NUH ÇİMENTO INDUSTRY INC.
ESG REPORT

2023

CONTENTS

WATER EFFICIENCY STUDIES AND WATER TECHNOLOGIES 1
Sea Water Treatment Plant 1
Biological Treatment Plant 2
Physical Treatment Plant 3
TARGETS WATER EFFICIENCY 3
WATER RECYCLED 4
ENERGY EFFICIENCY STUDIES 4
TARGETS ENERGY EFFICIENCY 5
ELECTRICITY PURCHASED 5
RENEWABLE ENERGY PURCHASED 5
EMISSION TARGET 5
GHG EMISSION METHOD 6
EMISSION TARGET ANNUAL REDUCTION 7
EMISSION STUDIES 7
Measures Taken to Reduce Emissions 7
Particulate Matter Emission Reduction 8
CO2 EQUIVALENT EMISSIONS INDIRECT, SCOPE 3 13
OZONE – DEPLETING SUBSTANCES 14
WATER POLLUTANT EMISSIONS 14
ACCIDENTAL SPILLS 15
ECO-DESIGN PRODUCTS 15
PRODUCT ENVIRONMENTAL RESPONSIBLE USE 17
RENEWABLE / CLEAN ENERGY PRODUCTS 19
TAKE – BACK AND RECYCLING INITIATIVES 19
REVENUE FROM ENVIRONMENTAL PRODUCTS 20
PERCENTAGE OF GREEN PRODUCTS 20
ENVIRONMENTAL MANAGEMENT TEAM 21
ENVIRONMENTAL PROVISION 22
SELF-REPORTED ENVIRONMENTAL FINES 22
TOXIC CHEMICAL REDUCTION 22
LAND ENVIRONMENTAL IMPACT REDUCTION 22

BIODIVERSITY IMPACT REDUCTION 24
ENVIRONMENTAL PARTNERSHIPS 24
ENVIRONMENTAL RESTORATION INITIATIVES 24
CLIMATE CHANGE COMMERCIAL RISKS OPPORTUNITIES 25
ENVIRONMENTAL INVESTMENT INITIATIVES 25
ENVIRONMENT MANAGEMENT TRAINING 25
ENVIRONMENTAL SUPPLY CHAIN MANAGEMENT 26
Nuh Çimento Training Plan 26
FLEXIBLE WORKING HOURS 28
INTERNAL PROMOTION 29
White Collar 29
Blue Collar 30
NUH ÇİMENTO WAGE MANAGEMENT and BENEFITS 31
NUH ÇİMENTO EDUCATION SYSTEM 31
Nuh Çimento's OHS Data 33
OUR SUSTAINABLE SUPPLY CHAIN 34
Our Responsible Marketing System 34
Customer Health and Safety 34
Our Customer Satisfaction 35
Nuh Cement Industry Inc. Supplier Monitoring and Evaluation System 36
Our Contractors Working Rules 37
Nuh Çimento Industry Inc. Social Responsibility Studies 41
NUH ÇİMENTO GROUP EMPLOYEE ENGAGEMENT AND CONTINUOUS DEVELOPMENT APPROACH 42
CONTINUOUS DEVELOPMENT 42
DIGITAL DEVELOPMENT 43
EMPLOYEE ENGAGEMENT 44
NUH ÇIMENTO QUALITY MANAGEMENT SYSTEMS 44
MANAGEMENT SYSTEMS STANDARDS 44
PRODUCT STANDARDS 45
NUH ÇİMENTO INDUSTRY INC. HUMAN RESOURCES DATA 46
NUH ÇİMENTO INDUSTRY INC. SOCIAL DATA 48

WATER EFFICIENCY STUDIES AND WATER TECHNOLOGIES

In order to use water efficiently, water resources are managed sustainably. Groundwater is treated by coming to surface water treatment units and then used. In order to protect clean water resources, an RO system is established in our factory and water is purified from sea water and used in our factory.

Sea Water Treatment Plant

Our seawater preparation facility works with a reverse osmosis (RO) system and this system uses membrane filtration technology. The system is essentially the application of high pressure to remove or recover dissolved inorganic and organic substances from the water. With this feature, it differs from ion exchange processes (demineralization, water softening) using resin. Mineral-intensive water coming out of the sea water preparation facility located in the port operation of our factory is transmitted to the area where water is taken from the sea, from the westernmost part of the port.

Our seawater preparation facility consists of 3 facilities with a clean water capacity of 200 m^3/h and has a total clean water production capacity of 600 m^3/h. The parts of the facility are as follows.

1) Sea water intake structure
2) Coarse filtration system
3) Ultra filtration (UF) system
4) Reverse osmosis (RO) System
5) Deaerator unit
6) Purified water tank and clean water pump station

The water used throughout the factory evaporates and leaves the system. Therefore, no process-based waste water is generated in our factory. On the other hand, wastewater generated due to domestic use comes to the biological wastewater treatment plant. After being treated here, it is discharged into the sea. Field waters, such as rainwater, and car wash water, come to the physical

treatment plant. After the field water is treated in the physical treatment plant, some of it is recycled and fed to the process as cooling water, while some of it is discharged into the sea.

Biological Treatment Plant

Domestic drinking water coming from factories and lodgings is treated at the biological package treatment plant. These waste waters, which are collected from factories and lodgings, first come to the pre-sedimentation pool of the treatment plant through a canal system, where the domestic wastewater collected is then transferred to the transfer pool (collection pool). The water coming here is collected and transferred to the balancing tank (Biological Reactors) with the help of a pumping pump.

The biological reactor operates in cycles consisting of four circuits. These phases are; the filling, reaction, settling and discharging phases. The settling time can also be adjusted automatically with the timer.

Filling Phase: It is activated with the start of wastewater entry into the reactor. This phase is called the filling phase.

Reaction Phase: The aerator continues to operate to supply the mixture and oxygen required for the reaction. This phase is called the reaction phase.

Precipitation Phase: At the end of the reaction phase, the aerators are stopped. Activated sludge is expected to settle. This phase is called the precipitation phase.

Discharging Phase: At the end of the 1-hour sedimentation period defined in the program, the valve is opened and the treated water in the biological reactor is taken to the discharge manhole following the sand filter. The water in this tank is chlorinated by dosing the sodium hypochlorite in the chlorine tank and disinfection is provided.

The treated water formed at the end of the treatment process is discharged to the discharge pool and then to the sea.

