

Sustainability Report 2023



Table of Contents

02 About the Report

03 Message from the Board of Directors

04 About Us

05 Our Products

06 Our Services

07 Cement Sector Outlook

08 Cement Sector in Türkiye

09 Sectoral Risks and Challenges

10 Our Financial Performance

11 Our Economic Growth

12 Our Corporate Governance Approach

- 13 Our Board of Directors and Committees
- 13 Our Management Systems
- 15 Our Business Ethics Management & Ethics Committee
- 16 Our Risk Management & Risk Committee
- 19 Our Audit Committee

20 Our Sustainability Approach

- 22 Our Sustainability Committee
- 23 Our Sustainability Approach
- 23 Our Sustainability Goals
- 26 Our Materiality Analysis
- 27 Our Stakeholder Relations

29 Our Value Chain

- 30 Sustainability in the Supply Chain
- 32 Customer Satisfaction Sustainability
- 33 Our Marketing & Communication Strategy

34 34 Our Environmental Management Approach

- 35 Our Climate Change Mitigation Efforts
- 38 Our Emissions Management
- 40 Our Energy Management
- 42 Our Water Management
- 44 Our Waste Management
- 45 Biodiversity Conservation

46 Our Occupational Health & Safety Approach

- 47 Our Occupational Health & Safety Structure
- 48 Our Occupational Health & Safety

Audits and Traininas

49 Our Safe Working Environment

51 Our Social Performance

- 52 Employee Development & Talent Management
- 54 Employee Satisfaction
- 55 Diversity and Gender Equality
- 57 Corporate Social Responsibility

58 Digital, Data-Driven, and Agile Organization

60 Our Information Security Policy

61 Appendices

- 61 Performance Indicators
- 69 Contact



About the Report

Through our Sustainability Report, we highlight Traçim Çimento Sanayi ve Ticaret A.Ş.'s progress toward its sustainability goals in 2023, ESG (Environmental, Social, and Governance) performance, future sustainability targets, and a summary of our inclusive sustainability culture. At Traçim Cement, we consider transparency in how we create, measure, manage, and integrate our sustainability goals and material issues into our operations as a key element of our annual reporting process.

Since 2009, Traçim Çimento Sanayi ve Ticaret A.Ş. has been selling products manufactured at our production facility in Kırklareli province, both domestically and internationally. We offer clinker, bulk, and bagged cement sales services to neighboring countries and various regions around the world through our diverse product range. As a preferred brand and a well-established company in the industry, particularly in construction-ready mixed concrete and construction chemicals companies operating in European countries, our goal is to become one of the sector's leading brands and top exporters. While striving to be one of the sector's leaders, we aim to contribute to sustainable development and enrich lives with initiatives that honor environmental and social values. This report, our third Sustainability Report as a company, covers all our facilities, production, sustainability-related activities, and developments from January 1, 2023, to December 31, 2023. Unless otherwise specified, the data and information presented in this report reflect activities carried out at our production facility in the Vize district of Kırklareli province and our Head Office in the Sarıyer district of Istanbul province.

Our Sustainability Report has been prepared in accordance with GRI Standards. Additionally, we disclose our contributions to the United Nations Sustainable Development Goals, along with our sustainability goals and activities in this report. You can access our sustainability report on our website at https://tracim.com.tr/en/sustainability/, and share your thoughts and feedback with us at surdurulebilirlik@tracim.com.tr We welcome and value feedback from our stakeholders.

GRI 2-1; GRI 2-2; GRI 2-3; GRI 2-4; GRI 2-6

Message from the Board of Directors

Dear Stakeholders.

We have closed a year in which we proudly celebrated the 100th anniversary of our Republic. The earthquake disaster in February, centered in Kahramanmaraş and impacting many provinces in the Southeastern Anatolia Region, deeply affected us all. We once again extend our heartfelt condolences to our country for this profound tragedy. We remain committed to standing by the victims of the earthquake and will continue to work together to heal the wounds.

Since 2008, as a pioneering company in the cement sector, both in Türkiye and globally, we are pleased to share our third Traçim Cement Sustainability Report, published in compliance with GRI Standards. At Traçim, we ensure full compliance with all necessary legislation, holding all the required permits, licenses, and documents. Today, when observing Traçim from an external perspective, one can clearly see how we are seamlessly integrated with the natural world.

In 2023, the world experienced significant social and economic impacts. While inflationary pressures were felt in both global and local economies, energy markets also saw a rise. At the same time, the environmental consequences of climate change became increasingly apparent, marking a year where steps toward green transformation were taken across all sectors, including the cement industry. At Traçim, we continued to grow steadily in line with our strategy and targets, contributing to both the sector and the Turkish economy.

In a period where the importance of resource efficiency and emission management in the circular economy has grown, and the awareness of creating social impact has risen, we maintain an effective management approach at all levels to ensure cement production becomes more sustainable. With this sense of responsibility and awareness, we continue our sustainable efforts without slowing down. At Traçim, we believe that the foundation of our company lies in our commitment to environmental protection, fostering an inclusive culture, and maintaining transparent relationships with our stakeholders. In 2023, we successfully advanced on our journey toward a sustainable future, embodied by our slogan, "Our Cement Is Crafted With A Love For Nature." As one of Türkiye's most environmentally friendly cement brands, we remain confident in our ability to continue building a sustainable future.

At Traçim, we closely monitor sector developments and climate change regulations both globally and locally. Despite the uncertainties and changes surrounding the Carbon Border Adjustment Mechanism (CBAM) under the European Green Deal, we take proactive measures and continue our work with an environment- and people-centered approach to quickly adapt to these regulations. We ensure an effective management system through the committees we've established within the company, regularly updating our business strategy and future plans by identifying sustainability and climate-related risks and opportunities

We aim to be a key player in the cement industry's decarbonization journey and are making significant strides toward achieving our net zero emissions target by 2050. To that end, we have outlined our short, medium, and long-term goals, which are detailed in this report and are set to be achieved by 2030. We are increasing the use of alternative fuels, raw materials, and energy efficiency measures as part of our green transformation and carbon emission reduction efforts. Our goal is to lower our clinker utilization rate by shifting to products with lower clinker content. We continue to invest in R&D to reduce the carbon footprint of our high early strength clinker products, one of our key differentiators in the market, while increasing the use of carbon-free raw materials and cementitious materials in place of natural resources required for clinker production and cement grinding.

We also conduct analyses on cement types defined in national standards as well as environmentally friendly cements with a low carbon footprint, and we plan to expand our product portfolio with new sustainable offerings. In 2023, we introduced our new product, CEMENTRA, to the market as the result of our R&D efforts. In a short time, its share in our bulk cement sales reached 40%.CEMENTRA, a low carbon footprint, environmentally friendly, and high-strength performance product, is a testament to the perfect harmony of our entire team. The positive results inspire us all. Our high early strength, one of our key differentiators in the market, demonstrates similar performance to our CEM I 42.5 R cement in terms of both consistency and strength in the CEMENTRA product.

We focus on sustainability across all our business processes and value chain, including our management approach, economic performance that adds value to our key stakeholders, goals, international market position, social performance, and environmental impact management, particularly in energy and emission control.

We address sustainability as a multidimensional issue with an inclusive approach, striving to contribute to human and social life across a wide range of areas. We carry out our operations worldwide, in different cultures and economic models, with a deep sense of responsibility. While developing our business competencies, we consider the interests of all our stakeholders. In this context, we transparently share our sustainability approach, performance, and goals, aligned with the United Nations Global Compact Sustainable Development Goals, in our report. As Traçim, we are proud to create value for both our stakeholders and the planet through our efforts.

Best Regards,

GRI 2-11; GRI 2-12; GRI 2-13; GRI 2-17; GRI 2-22

About Us

As Traçim Çimento Sanayi ve Ticaret Anonim Şirketi, we operate in clinker and cement production and quarry operations at our production facility, which spans a total area of 300,000 m², with a closed area of 36,000 m², located within the borders of the Vize district in Kırklareli province, a facility we invested in between 2006 and 2008. Traçim Cement is a Joint Stock Company with a single shareholder, Caba Cement Industry and Trade Joint Stock Company.

Since 2008, we have been producing CEM I and CEM II type bulk and packaged cement at our facilities, which have a clinker capacity of 2 million tons per year, in compliance with the EN 197-1 standard for General Cements - Composition, Properties, and Conformity Criteria, while adhering to our quality management systems that hold the Performance Invariability Certificate, a quality conformity certification for products in the European Economic Area, as well as the Serbian IMS Institute conformity certificate.

We sell our products to neighboring countries like Bulgaria, Greece, and Serbia, as well as to international construction companies and traders across Europe, America, and Africa.

We recognize that our stakeholders are essential to the effective execution of our business, and we move forward in harmony and cooperation with them. We prioritize transparency, fairness, reliability, and a people-oriented approach in the services we offer to our customers and business partners. Through our advanced laboratories,

we ensure that our products are rigorously controlled and tested, minimizing risks and enhancing customer satisfaction. At the same time, we systematically work in a solution-oriented manner by accelerating the identification of areas that need improvement in our products and developing new products beyond these.

Since our founding, we have been among the best in our sector in many areas, thanks to our production facility, which holds all the permits, licenses, and certifications required by the applicable legislation. As Traçim Cement, we contribute significantly to both the national and regional economy through the subsidiary industries we have created.

While being a pioneer in the sector, we continue to add value to both ourselves and our business partners. Based on 2023 data, we ranked 445th in the list of the 500 Largest Industrial Organizations, announced by the Istanbul Chamber of Industry. We strive for sustainability in all our operations with a perspective and efforts that are open to development.

"We recognize that our stakeholders are essential to the effective execution of our business, and we move forward in harmony and cooperation with them."



Our **Products**

Within the scope of our operations, we produce high-quality and environmentally friendly products by adhering to our sustainability principles. We use innovative technologies in our production processes and prioritize reducing the consumption of natural resources. Detailed information about the products we offer to our customers is provided

Products (tons)	2023	2022	2021
Clinker	1,905,000	1,865,100	1,945,100
Cement	1,968,600	1,785,313	1,500,280

CLINKER

Clinker is a semi-finished product formed by mixing primary components such as marl, limestone, and clay with auxiliary raw materials like iron ore and bauxite in specific proportions and baking them at 1,450°C in a rotary kiln. Although clinker cannot be used independently in any application, it serves as the primary raw material for all types of cement and is available in various forms. In this context, as Traçim Cement, we produce Portland clinker.



CEM I

It is a hydraulic binder produced by grinding Portland clinker with the addition of a specific amount of a setting regulator, typically gypsum.

Areas of use include:

- · Reinforced concrete structures
- Industrial, residential, and transportation projects
- Production of precast building elements
- Ground reinforcement projects
- Construction chemicals
- Artistic structures
- Concrete and reinforced concrete pipes
- Aerated concrete production

CEM II

Portland composite cement is a hydraulic binder produced by grinding clinker and standardized additives, such as limestone, along with gypsum. CEM II, a hydraulic binder created by finely grinding Portland clinker with a carefully calculated amount of setting modifiers (primarily gypsum), provides exceptional strength and reliability for diverse applications.



Areas of use include:

- · Reinforced concrete structures
- Plaster, mortar, and masonry works
- Soil grouting projects

CEMENTRA

Launched in 2023 after extensive R&D, Cementra is a high-performance product with high early strength, rapid demoulding capability, compatibility with Super and Hyper plasticizer admixtures, and suitability for high-strength concrete using additional mineral admixtures. It is an environmentally friendly cement with consistent quality similar to CEM I class and low carbon emissions, supporting sustainable construction.



Features

- Low carbon emissions
- High early strength
- Excellent compatibility with additives
- High strength
- High and stable quality

Areas of use include:

- General use in all types of readymixed concrete production
- Early and high-strength concrete classes
- Repair mortar, grout mortar, and plaster applications

We use innovative technologies in our production processes and prioritize reducing the consumption of natural resources.

GRI 2-1; GRI 2-6

Introduction / 6

Our Services



We operate a dedicated truck park for domestic sales, offering both bulk and packaged services. For exports, we utilize various loading methods and vehicles to accommodate diverse needs.

This approach enables us to leverage transportation channels with relatively lower emissions for both imports and exports. Additionally, we utilize designated loading centers and methods to streamline these operations.

Export by Sea:

We offer bulk and packaged ship loading services from Martaş (Marmara Ereğlisi) and CEYPORT (Tekirdağ) ports.
At CEYPORT port, we load ships of up to 45,000 DWT, while at MARTAŞ port, we handle ships of up to 55,000 DWT, ensuring highspeed operations.

Additionally, we transport our products in containers from Marport (Ambarlı) ports.





We handle bulk and packaged product shipments by train through the Çorlu, Lüleburgaz, Edirne, and Kırcasalih stations.

We ensure compliance with all environmental obligations by closely monitoring the dates and currency of permits and licenses issued by the Republic of Türkiye Ministry of Environment, Urbanization, and Climate Change.

GRI 2-1; GRI 2-6



Cement Sector in Türkiye

Since the pandemic, there has been a global recession in cement use, further exacerbated by the Russian-Ukrainian war, rising global inflation, and other factors, negatively impacting cement demand. While demand is expected to decline slightly in 2023, notable growth is anticipated only in India and the Middle East. Cement prices have generally adjusted to cost pressures, leading to a recovery in profit margins.

The construction sector in Türkiye, a key driver of the national economy, continues to grow, fueled by factors such as population growth, urban transformation projects, and economic expansion. Following the earthquake disaster in early 2023, the sector quickly mobilized for the reconstruction of the affected region, experiencing growth faster than the broader economy.

The Turkish cement industry is the leader in Europe and the sixth-largest global producer in terms of production capacity. In 2023, the total sectoral production reached 84.6 million tons. Meanwhile, domestic sales across the entire sector amounted to 68.9 million tons. In 2023, domestic sales increased by 18.2% across the sector. Additionally, approximately 18.6% of the cement produced was exported. As a result, it is crucial for companies in the Turkish cement sector to maximize exports by exploring new markets in foreign countries in the near future.

When evaluating the cement sector in 2023, it is evident that practices such as using alternative fuels and raw materials, improving energy efficiency, and implementing carbon capture and storage technologies are increasing in line with green transformation efforts and carbon emission reduction goals. Cement producers worldwide will continue to modernize their facilities and restructure their operations in sustainable ways to ensure a better future.

The construction sector in Türkiye is a continuously growing industry that plays a crucial role in our national economy.

Sectoral Risks and Challenges

In 2023, the most prominent issue on the sector's agenda is the "Carbon Border Adjustment Mechanism" (CBAM), which came into effect on October 1, 2023, as part of the European Union Green Deal, focusing on low-carbon cement production. The regulation mandates the reduction of carbon intensity in cement and clinker, the raw material for cement, exported to the EU. The European Green Deal, which also aligns with the goals of the Paris Agreement, aims to cut emissions by at least 55% by 2030 and achieve carbon neutrality by 2050. In addition to addressing climate change, the Green Deal is also reshaping international trade. The Carbon Border Adjustment Mechanism (CBAM), as part of the Green Deal, directly impacts Türkiye, which exports over 40% of its goods to EU countries. There is a risk that this practice, currently enforced in the EU market, may extend to other markets through joint action by the European Union, the United States, and other developed countries, potentially becoming a barrier to trade. As part of the Green Transformation, it is crucial to foster collaboration with the public sector and promote the use of low-carbon cement in public tenders to advance low-carbon production and increase domestic consumption of lowcarbon cement. One of the key strategies for reducing carbon emissions in production is to increase the use of alternative fuels.

In contrast to developed markets, alternatives such as the use of Supplementary
Cementitious Materials (SCMs), clinker substitutes, and other emission-reducing methods to significantly reduce carbon footprints have not yet been fully adopted in 90% of the world's emerging markets.

TCM prices are expected to rise significantly worldwide, driven by regional scarcity and the development of new alternatives like calcined clay.

Carbon capture (CC) technology, which supports emission reductions, requires an investment greater than the capital cost of a cement plant. Although the implementation of CCS technology is environmentally beneficial, it presents challenges in terms of scalability and cost-effectiveness. Additionally, the issue of where to store captured CO₂ is a significant global challenge, as suitable storage sites need to be identified and developed.

Cement producers, who must strategically address these changes and challenges, will take steps to accelerate sectoral transformation in the fight against climate change, guided by national and international regulations. As a result, this issue is expected to remain a priority on both the public and cement sector agendas.

TURKÇİMENTO, Turkish Cement Sector 2023, Cement Sector in the World and Turkiye February 2024





Our Economic Growth

As Traçim, we have been contributing to the national economy since our establishment by maintaining production, creating employment, and delivering high-quality products and services. At this stage, we prioritize sustainable economic growth, profitability, and circular economy principles as the core of our strategy, while advancing with the goal of expanding in international markets.

As Traçim Cement, we engage in sales for both domestic and international markets. We cater to a diverse global customer base, including endusers and trading companies, spanning from Europe to Africa as well as neighboring countries like

Bulgaria, Serbia, and Russia, achieving a production volume of 2 million tons annually with our high-quality cement products. In our export operations, we offer a variety of loading types and vehicles. This helps us enhance the **quality of our export sales** services by utilizing transportation channels with relatively lower emissions.

