Update: Plans are updated in cases of work accidents, new processes, investments, or regulatory changes.

3

Training and Drills: All personnel undergo regular training, and at least one drill is conducted annually. Unannounced drills are also performed to ensure readiness at all times. Training participation is recorded in personnel files.

4

Equipment and Monitoring: Regular inspections are carried out to ensure emergency equipment is ready, and specialized teams remain well-equipped.

GOAL

This system aims to prevent chaos in possible emergencies, increase the effectiveness of interventions, and maintain operational continuity.

(GRI 3-3)

SUSTAINABILITY IN MANAGEMENT

Kemerli Metal implements its sustainability strategies through the Sustainability Office, led by the Chairman of the Board. This office establishes the company's policies in environmental, social, and governance (ESG) areas, monitors their application, and reports on them.

Responsibilities of the Sustainability Office:

- 1. Determine the group's sustainability strategy and goals.**
- 2. Ensure coordination among stakeholders.**
- 3. Monitor sustainability policies and report to the Board of Directors.**

The office meets twice a year to evaluate progress and develop future strategies.

Kemerli Metal has developed a comprehensive Sustainability Management Procedure to fulfill its sustainability commitments. This procedure is implemented to:

- **Promote efficient use of resources,**
- **Reduce environmental impacts,**
- **Enhance social responsibility, and**
- **Support long-term success.**

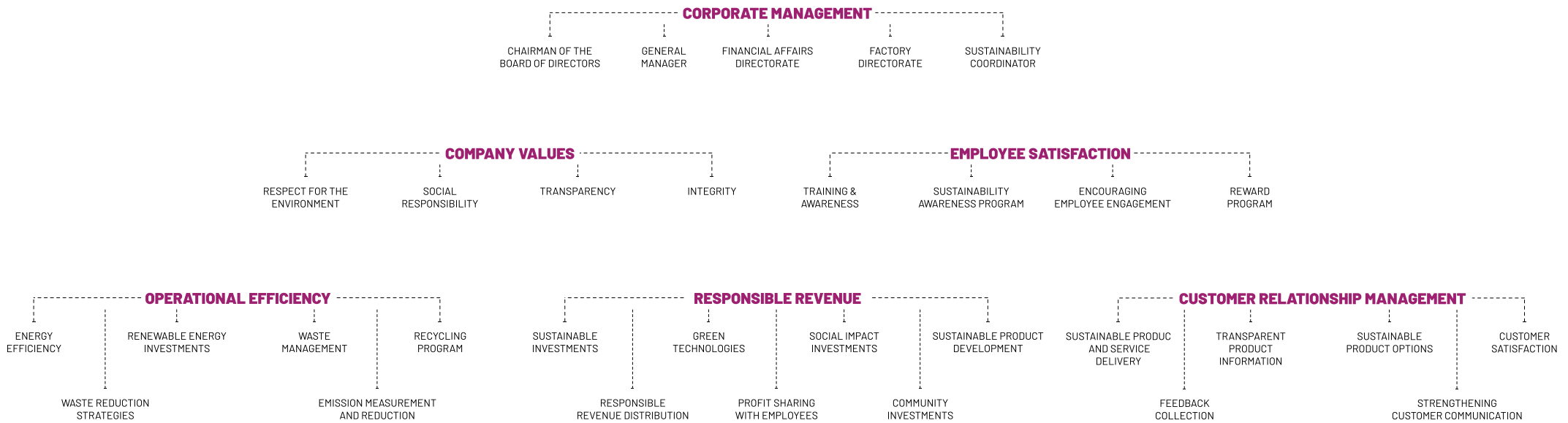
The office meets twice a year to evaluate progress and develop future strategies.

Responsibility Distribution

- **The General Manager and Sustainability Coordinator oversee the implementation of the procedure.**
- **All departments work in accordance with policies and procedures to achieve established sustainability goals.**

This approach aims to continuously improve the company's sustainability performance and increase its positive impact on the environment and society.