Treatment Units in the Facility

- Sedimentation Pool
- Transfer Pool (Collection Pool)
- Balancing Tanks (Biological Reactors)
- Discharge Pool
- Discharge Manhole

Physical Treatment Plant

Rain water accumulated throughout the factory is subjected to road irrigation water, vehicle washing water, and physical treatment. The accumulated water is collected and comes to the settling pool. The water collected here is pressed into the V pool with the help of 2 pumps. It is passed through oil traps and sand traps in the V pool and subjected to pre-treatment and taken to the raw water pool. Chemical precipitation is provided by transferring the raw water from the pool to the settling pool.

It is to ensure that the solid materials that may remain in the pre-treatment water by making chemical precipitation are settling to the bottom by agglomeration. In this way, the remaining water is transferred to the clean water pool. The transferred water is passed through sand filters to separate it from the existing inorganic substances. The water separated by passing through the filters is transferred to the filtered water pool. While some of the filtered water is used for field irrigation, the rest is passed through an automatic backwash filter and used as process water. Treated waters, which are not used for recycling purposes, are discharged into the sea.

TARGETS WATER EFFICIENCY

Nuh Çimento Water Efficiency Targets						
	Year 2022		**2030 Target**		**Target for 2050**	
	Discharged Into The Sea	Recovery Rate	Discharged Into The Sea	Recovery Rate	Discharged Into The Sea	Recovery Rate
Biological Treatment	100%	0%	67%	33%	0%	100%
Physical Treatment	42%	58%	0%	100%	0%	100%
Total Wastewaters	**64%**	**36%**	**25%**	**75%**	**0%**	**100%**

WATER RECYCLED

WATER RECYCLED		
YEAR	**TOTAL WATER USED (1000 m3)**	**WATER RECYCLED AND REUSED RATE (%)**
2020	62,63	51%
2021	83,45	37%
2022	63,94	42%

ENERGY EFFICIENCY STUDIES

In 2022, we continued the repair and modernization investments we make every year at Nuh Çimento with the aim of resource and production efficiencyThese investments, which are important in terms of energy and material efficiency as well as energy and fuel savings of our employees, are as follows:

- ✓ Bakery 1-2 Modernization Investment
- ✓ Pneumatic Conveying Line Investment
- ✓ Bilge Boiler Investment
- ✓ Slag Grinding Investment in RP1
- ✓ New Workshop Building Investment
- ✓ WHR 12 MW Turbine Construction Investment

Renewable Energy Production with Waste Heat Recovery Applications

The main purpose of the project is to collect the heat thrown from the chimneys and to use the energy in it, to produce electricity and to reduce greenhouse gas with the renewable energy used. Although it is the largest WHR (Waste Heat Recovery) facility among the cement factories, 22% of the total electricity used in 2023 will be obtained from the WHR facility.

TARGETS ENERGY EFFICIENCY

Nuh Çimento Energy Efficiency Targets			
	Year 2022	2030 Target	Target for 2050
The rate of electricity energy from renewable sources	28%	40%	100%
The rate of supply of Heat Energy from alternative sources (waste)	0,5%	20%	40%

ELECTRICITY PURCHASED

ELECTRICITY PURCHASED	
YEAR	UNIT (GJ)
2021	405,684
2022	396,331

RENEWABLE ENERGY PURCHASED

Renewable Energy Purchased (GJ)			
	2020	2021	2022
Renewable Energy Produced and Consumed	485,781	502,465	567,222

EMISSION TARGET

As Nuh Çimento, in its emission targets, targets are followed over the ÇimentomsuCO2 unit. According to Scope 1 and Scope 1+2, separate targets are followed. The base year for the reduction in targets was 2017. Since 2017 is the year that the greenhouse gas verification data started, this year is taken as the basis.

Our medium-term goal is to reduce our CO2 emissions by 22% in 2030 compared to 2017, to 655 kg CO2 (Scope 1+2).

Our long-term goal is to reduce our CO2 emissions by 35% compared to 2017, to 561 kg CO2 (Scope 1+2) in 2053, and to reach Net Zero by keeping 65 % of our remaining emissions with Carbon Capture technologies.

Burning Calories and efficiency, Electric Energy Production from Renewable Sources, Additive Cement Production and Carbon Capture methods will be followed in reducing emissions.

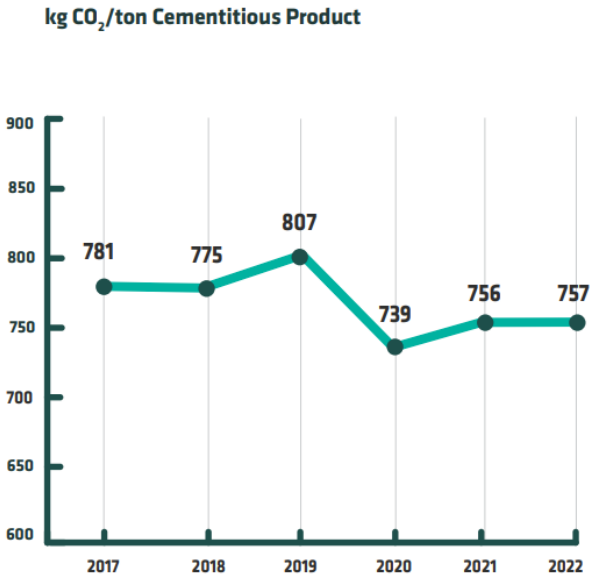
Nuh Çimento Carbon Reduction Targets					
			2022	**2030**	**2050**
Scope 1	Clinker	kg CO_2/ton Clinker	864	739	696
	Cement	kg CO_2/ton Cement	774	680	640
	Cementitious	kg CO_2/ton Cementitious	757	618	561
	Reduction Rate Compared to 2017	%	3%	21%	30%
Scope 1+2	Clinker	kg CO_2/ton Clinker	919	783	696
	Cement	kg CO_2/ton Cement	823	720	640
	Cementitious	kg CO_2/ton Cementitious	806	655	561
	Reduction Rate Compared to 2017	%	4%	22%	35%
	Reduction Rate Compared to 2017 (Including Carbon Capture)	%	4%	22%	100%
*** Carbon net zero by capturing residual emissions with Carbon Capture in 2050 target has been set.**					

A detailed study on emission reduction is presented in the statement.

GHG EMISSION METHOD

2022 emission calculations have been calculated according to the GHG Protocol.