In 2023, our financial performance, key economic indicators achieved during the year, and comparative financial metrics from the past two years—demonstrating our robust financial structure and the effectiveness of our strategic decisions—are detailed in the tables below

Our Financial Metrics	2023	2022*	2021
Revenue (TRY)	4,193,082,464	3,663,313,286	629,705,293
Operating Income (TRY)	1,559,727,028	662,311,647	128,230,002
EBITDA	993,477,527	250,663,728	45,210,895
Profit (TRY)	816,207,611	290,864,689	-87,986,735
Sales Quantity (tons)	1,970,671	1,780,613	1,495,350
Export/Domestic Sales Ratio (on turnover basis)	22%	17%	47 %

^{*}Data for 2022 has been revised to reflect the transition to inflation accounting.

During the establishment of our factory, our corporation benefited from the investment discount. As of the end of 2023, the remaining balance of the discount to be deducted from taxes amounts to **TRY 1 billion 144 million 171 thousand 703.**

	2023	2022	2021		
Economic Value Created (TRY)					
Net Sales	4,193,082,464	3,663,313,286	629,705,293		
Dividends from investments revalued with equity	-	-	-		
Income from investing activities	45,419,343	7,324,392	1.905.890		
Revenues	4,238,501,807	3,670,637,678	631,611,183		
ii. Economic Value Distributed					
Salaries and benefits provided to employees	2,793,699,955	3,197,993,486	561,260,622		
Social investment activities expense	405,904,982	214,656,072	51,239,226		
Social investment activities expense	-	-	-		
Financial income/expenses (net)	167,309,517	-18,233,549	108,467,615		
Vergi giderleri (Devlete yapılan ödemeler)	-	-	-		
Tax expenses (Payments to the state)	84,424,328	-	-		
Payments to shareholders	3,451,338,782	3,394,416,009	720,967,463		
iii. Remaining Economic Value					
Revenues	4,238,501,807	3,670,637,678	631,611,183		
Expenses	3,451,338,782	3,394,416,009	720,967,463		
Remaining Economic Value	787,163,025	276,221,669	-89,356,280		

GRI 3-3; GRI 201-1; GRI 201-3



Our Board of Directors and Committees

Our Board of Directors, chaired by Mr. Cahit Balyen, consists of two people in total: a chairperson and a vice chairperson.

Our Management Committee, which reports to our General Manager, consists of six people, including the General Manager, Assistant General Manager of Financial Affairs, Technical Assistant General Manager/Factory Manager, Supply Chain Director, Sales Director, and Export Director.

Our Board of Directors convenes once a month to make decisions on matters that fall within the company's purpose and business, and to hold meetings for these purposes. The agenda of the meetings includes managerial and process-related issues, such as the approval of financial statements, calling for the general assembly, and the representation and binding of the company. In addition, the Board also convenes in case of developments or emergency interventions related to the company and its business within the scope of the organization.

Board of Directors Committees:

Management Committee
Risk Committee
Audit Committee
Ethics Committee and
Ethics Line

Our Management Systems

Within the scope of our Integrated Management Systems, we prioritize quality and reliability in cement production and utilization.

We view sustainability as both a production and management approach, organizing studies focused on sustainability without compromising quality through our strong R&D structure, aiming to develop low-emission products that contribute to a sustainable economy.

In our laboratories, operating under our Quality and Business Development Directorate, we conduct physical, chemical, and mechanical tests of the cement we produce, as well as assess the conformity of the raw material sources used. In our factory, we research the compatibility of cement and concrete admixtures used in concrete production with raw materials, aggregates, and chemicals used in ready-mixed concrete admixtures on the market. We share the information and results obtained with all relevant parties, including customers. Our production activities are carried out through the Quality and Environmental Organisation (QEO) and OPO Certification bodies, both accredited by the Turkish Accreditation Agency (TÜRKAK).

We systematically strive to achieve the highest level of quality in our production processes and the products we offer to our customers. To this end, we conduct control and compliance studies in our production systems in addition to our managerial practices.

We perform continuous and real-time analysis with two online analyzers in the clinker production line, an automatic sampler system, and an online particle size analyzer in the cement production line. By doing so, we minimize variability in semifinished products (clinker) and cement quality by making immediate corrections when necessary. This approach allows us to maintain a consistently high-quality standard across our product portfolio.

In our company's R&D laboratory, we completed product studies with high quality but reduced clinker content to offer low-carbon footprint products, launching our **CEM II/A-M (L-V) 42.5 R** type cement product under the **CEMENTRA** brand in 2023. Moving forward, we are working on developing new products with different mineral and chemical additives to further reduce clinker use for the same purpose.

GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-12; GRI 2-13; GRI 2-17; GRI 2-23; GRI 2-24; GRI 3-3

In addition to monitoring the behavior of cement in concrete in our R&D concrete laboratory, which was established to support a customer-oriented approach, we also conduct research on the compatibility of concrete admixtures, aggregates, and concrete recipe design to meet customer expectations and needs.

While the Traçim Integrated Management System Policy, which outlines our approach to Integrated Management Systems, is shared in this section, our policies and practices related to other areas are included under the relevant headings within the scope of the report.

Integrated Management System Policy

In the clinker and cement production activities we carry out, as Traçim Cement Senior Management, we are committed to:

Fulfill the requirements of legal obligations, other conditions, applicable conditions, and product standards related to Quality, Environment, Energy, Information Security, Occupational Health & Safety, Protection of Personal Data, and Competition Law.

Ensure continuity in Customer Satisfaction by closely following developments in the cement and ready-mixed concrete sectors, producing quality products and solutions at the most appropriate standard for the needs of domestic and foreign customers with qualified manpower.

Take the necessary measures by identifying risks and opportunities in all activities to increase the performance of products and Integrated Management Systems, meet the needs and expectations of relevant parties,

and ensure continuous improvement. Ensure the availability of the necessary resources to realize goals and objectives.

Take the necessary measures for the protection of the environment by minimizing possible impacts on the environment and pollution during operations at the source, minimizing waste generation with sustainable waste management, and ensuring the reuse, recycling, recovery, and disposal of waste.

Reduce the consumption of natural resources by following technological developments, utilizing alternative raw materials, and using alternative fuels.

Procure efficient products and services that affect energy performance, increase energy efficiency, and design energy processes to continuously improve performance.

Ensure safe and healthy working conditions, eliminate hazards, reduce OHS risks to prevent work-related injuries, ill health, and occupational diseases, promote an OHS culture among all relevant parties, and ensure consultation and participation of employees and employee representatives.

Ensure business continuity in information security issues and make maximum efforts to prevent security incidents or reduce the risk of damage to minimize the impact of potential threats.

These commitments provide the framework for the objectives, context, and strategic direction of our Integrated Management System.



Our Corporate Governance Approach/14

In our Integrated Management System, we emphasize programmatic work and continue our efforts to meet all requirements within the scope of applicable conditions.

We ensure that the work conducted in our facility is completed in accordance with the necessary controls of all certificates, procedures, and standards we hold. With the active participation of all our employees, we embrace the obligations set by the standards and act with a strong sense of responsibility. The certificates and standards we hold and integrate into our activities are listed below.

- TS EN ISO 9001:2015 Quality Management System
- TS EN ISO 50001:2018 Energy Management System
- TS EN ISO 14001:2015 Environmental Management System
- TS EN ISO 14064-1:2019 Greenhouse Gas and Emissions Management System and TS EN ISO 14064-3:2019 Verification
- TS EN ISO 45001:2018 Occupational Health & Safety Management System
- TS EN ISO 27001 Information Security Management System
- TS EN ISO 10002:2018 Customer Satisfaction Management System
- TS EN 197-1 2011 CEM I 42,5 R Performance

- TS EN 197-1 2011 CEM I 52,5 R Performance Invariability
- TS EN 197-1 2011 CEM II/B-L 32,5 R Performance Invariability
- TS EN 197-1 2011 CEM II/A-L 42,5 R Performance Invariability
- TS EN 197-1 2011 CEM II/A-L 42,5 R Performance Invariability
- TS EN 197-1 2011 CEM II/A-M (L-V) 42,5 R Performance Invariability
- SERTIFIKAT O USAGLASENOSTI Portland Cement PC 42,5R /SERBIA)
- SERTIFIKAT O USAGLASENOSTI Portland Kompozitni Cement PC 20M (L-V) 42,5R /SERBIA)

GRI 2-9; GRI 2-10; GRI 2-23; GRI 2-24; GRI 3-3

Our Business Ethics Management and Ethics Committee

We closely monitor developments in the cement industry and provide quality products and solutions at the most appropriate standards to meet customer needs with our egalitarian policies and qualified workforce.

The Ethics Committee of our company consists of a chairperson (Chairperson of the Board of Directors) and two members (Legal Counsel and Human Resources Manager).

We consider all behaviors contrary to legal obligations, corporate policies, and procedures as non-compliant behavior. We characterize violations that will have severe sanctions, such as violations of the PDPL, Competition Law, and Environmental Legislation, as significant non-compliances.

In our company, our principle is not to perform suspicious business and transactions related to "Prevention of Laundering Proceeds of Crime and Financing of Terrorism" without conducting the necessary research. As an organization, we immediately file a criminal complaint in such cases that may occur.

Our organization has written ethical rules that our employees must comply with. In the event of incidents such as bribery and corruption specified in our code of ethics, we require the termination of the employee's employment contract and the termination of the contract with the customer or supplier.

In line with our principles of working with our employees as well as customers and suppliers, we prevent behaviors that may lead to bribery and corruption. In such cases, as an organization, we terminate working with customers and suppliers.

Within the framework of our Ethics Management, in 2023, we successfully realized our training targets for the explanation of competition law, PDPL, and ethical rules. In addition, with the participation of our Human Resources unit, we completed our reminder training on "Employee and Employer Rights under Labor Law," another training target. As Traçim, we aim to continue organizing these trainings in 2024.

There are no lawsuits filed in our company due to non-compliance with laws and regulations. In addition, in 2023, we established the Ethics Line application within our Company. We make this line application available to all our company employees, and we aim to continue our Ethics Line activities in 2024.

We keep the notifications made to the Ethics Line confidential and do not share them with third parties and organizations.

You can find information about our Ethics Line application below.

Phone: +90 212 800 34 58 E-mail: tracim@etikhat.com Web: remedetikhat.com.tr



GRI 2-15; GRI 2-16; GRI 2-18; GRI 2-26; GRI 2-27; GRI 3-3; GRI 205-1; GRI 205-2; GRI 406-1; GRI 409-1

Our Risk Management and Risk Committee

At Traçim, we aim to promote our risk management culture and perspective across all company units, fostering proactive approaches through Corporate Risk Management. Accordingly, we align our Risk Management with international corporate risk management standards. Our organization has established a "Risk Committee" that reports directly to the Board of Directors and oversees risk-related activities. The primary duties of our risk committee include "monitoring corporate-level risks, recommending risk policies and limits, overseeing the corporate risk management program and improvement initiatives, and developing risk management plans".

Our risk committee is composed of a chairperson and four members.

Chairperson of the Risk Committee:

Chairperson of the Board of Directors

Risk Committee Member:

General Manager

Risk Committee Member:

Financial Affairs Deputy General Manager

Risk Committee Member:

Technical Assistant General Manager

The dynamism in the business world and the diversity of risks and opportunities have prompted organizations to establish internal Risk Units. To address such situations, Traçim has implemented a "Risk Management System" that identifies and evaluates global, national, and sector-specific risks and opportunities, enabling swift action. Through our Risk Management, we identify potential risks, manage them in alignment with the organization's risk appetite, and ensure a reasonable level of assurance for achieving our goals.

As a company, our main risk categories are as follows:

Financial Risks

We focus on the failure to fulfill contractual obligations, managing related financial losses, and maintaining credit reliability. Since Traçim sells products to construction companies in Europe, America, and Africa, exchange rate fluctuations can impact our business, operating results, and financial position. Consequently, Traçim closely monitors credit risks, customers' credit ratings, economic downturns, and exchange rate fluctuations. Additionally, recognizing that financial risks related to the use of fossil resources and investment costs associated with climate change require monitoring, we are developing strategies to address these financial risks under this category.

Operational Risks

We manage operational risks through integrated management systems based on our business processes. Our operational resilience is strengthened by our ability to utilize alternative raw materials (AH) and (AY) within the scope of a circular economy. We also ensure the integration of our operational processes with capital topics and regularly update our risks and opportunities in this context, conducting updates more frequently when necessary.

At Traçim, we aim to promote our risk management culture and perspective across all company units, fostering proactive approaches through Corporate Risk Management.

GRI 3-3; GRI 201-2; GRI 3-3; GRI 205-1; GRI 205-2

Sustainability Risks and Opportunities

The cement sector plays a key role in construction, urbanization, and social development. The construction sector and urbanization are closely linked to sustainability risks due to their direct consumption of environmental resources and high carbon emissions. Our industry also faces significant sustainability challenges because of its interconnected activities with various sectors.

However, numerous opportunities emerge for companies through the increase in innovative projects, low-carbon production technologies, energy efficiency initiatives, and the transition to circular economy practices aimed at mitigating related risks and addressing climate change. Additionally, the growing demand for sustainable building materials creates new market opportunities for the sector.

We outline the related risks and opportunities below:

Carbon Footprint:

Cement production is a significant contributor to greenhouse gas ($\rm CO_2$) emissions. $\rm CO_2$ emissions from cement production contribute to climate change, making it essential to reduce emissions over the long term. According to the "Low Carbon Roadmap for the Turkish Cement Sector" published in January 2024, Türkiye ranked as the fifth largest emitter globally, with 44.2 million tons of $\rm CO_2$ emissions from industrial processes and product use (IPPU) in cement production in 2021.

Therefore, the widespread adoption of carbonfree cement production technologies will not only reduce climate change pressures but also create various opportunities for companies.

Air Quality:

A key risk related to air quality in the cement industry is the emission of dust, particulate matter, and greenhouse gases during production. These emissions and particulate matter can be harmful to human health at various stages of production and are subject to strict legal standards. However, improving production processes by reducing emissions to the limits set by compliance obligations, using advanced filtration technologies to mitigate air pollution, and implementing innovative production methods present significant opportunities for the sector.

Resource Utilization:

A major risk in the cement sector is the intensive use of natural resources, particularly limestone and clay. This high consumption of resources not only increases the environmental footprint but also escalates the costs and access challenges associated with raw materials. Encouraging the reuse of recycled products or raw materials through various processes not only mitigates the negative impacts of this risk but can also offer opportunities by lowering production costs.

Water Usage:

Water is extensively used in the cement industry, particularly in production, as well as in cooling and cleaning processes. By minimizing water consumption and enhancing recycling efforts, resource efficiency can be improved, mitigating the risks associated with water usage, which are a significant sustainability concern, and reducing the pressure on water resources, especially in the context of climate change.

Biodiversity Loss:

The operation of quarries to supply raw materials places pressure on local ecosystems, potentially threatening animal habitats and vegetation. This pressure contributes to biodiversity loss. Environmental planning and rehabilitation projects can help mitigate these risks, restore mining areas to natural habitats, and promote sustainable practices that support ecological balance, offering valuable opportunities for biodiversity conservation. As a result, biodiversity will become an increasingly important risk factor within sustainability challenges, requiring further evaluation in the sector in the years ahead.

Energy Supply Risks:

Cement production is highly energy-intensive, and the sector faces significant risks due to its high energy demand and reliance on fossil fuels. The extensive use of fossil fuels contributes to climate change by increasing greenhouse gas emissions, while also making the sector vulnerable to fluctuations in energy prices.

By mitigating and managing this risk, practices such as transitioning to renewable energy sources, adopting technologies that improve energy efficiency, and implementing waste heat recovery systems present significant opportunities to reduce both costs and environmental impacts.

Risk Assessment and Prioritization

At Traçim, we emphasize identifying interconnected risks, understanding their cause-and-effect relationships, and evaluating them collectively during our workshops. To address these risks, we develop action plans and focus on accurately identifying the root causes (Key Risk Indicators - KRI). We also identify risk types that may be interrelated.

For the Risk Assessment and Prioritization process, we prepare a "Risk and Opportunity Assessment Form," which is reviewed by all technical and administrative units. During the risk assessment, we consider factors such as water, electricity and energy supply issues, technical failures, information security, physical and environmental security, communication, operational management, and human resources security. Risks are then scored with input from relevant units.

Following our risk assessment methodology, we calculate the risk level by multiplying the "Business Impact Value" and "Threat Probability" to determine whether the risks are high, medium, or low.

Accordingly, we prioritize risks as medium-high and low-high, addressing high-risk issues first. We then document the risk transaction decision, proposed controls, approving person(s), implementation date, responsible individual(s), implementation cost, and the 1st, 2nd, and 3rd measurement information in the risk assessment.

Based on the prioritized risk types, we report the Tracim Cement Corporate Risk Inventory, which includes the identified risks, to the Board of Directors and Senior Management. Following this, we set targets and strategies for the upcoming activity year. We reprioritize the risks in alignment with the established targets and strategies. After completing these steps, we assign a risk owner to each identified risk. Since the relevant business units are responsible for managing risks and implementing necessary measures, we find it crucial to integrate these units into the risk management system. Through meetings and workshops, we establish the impact, probability, and vulnerability criteria, creating a risk inventory for potential risks in the next period.

The "Consolidated Process-Based Risk Map" created based on this work can be found on the next page.

Consolidated Process Based Risk Map



- G Strategy and Planning
- (D) Accounting and Fin. Rep.
- (E) Human Resources
- Liabilities/Assets
- (H) Governance
- (F) Information Technologies
- A Purchasing
- B) Production
- C Sales

At Risk Management meetings, we organize activities to prevent risks based on the strategies and targets set by Senior Management. If risks cannot be prevented, we focus on reducing their impact and likelihood. During these meetings, we prioritize the risks, evaluate the actions taken, assess the contribution of the model to the company's brand value, and, if necessary, reorder the risks in alignment with changing strategies and targets.