KEMERLI METAL SUSTAINABILITY MODEL



OCCUPATIONAL HEALTH AND SAFETY ACTIVITIES AND MANAGEMENT APPROACHES

At Kemerli Metal, our fundamental priority in the field of occupational health and safety (OHS) is not only to provide a safe working environment but also to encourage employees to embrace a safety culture. This approach positions OHS as the cornerstone of a sustainable safety mindset, rather than a mere requirement. The focus of our strategy is to embed a risk prevention culture firmly, with the participation of all stakeholders.

Risk Management and Proactive Approach

Our risk assessment processes are shaped by the ISO 45001 Occupational Health and Safety Management System. Potential hazards are identified, and risks minimized based on the L-type matrix risk analysis method and the Risks and Opportunities Procedure. Risk assessment reports are regularly updated, preventive methods are identified for high-priority risks, and the implementation of these methods is closely monitored.

OHS Process Management

Our OHS processes are managed under the leadership of the OHS Committee and the company doctor. The committee consists of 13 members and meets regularly every two months to review processes. This includes examining how work activities are carried out, workloads, working hours, and potential emergency situations, thereby continuously improving risk management.

Training and Awareness Initiatives

Year-round training programs for our employees aim to increase OHS awareness and keep employee competencies up to date. To ensure that all workforce members, including contractors, adhere to the same standards, orientation training and periodic OHS training sessions are conducted.

Audits and Continuous Improvement

Successfully completed ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System audits serve as crucial tools for continuous improvement in our OHS performance.

Ergonomics and Healthcare Services

Adjustments are made to meet the ergonomic needs of office employees, instilling correct working habits. Employee health is closely monitored by the workplace doctor and the Authorized OHS Service Provider (OSGB), providing the capability for rapid intervention when necessary.

Emergency Planning and Management

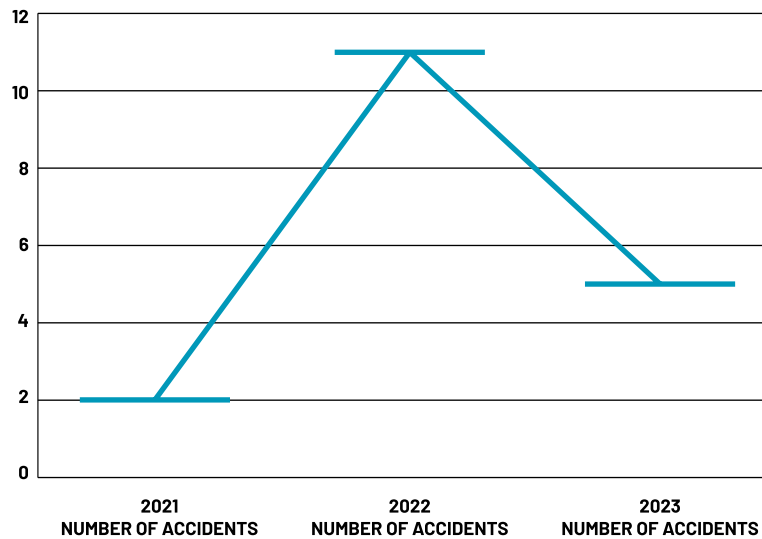
Procedures and action plans for natural disasters, pandemics, and other emergencies are regularly updated, ensuring preparedness and effective risk management.



ACCIDENT EVALUATION AND PREVENTIVE ACTIONS

All workplace accidents and near-miss incidents are reviewed monthly, and improvement actions are planned. Post-accident return-to-work training is provided to employees, supporting the goal of maintaining a safe working environment.

Kemerli Metal continues to prioritize the safety of its employees and all stakeholders through its OHS policies and practices. This comprehensive approach underpins sustainable business processes.



(GRI 3-3, 403-5,403-8,404-1,404-2,404-3)

ADDING VALUE TO HUMAN CAPITAL: EMPLOYEE DEVELOPMENT AND STRATEGIC TALENT MANAGEMENT

Kemerli Metal A.Ş. regards its employees as the most important resource of its workforce and places great emphasis on their continuous development. In line with its sustainable growth objectives, the company implements comprehensive training and development programs designed to enhance employees' knowledge, skills, and competencies. These programs cover strategic areas such as occupational safety, technical capabilities, leadership, and innovative thinking, thus contributing to change processes within the company.