EMISSION TARGET ANNUAL REDUCTION



EMISSION STUDIES

Measures Taken to Reduce Emissions

KILNS

The emission source in the quarries is blasting and loading operations, and only dust emission is generated. A sprinkler (road irrigation truck) is provided for our quarry operation and road irrigation is applied throughout the day in the quarry area and roads. In this way, the humidity rate is increased and the vehicles are prevented from removing dust from the ground. In addition, a pulverized irrigation system was installed on the crushers. In this way, the irrigation process is carried out and dusting is prevented by automation.

COAL STORAGE AREA

Our coal storage area is located in our raw material quarry with the number İ.R.21033 (2787).

The wind effect is prevented by surrounding the warehouse area with the fences and tarpaulins. Trees have been planted around the fences. The exterior of the coal depot and hydrants were placed inside by installing a fire extinguishing system. In the road irrigation process, sprinkler trucks are also used. In order to prevent dust emissions, coal transportation and storage areas are kept moist and protected from wind effect.

PORT

During our port operation, advanced precautions are taken in our factory to prevent dust emission during the fill-and-empty operations. In this context, the product produced by establishing a pipe band transport system, which is a first in the cement sector in Turkey, is transported from underground to the port with a pipe band without any filling and unloading, and directly to the ships. as uploaded. Dust emission that may occur during unloading is controlled by a dedusting bunker, which is also a first in Turkey.

This bunker, which is surrounded by filters, provides air suction at the top during discharge and ensures that the dust is kept in the filters without spreading around. Thus, emissions are prevented by keeping dust from both the truck bed and the unloading bucket. In addition, 1 broom vehicle is constantly working in our port and performs the cleaning process.

Dust formation is prevented by installing an air suction system in the bellows that discharge to the ships.
Bag filters are used to prevent dust emission that will occur in belt spills in the port. Dust, which is captured by bag filters, is transferred back to the delivery line, and dust output is prevented.

FACTORY GENERAL

The number of emission sources in our factory is 187, and 8 of these sources have dust+gas emission, and 176 of them only dust emission. We can list the measures taken in our factory, where many measures are taken to reduce and control emissions, as follows:

Particulate Matter Emission Reduction

Filter Systems

There are Cyclone, Bag Filter and Electrofilter as dust collection system in our factory.

Cyclones are equipment that provide dust recovery before the product dust formed in the process reaches the filter or before the air absorbed in the process is released into the

atmosphere. The geometry formed due to the position of the fan connected to the upper outlet and the suction throat creates cyclonic movements within the body, dusts heavier than air are thus separated from the air and precipitated into the lower conical, while the air purified from the dust is released to the atmosphere. In this way, environmental pollution and economic losses are prevented.

In the Bag Filter, dusty air is separated by providing dust-air filtration in the diaphragm, which we call a small porous bag inside the filter. As the clean gas comes out of the upper chamber, a flocked cake forms on the dust filter bag. The dust on the bag, which is shocked with compressed air, is recovered with the help of a cell wheel. The highly efficient bag filter has the ability to hold particles of very low size compared to their pore size.

The basic working principle of the electrofilter is to direct the dust particles to the plates by creating an electric field between the plates in the filter. The powders flocked on the plates are recovered by ramming depending on gravity.

Continuous Measurement (CEÖS)

As Nuh Çimento, we calculate our emissions according to the Regulation on the Monitoring of Greenhouse Gas Emissions and the Communiqués on the Monitoring and Reporting of Greenhouse Gas Emissions. In our factory, the data of the three main process chimneys are continuously monitored and controlled by the legal authority with the continuous measurement system connected to the Ministry of Environment, Urbanization, and Climate Change online. Combustion gases and particulate matter are monitored online.

Parameters monitored online:

- ✓ O2,
- ✓ Chimney Temperature,
- ✓ Flow,
- ✓ COm,
- ✓ NOxm,
- ✓ SO2m,
- ✓ TOCm,
- ✓ HFm,
- ✓ HCLm and
- ✓ It is in the form of DUSTm.

NOx Reduction Studies

SNCR System

The SNCR System works on the principle of trapping NOx pollutants by spraying the liquid ammonia solution into the combustion gases at high temperatures. SNCR system has been installed in our factory to reduce NOx emissions in all our 3 production lines. NOx reduction is made by using 25% ammonia solution in the 1-2-3 transfer and calciner regions of the Rotary Kiln. With the set values entered by NOx monitoring from the control room, the SNCR system operates automatically and emission control is provided.

SOx Reduction Studies

Because the raw materials used in the cement sector contain limestone, a reducing environment is formed in SOx gases as a result of the contact of the waste gases during the combustion with the raw materials due to the process. For this reason, the amount of SOx formed in our factory is far below the legal limits.

Automation Systems

In our process, which is the biggest source of gas emissions, high technology equipment has been installed and all of them have been automated. With the automation systems carried out with sensitive studies in our laboratories, combustion efficiency, fuel dosing, gas measurement, temperature, flow, and raw material analyzes are kept under control, and production is carried out with maximum efficiency and minimum emission output.

Pulverized Water Systems

State-of-the-art pulverized water lines have been installed in all of the crusher units where raw materials are broken, and dust escaping is prevented.

Emission Reduction through Resource Utilization

- ✓ Resource reduction activities are implemented by using alternative raw materials. For this purpose, waste materials such as aluminum-containing soils and cement sludge are used as alternative raw materials, thus reducing the use of natural resources.

- ✓ Studies are carried out on the use of resources by using alternative fuels, the reduction of solid waste, and the reduction of gas emission values. By using alternative fuels, the hazardous wastes in the market are eliminated, preventing their storage or inappropriate
- ✓ disposal, while making use of the calorific values of the wastes. We use less than our fuel, coal. Thus, we reduce the use of natural resources.
- ✓ The gas wastes of the 1st and 2nd production lines are used for heating with the help of recuperators. In this way, both waste gas reduction is achieved and the use of resources required for heating purposes is saved. Likewise, the gas wastes of our 3rd production line are used with the help of heat exchangers and the heat energy needed by our sludge drying facility is provided. Thus, by providing heat recovery, serious reductions are made in the use of resources.
- ✓ Dust wastes kept in all filter systems throughout the facility are fed back into the system. Thus, solid wastes generated as a result of the process are eliminated. In addition, the energy required to provide the amount of feedback is saved.
- ✓ Emissions are reduced by optimizing raw materials and all company vehicles.
- ✓ With the sapling cultivation activities, 10.000 saplings are grown annually and greening studies are carried out both in the factory and in the surrounding districts.
- ✓ By establishing a compensation system in the energy unit, the power factor was increased to 0.98, reducing the line losses and the rate of reactive energy drawn from the network, thus reducing the use of resources by providing savings in electrical energy.
- ✓ By making coal mill fans with frequency converters, 20% less electricity is used in the electrical energy used in this area.
- ✓ All bulbs in the road lighting system have been replaced, the use of led bulbs has been started and the use of resources has been reduced.
- ✓ In the field lighting system, a photosensitive photocell system was installed and unnecessary energy use was prevented.
- ✓ By using photocell faucets in washbasins, water usage savings are achieved.