Our action plans for risks include defining the risk, specifying the action, assigning responsibility to the relevant person or business unit, and setting a deadline. After collaborating with the relevant business units, we present the risk responses to the Risk Committee. In preparing action plans, we ensure that units requiring collaboration coordinate their assessments. We ensure that the decisions made by the Risk Committee are communicated to the relevant business units. Our Corporate Risk Analyst monitors these decisions and actions, overseeing their implementation and reporting the process to senior management.

- Identification of Risk-posing Units
- Evaluation by the Risk and Sustainability Committee
- Communication of Evaluated Decisions to Business Units
- Meetings with Relevant Business Units to Discuss Risks
- Presentation of Recommendations to the Risk Committee
- Supervision of Actions by the Corporate Risk Analyst
- Risk Identification
- Development of Solution Proposals



GRI 3-3; GRI 201-2; GRI 3-3; GRI 205-1; GRI 205-2

Our Audit Committee

At Traçim, we view our audit processes as an essential component of our commitment to accountability and transparency, and we conduct studies every year to continuously develop and enhance our audit activities.

To achieve this, we plan to carry out internal and external audits as well as process controls to thoroughly audit, review, evaluate, and improve our existing systems. Internally, we perform internal and external audits once a year to ensure ongoing evaluation. We carry out our internal audits with individuals who have received specialized training in internal auditing, and external audits are conducted by audit firms accredited by TÜRKAK.

In addition,

- We assign each auditor involved in the audit process to audit departments and divisions other than their own.
- Our audits are conducted within the scope of Occupational Health & Safety, Environment, Energy, Quality Management System, Factory Production Control, and Information Security Management System, all under the umbrella of Management Systems.
- We plan our audits in accordance with the 01.03-P01 Internal Audit Procedure and carry them out annually by individuals who have received proper audit training.

We begin by conducting a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis for each individual department, followed by the identification of the risks associated with those departments and processes. For each department, we appoint an authorized person to represent the department and arrange a meeting that includes the designated officials from other departments. There is no limit to the number of participants in these meetings. During the meeting, we assess and identify the risks specific to that department.

Once a year, we organize an evaluation session prior to the Management Review (MR).

Our audit and internal audit activities are crucial for achieving the sustainability targets we have set within the framework of our Corporate Governance Approach.





OUR **SUSTAINABILITY** APPROACH

At Traçim Cement, we prioritize Environmental, Social, and Governance (ESG) issues, the three key dimensions of sustainability. We integrate these criteria into all our practices as we define our sustainability approach. The areas we focus on, in alignment with our sustainability approach, and the associated Sustainable Development Goals (SDGs) are outlined below.





Our Sustainability Committee

At Traçim, we embrace sustainability as an integral part of our business operations and incorporate it into our processes by reassessing our current practices from a sustainable perspective and making necessary improvements with the expertise of our team.

The Traçim Board of Directors holds the highest authority in sustainability matters within the company. Our sustainability processes are communicated across all departments through the Sustainability Committee, which has been established with the approval of the Board of Directors. The actions to be taken are clearly outlined and explained. Together with the Sustainability Committee and the Board, we manage our sustainability efforts through a two-level organizational structure. This organizational structure consists of the Board of Directors at the Senior Management Level (Level 1) and the Sustainability Committee at the Operational Level (Level 2).

Our Sustainability Committee, which meets every two months, communicates updates on its activities to the senior management level through the General Manager at the monthly Board of Directors meetings within our company.

With the Sustainability Committee, we provide a platform for addressing sustainability in a comprehensive manner, involving all relevant stakeholders across the Environment, Social, and Governance (ESG) dimensions.

We have defined the key areas of focus for our Committee, including reducing environmental and social impacts, improving energy efficiency, lowering greenhouse gas emissions, integrating sustainable technologies into existing systems, monitoring legislation, and implementing appropriate treatment and recovery methods.

Additionally, our Sustainability Committee is responsible for establishing the short, medium, and long-term work program, setting targets for operational processes, monitoring working committees, and ensuring the ongoing continuity of these initiatives.

The members of our Sustainability Committee are listed on the side.



GRI 2-9; GRI 2-10; GRI 2-12; GRI 2-13; GRI 2-14

Our Sustainability Approach

As Tracim Cement, we prioritize Environmental, Social, and Governance (ESG) issues, which define the three dimensions of sustainability. and we incorporate these criteria into all our practices when shaping our sustainability approach. We focus on protecting the environment while placing people at the center of all our activities, and we make the transparent relationships we establish and maintain with our stakeholders central to our sustainability approach. We effectively manage and address all risks associated with ESG and create added value for society through our social responsibility projects. We also strive to develop innovative solutions by staying informed of technological advancements. We develop a growth strategy based on the steps needed to become a carbon-neutral company in the future, integrating our sustainability approach into every area in which we operate. In our report, we provide detailed information on our 2023-2030 Carbon Emissions Transition Projection under the section "Our Efforts to Combat Climate Change."

We view sustainability as a guiding principle for maintaining our long-term, healthy, and profitable performance at all levels of our company and for fostering a journey in harmony with our stakeholders. We actively monitor both existing and emerging technologies in our sector.

By doing so, we stay aligned with technological advancements and reinforce our commitment to environmental sustainability through our business practices.

We continue our efforts to integrate sustainability into all functions of our organization

Our sustainability approach is applied across all aspects of our management strategy, economic performance that creates value for our key stakeholders, OHS objectives, international market position, social performance, and the reduction of our environmental impacts, particularly in energy and emissions management. As a result, we are constantly improving our activities at every level, from OHS to Environmental Management, from Human Resources Management to our Corporate Social Responsibility initiatives.

Since our first sustainability report, Traçim has been emphasizing the importance of sustainability and guiding all our employees to raise awareness on this critical issue. We have intensified our efforts over time and have established our strategies for the next 3 years, 5 years, and for 2030.

We view the United Nations (UN) Sustainable Development Goals (SDGs) as a key component of our sustainability strategy, and we track and report our performance in alignment with these goals. We also consistently assess our contribution to the development goals impacted by our core activities. To this end, we provide detailed information on our efforts toward the relevant SDGs under the section of our Sustainability Goals.

Our Sustainability Goals

As Traçim, we have enhanced our sustainability goals and efforts since the previous reporting year, setting new objectives that reflect the new projects and initiatives planned for the future.

In the upcoming period, in alignment with the Sustainable Development Goals, we have committed to increasing our investments in sustainability projects as part of our roadmap. With this roadmap, we aim to create a sustainable business plan across all areas of operation, focusing on efficiency as the foundation for increasing production in integration with our Production Management. In our Environmental Management, we implement practices such as using alternative fuels and raw materials, managing water resources, and utilizing waste heat to reduce natural resource consumption, supported by the Environmental Emission Monitoring System. Through these efforts, we anticipate a significant reduction in our unit carbon and water footprints.

We aim to be among the leading companies in exports through our strong sales performance. Additionally, through our OHS Management performance, we have set targets to promote the OHS culture, enhance our working conditions, and improve human resources performance by providing employees with more training opportunities. We strive to achieve sustainable growth in alignment with the United Nations Sustainable Development Goals (UN SDGs) and are confident that we can make significant contributions to addressing global challenges related to the following UN SDGs.

TRAÇİM CEMENT 3-5-7 YEAR SUSTAINABILITY TARGETS

At Traçim Cement, we evaluate our strategic targets over three periods: 2026, 2028, and 2030.

We Zero for the Environment

At Traçim,
"We are dedicated to
zero carbon emissions,
plastic, and waste, while
reducing water and
energy consumption" We
are forming partnerships
with the UN SDGs 6, 7, 9,
12, 13, and 15 to enhance
the Environmental Value
Chain.

GRI 2-12; GRI 2-13; GRI 2-14; GRI 2-22

Our Targets for 2026

Waste Management

 We will focus on recycling and recovering cement packaging waste generated at all dealers and sales points.

Industrial Symbiosis (Circular Economy)

• By completing the silo investment, we will increase the use of alternative raw materials to replace natural resources required for clinker production.

Energy Management

- We will complete energy-saving initiatives in all areas where savings can be achieved in our facility.
- We will enhance electrical energy savings through WHR waste heat recovery.

Emission Management

 We will conduct verification audits of our emission calculations according to the ISO 14064 Greenhouse Gas Standard and obtain the relevant certifications. To promote low-carbon cement, we will increase the proportion of blended cement sales to 60% of total cement sales.

Water Consumption

- By exploring alternatives for clinker cooling, we will eliminate water use in the clinker cooling process.
 Supply Chain Management
- We will conduct environmental and human rights risk analyses of our suppliers in the supply chain.
- In support of ecosystem preservation, we will integrate our Responsible Procurement Policy into all procurement processes.

 We will communicate our Sustainability Goals to key suppliers and organize meetings and training to identify joint action opportunities in meeting these goals.

Our Targets for 2028

Waste Management

• We will integrate Zero Waste principles into all our operations and after-sales services.

Emission Management

 With the capacity increase of our alternative fuel feeding system, we will facilitate energy recovery from waste.

Energy Management

- As part of our energy efficiency efforts, we will replace all our motors with energy-efficient models.
- We will complete the investment in power plants that generate electricity from solar fields, reducing reliance on electricity from fossil fuels (SPP Field).

Supply Chain Management

- We will identify and provide necessary training for our suppliers to eliminate environmental risks.
- We will establish a supply chain procedure and develop supplier selection criteria that align with environmental and human rights responsibilities.

R&D

- We will expand the scope of our R&D laboratory and conduct research on cement production using "Calcined Clay."
- We will reduce clinker usage by switching to products with lower clinker content.

Our Targets for 2030

Waste Management

 As part of our efforts to combat plastic use, we will eliminate all plastic waste generated at our facility.

Energy Management

- We will implement necessary steps for energy efficiency as part of our energy-saving efforts.
 We will prioritize renewable resources in our energy supply.
- We will invest in hydrogen fuel, advanced materials, and carbon capture, storage, and utilization technologies.

Emission Management

 We are committed to achieving net zero carbon emissions across all our operations by 2050.
 Additionally, we will have our carbon reduction target certified by the Science Based Target initiative (SBTi).

Supply Chain Management

 In our procurement processes, we will require carbon emission reports from our suppliers and prioritize carbon-neutral or low-carbon materials.



Human Resources: We are Empowered through Equal Opportunity

As Traçim, we believe in equality and empowerment through an inclusive perspective. We collaborate with the UN SDGs 5, 8, 10, and 17 to create a positive impact on the Community Value Chain.

Our Targets for 2026

- To increase the number of female employees, we will prioritize female candidates with equal qualifications in our recruitment process.
- We will organize training activities to raise awareness of gender equality.
- Hamile ve emziren kadın çalışanlarımızın iş hayatını kolaylaştırmak için pozitif ayrımcılık uygulamalarını hayata geçireceğiz.
- We will implement measures to support pregnant and breastfeeding female employees, ensuring a more inclusive work environment.
- We will conduct a study to identify any wage disparities between male and female employees and work to eliminate any such differences.
- We will standardize social rights for all employees to align with thoser of unionized staff.
- We will expand the scope of health insurance benefits for our employees.

- We will implement initiatives to enhance our reputation as a preferred workplace and seek certification from relevant organizations.
- We will ensure that 100% of white-collar employees and 90% of blue-collar employees complete Ethics and Human Rights training.
- All these initiatives will be carried out in alignment with our core values and principles.

Our Targets for 2028

- We aim to increase the female employee ratio to 20% by 2028.
- We will launch awareness-raising initiatives promoting equal opportunity for all employees, regardless of gender.
- We will develop projects that meet Bloomberg Gender Equality requirements.
- · We will earn the "Great Place to Work" certification.
- We will organize educational programs and awareness activities in regional schools to promote equal opportunities in education for all students.

Our Targets for 2030

- We aim to increase the female employee ratio to 40% by 2030.
- We will increase the percentage of female employees in management to 40% by 2030.
- We will establish the ISO 30415 Management System to document our commitment to equal opportunities for all employees, regardless of gender.
- We will achieve the Gender Equality Seal Certificate for the Private Sector from the United Nations Development Program (UNDP).

Corporate Social Responsibility: Creating Impact Through Our Social Contributions

At Traçim, we view community investment as a commitment to the future, and we are expanding our support. We are fostering partnerships with the UN SDGs 2, 4, 8, 9, 11, 12, and 17 to create a positive impact on the Community Value Chain.

Our Targets for 2026

- We will provide scholarships and support for health and education through recognized associations and foundations.
- We will collaborate with universities and vocational high schools to recruit new graduates into the sector and our company.
- We will launch the Pond Project to help regional farmers access agricultural irrigation water.
- We will continue to support the dreams of young people in Vize and surrounding areas by cooperating with primary, middle, and high schools to enhance their development and help eliminate educational and resource risks.
- We will actively participate in career days at local universities, introducing students to the sector and our company while informing them about job opportunities.
- Each year, we will sponsor social responsibility projects in primary, middle, and high schools in our region.
- We will care for animals by supporting local shelters, collecting food waste from our dining hall, and donating it to nearby shelters.

Our Targets for 2028

- We will provide training on sustainable agriculture to farmers and raise awareness on the topic.
- We will collaborate with university professors to attract students from relevant departments in local universities to our sector and company, offering them job opportunities.
- We will prioritize sourcing from local suppliers in all our procurement processes.
- We will work alongside local governments to support the development of villages and districts near our facility.

Our Targets for 2030

- We will enhance the social impact of our collaborations with all stakeholders and continue to invest in social initiatives. Our goal is to implement at least five social responsibility projects annually.
- We will address the food access and shelter needs of stray animals.
- We will boost youth employment, aiming to maintain an average employee age between 30-35.

At Traçim, we view communityinvestment as a commitment to the future, and we are expanding our support.

GRI 2-22

Our Materiality Analysis

At Traçim, we actively monitor sectoral and global sustainability trends while regularly assessing stakeholder expectations. We continuously evaluate our business processes through risk and opportunity analyses.

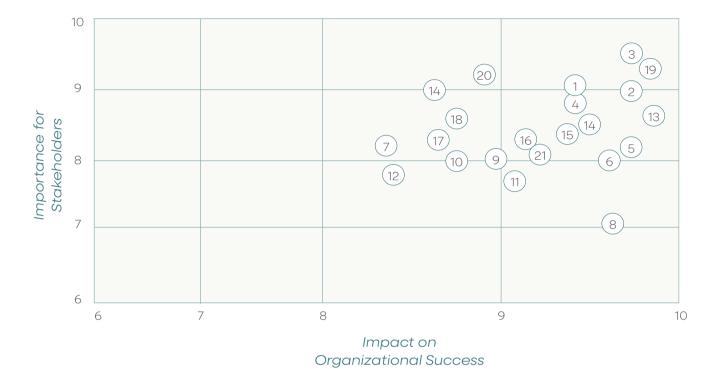
Ensuring a balanced approach to economic, environmental, and social sustainability is the foundation of our strategic goals. For this reason, we consider sustainability a critical element in achieving our strategic objectives. In 2023, we identified Our Materiality Analysis and categorized them under environment, social impacts, and equal opportunities. To manage these priorities, we conducted a materiality analysis to identify key stakeholders and address their expectations effectively.

Our analysis adhered to the standards set by GRI, the leading global organization in sustainability reporting. The study results indicate that higher-ranking issues on the evaluation matrix align with increased stakeholder importance and greater impact on Traçim Cement's success.

Our Materiality Issues

- 1. Corporate Governance
- 2. Ethical Principles and Practices
- 3. Anti-bribery and Corruption
- 4. Information Security Management
- 5. Energy Efficiency Management
- 6. Renewable Energy Use/Production
- 7. Reduction of Hazardous Chemicals
- 8. Climate Change and Greenhouse Gas Management
- 9. Water Management
- 10. Wastewater Management
- 11. Waste Management
- 12. Biodiversity Conservation
- 13. Occupational Health & Safety
- 14. Employee Rights

- 15. Customer Satisfaction
- 16. Local Public Relations
- 17. Contribution to Society (Corporate Social Responsibility)
- 18. Gender Equality
- 19. Financial Performance
- 20.Local Employment
- 21. Digitalization



As part of our materiality analysis efforts, the following areas have been identified as second order material issues: Employee Performance Management, Employee Career Management, Employee Training, Employee Retention, Employee Satisfaction, Grievance Mechanisms, Local Procurement, Equal Opportunity and Diversity, Inclusiveness, Contribution to the Economy (Country, World), Contribution to the Local Economy (City, Town), Employment Creation, R&D/I&D/Innovation, Efficient Use of Raw Materials, Use of Advanced Technology, Consideration of ESG in Corporate Procurement, Environmental and Social Impact of Investments.

GRI 2-14; GRI 3-1; GRI 3-2; GRI 3-3

Stakeholder Relations

As Traçim Cement, we prioritize establishing strong communication with our stakeholders to support sustainable growth and operational excellence.

We build long-term relationships with stakeholders—customers, suppliers, employees, and local communities—founded on transparency, trust, and mutual benefit. Aligned with our environmental and social responsibilities, we strive to strengthen collaborations for a sustainable future.

As a leading cement company, we engage with a broad stakeholder network. Through various communication channels, we gather stakeholder feedback, analyze their expectations, and incorporate them into our business strategies. Our primary stakeholders include company management, shareholders, employees, suppliers, educational institutions, public institutions, customers, and NGOs.