In compliance with the TS EN ISO 9001 Quality Management System standard, annually determined training hours are monitored and the average training time per employee is measured. These trainings not only help employees perform better in their current roles but also support their career advancement. By fostering a culture of learning, Kemerli Metal encourages employees' long-term career journeys and aims to strengthen organizational sustainability.

At the beginning of each year, the Integrated Management Systems Training Plan is prepared jointly by the Human Resources Department and the IMS Representative, and trainings are scheduled throughout the year. As of 2023, a total of 4,680 man-hours of training have been provided to both blue-collar and white-collar employees. In addition, 1,092 man-hours of Occupational Health and Safety (OHS) training and 624 man-hours of environmental training have been conducted.

Talent Management and Diversity Strategies

Our talent management strategy is carried out using a sustainable approach aimed at maximizing the potential of our existing employees and attracting new talents to the company. Employees are guided toward positions that align with their individual abilities and career goals, supported by a fair and transparent career planning and promotion process.

Policies are being developed to increase diversity in the workforce and create an inclusive working environment. This involves ensuring gender, age, cultural background, and experience diversity, as well as equal opportunities, thereby strengthening employee engagement. Mentoring programs, performance evaluations, and feedback mechanisms support employee development and guide their career paths.

Through the established processes and systems, practices such as discrimination, child labor, forced or compulsory labor are prevented, and these areas are carefully audited.

INVESTING IN THE FUTURE

Kemerli Metal A.Ş. believes that investing in human capital forms the foundation of long-term business success. By implementing employee development and talent management strategies, the company aims not only to enhance its current workforce but also to nurture the leaders of tomorrow. This approach helps maintain the company's competitive strength while sustainably increasing employee satisfaction and engagement.



KEY PERFORMANCE INDICATOR (KPI) TABLE FOR SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Kemerli Metal A.Ş. presents below the performance indicators and action plans it monitors annually in line with its strategic objectives for achieving sustainable development goals. These indicators are closely tracked to continuously improve the company's environmental and social impacts.

Sustainable Development Goal (SDG)	Targets	KPI (Key Performance Indicator)	Action Plan
SDG 7: Affordable and Clean Energy	Increase The Use Of Renewable Energy.	Current Percentage Of Renewable Energy Use (%)	Include energy efficiency trainings in the annual training plan and conduct them periodically. Monitor losses and leaks in pressurized lines and develop leak prevention mechanisms.
	Reduce energy consumption.	Annual energy consumption (kWh)	Conduct energy efficiency audits Integrate energy monitoring systems
SDG 8: Decent Work and Economic Growth	Provide safe and dignified work environments.	Employee satisfaction survey results 85%	Improve employee satisfaction based on survey outcomes Increase annual training hours per employee
	Improve employee health and safety	Number of work accidents 5 person	Increase frequency of occupational safety audits Ensure the provision and use of personal protective equipment
SDG 12: Responsible Consumption and Production	Reduce waste generated in production processes.	Waste ratio (kg/ton of production)	Implement waste reduction programs Establish waste recycling systems
	Reduce resource consumption (raw materials, water, energy).	Water consumption (m ³ /ton production)	Integrate water and energy efficiency technologies Implement production processes that reduce resource usage
SDG 13: Climate Action	Reduce carbon emissions.	Carbon footprint (tons CO ₂)	Develop energy efficiency projects Transition to low-carbon energy sources

SDG 7:

AFFORDABLE AND CLEAN ENERGY

Targets::

- 🎯 **Reduce energy consumption by 20% by 2030.**
- 🎯 **Obtain 75% of total energy consumption from renewable sources by 2030.**
- 🎯 **Reduce carbon footprint by 30% by 2030.**

Actions:

1. **Increasing Energy Efficiency:**
 - Conduct energy efficiency audits throughout the facility to identify areas where energy consumption can be minimized.
 - Replace high-energy-consuming machinery with more efficient models and optimize electric motors and lighting systems.
 - Implement TS EN ISO 50001 Energy Management System and install process monitoring software.
 - Provide employees with energy efficiency awareness training and promote energy-saving procedures
2. **Increasing Renewable Energy Use:**
 - Increase the share of renewable energy sources such as solar and wind power in the facilities.
3. **Reducing Carbon Footprint:**
 - Invest in production technologies that emit lower levels of carbon.
 - Implement carbon offset projects (afforestation, renewable energy investments).