- ✓ 95% of the monitors have switched to LCD screens and energy savings have been achieved.

Other Precautions

In order to control dust emissions throughout the factory, the factory floor is cleaned with 2 diffusers (road irrigation vehicles) and 2 vacuum cleaners. All roads in the factory have concrete floors. Greening activities are carried out by carrying out grass planting and afforestation activities in and around the factory. Points, where vehicles cannot enter, are kept under control for 24 hours by the cleaning team.

CO2 EQUIVALENT EMISSIONS INDIRECT, SCOPE 3

SCOPE 3	CO_2 (tonnes)	Descriptions	Method
1. Purchased Goods and Services	558,024	Iron slag, bauxite, calcium fluorite, slag, cement additive chemical, refractory, plaster, packing, shotting, oil, ammonia, purchased clinker	GHG protocol (WBCSD Scop) Defra (2022) The carbon value of the product received from the purchased company
2. Capital Goods	0	excluded.	-
3. Fuels and Energy-Related Activities	225,938	Coal, natural gas, petcoke, electricity	Defra (2022)
4. Upstream Tranportation and Distribution	28,838	Limestone, marn, kil, Iron slag, bauxite, calcium fluorite,slag, cement additive chemical, packing, plaster, shotting, oil, ammonia, coal, petcoke, natural gas, clinker, and cement.	Defra (2022)
5. Waste Generated in Operations	0	excluded	-
6. Business Travel	27	Based on air travel	Defra (2022) IPCC
7. Employee Commuting	1,347	Based on all employees.	GHG protocol (WBCSD Scop 3) IPCC
8. Upstream Leased Assets	0	excluded	-
9. Downstream Transportation and Distribution	134,267	Sales (Land+sea)	Defra (2022)
10. Processing of Sold Products	25,134	Prepared within the scope of domestic and foreign sales.	GHG protocol (WBCSD Scop 3)
11. Use of Sold Products	0	excluded	-
12. End-of-life Treatment of Sold Products	0	excluded	-
13. Downstream Leased Assets	0	excluded	-
14. Franchises	0	excluded	-
15. Investments	0	excluded	-
Total Scope 3	973,575		

OZONE – DEPLETING SUBSTANCES

Nuh Çimento uses only what's that refrigerant, which is R410A. In 2021, 140 liters of R410A were used, and in 2022. The usage increased to 180 liters.

OZONE-DEPLETING SUBSTANCES	
YEAR	TOTAL USAGE (tonnes)
2021	0,145
2022	0,187
TOTAL	0,332

WATER POLLUTANT EMISSIONS

DOMESTIC TREATMENT OUTPUT DISCHARGE VALUES							
Analysis Made	**Unit**	**Average Value in 2020**	**Pollutant Weight (tonnes)**	**Average Value for 2021**	**Pollutant Weight (tonnes)**	**Average Value for 2022**	**Pollutant Weight (tonnes)**
Suspended Solids (TSS)	**mg/L**	23.3	1,52382	34.6	2,28706	21.6	1,44504
Biological Oxygen Demand (BOD)	**mg/L**	26.2	1,71348	14.7	0,97167	17.9	1,19751
Chemical Oxygen Demand (COD)	**mg/L**	69.5	4,5453	58.1	3,84041	46.6	3,11754
Total			7,7826		7,09914		5,76009

FIELD WATER SEDIMENTATION TANK OUTLET DISCHARGE VALUES							
Analysis Made	**Unit**	**Average Value in 2020**	**Pollutant Weight (tonnes)**	**Average Value for 2021**	**Pollutant Weight (tonnes)**	**Average Value for 2021**	**Pollutant Weight (tonnes)**
Suspended Solids (TSS)	**mg/L**	17.4	1,463601	7,5	0,59421	6.9	0,3121974
ZSF (Fish Bioassay)	**mg/L**	1.6	0,134584	<1		<1	
Chemical Oxygen Demand (COD)	**mg/L**	21	1,766415	24	1,901472	19.4	0,8777724
Chromium (VI)	**mg/L**	0	0	0,1	0,0079228	0	0
pH	**–**	7.6		7,6		7.7	
Colour	**Pt-Co**	31.6		15		16.6	
Oil and Grease	**mg/L**	0.2	0,016823	<10		<10	
Total			3,381423		2,503605		1,18997

Domestic Treatment Output Discharge Values and Field Water Settlement Pool Output Discharge Values (tonnes)	
2020 Ball.	11,16
2021 Ball.	9,6
2022 Ball.	6,95

ACCIDENTAL SPILLS

Direct and accidental spills of oil and other hydrocarbons per thousand barrels (kbls):

From 2010 to this year, no spillage accident occurred. In case of any environmental accident, the emergency instructions are acted upon.

No environmental accident occurred in 2022.

ECO-DESIGN PRODUCTS

At Nuh Çimento, we use wastes instead of primary raw materials in the production phase of our products. In addition to reducing greenhouse gases generated from the use of natural resources, our primary goals are to reduce the raw material costs associated with it.

Our annual target is to use at least 275 thousand tons of waste as raw materials. In 2022, we brought 410,196 tons of waste into the economy as alternative raw materials.

Iron Silicate, Gypsum, Marl, Limestone and Bauxite are used in cement production.

In the process of process;

- Replacing our need for iron silicate mineral with waste iron slag and grit materials,
- Plaster waste replacing our need for plaster,
- Our need for marl mines is replaced by concrete waste, waste brick, bleaching earth, drilling mud,
- Replacing our limestone mineral needs with calcite and lime waste materials,
- Our need for bauxite ore is replaced by bottom ash, sludge with aluminum content, fly ash and vitrified scrap

we substitute.