We conduct our activities through interactive communication and collaboration with stakeholders in this group. As an organization, we place great importance on the opinions of both our internal and external stakeholders. We keep stakeholders informed about our projects, ongoing work, and progress monitoring, ensuring continuous engagement throughout the process.

We continuously update these meetings, held at various intervals, using diverse communication channels. Reflecting the importance we place on our customers, we regularly conduct weekly and monthly performance meetings, surveys, board meetings, and dealer/customer visits. Additionally, we participate in civil society activities to enhance efficiency in the cement sector and promote quality standards within the industry. Our memberships include the Turkish Cement, Ceramic, Soil and Glass Industry Workers Union (T. ÇİMSE-İŞ), the Aggregate Producers Association (AGÜB), the Turkish Ready-Mixed Concrete Association (THBB), the Central Anatolian Exporters Association (OAİB), and the Cement Industry Employers' Union (ÇEİS).

We foster strong relationships with our stakeholders, engage in meaningful interactions, and evaluate their needs through various engagement processes. We strive to analyze our company's impact on stakeholders and incorporate the outcomes of these interactions into our market strategies. For further details, the next page provides a summary table of our stakeholder relations and communication efforts.

We strive to establish trust-based, long-term relationships with all our stakeholders. Through these relationships, we enhance our corporate reputation and foster sustainable economic growth. Simultaneously, we deliver value to our stakeholders by offering products that contribute to a low-carbon economy and support the development of sustainable living spaces.

We carry out
our activities
through interactive
communication and
active collaboration
with our stakeholders.



GRI 2-29

Traçim Cement Communication Table with Stakeholder Groups

Stakeholder Groups	Communication Channels	Communication Purpose	Expectation	Alignment with SDGs
Senior Management & Employees	Sustainable Management and Integrated Management Systems, employee satisfaction surveys, the Ethics Line, social responsibility projects, and e-mail.	To enhance employee loyalty and satisfaction; To foster business ethics, gender equality, and occupational health & safety (OHS); To implement energy efficiency and climate change mitigation practices and operational optimizations; To contribute to society through environmental and social initiatives.	Compliance with ESG rules; Compliance with legislation and regulations; Regular income and employment;	Simulation of the second of th
Customers	Telephone, e-mail, social media, the Call Center, the website, marketing activities, one-on-one meetings, customer visits, dealer meetings, Sustainability Reports, and stakeholder meetings.	To raise awareness To ensure customer satisfaction To uphold product and service quality; To promote product diversity; To advance sustainable product development. Producing products in accordance with standards; Customer satisfaction		8 marks (\$)
Suppliers	Factory visits, supplier performance assessments, social and environmental audits, one-on-one interviews, Sustainability Reports, and the website	To establish reliability; To maintain business continuity; To ensure sustainable profitability; To define sustainability engagement; To support sustainable development efforts. Compliance with contracts and specifications		12 ===== (in)
Public Institutions*	E-mail, petitions, correspondence, legal compliance processes, one-on-one meetings, and conferences.	Compliance with legislation and regulations; To foster social contributions; To support community development; To promote economic growth. Compliance with legislation regulations		17 mark
Society	Stakeholder meetings, supplier days, social responsibility projects, sector associations, Sustainability Reports, and the website.	To conduct public information activities; To adhere to legal regulations; To support social development; To enhance employment opportunities To reduce environmental impact, including water conservation, greenhouse gas emission reduction, emission/dust control, circular economy practices, and biodiversity preservation.	To conduct public information activities; Compliance with legal regulations	

*Ministries / Local Authorities / Public Organizations

GRI 2-29



Sustainability in the Supply Chain

With our sustainable supply chain management, which underpins our long-term success and environmental responsibility in the cement industry, we adopt sustainability principles at every stage, from raw material procurement to production processes, aiming to optimize resource use and minimize environmental impact.

In this direction, we have a supply chain goal to ensure the procurement of goods and services that directly affect our product quality and to audit our suppliers during this process. We aim to advance our development journey with our suppliers by applying our value chain approach in our supply processes. We work to ensure that our supply chain operates accurately, on time, economically, and in compliance with all laws, while considering environmental impact assessments in selecting all equipment used in our organization. We systematically implement audit and control mechanisms to ensure that all our suppliers' internal practices meet our demands, improving their environmental, OHS, and quality-based capabilities with a sustainability approach. As an outcome of these efforts, we ensure that actions are taken to contribute to our responsible investment principles. In this context, we provide information and training to our suppliers.

We have identified our sustainable performance criteria as the key activity items for which we receive supply services, including fuel, raw materials, auxiliary raw materials, packaging, investment goods (machinery, equipment), construction services, semi-finished goods procurement, maintenance and consumable supplies, machinery and electrical maintenance services, cleaning, transportation service procurement (contracting and subcontractor services), IT software/hardware, consultancy services, office needs (goods and services), and calibration and consultancy services

Various figures and performance criteria regarding our supply chain can be found in the <u>Social Performance Indicators</u> section of our Report. We also provide our supplier data from the past three years in the adjacent table.

Supplier Management 2023		2022	2021	
Number of Suppliers	mber of Suppliers 518		451	
Total Supplier Volume (TRY)	Total Supplier Volume (TRY) 1,569,789,036		305,679,262	

We implement audit and control mechanisms systematically.



Our Supplier Performance

We regularly assess the performance of our suppliers to maintain the highest standards of quality, sustainability, and business continuity. Accordingly, we provide data on the performance of our suppliers below.

	2023		2022		2021				
Procurement	Number of Contracts	Number Paid on Due Date	Paid on Due Date (Rate %)	Number of Contracts	Number Paid on Due Date	Paid on Due Date (Rate %)	Number of Contracts	Number Paid on Due Date	Paid on Due Date (Rate %)
Performance	58	All	100	45	All	100	41	All	100

As part of our Company Ethical Principles, we strictly prohibit any illegal practices, including forced labor and child labor, within our company, as well as among our subcontractors and suppliers. During the selection of our subcontractors and their activities on our site, we ensure compliance with laws and regulations related to the environment, occupational health & safety (OHS), and social rights, monitoring their implementation in the same manner as within our company. We sign the "Environmental-Occupational Health & Safety Protocol Procedure for Contractors/Suppliers" with our suppliers.

In accordance with the protocol, we are committed to ensuring the health and safety of our employees and visitors, protecting them from risks during the activities of supplier companies working with us, whether temporarily or permanently, both inside and outside our company site, including their entry and exit to the factory. Based on our protocol, we establish the environmental and OHS management rules that must be adhered to. The primary responsibility lies with the supplier company, and the protocol serves as the foundation for our organization to monitor compliance.

We also provide guidance on measures that need to be taken in situations that may cause dusting. For transporting materials that may cause dust in open crates, we inform suppliers that transportation will not be permitted without covering the vehicle with a tarpaulin, and that irrigation is required in areas where dust may be generated during operations. Failure to implement these measures results in the imposition of necessary penalties.

In Our Responsible Supply Chain Practices;

- In 2023, we analyzed the sustainability practices of our suppliers, focusing on the services they
 provide and their sectors. We offered constructive feedback on areas for improvement without
 imposing sanctions.
- In 2024, we plan to assess the maturity of our suppliers by conducting a Supplier Sustainability Assessment Survey.
- We began developing our Traçim Responsible Purchasing Policy to foster synergy with our supplier network and support the ecosystem we work with. We aim to publish this policy in 2024 and integrate it into our practices.
- In 2024, based on the supplier profile and awareness level, we will raise awareness of the ESG dimensions of sustainability through email or information meetings, ensuring suppliers understand the practices Traçim will follow in all procurement processes.
- In 2024, we will design training programs tailored to the development areas of our suppliers and expand or customize these programs based on supplier requests.

GRI 2-6

Sustainability of Customer Satisfaction

As Traçim Senior Management, we are committed to the following in our Clinker and Cement Production activities:

- "Ensuring continuity in Customer Satisfaction" by closely monitoring developments in the cement and ready-mixed concrete sectors, producing high-quality products and solutions at the most appropriate standards to meet the needs of both domestic and international customers with qualified manpower.
- Applying effective and efficient methods to gather customer suggestions and complaints, encouraging personnel to resolve these complaints, utilizing the feedback received within the scope of continuous improvement, establishing written procedures for handling and resolving complaints, and informing customers accordingly. We ensure that all employees comply with these procedures and work continuously to enhance our customer satisfaction system while securing the necessary resources to achieve our goals and objectives.

In line with these commitments, we established and integrated the TS EN ISO 10002:2018
Customer Satisfaction Management System into our operations in 2023. We conduct customer satisfaction surveys every six months in a digital format. The data on our customer satisfaction rate over the past three years is presented in the adjacent graph:

Customer Satisfaction Rate



At Traçim, we place great importance on building all types of relationships with our customers based on mutual transparency and satisfaction. As a reflection of this commitment, we closely monitor the quality of the products and services we provide to our customers. Our dedication extends beyond pre-sales; we carefully evaluate customer suggestions and feedback at every stage of the process. By doing so, we are able to take swift action to address customer feedback, ensuring that customer satisfaction remains at the core of our operations under all circumstances.

With a strong customer-oriented mindset, we keep our stakeholders informed about every detail of our customer complaints system. In this way, we aim to enhance our processes and increase customer satisfaction by utilizing the insights we gather. Our stakeholders can submit notifications via the email address mh@tracim.com.tr or through the chat bot feature on our website. The graph below presents data on our customer complaint and satisfaction rates over the last three years:



GRI 2-6; GRI 2-25; GRI 2-26; GRI 3-3; GRI 416-1; GRI 416-2

Our Marketing and Communication Strategy

As Traçim, we prioritize the sustainability of our activities in every aspect of our marketing efforts. In addition to increasing our customer base, we continuously evolve our work by considering customer demands to enhance our product and service diversity. Furthermore, we collaborate closely with all our departments to expand our product and service offerings, just as we do with every innovative initiative.

Our customers include ready-mixed concrete, precast, and industrial production companies, as well as companies that sell wholesale building materials. We engage with our customers through either a dealership system or direct sales method. Our sales region encompasses the European side of Istanbul and the Thrace region. We are constantly striving to grow our customer base, and we ensure long-term contracts with all our customers by offering the highest quality products with the highest "Early Strength" in the industry. As a result of these efforts, we are proud to share that the number of our customers increased in 2023 compared to the previous year.

As the expectations of all stakeholders, especially consumers, grow in terms of responsible growth, transparency, and creating social benefit, the cement industry is increasingly shifting towards products with a lower environmental impact. At Traçim, we are committed to advancing our R&D activities to expand our product diversity in line with market developments.

We focus on sustainability throughout all stages of production, with a particular emphasis on reducing carbon emissions, and we effectively manage environmentally friendly product development processes. At Traçim Cement, we prioritize not only the sustainability of our products but also the sustainability of our business practices and customer relations management. Our goal is to become a quality and safe organization within the sector. By combining our quality-driven production principles with a customer-centric approach, we strive to be an organization that prioritizes customer satisfaction both before and after the sale.

With our "Holistic Quality Management" approach, we introduced the Customer Information System in 2012, allowing our customers to digitally track their loadings. Thanks to this system, our customers can monitor the loading of their vehicles at the factory site in real time and generate retrospective reports. We also carry out location-based advertising and poster activities and organize customer visits in collaboration with our business partners.

Additionally, we aim to provide excellent service through our updated website, ensuring that our employees, business partners, and all stakeholders are well-informed about our operations.



GRI 2-6



Our Climate Change Mitigation Efforts

As Tracim, we evaluate the impacts of climate change and the environmental and social crises that occur in parallel. We work diligently to define the responsibilities our organization will take in response to these challenges, integrating them into new areas and projects. In doing so, we contribute to our Company's sustainability approach by preserving our limited resources and natural habitats in the society we share. We place the highest importance on combating climate change, developing relevant strategies, and participating in various initiatives. We have set long-term objectives to maintain our competitive advantage in Europe while actively contributing to the fight against climate change. As part of this commitment, we conduct various studies to reduce our emissions and implement practices that support our circular economy approach, such as utilizing alternative fuels and raw materials to reduce our dependency on natural resources.

We closely follow a wide range of international developments, including the "Carbon Border Adjustment Mechanism (CBAM)" conditions within the scope of the implementation of the European Union Green Deal, the UN Climate Conferences, the gradual phase-out of fossil resources, climate finance instruments, loss and damage relations, and carbon trading.

Within the framework of our strategy to realize our operations without carbon, we aim to achieve a 25% emission reduction in 2030 compared to the base year 2023. In this context, as Traçim Cement, we have determined our reduction rates in light of our R&D and innovation studies, which bring together the criteria we need to limit the global temperature increase to 1.5°C and to set targets within the scope of the Science Based Target Initiative (SBTI).

We aim to reduce the use of fossil fuels in combustion emissions and plan to lower our greenhouse gas emissions by using waste materials with low greenhouse gas emission factors, such as biomass. Additionally, we have introduced the use of ash containing calcined calcium carbonate (CaCO₂), which serves as another source of emissions. By 2023, we plan to reduce carbon emissions by progressively increasing the amount of ash we use. At the same time, we have completed the Carbon Footprint calculation in accordance with the ISO 14064-1:2018 standard to track our performance in combating the climate crisis, and we have initiated the necessary procedures for the Carbon Footprint verification of our 2023 data under this same standard.

materials to

replace the

natural resources

needed in clinker

production and

cement grinding

Traçim Greenhouse Gas Emissions 2023-2030 Transition Projection As Traçim Cement, we support the transition to a low-carbon economy and aim to achieve a 25% reduction in CO₂e per ton of product by 2030 through our decarbonization projects, which we have outlined as of 2023. 0.82 0.21 0.03 0.05 0.01 0.03 0.04 2030 vili PLANNED (t CO₂/t **IMPROVEMENTS** Alternative Product Thermal and Renewable **Alternative** Advanced Raw **Transformation** Electricity **Technologies** Fuel Energy Material (R&D) **Efficiency** By 2023 By 2023 By 2024 By 2026 2028 SPP project By 2030 The use of Providing the Reducing clinker Achieve thermal Commissioning Hydrogen fuel, carbon-free raw thermal energy utilization rate and electrical of electricity use of advanced materials and needed in clinker by switching energy efficiency production materials. cementitious production from to products through plants with carbon capture.

technological

upgrades and

optimization

(WHR)

low-emission

biomass

and other

resources

by-products

instead of fossil

with low clinker

content

GRI 3-3; GRI 301-1; GRI 301-2; GRI 301-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

solar energy

field instead

of electricity

produced by

(SPP Field)

fossil resources

storage and

technologies

utilization

As Traçim;

- Since 2015, we have been calculating, verifying, and reporting our Scope-1 Greenhouse Gas Emissions to the Republic of Türkiye Ministry of Environment, Urbanization, and Climate Change.
- As of 2023, we calculate our greenhouse gas emission values in accordance with the ISO 14064-1:2018 standard.
- In 2024, for the completed year 2023, we aim to complete our additional verification and integrated procedure creation processes within the scope of the ISO 14064-1:2018 standard.

You can find our data on our emission activities for 2021-2023, broken down by source, in the **Environmental Performance Indicators** section of our Report. As in previous years, we have calculated that clinker production will be our highest emission source in 2023, accounting for 60%. This is followed by petroleum coke and steam coal. Through these calculations, we have identified the sources we need to focus on in order to reduce emissions from our operations. The path we will follow to reduce our carbon emissions from clinker production is centered around two main strategies: developing methods to produce more cement with less clinker and increasing the use of alternative raw materials.

We include our projects on the use of alternative fuels and the reduction of clinker use in cement production, which we have identified to reduce our emission sources, under the heading of Our Energy Management.

Traçim Cement 2023 Carbon Footprint Calculations

As Traçim, we began calculating our greenhouse gas emission values within the scope of the ISO 14064-1:2018 standard in 2023. In 2023, we decided to advance our practices by setting the goal of verifying the calculations made according to the ISO 14064-1:2018 Carbon Footprint Standard and creating an integrated procedure. We aim to complete this goal during the 2024 activity year. We share our 2022 and 2023 emission data in the table below. We classify our direct greenhouse gas emissions within our company boundaries under Category 1. Energy indirect greenhouse gas emissions are categorized under Category 2, while other significant indirect greenhouse gas emissions are classified under Categories 3, 4, and 5. Among all categories, the largest emission release at the factory is from the process. Following this, fuels used for the process are another dominant emission source in Category-1. After Category-1, the next largest emission comes from Category-4 emissions, and electricity drawn from the grid is the thirdlargest emitter.

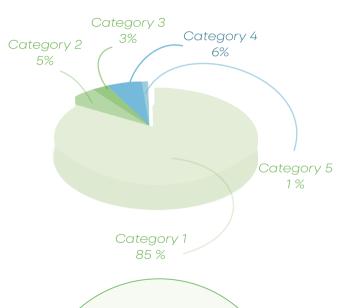
As Traçim, we began calculating our greenhouse gas emission values in accordance with the ISO 14064-1:2018 standard starting in 2023

Emission Category	2023 Toplam Emisyon (tCO ₂ e)	2022 Toplam Emisyon (tCO ₂ e)
Category 1 Direct Greenhouse Gas Emissions	1,682,658	1,605,774
Category 2 Indirect Greenhouse Gas Emissions (GHG) from Imported Energy	90,506	89,125
Category 3 Indirect Greenhouse Gas Emissions (GHG) from Transportation	68,363	151,292
Category 4 Indirect Greenhouse Gas Emissions (GHG) from Products Used by the Organization	122,491	267,528
Category 5 Indirect Greenhouse Gas Emissions (GHG) from the Organization's Products/Services	12,985	625
TOTAL	1,977,004	2,114,345



We present the breakdown of our greenhouse gas emissions by category in the data below.