KPI's (Key Performance Indicators):

- Energy consumption per production (kWh/ton):
- 2023: 24.60 kWh/ton; Target for 2030: 20 kWh/ton.
- Energy intensity (kWh/TL):
- 2023: 0.00612; Target for 2030: 0.0049 kWh/TL.
- Carbon emissions (CO2e/ton production):
- 2023 target: 2,675.75 tCO2e; 2030 target: approximately 1,873.03 tCO2e.

SDG 8:

DECENT WORK AND ECONOMIC GROWTH

Targets:

- 🎯 Increase employee satisfaction to 90% by 2030.
- 🎯 Reduce the rate of work accidents by 50%.
- 🎯 Provide an annual average of 16 training hours per employee.
- 🎯 Increase the proportion of female employees by 10%.

Actions:

1. **Employee Satisfaction and Safety:**
 - Conduct regular employee satisfaction surveys and develop improvement plans based on results.
 - Increase the frequency of occupational safety training and ensure the provision and use of personal protective equipment (PPE).
2. **Training and Development:**
 - Conduct regular training programs to support employees' professional development.
 - Develop gender equality policies ensuring equal opportunities in recruitment and promotion processes.
3. **Occupational Health and Safety:**
 - Take preventive measures to reduce workplace accidents by 50% each year and increase the frequency of safety inspections.



Image 1. OHS training sessions for our employees

KPI's:

- Work accident rate (per 100 employees).
- Annual employee satisfaction score.
- Female employee ratio.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Targets:

- 🎯 Reduce waste by 30% by 2025.
- 🎯 Reduce water consumption by 25%.

Actions:

1. Waste Reduction and Recycling:

- Adopt a zero-waste approach in production processes and expand waste sorting and recycling systems.
- Provide training on waste management and recycling.

2. Resource Efficiency:

- Invest in new technologies that reduce energy and water consumption.
- Monitor and optimize water consumption; install digital monitoring systems.

KPI's:

- Total waste amount (ton/year).
- Energy and water consumption per production (kWh/ton, m³/ton).



Image 2. Sustainability and Carbon Footprint Training sessions for our employees.

SDG 13:

CLIMATE ACTION AND CARBON FOOTPRINT REDUCTION

Targets:

- 🌱 Reduce carbon emissions by 30% by 2030.
- 🌱 Increase energy efficiency by 30%.
- 🌱 Reduce climate-change-related risks by 50%.

Actions:

1. Reducing Carbon Emissions:

- Calculate the company's carbon footprint and identify major emission sources.
- Invest in low-carbon technologies and support carbon offset projects.

2. Energy Efficiency and Management:

- Increase energy efficiency by using efficient machinery and equipment that reduce energy consumption.
- Implement the ISO 50001 Energy Management System.

3. Climate Risk Management:

- Develop infrastructure improvement projects to increase facilities' resilience to climate change risks.
- Create adaptation strategies in the supply chain for climate risks.

KPI's:

- Total carbon emissions (CO2e/ton production).
- Carbon intensity (CO2e/Revenue).
- Number of climate risk assessments and investments in climate adaptation projects.



Image 3. : Lean Office unit's Continuous Improvement Award process on Circular Economy at the Model Factory



SUSTAINABLE PROCUREMENT AND VALUE CHAIN MANAGEMENT

Our Business Partners

Kemerli Metal continues its important role within the value chain through sustainability reporting. By supporting economic development and employment through its global supplier network and collaborations, the company strengthens the economic dimension of its value chain. In product and service development projects, close cooperation with strategic suppliers enables the provision of sustainable solutions and expansion of its sphere of influence.

Requiring suppliers to fully comply with human rights and ethical business practices is a critical step that reinforces our social responsibility. This approach ensures that every organization we collaborate with gives high importance to business ethics, workplace health and safety standards, thus contributing to the protection of these values.

Our Customers

Kemerli Group caters to a wide international customer base by delivering value-added products and services across various sectors in global and local markets. Through a customer-focused approach and strategic supply chain management, we improve operational efficiency and broaden our global reach.