2022 ALTERNATIVE RAW MATERIAL PURCHASE TABLE	
Waste Type	**Amount of Accepted Alternative Raw Material (Tonnes)**
Grit (Fe2O3)	211,678
Fly ash	66,075
Concrete waste	59,575
Iron slag (Fe2O3)	18,803
Vitrified Discards	13,324
Bottom ash	16,328
Drilling mud	10,413
Sludge with aluminum content	7,091
Calcite	1,992
Brick waste	1,783
Purification sludge	1,112
Bleaching earth	1,103
Plaster waste (SO3)	880
Lime waste	16
Marble waste	24
Total	410,197

PRODUCT ENVIRONMENTAL RESPONSIBLE USE

At Nuh Çimento, we aim to switch to CEM2 type cements with low carbon emission coefficient instead of CEM1 type cement with a high carbon footprint. In this context, we increase our sales rate of cement with additives in the domestic market every year.

	2020	2021	2022
CEM1	466,427	168,441	132,729
Other	603,976	974,669	1,080,639
Total	1,070,403	1,143,110	1,213,368
Ratio	56%	85%	89%

In 2022, 265,213 tons of clinker was saved by producing other types of cement and products instead of CEM1. With this savings, 229,144 tons of CO2 emission reduction was achieved.

CLINKER CEMENT CHANGE DUE TO ADDITIVE CEMENT AND REDUCED GREENHOUSE GAS CALCULATION		
Description	**Unit**	**2022**
Amount of CEM II/A-S 42,5 R produced	tonnes	734,457
Additive Difference of CEM II/A-S Cement Compared to CEM I	tonnes	**55,084 (Approximately %7.5)**
Amount of CEM II/B-S 42,5 R produced	tonnes	321,947
Additive Difference of CEM II/B-S Cement Compated to CEM I	tonnes	**80487 (Approximately % 25)**
Clinker Saved According to CEM I	tonnes	**135,571**
Produced Ground Blast Furnace Slag	tonnes	176,144
from Ground Blast Furnace Slag Sold	tonnes	**129,642**
TOTAL CLINKER SAVED	**tonnes**	**265,213**
2022 GREENHOUSE GAS REDUCTION	**tonnes**	**229,144**

RENEWABLE / CLEAN ENERGY PRODUCTS

In 2022, a combined total of 695 tons of well cement certified with API SPEC 10 A were sold to two companies involved in geothermal energy production, which generate electricity from geothermal sources.

TAKE – BACK AND RECYCLING INITIATIVES

The quality control of the cement is stored in silos that are separated according to their types and marked on them. Quality Control and Innovation If a nonconformity is detected according to the quality acceptance criteria in the inspection and test results performed by the Directorate at the exit of the cement mill and at the exit of the silo, according to the Quality Plans, the silo in which the nonconformity is detected is closed for sale or this product in the silo, with the approval of the relevant directorates and senior management, can be obtained from the customer, if necessary.

It is also sold in lower strength class by being informed. CPA (Regulatory Preventive Action is opened to the Cement Production Directorate by the Quality Control and Innovation Directorate. The cement mills are intervened in a way to correct the quality (to bring the quality parameters to the acceptance range). As stated in the Production Quality Control Procedure, cement, production It is subjected to inspections and tests deemed necessary by the Quality Control and Innovation Directorate at the stage of the inspection and the results are evaluated according to the Quality Acceptance Criteria. cement mill, the silo is opened for sale in a controlled manner by the Quality Control and Innovation Directorate and the Cement Production Directorate. If it is detected, the product will be returned if necessary as a result of the evaluation of the General Manager, Quality Control and Innovation, SSKI, Production and Domestic Sales departments. and to customersis reported.

Inappropriate product

- ✓ The action to be taken to eliminate the nonconformity,
- ✓ After being put up for sale with the approval of the customer, relevant directorates and senior management.
- ✓ Intervention by taking precautions to ensure that it is used in accordance with its main purpose of use.

REVENUE FROM ENVIRONMENTAL PRODUCTS

CEM II/AP 42.5 R

CEM II/AS 42.5 R

CEM II/BS 42.5 R

CEM IV/B 32.5 R

CEM V/A 32.5 R

These product groups are considered as environmentally friendly product groups compared to conventional cement. In 2021, the revenue share of these product groups was determined as 17%, and in 2022, the revenue share of these product groups was determined as 18%.

PERCENTAGE OF GREEN PRODUCTS

In 2022, a total of 5,168,144 tons of products were produced in Nuh Çimento. Among these products, 1,300,775 tons are identified as green products. The green product ratio for the year 2022 is reported as 25%.

	2022	
	Production Amount (tonnes)	**Share in Production**
Cement with High Clinker Ratio	3,867,369	0.75%
Green Product	1,300,775	**0.25**
Total	5,168,144	100%

EMS CERTIFIED PERCENT

Environmental Management System created in Nuh Çimento; It was established in accordance with the conditions and purpose of TS EN ISO 14001 "Environmental Management System" and its continuity is ensured.

Environmental documents created and followed in the Quality Documents Management System (QDMS) are managed in an integrated manner with other management systems documents.

HSMS CERTIFIED PERCENT

The "OHS MANAGEMENT SYSTEM", which was established and maintained to meet the ISO 45001 Standard, legislation, the conditions and requirements of the organization we are a member of, is carried out in harmony with all other management systems; OHS Management System created in our organization; It has been established in accordance with the conditions and purpose of ISO 45001 "OHS Management System" Standards and its continuity is ensured. OHS documents created and followed in the OHS Documents Management System (QDMS) are managed in an integrated manner with other management systems documents. The scope of the OHS Management System; It includes the activities carried out at Nuh Cement.

Accordingly, the scope; It is defined as “production and sale of clinker, cement and ground blast furnace slag”. (100%)

ENVIRONMENTAL MANAGEMENT TEAM

There is an environmental management team that carries out environmental compliance, legal legislation, control and audit activities. This team also has the Environment Management Unit Certificate from the Ministry of Environment, Urbanization and Climate Change.

Environmental Management Team; It consists of a total of 4 people, including 1 Sustainability and Environment Manager, 1 Climate Change and Environment Chief, 1 Senior Environmental Engineer and 1 Sustainability Engineer. All personnel in the team are engineering graduates. (4 Environmental Engineering) Sustainability Engineer and Sustainability Manager working to improve ESG performance.

Environmental Management Team, compliance with legal regulations, waste management, zero waste, greenhouse gas, reduction of emissions, water management, sustainability, etc. takes an active role in the issues. It also takes an active role in the operation and continuous improvement of the ISO 14001 Management System owned by our company.

ENVIRONMENTAL PROVISION

No environmental legal expenditure has been made.