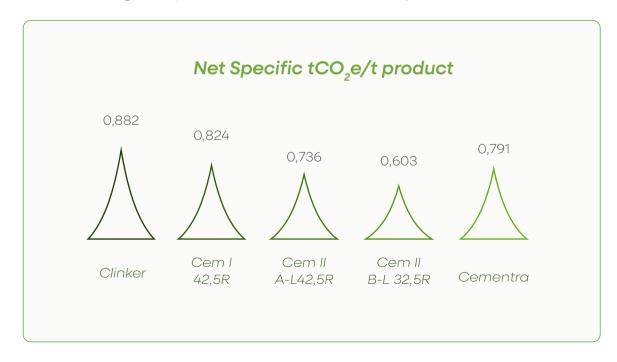
Category Breakdown



Below is the table that provides a specific assessment of our corporate carbon footprint. It includes the Category-1 tCO₂e intensities for each cement type and clinker.

Cement Types Emission	t CO ₂ e / t ürün	Birim
Clinker	0.882	(t CO ₂ e / t product)
Cem I 42,5 R	0.824	(t CO ₂ e / t product)
Cem II A-L 42,5 R	0.736	(t CO ₂ e / t product)
Cem II B-L 32,5 R	0.603	(t CO ₂ e / t product)
Cementra	0.791	(t CO ₂ e / t product)

It can be observed that the specific CO₂ emission of our environmentally friendly product, CEMENTRA, which is the strength equivalent of our CEM I 42.5R product, is lower.



In 2023, we took our practices a step further by setting the goal of verifying the calculations made in accordance with the ISO 14064-1:2018
Carbon Footprint
Standard and developing an integrated procedure.

GRI 3-3; GRI 301-1; GRI 301-2; GRI 301-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

Our Emission Management

We recognize that air emissions from our operations affect both environmental quality and human health. To mitigate and eliminate these impacts, we adhere to global and national laws and standards, while also striving to exceed compliance by setting ambitious green transformation targets.

We actively monitor air and dust emissions generated during cement production. Through the Continuous Emission Monitoring System (CEMS), we measure dust and combustion gases in chimneys 24/7, with real-time monitoring conducted by the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change, as well as Provincial Directorates. Since 2021, our investment in a NO_x reduction system has allowed us to significantly reduce NO, emissions, a key pollutant from our production process. Additionally, we minimize dust and gas emissions from main chimneys using advanced filters, with annual measurements performed by accredited institutions to ensure compliance with legal requirements. Quarterly measurements of emissions resulting from waste incineration in furnaces are meticulously documented and reported to the relevant Ministry.

Thanks to the
Continuous Emission
Monitoring System
(CEMS),
we are able to
measure dust and
combustion gases in
chimneys continuously,
24/7, in real-time.

Since 2021, our investment in a NOx reduction system has allowed us to significantly reduce NOx emissions, a key pollutant from our production.

To minimize
dust emissions, we
utilize Bag Filter
and Electro Filter
systems, ensuring
their regular
maintenance,
replacement,
and cleaning for
optimal
performance.

As Traçim Cement, we include the reduction of NO_x , SO_x , and dust emissions in our goals to minimize our negative environmental impact and enhance our processes.

In 2023, by utilizing the NOx reduction system in our rotary kiln chimney, we aimed for an annual average of NOx below 640 mg/Nm³ (±3%) and an annual ratio of SOx and dust below 6 mg/Nm³ (±3%) with optimized combustion efficiency.

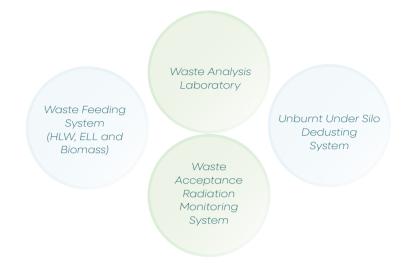


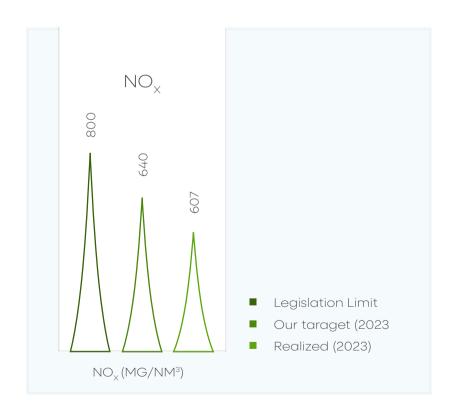
GRI 3-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

The tables and graphs below illustrate a comparison between the measurements taken and our established targets.

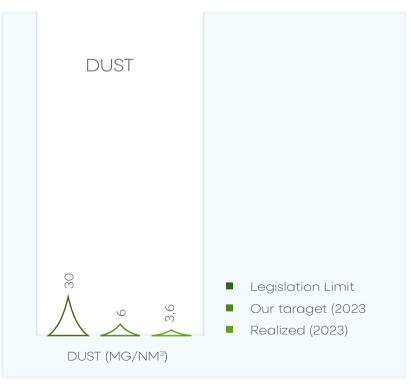
Pollutant	Legislation Limit	Our target (2023)	Realized (2023)
NO _x (mg/Nm³)	800	640	607
SO ₂ (mg/Nm³)	300	6	6.1
Toz (mg/Nm³)	30	6	3.6

As Traçim Cement, we continued to prioritize environmental sustainability by making significant investments this year, as we have in previous years. Aln 2023, our total environmental investments and expenditures reached TRY 73,029,994. The activities undertaken as part of our environmental investments are outlined below:









GRI 3-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

Our Energy Management

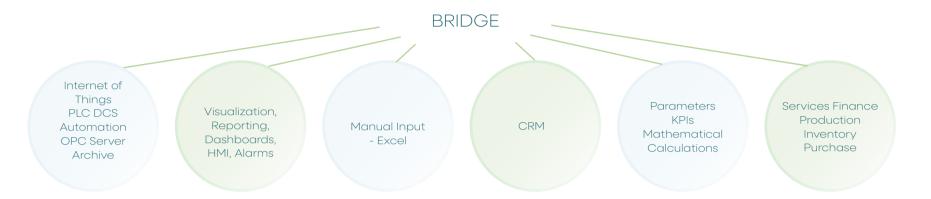
In the cement industry, energy serves as both the primary driver of production processes and a key component of the cost structure. We emphasize the development and enhancement of strategies and practices aimed at ensuring the rational and efficient use of energy resources, reducing our environmental footprint, and achieving our long-term sustainability goals.

At Traçim, we prioritize the efficient and effective use of energy resources through our Energy Management System, which aligns with applicable environmental policies.

We are committed to developing projects that promote the responsible, efficient, and sustainable use of energy.

Through our Energy Management Unit, we regularly review the monthly energy performance of various units, assess energy-saving project proposals submitted via suggestion systems, and take necessary steps to initiate design and implementation efforts

Using the Entbus Pro Energy Consumption Monitoring and Reporting System, we analyze and compare parameters and data over extended distances. This system also monitors compensation, enabling us to optimize and reduce our energy costs effectively. Through Qualist mechanisms, we develop and report solutions in a systematic, secure, and user-friendly manner.



Under our Integrated Management System Policy, we set a goal to enhance energy efficiency by addressing various factors influencing energy performance. To achieve this, we prioritize the procurement of efficient products and services and focus on saving energy in our processes, guided by the principle of continuous improvement. We strive to advance our energy efficiency efforts and continue our activities in alignment with sustainability principles. Below are the details of our investments and outcomes aimed at achieving these objectives.

- Since 2021, with our investment in the ABB (Asea Brown Boveri) Expert Optimizer System, we have been able to regulate coal feeding to the kiln at optimal levels during cement production. The Expert Optimizer System optimizes coal consumption, allowing the energy required by the process and the corresponding fuel needs to be monitored instantly and continuously. This system maximizes energy efficiency in cement production and significantly supports our environmental sustainability goals
- In 2023, we completed the investment for the installation of Waste Feeding Systems for the rotary kiln at our facility. Through these systems, we will process biomass, wastederived fuels (WDF), and end-of-life tire (ELT) wastes, with full operational capacity expected by 2024. This initiative aims to lower emissions from petroleum coke and lignite used as fuels and reduce our reliance on natural resources. We also plan to increase our Alternative Fuel Utilization rate to 14% by 2024.
- In the Rotary Kiln Process, we conduct regular and continuous heat balance checks, promptly identifying and addressing leaks. These efforts enable us to achieve high efficiency through various process monitoring techniques and methods.
- We have incorporated our Compressed Air Compressor into the energy consumption monitoring system. As a result, we track related data daily and reduce costs by eliminating unnecessary consumption

GRI 3-3; GRI 302-1; GRI 302-3; GRI 302-4

- Through ball optimization in cement mills, we save approximately 2,000,000 kWh of energy annually, improving energy efficiency and achieving significant emission reductions and economic benefits.
- We initiated daily monitoring of compressor energy consumption, enforced disciplined operating conditions, and optimized filter shocking times. These efforts result in annual energy savings of approximately 950,000 kWh.
- Based on feedback from our suggestion system, we save approximately 105,500 kWh of energy annually by automating the determination of winter and summer mode operating conditions for cement mills' additive hopper filters.
- By replacing the roller and table segment plates of the farin mill, we achieved annual energy savings of approximately 7,000,000 kWh. Continuous monitoring of segment plate effects on wear and energy consumption has halved replacement periods.
- With our CEMENTRA product launched in late 2023, we aim to save 5,000,000 kWh of energy in 2024 by reducing the clinker utilization rate by approximately 5%. A feasibility study revealed the need for a silo to increase blended cement production. We completed the silo investment feasibility studies and initiated groundbreaking work as part of the 2023 investment plan. By 2024, we aim to finalize the silo investment and achieve a 4% Alternative Raw Material Utilization rate
- In 2023, under the Unlicensed Renewable Energy Regulation, we began resource and feasibility studies to implement renewable energy projects with the maximum capacity available to meet our facility's consumption needs. The planned production facility will supply approximately 70% of our annual consumption from renewable energy sources. In 2024, we aim to complete the legal and application processes and commission our production facilities by 2026.

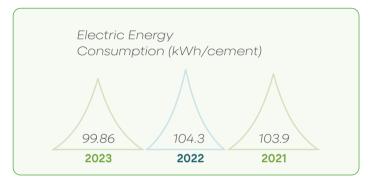
Through the energy management improvements and efficiency measures we implemented, we achieved a 4.25% reduction in energy consumption in 2023 compared to 2022. These strategic steps underscore our commitment to minimizing environmental impact and optimizing energy resource utilization in a sustainable and efficient manner.

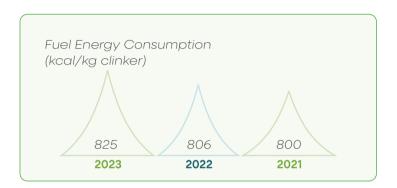
Our Environmental Management Approach / 41

As part of our Energy Management System, we developed comprehensive Risk and Opportunity Assessment Forms to ensure effective energy management. All relevant processes are analyzed through a detailed SWOT framework. This approach focuses on preventing risks and leveraging opportunities. We prioritize energy-saving potentials, ranking them systematically with the 5x5 Matrix Method, considering their payback periods.

Below, we present our data on specific electric energy and fuel energy consumption for 2021-2023

Specific Consumption





We have set our Specific Electrical Energy Target for 2024 at 98.0 kWh/ton cement and our Specific Thermal Fuel Energy Target at 810 kcal/kg clinker. Our energy consumption data for 2022 and 2023 are presented in the table below.

Energy Consumption by Year (GJ)	2023	2022	
Stable Combustion	6,520,514	6,425,703	
Mobile Combustion	1,148	870	
Electricity	739,641	729,202	
Total	7,261,304	7,155,775	

Detailed energy data by fuel source can be found in the **Environmental Performance Indicators** section of our report.

GRI 3-3; GRI 302-1; GRI 302-3; GRI 302-4

Our Water Management

The effective use of water resources in cement production and minimizing environmental impacts on water sources is critical. To reduce water consumption and ensure the sustainability of our water resources, we aim to enhance water efficiency and strengthen our environmentally responsible production practices.

By focusing on the efficient use of water, we reduce our reliance on underground water sources by utilizing online water in our processes. In clinker cooling, we plan to implement the WHR (Waste Heat Recovery) system investment in 2024 to minimize water loss through evaporation.

To prevent water pollution, we treat domestic wastewater in three biological wastewater treatment plants and discharge it into the receiving environment after passing through sand and activated carbon filters. Our treatment processes comply with national regulations and align with our green transformation objectives. Additionally, we use Quaist Biridge software to monitor system operation elements, such as pool levels, pumps, and blowers, in our wastewater treatment plants in real-time.

In 2024, building on the 2023 data, we aim to complete our water footprint calculations in line with ISO 14046:2014 Water Footprint Standard and integrate relevant procedures according to this standard.

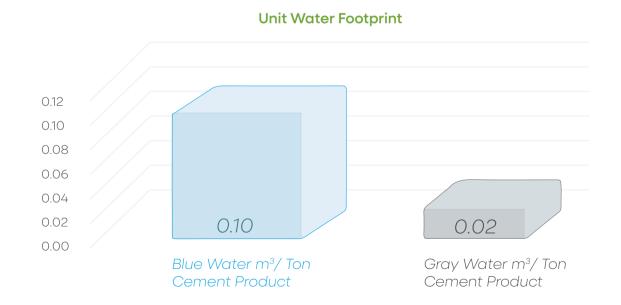


In the table below, we present data on our blue water, gray water, and total directly used water amounts. This data serves as a key indicator for managing and improving our company's water footprint.

Category		Water Amount (m³)	Unit Water Footprint*	
	Blue Water	198,745	0,10 m³/ton	
Direct Water	Gray Water	48,323	0,02 m³/ton	
Indirect Water Blue Water		1,983,238	1,01 m³/ton	
Total Direct and Indirect Water		2,230,306	1,13 m³/ton	

^{*}The amount of water used in cubic meters (m³) for one ton of product produced

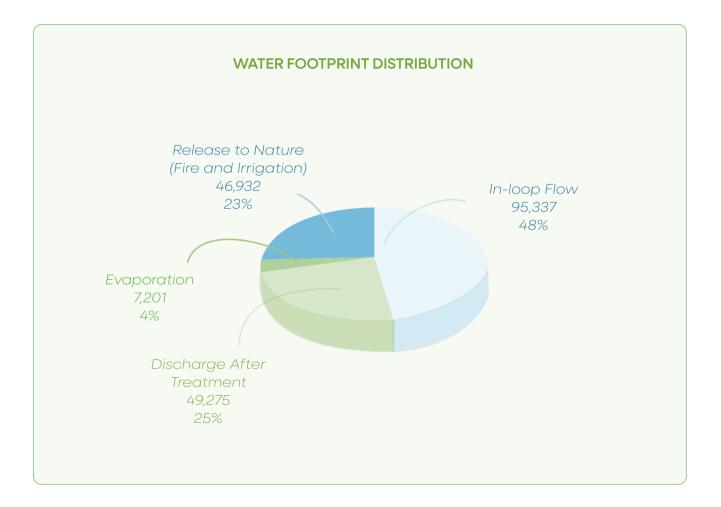
Below, we share the graph comparing blue water and gray water within the scope of our Water Unit Footprint:



Our Environmental Management Approach / 43

We approach water management strategically, conducting various measurement and auditing activities to ensure effective resource use and minimize any negative impact on water resources. This includes the calculation and distribution of our water footprint.

In the graph below, we present the detailed distribution of our water footprint for 2023.



GRI 3-3; GRI 303-1; GRI 303-2; GRI 303-3; GRI 303-4; GRI 303-5

Our Waste Management

It is of universal importance to ensure sustainable waste management in order to protect the ecological balance and leave a livable world for future generations. As Traçim Cement, we aim to reduce waste generation as much as possible, to ensure that all generated waste is managed in the most appropriate manner, and to integrate a sustainable economy approach into our processes. As an output of our environmental sensitivity, we continue our waste management efforts with the goal of protecting natural resources.

With sustainable waste management, we strive to minimize waste generation, ensure recycling and recovery, implement necessary measures to protect the environment, increase the use of alternative resources, and reduce the consumption of natural resources. By reducing our fossil fuel consumption in our production activities, we aim to minimize our carbon emissions and safeguard our natural resources.

Within the scope of our environmental permits and licenses, we have adopted a strategy to obtain energy by using waste, which serves as an alternative fuel source. In line with this strategy, we utilize contaminated wastes generated in our facility and treatment sludge from surface water collection ponds as fuel.

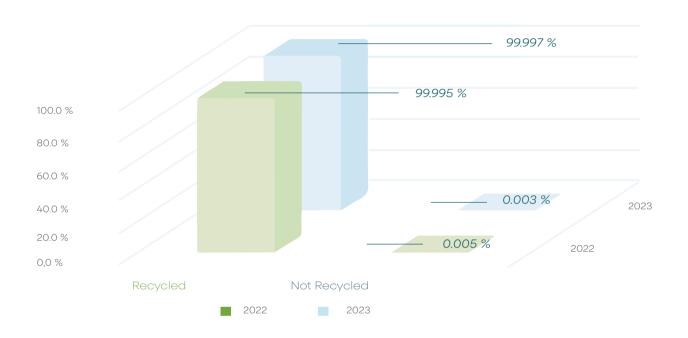
Within the framework of our 7ero Waste approach, we separate and collect waste at its source with waste accumulation equipment placed in offices and throughout the factory site. In this way, we send the accumulated waste for recycling. thus contributing to the national economy. As a company, we have held the Zero Waste certificate since 2020. With the Zero Waste Management Plan we have created, we identify hazardous and nonhazardous wastes generated by each unit and report the amount of waste produced to the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change.