Ongoing investments in innovative research and sustainable solutions enable the company to meet customers' highest expectations with advanced technologies. As a reliable business partner, Kemerli Group upholds its mission of providing quality products and stands out for its ability to rapidly adapt to dynamic market conditions.

Inspired by global trends, we focus on developing sustainable solutions that customers prefer in areas such as new mobility solutions, low-carbon structures, green energy technologies, and advanced construction methods. In line with this, we collaborate with our business partners to take on a leadership role in sustainability and position ourselves effectively in future markets.

Kemerli Group clearly explains these strategies in its corporate reports, showcasing its commitments to sustainability.

SUSTAINABLE SUPPLY CHAIN POLICY

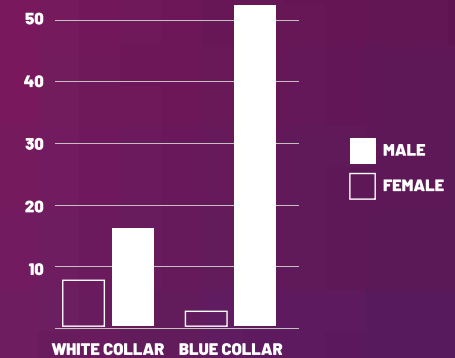
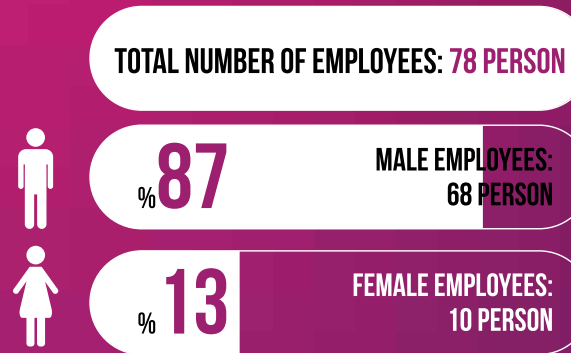
Kemerli Metal adopts a supply chain policy committed to environmental and social responsibility principles in the production of steel wire rod and steel wire products. Our main raw material, steel wire rod, is processed using cold rolling methods in wire drawing units to produce wires of the desired diameters.

Our procurement processes prioritize sustainability criteria by favoring eco-friendly materials and products obtained from renewable resources. Additionally, chemicals used in production are selected for their low carbon footprint, high environmental performance, and alignment with sustainable standards.

Fifty-seven percent of our procurement activities rely on domestic sources. Each year, our suppliers are evaluated for their alignment with the Sustainable Development Goals (SDGs) through Supply Chain Surveys. Based on these survey results, we aim to optimize our procurement processes and develop long-term collaborations.

2023 Workforce Demographics and Profile

Employee Demographics



Parental Leave

- Female employees taking parental leave: 0
- Male employees taking parental leave: 2
- Female employees returning from parental leave: 0
- Male employees returning from parental leave: 2

Age Distribution of Employees

- Age 30 and below: 23 (29%)
- Age 30-50: 46 (59%)
- Age 50 and above: 9 (12%)

Senior Management Profile

- Total Senior Managers: 5 Person
- Female Senior Managers: 1 (20%)

(GRI 2-7,405-1)

2023 EMPLOYEE TRAINING AND TRAINING HOURS TABLE

Kemerli Metal conducts regular and comprehensive training programs to support employee development. As of 2023, a total of 4,680 training hours have been provided for both blue-collar and white-collar employees, resulting in an average of 60 hours per employee annually. These trainings covered strategic topics such as occupational health and safety, technical skills, and personal development. Offering these trainings equitably to all employees strengthens the company's inclusive work culture. The balanced distribution of training between male and female employees is part of the company's human resources strategy focused on continuous learning and talent development.

CATEGORY	NUMBER OF PARTICIPANTS (person)	TOTAL TRAINING HOURS (people*hours)
Blue-Collar Employees	54	-
Female	2	120
Male	52	3.120
White-Collar	24	-
Female	8	480
Male	16	960
Grand Total	78	4.680
Average per Employee	-	60 hours/year

(GRI 403-5)

2023 EMPLOYEE ENGAGEMENT AND PROJECT- BASED WORKFORCE TABLE

Kemerli Metal has developed various mechanisms to encourage employee engagement and supplement the workforce with external services. In 2023, 30 suggestions were received from employees through the suggestion system, with 25 of these suggestions being implemented. A total of 78 employees actively participated in performance evaluation processes. The equal participation of both blue-collar and white-collar employees reflects the company's fair and inclusive evaluation policies. Additionally, approximately 10 external service personnel provided regular services throughout the year, and the number of contractor firm employees averaged 40. This approach aligns with Kemerli Metal's strategic objectives to improve operational efficiency and strengthen employee engagement.