SELF-REPORTED ENVIRONMENTAL FINES

As Nuh Çimento in 2022 environment penalty did not exist.

TOXIC CHEMICAL REDUCTION

Our Initiatives to Reduce, Reuse, Substitute, or Retire Toxic Chemicals or Substances:

Data on chemical substance use is collected at regular intervals and entered into the Major Industrial Accident Risk Reduction system (BEKRA). After the entries are made, the category of our factory is determined. As a result of the update made in 2022, our factory was determined as "Out of Scope". Optimum values were calculated to reduce the amount of ammonia used in the SNCR facility in 2022, and the amount was reduced by switching from 22% concentrated ammonia solution to 25% ammonia solution.

The chemicals purchased throughout the factory are evaluated gradually, and products with low environmental impact are preferred.

LAND ENVIRONMENTAL IMPACT REDUCTION

Nuh Çimento carries out rehabilitation activities in 2022 to minimize the environmental impacts. Rehabilitation efforts are good practices that appear to be an important part of environmental sustainability.

As a result of the rehabilitation studies;

Topsoil Storage and Conservation: Within the scope of rehabilitation works, the topsoil belonging to the owner was taken from the area to be protected and stored. This is a step towards reducing soil erosion due to mining activities and maintaining soil quality.

Security Measures: The permission area was surrounded with a wire fence and basic security rules were taken. Such measures help prevent unauthorized access, increase occupational safety and reduce environmental risks.

Inscriptions and Signs: Appropriate inscriptions and signs have been placed around the permit area. This helps field workers and visitors understand specific risks and safety precautions.

Regulation Compliant Behavior: Local and national environmental regulations are complied with.This ensures compliance with environmental regulations and that activities are carried out in accordance with legal requirements.

Aggregate Production and Material Storage: Aggregate production is carried out in the field and the resulting materials are temporarily stored in non-forest areas. This helps protect the surrounding natural areas and ecosystems.

Landslide Hazard: There is no storage in the field against the landslide hazard. This is an important step towards minimizing environmental risks.

Waste Management and Recycling: The wastes generated during the activity are removed from the permit area by the recycling companies. This helps reduce the environmental impact of waste and ensures that waste is managed sustainably.

The above measures and activities reflect Nuh Çimento's commitment to environmental sustainability and compliance with legal requirements. Such practices are extremely important in terms of protecting natural resources, minimizing environmental impacts, and leaving a healthier environment for future generations.

BIODIVERSITY IMPACT REDUCTION

Activities to Mitigate Impact on Biodiversity:

Raw material site, factory site, etc. Editing the EIA Report or Project Description Files before putting production uses into operation. Biodiversity issues are also discussed in these reports. There is no environmental management facility that can produce quality data.

ENVIRONMENTAL PARTNERSHIPS

Nuh Çimento is a member of SKD (Sustainable Development Association) in 2023 and plans to become a member of ERTA (Environmental and Resources Education Association) in 2024.

ENVIRONMENTAL RESTORATION INITIATIVES

On 20.12.2016, under the main sponsorship of Nuh Çimento, the "İzmit Bay Fishing Project", which is the project of Trabzon Fisheries Central Research Institute (SUMAE) affiliated to TAGEM, was started together with Kocaeli Metropolitan Municipality.

Within the scope of this project;

- increasing the numbers of native fish species
- reducing the effects of adverse environmental conditions on fish species
- conservation of species,
- development of angling

is targeted.

The broodstock were caught and reared in Trabzon Fisheries Central Research Institute. In 2022, 6,000 sea bream, sea bass and turbot fish were released into the sea, with a total of 36 thousand in the project.

In addition, waste collection activities are carried out at the sea and coastline at least once a year throughout the year. Marine Litter Activity Report is prepared and submitted to the Provincial Environment Directorate every 3 months. In 2022, 4 reports were submitted. The report describes the assessment of the level of pollution compared to one year ago and the reasons for the change.

CLIMATE CHANGE COMMERCIAL RISKS OPPORTUNITIES

It reflects the risks and repercussions for the use and use of climate change related to greenhouse gas emissions. In this context, we have given a lot of space in the sections where risks are evaluated in the 2021 and 2022 Integrated Annual Reports.

With climate risks, the carbon burden will be a commercial burden. This will appear as ETS or a carbon tax. It will appear as green reconciliation tax on foreign sales. Incoming additional taxes will be reflected in the product prices and our customers will be directly affected.

We develop products with low carbon footprint to reduce these risks and turn them into opportunities. We are making new investments to reduce our process-related emissions.

ENVIRONMENTAL INVESTMENT INITIATIVES

Efficiency studies were carried out to reduce carbon emissions per unit product for 2022. The rotary kiln cooling unit no. 2 was changed (BAT Breef) and made compatible. In this way, a reduction in carbon emissions has been achieved.

ENVIRONMENT MANAGEMENT TRAINING

Environmental trainings are given regularly every year. The trainings we provide at our factory include the importance of the environment and the consequences of environmental pollution, the management of wastes from the factory, the management policy of waste accepted at the factory, environmental legislation, sustainability and zero waste.

Trainings given in our factory; Annual trainings, on-the-job trainings, environmental aspects and risky jobs, post-occupational accident trainings and trainings are provided after field inspections.

As educational material; Waste Management Plan, Procedures and Instructions, Environmental Audit Minutes, Environmental Aspect (Risk) Analyzes, Environmental Bulletins, examples and measures of environmental accidents in Turkey and in the World, presentations, exams, videos and documents are used.

Posters are hung in certain parts of the factory in order to raise awareness of the employees by creating visual awareness.

In 2022, 522 people were trained.

ENVIRONMENTAL SUPPLY CHAIN MANAGEMENT

At Nuh Çimento, we choose our suppliers with the Preliminary Evaluation Form.

If we list the topics in this form:

- Finding Legal Permit and License documents,
- Finding Environmental Management System documents,
- Disclosure if there is an Environmental Accident,
- Announcing if there is an Environmental Penalty,
- Explaining the trainings given to employees on environment and waste separation,
- Explaining the activities that reduce the use of natural resources,
- Description of activities related to waste recovery or reduction of waste output,
- Studies on greenhouse gas reduction,

  is in the form.

Nuh Çimento Training Plan

It is the determination of the trainings that the employees need to receive in order to reach the level of knowledge, skills and behavior that the employees need to have in order for the company to achieve its goals. In this sense, training needs analysis is the process of measuring the difference between the requirements of the job and the competence of the employee in these requirements.