By focusing on preventing and recovering waste at its source, we aim to encourage sustainable business practices. We adopt the "Industrial Symbiosis" approach in utilizing waste as an alternative resource and managing our waste.

At Traçim, every residual material and waste produced is minimized, and we recover value from the waste generated. No waste generated as a result of our activities is sent to landfill facilities.

In the adjacent graph, we present our waste recycling rates for 2022 and 2023:

Waste Recycling Rates



We place great importance on properly managing the waste generated from our operations. In addition to hazardous and non-hazardous wastes, we also incorporate biogenic and non-biogenic wastes into our recovery processes. Detailed data on our company's hazardous, non-hazardous, biogenic, and non-biogenic waste over the past three years is available in the Environmental Performance Indicators section of our Report.

GRI 3-3; GRI 306-1; GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5

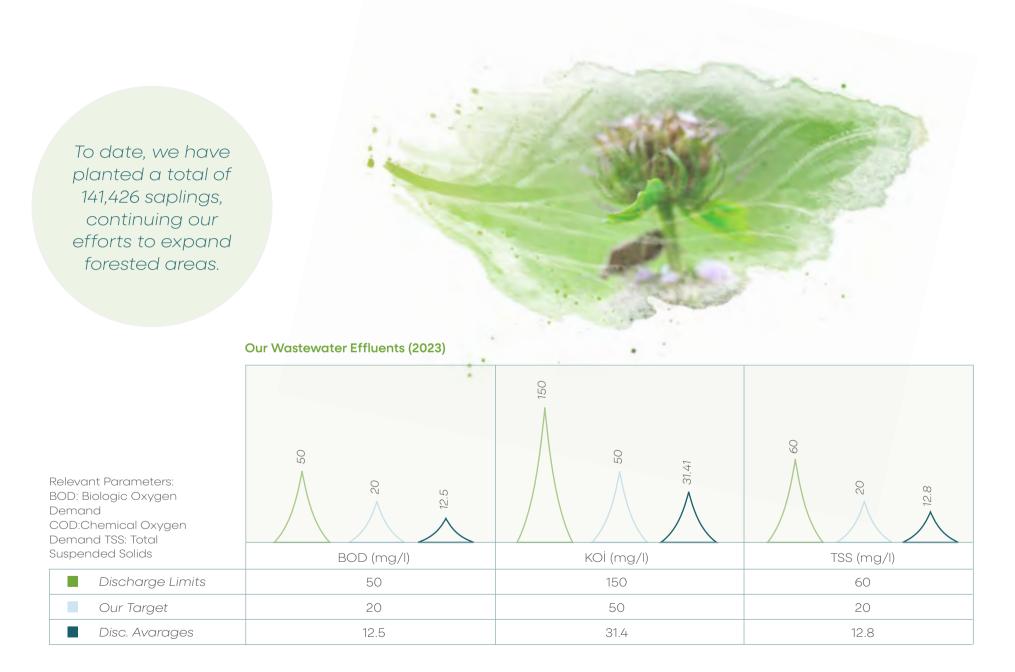
BiodiversityConservation

As Traçim Cement, we prioritize preventing deforestation and protecting biodiversity, and we engage in afforestation efforts to rehabilitate our operational areas. As part of our projects to restore quarry areas to their natural state, we planted 17,826 saplings during the reporting year. To date, we have planted a total of 141,426 saplings, continuing our efforts to expand forested areas.

In cooperation with the Vize District Governorship and Vize Forest Management Directorate, we plant and distribute 10,000 saplings each year in areas outside our factory site. In this context, we support regional beekeeping activities by planting and distributing Acacia tree saplings.

One of the most crucial factors in protecting biodiversity and natural ecosystems is safeguarding water resources. The increase in waste levels in surface waters leads to both environmental and economic challenges. The presence of waste deposits negatively affects biodiversity, as they can poison species or be ingested by marine life through the food chain. As Traçim, we treat domestic-use water in three biological wastewater treatment plants at our factory to prevent water pollution. We conduct all treatment processes in compliance with global and national regulations and discharge our wastewater into receiving environments in alignment with our green transformation goals.

In the adjacent graphic, we present our wastewater pollutant loads and corresponding discharge target limits for 2023.



GRI 3-3; GRI 304-1; GRI 304-2



Our Occupational Health and Safety Structure

Occupational Health & Safety (OHS) encompasses activities aimed at maximizing and maintaining the physical, mental, and social well-being of employees across all professions while preventing health deterioration due to working conditions.

At Traçim, given that our sector is classified as "very dangerous" under workplace hazard categories, we prioritize protecting the health of our employees and ensuring their safety through proactive measures, recognizing this as our foremost responsibility. This priority extends to include our stakeholders and ensures the safety of all individuals interacting with our company.

We have established an Occupational Safety Unit to manage OHS services within our organization. The Occupational Safety Unit, reporting to the OHS Chief in our organizational structure, comprises two members: an Occupational Safety Chief with a Class A certificate of expertise and an Occupational Safety Specialist with a Class B certificate of expertise.

The Occupational Safety Supervisor monitors data related to all relevant processes, including training and accidents, and reports this information to the Turkish Ministry of Labor through the designated portal. Furthermore, these reports are submitted monthly to the OHS Board members for review.

All reported data is securely stored in both hard copy and digital formats. The 2023 data reported by the Occupational Safety Chief is presented below.



GRI 3-3; GRI 403-1; GRI 403-2; GRI 403-3; GRI 403-4; GRI 403-5 ; GRI 403-6; GRI 403-7; GRI 403-9; GRI 403-10

Our Occupational Health & Safety Audits and Trainings

We conduct Occupational Health and Safety (OHS) audits with utmost diligence to ensure our employees work in a safe environment and to identify potential risks and opportunities. Within the scope of these audits, we strive to prevent risks, implement necessary improvements, and ensure full compliance with legal requirements. Additionally, we organize training and awareness-raising activities based on audit results, aiming to enhance the occupational health and safety culture and the individual and collective perspectives within our organization.

At Traçim, we take all necessary precautions for both internal and external audit activities. Our dedicated team manages audit activities at our factory, ensuring corrective actions are entered into our Integrated Management System (QDMS) and tracking their implementation. Our team prepares OHS documentation to comply with legal and management system requirements. Once documentation is prepared, it is uploaded to QDMS and maintained as up-to-date. For employees without computer access, all documents are stored in folders within work areas, and employees are held accountable for their role in the audit processes. One of our sustainability goals within the scope of our OHS approach is to develop qualified labor practices by engaging stakeholders in line with international legislation and certification standards

We aim for our OHS approach to be voluntarily adopted by all employees, subcontractors, and the local community at our factory, with continuous efforts toward improvement in this area. The following activities are carried out to enhance our OHS initiatives:

- Employees who report the "Best Risk" and "Near-Miss of the Month" are invited to the OHS Board Meeting each month and receive their awards from the Plant Manager.
- Awards are presented to employees who submit the "Best Risk" and "Near-Miss Notifications of the Year" at the annual ceremony held on April 28th, World Occupational Safety Day.
- Employees recognized for the best risk and near-miss reporting are featured on cafeteria screens along with OHS videos
- Employees recognized for the best risk and near-miss reporting are featured on cafeteria screens along with OHS videos.
- We support schools in meeting OHS requirements by providing safe living training in primary and secondary schools in nearby villages

In our organization, we also gather opinions and suggestions from participants on OHS improvement activities during OHS Pre-Board Meetings, which are held monthly with the involvement of all unit chiefs, engineers, and any blue-collar employees who wish to contribute to the OHS Board meeting agenda.

At Traçim Cement, we provide mandatory training for all employees in accordance with legislation and company policy, conducted by authorized personnel at designated intervals. In this framework, we enhance employee awareness through training sessions and events focused on OHS, which is a core element of our work culture. Newly hired employees commence work only after completing 16 hours of inperson OHS training. The OHS training data for the past three years is presented below.

OHS Training	2023	2022	2021
Number of Employees Participating in OHS Trainings	206	191	186
Total OHS Training Hours Provided (Number of Employees*Number of People)	3,296	3,056	2,976

We have introduced a contractor work permit system for all contractors operating at our factory site. Through this system, we integrate contractor and subcontractor employees into the Work Permit System and the EKED (Tag, Lock, Secure, and Inspect) procedure. Before commencing work, contractor employees are informed about our factory's OHS rules, potential risks, and emergency protocols.

Our 2023 OHS Good Practices are listed below:

- In 2023, three of our engineer-level white-collar employees participated in the OHS Leadership Program.
- Blue-collar employees received six hours, and white-collar employees received two hours of face-to-face Behavior-Focused Audit training.
- The Coal Mill Inertization System was successfully installed and commissioned.
- · Vibration and mechanical risks were mitigated by installing the Farin Mill Discard Belt.
- The installation of the Unburnt Silo bottom bellows was completed.
- The Farin Mill Feed Belt cleaning chute was installed, eliminating ergonomic and mechanical risks.
- The Crusher Monorail Crane installation was completed, addressing ergonomic and mechanical risks.
- The installation of the Silobus cover-closing platform was successfully completed.

GRI 3-3; GRI 403-1; GRI 403-2; GRI 403-3; GRI 403-4; GRI 403-5; GRI 403-6; GRI 403-7; GRI 403-9; GRI 403-10

Our Safe Working Environment

As Traçim, we strive to create a safe working environment, implement necessary arrangements within the framework of legal obligations, and protect the health of our employees

In line with our **Zero Accident** target, we prioritize the Occupational Health and Safety of our employees above all else. While establishing a safe working environment, we also emphasize the mental and emotional health and well-being of our employees.

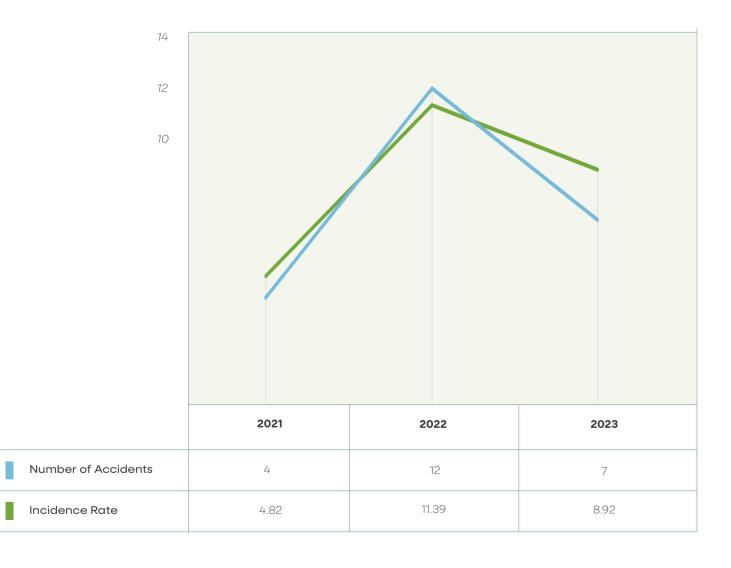
To achieve our zero-accident target, we take a proactive approach to eliminate risks in the workplace and monitor risk assessment, training, and reporting activities at the senior management level. As a result of these efforts, no accidents resulting in death or loss of limbs, nor any occupational diseases. were recorded at our facility during the reporting period. In our factory, where we operate in compliance with legal regulations and additional measures to ensure safety, we prepare a Work Accident Report and Accident Pre-Notification within the first 24 hours of a workplace incident, sharing the report with our Factory Manager, Human Resources, and related directorates.

Subsequently, we notify the relevant official institutions within three business days. In the root cause analysis meetings held after workplace accidents, we identify factors contributing to the incident, similar causes, and measures to prevent recurrence. Following these meetings, we initiate corrective action electronically and monitor the progress of these actions. We continuously work on improvements to reduce accident rates and enhance the safety of working conditions.

We recognize that fostering an OHS Culture is essential to maintaining Occupational Health and Safety, and we support this with new projects. For 2024 and beyond, we have set our accident and loss rate target as "Zero Accident." Ensuring that our employees and subcontractor/contractor employees work safely and without fear is one of our top priorities. As we have done every year, we will continue to pursue this goal, ensuring its sustainability by providing a safe and prosperous environment supported by technological innovations.

On the adjacent page, we share data on our OHS performance and indicators for the last three years.

Annual OHS Performance Indicators

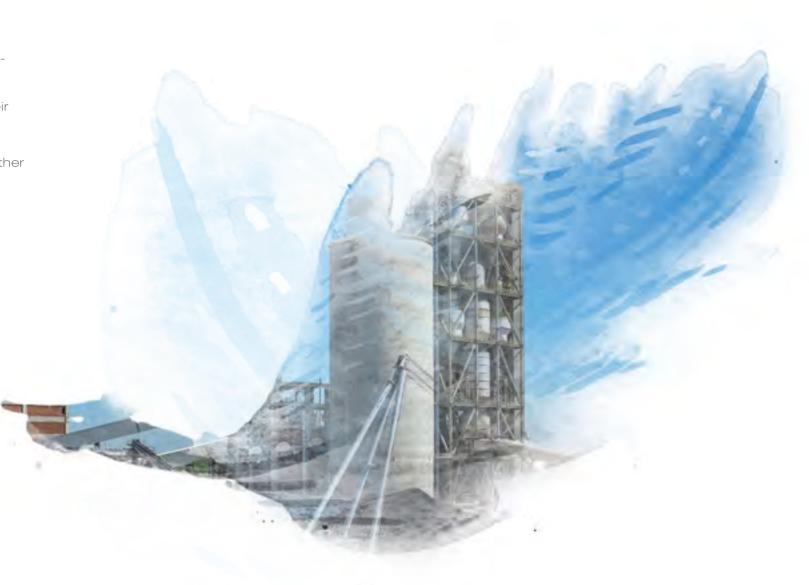


GRI 3-3; GRI 403-1; GRI 403-2; GRI 403-3; GRI 403-4; GRI 403-5; GRI 403-6; GRI 403-7; GRI 403-9; GRI 403-10

As Traçim Cement, we adopt a participatory and proactive management approach to prevent risks effectively. We value the contributions of our employees to all OHS processes and embrace transparent process management to prevent workplace accidents. During the monthly OHS Pre-Committee meetings, we consider the opinions and suggestions of unit chiefs, engineers, and blue-collar employees, addressing corrective and preventive action issues on the agenda. The OHS Board meetings, chaired by our Plant Manager, are attended by the Occupational Safety Unit, Workplace Physician, Employee Representative, Foremen Representative, HR Manager, Unit Managers, Supervisors, subcontractor representatives, one blue-collar observer from Production-Maintenance and Energy Units, one white-collar OHS Audit Spokesperson, and one white-collar observer, in compliance with legislation. Our white-collar and blue-collar employees, appointed as observers each month, contribute to risk reduction in their respective areas by presenting their findings and suggestions during the OHS Board Meeting.

Beyond occupational safety, we prioritize the health conditions of our employees and maintain health personnel on-site 24 hours a day at the factory infirmary. The workplace physician and other health personnel in our company operate under the Human Resources Directorate.

As Traçim, we make
every effort to
minimize risks and
prevent any situation
that could compromise
the safety of
our employees.





Employee Development & Talent Management

At Traçim, we regard the development of our employees as equally important and prioritized as the proper management of our environmental and social impacts. We consistently encourage our employees to make decisions aligned with the effort to build a better future. At the core of our Human Resources approach lies the philosophy:

"To provide our organization with manpower that is highly educated, open to innovations in a changing world, adaptable, energetic, motivated to improve themselves and their work, committed to teamwork, and respectful of social and moral values."

During the reporting period, we conducted scenario analyses to plan improvements in the Human Resources field and to address potential negative situations at the management level, taking necessary preventive actions. Through this approach, we identified potential problem areas and ensured measures were implemented to prevent negative outcomes before they occurred. In this context, we took steps to enhance our corporate structure and develop employee competencies across all identified areas. Among these areas, we prioritized creating constructive and supportive mechanisms, particularly in training needs analysis and planning, performance evaluation, career management, and wage management. We provide the necessary infrastructure for employee growth in talent management and development, offering personalized development journeys and diverse career opportunities. To achieve this, we first

assess employee expectations and challenges faced in their career paths and share these evaluations with management through reports prepared as part of personality inventory studies. Subsequently, we enhance employee competencies through outsourced training programs. To support this process, we prepare a "Performance Evaluation Form" for each employee, based on one-on-one interviews with their N+1 manager, where goals and activities for the year are reviewed. Based on the evaluation results, we identify the training needs of our employees. Additionally, we are preparing a mentoring program for implementation in the upcoming period to further support employee development.

At Traçim, we adopt the approach that "The most valuable of our company values are our competent teammates." In our recruitment, dismissal, and remuneration policies, we do not consider any characteristics that may lead to discrimination. We foster the development of our teammates in terms of their personal skills and motivation, creating opportunities for them to develop original approaches through diverse perspectives.