CATEGORY	VALUE
Suggestion System	-
Number of Suggestions Made	30
Number of Implemented Ideas	25
Performance Evaluation	-
Total Participants	78
Blue-Collar Female	2
White-Collar Female	8
Blue-Collar Male	16
White-Collar Male	52
2023 External Services	-
Regular External Service Employees	~10 people
Contractor Firm Employees	Average 40 people

WORK FORCE

To support its operations, Kemerli Metal regularly collaborates with specialized firms providing IT support, repairs, independent audits, and calibration services. Approximately 10 individuals are employed in these external services.

In 2023, contractor firms were engaged for machine and equipment investments at the facility. The number of contractor personnel varied depending on project requirements, averaging about 40 individuals throughout the year.



GRI CONTENT INDEX

Statement of use	[Kemerli Metal San. 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
Applicable GRI Sector Standard(s)	[Titles of the applicable GRI Sector Standards] – GRI,GR2,GR3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	About Kemerli Metal, page: 6 "https://www.kemerlistaples.com/about-us/" "https://kemerix.com/about-us/"	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	About Introduction and Report, page : 11				
	2-3 Reporting period, frequency and contact point	Reporting Scope and Reporting Process, page: 12 "https://www.kemerlistaples.com/contact-us/" "eylul.cetinkaya@kemerli.com.tr" "surdurulebilirlik@kemerli.com.tr"				
	2-4 Restatements of information	GRI Content Index: There is no restated information in the report.				
	2-5 External assurance	GRI Content Index: No external assurance has been received.				
	2-6 Activities, value chain and other business relationships	About Kemerli Metal, page: 6 "https://www.kemerlistaples.com/about-us/" "https://kemerix.com/about-us/" Sustainable Supply and Value Chain Management, page: 62				
	2-7 Employees	Employee Demographics and Workforce Profile, page :63				
	2-8 Workers who are not employees	Regular partnerships are established with service providers (such as IT support, repair services, independent audits, calibration services, etc.), involving approximately 10 employees within this scope. Due to machinery and equipment investments made in the facility in 2023, the number of contractor company employees varied throughout the year, reaching approximately 40 at its peak.				
	2-9 Governance structure and composition	Corporate Integrated Management System, page: 46				