In this context, “Training Needs Analysis Manager Questionnaire” is sent to all units at the end of each year. The feedback from the units contributes to the creation of the Annual Training Plan.

The training needs of the company are determined with the cooperation of the Human Resources Directorate and the departments. In December of each year, the Human Resources Directorate sends the General and Technical Training List and the Training Needs

Determination Form to the departments. While determining the training needs, the departments determine the training need by using the General and Technical Training List and fill the Training Needs Determination Form on an individual basis and send it to the Human Resources Directorate.

While determining the training needs, the trainings attended by the personnel, job description, annual performance and career are taken into consideration; The department manager

determines the training needs of the department on a person-to-person basis by meeting with the employees reporting to him, if necessary.

In 2022, 30,744 hours of training were provided. These are: Professional Development, Personal Development, OHS and Other (Awareness-raising training for combating HIV, etc.) trainings are carried out. At the beginning of the year, our training plan is made. Our Training Plans include White Collar and Blue Collar.

Organizations that organize our Training Plans: Management Center Turkey, TürkÇimento, SIEMENS SANAYİ VE TİC.A.Ş., YÖN HSE, Turkish Human Management Association Economic Enterprise, Boğaziçi University Lifelong Education Center, Bahçeşehir University etc. is happening.

The effectiveness of the trainings provided inside and outside the company in our company are evaluated. The effectiveness of the in-house trainings can be in the form of a post-training examination, an evaluation form of the training effectiveness of the person filled by the manager, or an e-mail notification to the Human Resources Department, depending on the type of training. The effectiveness of the outsourced trainings is provided by the exams held immediately after the training, the form in which the employees participating in the training are evaluated by the trainer or the forms in which the training is evaluated by the employees.

The training evaluation forms filled in by the employee receiving the training, the trainer providing the training and the unit manager and the feedback received include detailed information about the effectiveness of the next trainings, the determination of the topics to be

selected, the training method, and the trainer. However, if a training evaluation report is prepared by the training company, these reports are accepted as training evaluation records. In the light of these training evaluations, the participants who need to attend the training again and/or if the training needs to be given by another trainer, the new trainer(s) are determined by the Human Resources by taking the opinion of the relevant department directorate.

Evaluation of the effectiveness of the trainings is also followed by Integrated Management Systems managers/responsibles through a number of field applications such as activities related to their own systems, internal audits, observations, data analysis results, audits and monitoring of processes. If any negative, poor performance or inefficiency signs are observed

as a result of these monitoring and measurement studies, it is planned to give the training again.

FLEXIBLE WORKING HOURS

At Nuh Çimento, we all know that the correct functioning of the business plan depends on a well-organized, programmed and disciplined leader. The reflection of work motivation to the entire team is the responsibility of the team managers, and we care about supporting this with motivating methods. Good planning and motivation will pave the way for good works. If you want colleagues in your own discipline as a good manager, you should set an example for your team. This is through healthy and open communication. In the home/remote working system, the employee is not expected to be at home, but to have a healthy workflow and be productive.

WHAT ARE THE REMOTE WORKING CONDITIONS?

• It is necessary to work in an area where the internet is uninterrupted.

• Care must be taken to provide thermal comfort and sufficient fresh air for efficient operation.

• There should be no noise and distractions in the work area. Home, resort, hotel, etc. It should be a quiet space where you won't be distracted.

• The computer screen, its position and curtains should be adjusted to avoid glare.

• In cases where it is necessary to come to the office, the manager has to inform his colleague at least 1 week in advance.

• Employees should pay attention to information security and no one should see their screens.

• Meetings should not be held in crowded environments due to information security.

OCCUPATIONAL HEALTH AND SAFETY IN REMOTE WORKING

• If possible, cabinets and shelves should be fixed so that they do not tip over.

• Cables should not be arranged in such a way as to cause snagging accidents.

• Heat sources near flammable materials, telephone and electrical cables should not be kept.

• there should be numbers with information about the emergency phone.

• Care should be taken to keep first aid supplies in the work area.

• Do not work with damaged or stripped cables.

• Flammable surfaces (cloth, etc.) should not be left on the chargers for a long time. Phones and laptops should be charged on hard surfaces.

• It should be avoided to use more than one power point from the device in order not to cause fire situations caused by overload.

INTERNAL PROMOTION

White Collar

Assignment of the employee to a different field and/or position within the department is made by the General Manager or Group Director of the relevant company, by notifying the Human

Resources Department. The General Manager or Group Director of the relevant company and the Human Resources Directorate come to an agreement by discussing the issue with the reasons and it is submitted to the approval of the CEO. Changes that are approved by the CEOare announced to all employees and units with a general announcement made by the Human Resources Directorate.

Blue Collar

Appointments and promotions in Nuh Cement Group are carried out within the framework of organizational change and vacancies, by adhering to the approved personnel budget and demand. The performance and potential of the employees are evaluated and approved one by one at the General Manager Norm Staff Meeting held every year with the relevant Department Managers and Human Resources Directorate. After the approved evaluations, the individual development needs and career opportunities of all employees are prepared by working together with the Relevant Department Managers and the Human Resources Directorate, and the Relevant Department Managers fill in the Career Path Appointment / Promotion Exam Request Form and initiate the signature / approval process within the specified process.

As Nuh Cement Group, we design and implement different development programs for field life and office life. We offer career exam applications and in-group employment opportunities for all group employees. Every year, at the end of the quota, we make career plans for department-specific field and office employees. We perform these parts through exams that measure the adequacy of the deficiencies. We determine employee and department requests by targeting organizational changes, staff structure and evaluation interviews. We support the necessary areas by identifying the personal development needs of the employees and their personal development that can be supported in the career field. Thanks to the performance management system, we evaluate the data and offer personalized training developments to our employees.

For field personnel; In-departmental technical exam, occupational health and safety exam, talent exam are prepared and presented to career employees in the company.

For office workers; Assessment tools such as an English test, aptitude test and personality inventory are used.

We support the protection of overconfidence by conducting the evaluation phase by observing the principle of transparency. We shape the corporate culture together with this practice, which provides a consistent perspective in terms of contribution to processes, and this practice, which constantly contributes to people who are evaluated with a fair approach. All of our employees can quickly benefit from applications such as Nuh Academy, OKR, Competency Model in their career development.