We believe that enhancing the talents and technical skills of our employees ensures the continuity of our philosophy of unconditional customer satisfaction. As a company, we respect the union rights of our employees, ensuring the protection and improvement of their economic and social rights and interests within the framework of legal

regulations, and fostering labor peace. Our employees conduct their union activities under the Turkish Cement, Ceramic, Soil, and Glass Industry Workers Union (Türkiye ÇİMSE-İŞ), and we fully support these union activities.

At Traçim, we place great importance on employee training and development. For this reason, we allocate an annual training budget and provide training sessions to raise employee awareness on critical environmental, social. and governance (ESG) issues. Being in the cement industry, we recognize that we operate in one of the sectors with the most significant environmental impacts. Understanding that this increases workforce intensity, we have expanded training hours and continue improving programs related to Environment, OHS, and Sustainability. In 2023, our total training budget for employee development was TRY 326.346, of which 45% was allocated to sustainability-related training.

At Traçim, we adopt the approach that "The most valuable of our company values are our competent teammates."



GRI 2-17; GRI 2-18; GRI 2-19; GRI 2-20; GRI 2-21; GRI 3-3; GRI 201-3; GRI 401-2

Within the scope of employee development, the details of the training sessions we provide on sustainability, environment, and OHS can be found in the <u>Social Performance Indicators</u> section of our Report.

Another key focus area in our Human Resources Management, which is critical to our long-term success, is the Remuneration Policy. In line with our Remuneration Policy, we uphold the principle of "equal pay for equal work" for male and female employees and ensure all related processes comply with legal regulations. The remuneration for members of the Board of Directors is determined annually by the Company's General Assembly. For senior executives, we consider annual inflation and wage market trends, making remuneration decisions with the approval of the Board of Directors. Taking into account the inflationary situation in our country in 2023, we made a diluted improvement to white-collar wages in July. In wage increases, we factor in inflation rates, labor market trends, market wage research reports, and expectation reports. In Wage Management, we actively use the "Hay Grade" system, a method for mapping job roles within the organizational structure. Based on the EBITDA profitability ratio, we provide bonuses or additional payments to white-collar employees once a year, subject to Board of Directors' approval. We conduct blue-collar wage determination activities on a legal basis in collaboration with employer and worker organizations as part of the Collective Bargaining Agreement.

Below, we outline the contents of our Employee Development Implementations:

- In collaboration with the Cement Industry Employers' Association (ÇEİS), we provided digital Gender Equality training to our white-collar employees.
- At the end of 2023, we approved a digital HR project designed to streamline
 Human Resources processes for all employees, with implementation targeted for
 2024
- To promote adherence to our Ethical Principles and foster a working environment aligned with ethical standards, we established an Ethics Line and Ethics
 Committee and conducted training sessions for employees on this subject.
- To enhance employee competencies and support development, we partnered with Open English He and purchased a one-year package for 40 employees, with the company covering 50% of the cost



GRI 2-17; GRI 2-18; GRI 2-19; GRI 2-20; GRI 2-21; GRI 3-3; GRI 201-3; GRI 401-2

EmployeeSatisfaction

At Traçim, providing our employees with the positive working environment they deserve is one of our top priorities.

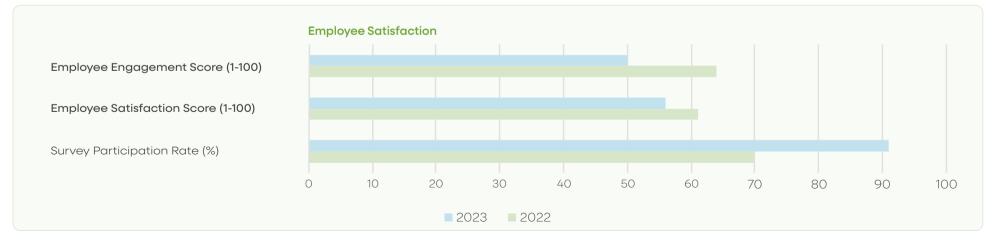
As a company, we strive to enhance employee motivation and training efforts every year. We prioritize understanding employee expectations and involve them in decision-making mechanisms. We create regional employment opportunities and primarily recruit employees from the local population. We support career development and ensure our employees receive comprehensive training. Employee satisfaction is a top priority, and we measure it annually through surveys, taking necessary actions based on the results. In 2023, we maintained card benefits for New Year's, Ramadan, and Sacrifice Feasts to boost employee motivation and loyalty, and we introduced administrative leave for birthdays.

Additionally, we provide social opportunities for employees to spend quality time outside of work. We have allocated a 1,500 m² social space at our factory for employees and their families, featuring a gym, restaurant, game room, and guest house. All employees, along with their spouses and children, are offered access to the factory's social facilities. We are committed to regularly monitoring and improving employee satisfaction, supporting them in all aspects, and continuously developing to provide a peaceful working environment.

Below, we present the details of our Employee Satisfaction Practices:

- We introduced Complementary Health Insurance policies for our white-collar employees.
- In the last quarter of 2023, we launched the Avita Employee Support Program.
- As part of our employee satisfaction initiatives, we implemented a 1-day birthday leave program for our employees.
- To enhance employee loyalty, we introduced the MOMENTO card program, which is loaded three times a year.
- We organized motivational events, such as celebrating the factory's anniversary and hosting family picnics.
- As part of the IMECE campaign, we participated in the Ramadan donation campaign by distributing grocery shopping cards to households in need through Vize Municipality.





GRI 2-16; GRI 2-25; GRI 2-26



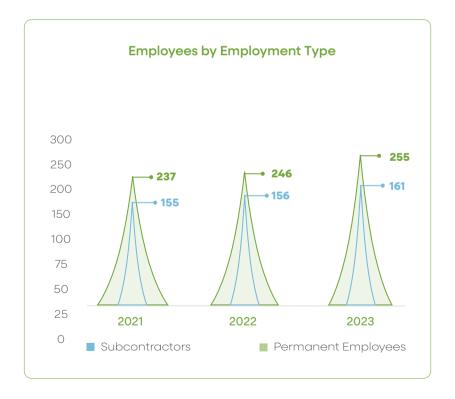
As Traçim Cement, we take proactive measures to ensure gender equality in our workplace and prevent discrimination based on religion, language, race, gender, or disability.

We adopt a fair, transparent, and principled approach in all our interactions with employees. To prevent unfair practices and maltreatment, we effectively utilize internal and external communication channels. We engage with our employees through weekly, monthly, and annual meetings, feedback sessions after training programs, and one-on-one meetings. All employee opinions and feedback are systematically recorded.

At Traçim, we recognize the workforce contributions of our female employees as a valuable asset and actively encourage their participation by valuing their contributions. We have set long-term goals to promote gender equality and incorporated this issue into the negotiations of the Group Collective Bargaining Agreement of ÇEİS (Cement Industry Employers' Union), which we have signed. Consequently, we became one of the first employer-labor union parties to include a Gender Equality clause in the Group Collective Bargaining Agreement, making it a binding provision for employers and blue-collar employees.

By increasing the number of women in managerial roles within the Company, we support their full and effective participation in decision-making processes and ensure equal opportunities for women to become leaders at all levels. We provide equal opportunities to all employees and prioritize female candidates when qualifications are equal among candidates. We fully comply with labor principles and legal obligations, including a strict policy of not employing child labor under the age of 18, either directly or through subcontractors.

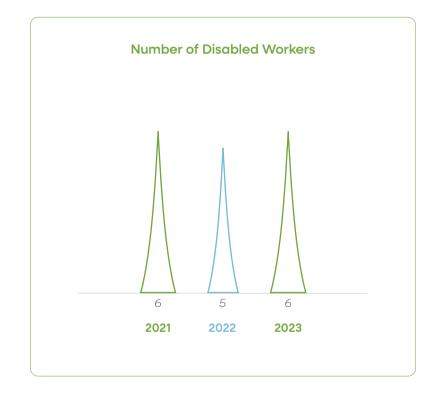
We are proud to stand out in the cement sector for our high female employment rate. To further raise awareness, we plan to conduct new initiatives for our blue-collar personnel, including training and awareness activities on Gender Equality. Details of the data on our employees and subcontractors for the last three years can be found in the **Social Performance Indicators** section of our Report. We also present the number of permanent and subcontracted employees over the past three years in the graph below:



GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 401-1; GRI 401-3; GRI 406-1

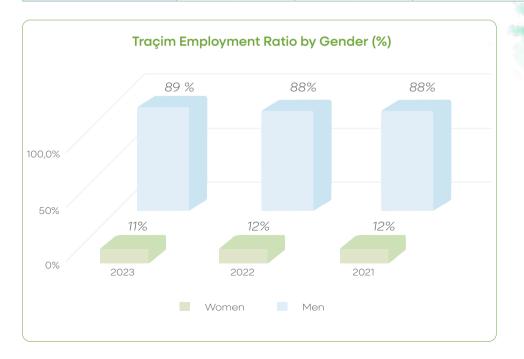
We enhance the creativity of our workforce by embracing diverse talents and experiences. In line with this, we prioritize ensuring that all employees feel valued by providing equal opportunities and developing supportive policies, particularly for our employees with disabilities. By reinforcing our principle of equal opportunity for employees with disabilities, we promote awareness of barrier-free careers.

Below, we provide the number of employees with disabilities working in our company over the past three years:



Employee Ratios by	2023		2022		2021	
Year (%)	Women	Men	Women	Men	Women	Men
Permanent Employees	11	89	12	88	12	88
All Employees Including Subcontractors	10	90	10	90	10	90

Number of Employees by Employment	2023		2022		2021	
	Women	Men	Women	Men	Women	Men
	32	223	30	216	28	209
Permanent Employees	255		246		237	
Subcontracted	9	91	10	90	10	90
Employees	161		159		155	
Total Employees	41	375	39	363	38	354
	416		402		392	





GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 401-1; GRI 401-3 ; GRI 406-1

Corporate Social Responsibility

As Traçim, we continuously support diverse social responsibility activities that create lasting value for society. We are committed to contributing to a safer and more prosperous future by enhancing the quality of life in the communities we serve. We integrate stakeholder expectations into all our business processes, shaping the social responsibility and sponsorship projects we support in line with these expectations.

Through the projects we implement, we focus on conducting social responsibility activities that foster the development of the region in which we operate. We actively collaborate with Non-Governmental Organizations (NGOs) we are affiliated with, prioritize local suppliers to support regional development, and participate in local aid initiatives.

On March 8, 2023, for Women's Day, we donated to the Foundation for Health and Education of Children with Leukemia (LÖSEV) and distributed handmade gifts by women to all our female employees.

In November 2023, we joined the 45th Istanbul Marathon to support the Darüşşafaka Association. To celebrate the 100th anniversary of our Republic, we completed the marathon under the slogan, "When it comes to education, we run to help."

This year, we organized donation campaigns to support the construction of new classrooms and student housing, ensuring that children who lost their parents in the earthquake-affected region can continue their education.

"We are committed to contributing to a safer and more prosperous future by enhancing the quality of life in the communities we serve."



45th Istanbul Marathon Darussafaka Support Running

GRI 2-28; GRI 3-3



Our Digital, Data-Driven And Agile Organization

Digitalization is regarded as a critical tool that serves as a lever for all company operations. We have integrated digital and data-oriented work as a core principle of our information security activities. In this context, we present our digital and data-oriented activities below.

Digital, Data-Driven Work	2023	2022	2021
SAP	*	*	*
E-Bill	*	*	*
Qualist Bridge	*	*	*
QDMS	*	*	*
Qualist PRVCLD	*	*	*
Green Chimney Manager &SİM	*	*	*
System and Network Infrastructure Monitoring System	*		
CheckPoint Harmony Email & Collaboration	*		
CheckPoint Harmony Endpoint (Antivirus and USB Blocking)	*	*	*
PTS (License Plate Tracking System)	*		
Two-factor authentication-2FA (VPN Access-Microsoft Authenticator)	*		



Additionally, we are continuing the technology investments initiated in 2023 as part of enhancing basic human resources processes. We are working to create a digital platform where employees can access all human resources policies, procedures, and practices from a single channel by consolidating disparate HR systems and applications under one unified structure, with implementation planned for 2024. We have successfully completed three modules of the digital application and are now in the testing phase. As part of this initiative, we plan to integrate Human Resources procedures, leave management, training, announcements, and other approval processes into the Human Resources Portal.

GRI 3-3

Our Information Security Policy

As Traçim Cement, we prioritize the protection of personal data belonging to our employees, customers, and third parties, as well as safeguarding the confidentiality of knowledge accumulated through experience in achieving our goals. Within the scope of our Information Security Policy, we are committed to the following principles:

- Ensuring the appropriate processing and confidentiality of personal data belonging to employees, customers, and third parties in compliance with technical and administrative measures, as well as other legal obligations outlined in the Personal Data Protection Law's "Personal Data Security" guide.
- Identifying and evaluating all types of risks (strategic, operational, and financial) that may compromise the confidentiality, integrity, and availability of information assets, implementing measures to mitigate risks, and ensuring the continuity of these measures.
 Preventing unauthorized access to information assets and protecting these assets against potential threats.

Ensuring uninterrupted workflow by developing emergency and

- disaster scenarios, identifying deficiencies, and conducting drills to address these scenarios when necessary.
- Restoring operational workflows within a defined timeframe in case of disruptions caused by information security issues.
- Organizing awareness training and activities to enhance understanding and commitment to information security.
- Incorporating information security clauses in contracts with customers, suppliers, and third parties.
- Publicly sharing our policy through our corporate website to inform all stakeholders.
- Reviewing our policy at least annually and updating it as necessary to ensure its effectiveness and relevance.
- We affirm that this policy has been officially implemented with the approval of the Board of Directors.



We affirm that this policy has been officially implemented with the approval of the Board of Directors.

We are striving
with all our efforts
to become a
leading and exemplary
organization in
information
security within the
cement production
sector

As Traçim Cement, we are committed to developing and continuously improving our Information Security Management System in compliance with the ISO 27001 Information Security Management Standard to effectively manage risks to our information assets. We ensure that all employees receive training on Information Security and Personal Data Protection, and we prioritize providing these trainings to new employees before they begin their roles.

Recognizing the increasing prevalence and evolving nature of cyber-attacks, we treat Information Security as an area that must be constantly updated. We define our measures and actions in this area through regular internal and external audits.

GRI 3-3

Appendices/ Performance Indicators

Social Performance Indicators

Employee Ratios	2023		2022		2021	
by Year (%)	Women	Men	Women	Men	Women	Men
Permanent Employees	11	89	12	88	12	88
All Employees Including Subcontractors	10	90	10	90	10	90

Employee Devel	Employee Development				
Training Data		2023	2022	2021	
	Number of Employees Participating	206	187	174	
Environmental Training	Total Training Hours	218	198	183	
OUIO	Number of Employees Participating	206	191	186	
OHS Training	Total Training Hours	3,296	3,056	2,976	
Sustainability	Number of Employees Participating	7	3	0	
Training	Total Training Hours	96	12	0	

Employee Satisfaction					
Survey Results 2023 2022					
Survey Participation Rate (%)	91	70			
Employee Satisfaction Score (Number)	56	61			
Employee Engagement Score (Number)	50	64			

Occupational Health & Safety						
OHS Data 2023 2022 2021						
Number of Accidents	7	12	4			
Days Lost due to Accidents (Number)	83	106	21			
Accident Frequency Rate	8.92	11.39	4.82			

Customers			
Customer Feedback	2023	2022	2021
Total Customer Complaints	27	9	9
Resolved Customer Complaint	27	9	9

GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 301-1; GRI 301-2; GRI 301-3

Supply Data		2023	2022	2021
	Domestic Rate	98	98	75
	Import Rate	2	2	15
Supply Rates (%)	Raw Material Import Rate (including coal)	0	75	59
	Raw Material	16	11	12
	Fuel	43	58	59
Supply Rates Breakdown (%)	Consumables	19	13	16
	Service	6	3	5
	Other	16	15	8

Environmental Performance Indicators

Emission Management			
Emissions by Activity (tCO ₂ e)	2023	2022	2021
Process Emissions	1,023,784	992,432	1,039,681
Combustion Emissions	623,082	613,375	610,962
Total Scope 1 Emissions	1,646,866	1,605,807	1,650,644

Emissions by Source (tCO ₂ e)	2023	2022	2021
Clinker	1,014,032	979,177	1,026,780
Raw Material (Farin)	9,751	13,201	12,901
Domestic Lignite	82,623	120,033	5,240
Petroleum Coke	519,802	439,208	396,716
Steam Coal	54,971	52,370	207,871
Fuel-oil	636	990	728
WWTP Sludge	324	400	154
Waste Oil	0	0	25.34
EOL Tires	0	0	0
Industrial Waste	32.24	23.92	10.20
Diesel	6.11	10.78	18.48

Energy Management			
Energy Consu	umption by Fuel Used (GJ)	2023	2022
	Diesel (Generator)	82.76	118
	Domestic Lignite	751,058	1,195,262
	Petroleum Coke	5,244,173	4,674.420
	Imported Lignite	509,365	534,928
Stationary Combustion	Fuel-oil	7,990	12,853
	WWTP Sludge (Solid Fuel)	2,603	3,650
	Industrial Waste (Solid Fuel)	225	167
	Diesel	81.57	149
	LNG	4,935	4,155
Mobile	Diesel	811	687
Combustion	Gasoline	338	183

Energy Consumption by Year (GJ)	2023	2022
Stable Combustion	6,520,514	6,425,703
Mobile Combustion	1,148	870
Electricity	739,641	729,202
Total	7,261,304	7,155,775

Water Management		
Water Footprint Data for 2023 I	Water Footprint Data for 2023 by Source	
Inputs	Fresh Water (Underground Water Well)	198,745
	System Cooling Water Consumption	15,103
	Cooling Tower Consumption	19,434
Recovery	Clinker Cooling Injection Molding	58,975
	Vehicle Wash	1,825
	Total Recovery	95,337
	Discharge - Domestic Wastewater Treatment Plant	49,275
	Fire Line	45,517
Outputs	Garden Irrigation	1,415
	Evaporation	7,201
	Total Output	103,408

Waste Management				
By Waste Type (tons)*	2023	2022	2021	
Hazardous and Non-Hazardous Wast	es			
Non-Hazardous Waste	482.29	485.09	950.55	
Hazardous Waste	41.82	35.9	52.44	
Biogenic and Non-Biogenic Wastes	Biogenic and Non-Biogenic Wastes			
Biogenic Waste	75.75	65.1	70.55	
Non-Biogenic Waste	448.369	455.89	923.34	
Total	524.12	520.99	993.89	

^{*}The waste data from previous years has been revised and updated.