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Corporate Integrated Management System - Leadership and Commitment, pages: 46-47				
	2-11 Chair of the highest governance body	Corporate Governance - Leadership and Commitment, page: 46				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, page: 51				
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, page: 51				
	2-14 Role of the highest governance body in sustainability reporting	Our Understanding of Sustainability at Kemerli Metal, page: 22 Sustainability Management, sayfa : 51				
	2-15 Conflicts of interest	Governing Body Business Ethics, page : 48				
	2-16 Communication of critical concerns	Introduction and About the Report, page: 11 Sustainability Stakeholder Analysis, page: 28 Our Sustainable Communication Journey with Stakeholders, page: 33 Business Ethics, page: 48 Effective Management and Continuous Improvement, page: 46				
	2-17 Collective knowledge of the highest governance body	Corporate Integrated Management System - Leadership and Commitment, pages: 46-47				
	2-18 Evaluation of the performance of the highest governance body	Company Policy, page: 13				
	2-19 Remuneration policies	https://www.kemerlistaples.com/insan-kaynaklari-politikasi/				
	2-20 Process to determine remuneration	https://www.kemerlistaples.com/insan-kaynaklari-politikasi/				
	2-21 Annual total compensation ratio	https://www.kemerlistaples.com/insan-kaynaklari-politikasi/	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	As Kemerli Grup has not disclosed salary information, we are not answering this question due to confidentiality reasons.	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Our Understanding of Sustainability at Kemerli Metal, page: 22 Sustainability Management, page: 23				
	2-23 Policy commitments	Corporate Integrated Management System - Leadership and Commitment, pages: 46-47 Our Value Partners, page: 34				
	2-24 Embedding policy commitments	Sustainability Management, page: 23				
	2-25 Processes to remediate negative impacts	Sustainability Management, page: 23 Corporate Environmental Governance, page: 24 Lean Office Practices, page: 25				
	2-26 Mechanisms for seeking advice and raising concerns	Our Sustainable Communication Journey with Stakeholders, page: 33				
	2-27 Compliance with laws and regulations	Internal Audit & Compliance with Regulations, page: 26 Internal Audit and Corporate Oversight, page: 49				
	2-28 Membership associations	Our Value Partners, page: 34				
	2-29 Approach to stakeholder engagement	Our Sustainable Communication Journey with Stakeholders, page: 33				
	2-30 Collective bargaining agreements	GRI Content Index: There is no collective bargaining agreement at Kemerli Metal.				
MATERIAL TOPICS						
[Please note: The material topics included in the headings below are examples. They can be renamed and grouped according to the names the organization has given to its material topics. The list of material topics included in the content index is the same as the list of material topics reported under 3-2-a in GRI 3: Material Topics 2021. The disclosures included under the material topics are also examples. The disclosures can be removed (except for Disclosure 3-3) and other disclosures can be added according to the disclosures the organization has reported for each material topic.]						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Understanding of Sustainability at Kemerli Metal, page: 22 Sustainability Management, page: 23	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	Our Understanding of Sustainability at Kemerli Metal, page: 22 Sustainability Management, page: 23				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
Materials						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Impacts and Waste Management, page: 44 Resource Efficiency and Waste Management, page: 43				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Resource Efficiency and Waste Management, page: 38 Resource Efficiency and Waste Management & Combating Climate Change, page: 43				
	301-2 Recycled input materials used	Environmental Performance and Energy Management, page: 38 Recycling of Metal Chips and Environmental Benefits, page: 44				
	301-3 Reclaimed products and their packaging materials	Environmental Performance and Energy Management, page: 38 Hazardous & Non-Hazardous Wastes, page: 45				
Energy						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Efficiency and Environmental Performance Improvements, page: 39				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance and Energy Management, page: 38				
	302-3 Energy intensity	Environmental Performance and Energy Management, page: 38				
	302-4 Reduction of energy consumption	Clean Production and Our Carbon Footprint Initiatives, page: 36 Evaluation of Energy Saving Opportunities, page: 39				
	302-5 Reductions in energy requirements of products and services	Environmental Performance and Energy Management, page: 38				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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Water And Effluents

[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]

GRI 3: Material Topics 2021	3-3 Management of material topics	Resource Efficiency and Waste Management, page: 43				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Usage and Management, page: 43				
	303-2 Management of water discharge-related impacts	Wastewater Discharge and Management, page: 43				
	303-3 Water withdrawal	Water Usage and Management, page: 43				
	303-5 Water consumption	Water Usage and Management, page: 43				

Emissions

[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]

GRI 3: Material Topics 2021	3-3 Management of material topics	Direct Greenhouse Gas Emissions & Operational Boundaries Calculation Methodology, page:40				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Direct (Scope 1) Greenhouse Gas Emissions, page: 40				
	305-2 Energy indirect (Scope 2) GHG emissions	Indirect (Scope 2) Greenhouse Gas Emissions, page: 41				
	305-4 GHG emissions intensity	Kemerli Metal's Greenhouse Gas Emissions Calculation and Reduction Strategies, page: 41				
	305-5 Reduction of GHG emissions	Kemerli Metal's Greenhouse Gas Emissions Calculation and Reduction Strategies, page: 41				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
Waste						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Resource Efficiency and Waste Management, page: 43				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Resource Efficiency and Waste Management, page: 43				
	306-2 Management of significant waste-related impacts	Resource Efficiency and Waste Management & Combating Climate Change, page: 43				
	306-3 Waste generated	Hazardous & Non-Hazardous Wastes, page: 45				
	306-5 Waste directed to disposal	Environmental Impacts and Waste Management, Combating Climate Change, page: 43 Hazardous & Non-Hazardous Wastes, page: 45				
Occupational Health and Safety						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety Activities and Management Approaches, page: 53				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Activities and Management Approaches, page: 53				
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Activities and Management Approaches, page:53 Accident Evaluation and Preventive Actions, page: 54				
	403-3 Occupational health services	Occupational Health and Safety Activities and Management Approaches, page: 53				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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Occupational Health and Safety

[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]

GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Activities and Management Approaches, page: 53 Accident Evaluation and Preventive Actions, page: 54				
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Activities and Management Approaches, page: 53 Adding Value to Human Resources, page: 54 Employee Trainings and Training Hours, page: 64				
	403-6 Promotion of worker health	Occupational Health and Safety Activities and Management Approaches, page: 53				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Activities and Management Approaches, page: 53				
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Activities and Management Approaches, page: 53 Adding Value to Human Resources, page: 54				

Training and Education

[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Adding Value to Human Resources: Employee Development and Strategic Talent Management, page: 54				
	404-2 Programs for upgrading employee skills and transition assistance programs	Adding Value to Human Resources: Employee Development and Strategic Talent Management, page: 54				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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Training and Education						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Adding Value to Human Resources: Employee Development and Strategic Talent Management, page: 54 Investing in the Future, page: 55				
Diversity and Equal Opportunity						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management and Diversity Strategies, page: 54				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Employee Demographics and Workforce Profile, page: 63				
	405-2 Ratio of basic salary and remuneration of women to men	"GRI Content Index: Kemerli Metal does not have gender-based wage disparity. The principle of equal pay for equal work is applied."				
Non-discrimination						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	"GRI Content Index: No cases of discrimination have occurred during the reporting period."				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	OMISSION	EXPLANATION	
Customer Health and Safety						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Commitment to International Standards in Quality, Environment, and Occupational Health and Safety Management, page: 35				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Commitment to International Standards in Quality, Environment, and Occupational Health and Safety Management, page: 35				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	"GRI Content Index: No such non-compliance has occurred during the reporting period."				
Marketing and Labeling						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Sourcing and Supply Chain Management, page: 62				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Sustainable Sourcing and Supply Chain Management, page: 62				
	417-2 Incidents of non-compliance concerning product and service information and labeling	"GRI Content Index: No such non-compliance has occurred during the reporting period."				
	417-3 Incidents of non-compliance concerning marketing communications	"GRI Content Index: No such non-compliance has occurred during the reporting period."				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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Customer Privacy						
[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"GRI Content Index: No cases of customer information confidentiality breaches have occurred during the reporting period."				
Corporate Management and Business Ethics	3-3 Management of material topics	Corporate Integrated Management System, page: 46 Business Ethics, page: 48				
Effective Risk Management	3-3 Management of material topics	Risk Management, page: 48				
Business Continuity	3-3 Management of material topics	Operational Continuity and Emergency Preparedness, page: 50				
Environmentally Friendly Products	3-3 Management of material topics	Combating Climate Change, page: 43				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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Customer Privacy

[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Stakeholder Analysis, page: 28 Sustainable Sourcing and Supply Chain Management, page: 62				

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
[Title of GRI Sector Standard]	
[Topic]	[Explanation]
[Topic]	[Explanation]

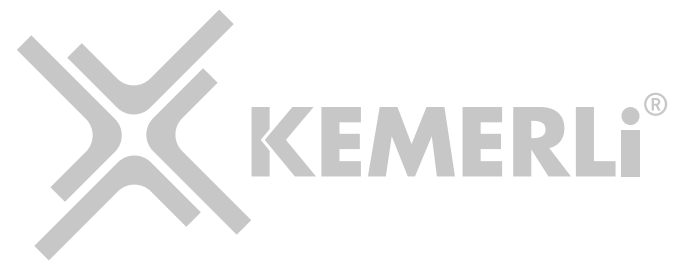
Commercial Title	Kemerli Metal San. ve Tic. AŞ
Tax Office and Number	Mimarsinan Tax Office / 5440636882
Central Office Address	OSB 20th Street No:62 Melikgazi/Kayseri
Central Office Phone	+90 352 322 13 84
Website Address	www.kemerli.com.tr

Contact (Sustainability Report and ESG)

surdurulebilirlik@kemerli.com.tr

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