Waste Recyclin	g Data	2023	2022
Dogwolod	Quantity (tons)	524.103	520.955
Recycled Waste	Rate (%)	99.997	99.995
Non-recyclable Waste*	Rate (%)	0.017	0.03
vvusie	Rate (%)	0.003	0.005

^{*}At Traçim, only medical waste is classified under the non-recyclable waste category.

By Waste Type (tons)*	2023	2022	2021
Paper	41.5	28.5	42
Electronic	3.08	7.92	1.88
Waste Oil	8.2	1.5	5.3
Chemical Wastes	0.21	0.35	0.40
Medical Waste	0.02	0.03	0.03
Hazardous Metal Waste	2.35	0.60	0.95
Contaminated Waste	14.8	9.25	37.4
Plastic	29.5	58.2	-
Plastic Packaging	0.15	1.63	0.75
Metal	259	167	726
Food	75.7	65.1	70.5
Other (Hazardous)	13.2	16.2	4.58
Other (Non-Hazardous)	76.5	165	104
Total Waste Amount	524.1	520.9	993.8

^{*}The waste data from previous years has been updated.

GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 301-1; GRI 301-2; GRI 301-3

GRI Content Index



Service Statement	Under the Content Index - Essentials Service, GRI reviewed that the content index is consistent with reporting requirements under GRI Standards and ensured that the information included in the index is clearly presented and accessible to stakeholders. The service is provided through the Turkish version of the report.
Statement of Use	Traçim, has reported in accordance with the GRI Standards for the period January 1, 2023, and December 31, 2023
GRI 1 Used	GRI 1: Foundation 2021

GRI Standards	Disclosure*	Page numbers, descriptions and/or URL
	2-1 Organizational details	About the Report, p.2 About Us, p.4 Our Products, p.5 Our Services, p.6 Contact, p.65
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.2
	2-3 Reporting period, frequency and contact point	About the Report, p.2
	2-4 Restatements of information	About the Report, p.2
GRI 2:	2-5 External Assurance	No external audits were conducted within the scope of this report.
General Disclosures 2021	2-6 Activities, value chain and other business relationships	About the Report, p.2 Our Products, p.5 Our Services, p.6 Sustainability in the Supply Chain, p.30-31 Customer Satisfaction Sustainability, p.32 Our Marketing and Communication Strategy, p.33
	2-7 Employees	Diversity and Gender Equality, pp.55-56 Performance Indicators, p.61-64
	2-8 Workers who are not employees	Diversity and Gender Equality, pp.55-56 Performance Indicators, p.61-64
	2-9 Governance structure and composition	Our Board of Directors and Committees, p.13 Our Management Systems, p.13-14 Our Sustainability Committee, p.22

GRI Standards	Disclosure*	Page numbers, descriptions and/or URL
	2-10 Nomination and selection of the highest governance body	Our Board of Directors and Committees, p.13 Our Management Systems, p.13-14 Our Sustainability Committee, p.22
	2-11 Chair of the highest governance body	Message from the Board of Directors, p.3 Our Board of Directors and Committees, p.13
	2-12 Role of the highest governance body in overseeing the management of impacts	Message from the Board of Directors, p.3 Our Board of Directors and Committees, p.13 Our Sustainability Committee, p.22 Our Sustainability Approach, p.23
	2-13 Delegation of responsibility for managing impacts	Message from the Board of Directors, p.3 Our Board of Directors and Committees, p.13 Our Sustainability Committee, p.22 Our Sustainability Approach, p.23
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Committee, p.22 Our Sustainability Approach, p.23 Our Materiality Analysis, p.26
	2-15 Conflicts of interest	Our Business Ethics Management and Ethics Committee, p.15
GRI 2:	2-16 Communication of critical concerns	Our Business Ethics Management and Ethics Committee, p.15Employee Satisfaction, p.54
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Message from the Board of Directors, p.3 Our Board of Directors and Committees, p.13 Employee Development and Talent Management, p.52-53
	2-18 Evaluation of the performance of the highest governance body	Our Business Ethics Management and Ethics Committee, p.15 Employee Development and Talent Management, p.52-53
	2-19 Remuneration policies	Employee Development and Talent Management, p.52-53
	2-20 Process to determine remuneration	Employee Development and Talent Management, p.52-53
	2-21 Annual total compensation ratio rate	Employee Development and Talent Management, p.52-53
	2-22 Statement on sustainable development strategy	Message from the Board of Directors, p.3 Our Sustainability
	2-23 Policy commitments	Our Management Systems, p.13-14
	2-24 Embedding policy commitments	Our Management Systems, p.13-14
	2-25 Processes to remediate negative impacts	Sustainability of Customer Satisfaction, p.32 Employee Satisfaction, p.54

*No information has been excluded from the disclosure requirements in the 2023 reporting.

GRI Standards	Disclosure*	Page numbers, descriptions and/or URL
GRI 2:	2-26 Mechanisms for seeking advice and raising concerns	Our Business Ethics Management and Ethics Committee, p.15 Sustainability of Customer Satisfaction, p.32Employee Satisfaction, p.54
	2-27 Compliance with laws and regulations	Our Business Ethics Management and Ethics Committee, p.15
General Disclosures 2021	2-28 Membership associations	Corporate Social Responsibility, p.57
	2-29 Approach to stakeholder engagement	Stakeholder Relations, p.27-28
	2-30 Collective bargaining agreements	Diversity and Gender Equality, pp.55-56 Performance Indicators, p.61-64
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Materiality Analysis, p.26
·	3-2 List of material topics	Our Materiality Analysis, p.26
	Financial Perf	ormance
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Economic Growth, p.11 Our Risk Management and Risk Committee, p.16-18 Our Materiality Analysis, p.26 Employee Development and Talent Management, p.52-53
	201-1 Direct economic value generated and distributed	Our Economic Growth, p.11
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Our Risk Management and Risk Committee, p.16-18
	201-3 Defined benefit plan obligations and other retirement plans	Our Economic Growth, p.11 Employee Development and Talent Management, p.52-53
Information Security Management		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Business Ethics Management and Ethics Committee, p.15 Our Risk Management and Risk Committee, p.16-18
GRI 205: Yolsuzlukla Mücadele 2016	205-1 Operations assessed for risks related to corruption	Our Business Ethics Management and Ethics Committee, p.15 Our Risk Management and Risk Committee, p.16-18
	205-2 Communication and training about anti-corruption policies and procedures	Our Business Ethics Management and Ethics Committee, p.15 Our Risk Management and Risk Committee, p.16-18

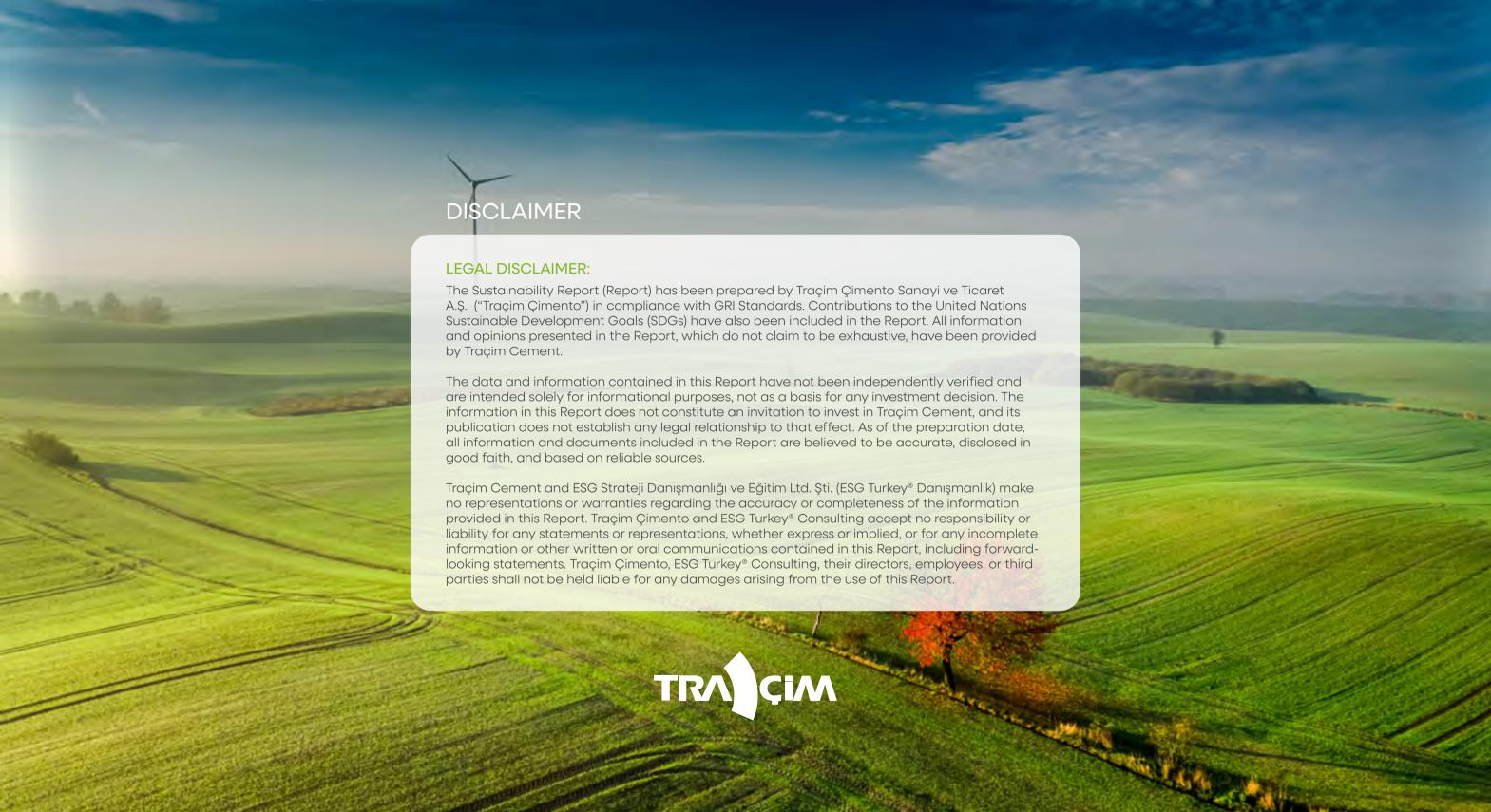
Reduction of Hazardous Chemicals			
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Efforts to Combat Climate Change, p.35-37 Performance Indicators, p.61-64	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Our Efforts to Combat Climate Change, p.35-37 Performance Indicators, p.61-64	
	301-2 Recycled input materials used	Our Efforts to Combat Climate Change, p.35-37 Performance Indicators, p.61-64	
	301-3 Reclaimed products and their packaging materials	Our Efforts to Combat Climate Change, p.35-37 Performance Indicators, p.61-64	
,	Energy Efficiency	Management	
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Energy Management, p.40-41	
·	302-1 Energy consumption within the organization	Our Energy Management, p.40-41	
GRI 302: Energy 2016	302-3 Energy Intensity	Our Energy Management, p.40-41	
	302-4 Reduction of Energy Consumption	Our Energy Management, p.40-41	
	Water Mana	gement	
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Water Management, p.42-43	
GRI 303:	303-1 Interactions with water as a shared resource	Our Water Management, p.42-43	
	303-2 Management of water discharge related impacts	Our Water Management, p.42-43	
Water and Effluents 2018	303-3 Water Withdrawal	Our Water Management, p.42-43	
	303-4 Water Discharge	Our Water Management, p.42-43	
	303-5 Water consumption	Our Water Management, p.42-43	
Biodiversity Conservation			
GRI 3: Material Topics 2021	3-3 Management of the material topics	Biodiversity Conservation, p.45	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation, p.45	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation, p.45	

GRI Standards	Disclosure*	Page numbers, descriptions and/or URL
	Climate Change and Greenho	ouse Gas Management
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
	305-1 Direct (Scope 1) GHG emissions	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
	305-2 Indirect energy (Scope 2) GHG emissions	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
GRI 305:	305-3 Other indirect (Scope 3) GHG emissions	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
Emissions 2016	305-4 GHG emissions intensity	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
	305-5 Reduction of GHG emissions	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our Efforts to Combat Climate Change, p.35-37 Our Emission Management, p.38-39
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Waste Management, p.44
	306-1 Waste generation and significant waste-related impacts	Our Waste Management, p.44
GRI 306:	306-2 Management of significant waste-related impacts	Our Waste Management, p.44
Waste 2020	306-3 Waste generated	Our Waste Management, p.44
	306-4 Waste diverted from disposal	Our Waste Management, p.44
	306-5 Waste directed to disposal	Our Waste Management, p.44
Employee Rights		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Employee Development and Talent Management, p.52-53 Diversity and Gender Equality, pp.55-56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity and Gender Equality, pp.55-56
	401-2 Benefits provided to full- time employees that are not provided to temporary or part time employees	Diversity and Gender Equality, pp.55-56
	401-3 Parental leave	Diversity and Gender Equality, pp.55-56

Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-2 Hazard identification, risk assessment, and incident investigation	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-3 Occupational health services	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403- Worker participation, consultation, and communication on occupational health and safety	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-5 Worker training on occupational health and safety	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-6 Promotion of worker health	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-9 Work-related injuries	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
	403-10 Work-related ill health	Our Occupational Health and Safety Structure p.47 Our Occupational Health and Safety Audits and Trainings, p.48 Our Safe Working Environment, p.49
Gender Equality		
GRI 3: Material Topics 2021	3-3 Öncelikli konunun yönetimi	Our Occupational Health and Safety Structure p.47 Occupational Health and Safety Audits and Trainings, p.48 Our Safe
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Working Environment, p.49

GRI Standards	Disclosure*	Page numbers, descriptions and/or URL
Ethical Principles and Ethical Practices		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Business Ethics Management and Ethics Committee, p.15
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Business Ethics Management and Ethics Committee, p.15
	Customer Satis	faction
GRI 3: Material Topics 2021	3-3 Management of the material topics	Sustainability of Customer Satisfaction, p.32
GRI 416:	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability of Customer Satisfaction, p.32
Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability of Customer Satisfaction, p.32
	Corporate Gove	rnance
GRI 3: Material Topics 2021	3-3 Öncelikli konunun yönetimi	Our Management Systems, p.13-14
Traçim own disclosure	At Traçim, we prioritize a fair, transparent, and sustainable corporate governance approach.	Our Management Systems, p.13-14
	Energy Efficiency Mo	anagement
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Digital, Data-Driven and Agile Organization, p.59 Our Information Security Policy, p.60
Traçim own disclosure	At Traçim, we place great importance on information security management to safeguard our sensitive data.	Our Digital, Data-Driven and Agile Organization, p.59 Our Information Security Policy, p.60
Renewable Energy Use/Generation		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Energy Management, p.40-41
Traçim own disclosure	At Traçim, we prioritize renewable energy as part of our commitment to environmental protection.	Our Energy Management, p.40-41

Wastewater Management		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Water Management, p.42-43
Traçim own disclosure	At Traçim, we prioritize wastewater management to prevent harm to the aquatic ecosystem.	Our Water Management, p.42-43
	Local Public F	Relations
GRI 3: Material Topics 2021	3-3 Öncelikli konunun yönetimi	Corporate Social Responsibility, p.57
Traçim own disclosure	At Traçim, we prioritize building communication with our community based on trust and cooperation.	Corporate Social Responsibility, p.57
Contribution to Society (Corporate Social Responsibility)		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Employee Development and Talent Management, p.52-53
Traçim own disclosure	At Traçim, we support local employment by creating job opportunities in the region where our facility is located	Employee Development and Talent Management, p.52-53 Diversity and Gender Equality, pp.55-56
	Local Emplo	pyment
GRI 3: Material Topics 2021	3-3 Management of the material topics	Employee Development and Talent Management, p.52-53
Traçim own disclosure	At Traçim, we support local employment by creating job opportunities in the region where our facility is located.	Employee Development and Talent Management, p.52-53 Diversity and Gender Equality, pp.55-56
Digitalization		
GRI 3: Material Topics 2021	3-3 Management of the material topics	Our Digital, Data-Driven and Agile Organization, p.59 Our Information Security Policy, p.60
Traçim own disclosure	At Traçim, we prioritize digitalization to enhance efficiency in our business processes and ensure data security.	Our Digital, Data-Driven and Agile Organization, p.59 Our Information Security Policy, p.60



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