NUH ÇİMENTO WAGE MANAGEMENT and BENEFITS

Nuh Çimento Industry Inc. We are positioned based on an objective level structure by shaping the wage and fringe benefits structure of its employees on the basis of rank and title. In this structure, we make job evaluations and determine position levels, considering the job description of each position and its place in the organization. We consider market data, internal balances and company targets for each level and title structure while determining wage and benefits policies.

The rights granted to the employees may vary according to the position and title of the employee.

The rights provided by the Company do not constitute any other payment or vested interest regarding the rights and benefits. If the person leaves the job, these rights are taken back by the company.

NUH ÇİMENTO EDUCATION SYSTEM

One of our goals is to determine the training needs of all personnel working at Nuh Çimento, and to determine the principles and procedures regarding the methods and responsibilities for their planning, realization, evaluation, and record keeping.

The people who will receive these trainings include all departments, suppliers, interns, and visitors within the body of Nuh Çimento. Employees, managers and trainers related to training have various responsibilities.

These responsibilities include:

• Identifying training needs,

• To ensure the preparation of training plans/programs and budgets,

• Ensuring that the trainings are recorded,

• To make interviews with the relevant units by making determinations related to the determination of the training frequency,

• Filling in the prepared forms related to the trainings and their evaluation after the training, etc. available.

First, it is necessary to determine some stages in education.

Training Needs Analysis: It is the determination of the trainings that the employees should receive to reach the level of knowledge, skills, and behavior that they need to have in order for the company to achieve its goals. In this sense, training needs analysis is the process of measuring the difference between the requirements of the job and the competence of the employee in these requirements. In this context, "Training Needs Analysis Manager Questionnaire" is sent to all units at the end of each year. Feedback from the units contributes to the creation of the Annual Training Plan.

Annual Training Plan: The training needs of the company are determined in cooperation with the Human Resources Directorate and departments. The General and Technical Training List and the Training Needs Determination Form are sent to the departments in December of each year by the Human Resources Directorate. While determining the training needs of the departments, they determine the training needs by making use of the General and Technical Training List. In determining the training needs, taking into account the trainings attended by the personnel, job description, annual performance and career; The department manager determines the training needs of the department on an individual basis by meeting with the employees when necessary.

Training Request Management Process: Training participation plans that are planned to be realized with internal trainers or external trainers within Nuh Group Companies or outside the company cannot be realized without the approval of the Human Resources Directorate. After the approval of Human Resources, external trainings are carried out with the help of expert and professional consultants / trainers.

Evaluation of Training Efficiency: The effectiveness of trainings given inside and outside the company is evaluated. The effectiveness of in-house training can be in the form of a post-training exam, a training effectiveness evaluation form filled by the manager, or an e-mail notification to the Human Resources Department, depending on the situation. Education Type.

The effectiveness of the trainings received from outside is ensured by the exams held immediately after the training, the form in which the employees participating in the training are evaluated by the trainer or the forms in which the trainings are evaluated by the employees.

The forms are in the form of three headings:

1- Training Evaluation Form (Employee)

2- Evaluation Form of Training Participants (Instructor)

3- Training Effectiveness Evaluation Form (Manager)

The training evaluation forms filled in by the employee receiving the training, the trainer providing the training and the unit manager, and the feedback received include detailed information about the effectiveness of the next trainings, the determination of the topics to be selected, the training method and the trainer.

Nuh Çimento's OHS Data

Social Performance	Description/Unit	2022	2021	2020
Total Injury Rate Total	ratio	22.92	27.78	25.75
Total Injury Rate Contractors	ratio	8.96	11.63	17.16
Total Injury Rate Employees	ratio	18.12	21.84	10.63
Accidents with Lost Days (Nuh Çimento)	number	5	8	8
Accidents without lost days (Nuh Çimento)	number	49	46	34
Accidents with Lost Days (Contractors)	number	0	0	0
Accidents without lost days (Contractors)	number	15	12	15

OUR SUSTAINABLE SUPPLY CHAIN

Our Responsible Marketing System

In the organization, for the purpose of increasing customer satisfaction of the top management; All employees, especially senior management, domestic and foreign sales departments and the after-sales quality monitoring department act in coordination in order to meet customer requests and needs on time, with the desired quality and continuously. A survey is conducted every year at the end of the year to determine customer requirements. The survey results returned as customer complaints and suggestions are evaluated statistically and necessary corrective and preventive actions are taken by the concerned.

In accordance with our Company's Marketing Strategy, maximum efforts are made to promote and market products that are respectful to nature and people, and that benefit consumer health and safety, by considering them in the marketing processes. Customer confidentiality is essential, customer information is not shared with third parties other than legal authority. As a company, we always take a stance in favor of fair trade.

Customer Health and Safety

Our main aim:

- Meeting customer needs and requests as a result of the activities of all processes and measuring the realization rate of customer satisfaction
- Controlling the effects of processes on the environmental management system and environmental performance
- Implementing DÖF (Corrective and Preventive Actions) when necessary, providing resources and providing continuous improvement.

In our customer satisfaction rates, we aim for product quality, relations with customers, timely fulfillment of orders and sustainability of our sales.

Our survey is available. As a result of this survey, we evaluate myself under different headings every year.

Actions taken for customer satisfaction reached their target in 2022. Necessary actions will continue to be taken in order to achieve customer satisfaction above our targets in 2023.

Our Customer Satisfaction

For the customers that are planned to work with, analyzes are made on issues such as compliance with corporate identity and continuity, and necessary actions are taken.

Customers are met on certain platforms and customer visits are made.

During the year, customer complaints are received verbally or via e-mail.

DÖF (Corrective and Preventive Actions) related to the complaint is opened on the QDMS system.

Customer complaints are evaluated and related departments (such as production, port, purchasing) are notified.

The customer is contacted verbally and via e-mail regarding the complaint. Customer visits are made.

Once a year, Customer Satisfaction Surveys are prepared and sent to customers.

Customer Satisfaction Survey results from customers are evaluated. While making the evaluation, the scoring is calculated as follows: “Adequate” and “Very Good” are considered as satisfied, “Unsatisfactory” is considered as dissatisfied. For each question, the percentage (%) is calculated by considering the number of participants. For example, if there are 9 satisfied and 1 dissatisfied in a survey in which 10 customers participate, the percentage evaluation is calculated (9*100/10) and the customer satisfaction is concluded as 90%.

Customer satisfaction surveys are uploaded to the QDMS system.

2022 Customer Satisfaction Survey Results	
Description	Score
Product Quality	90/100
Sales Team	90/100
Order-Payment-Invoice	81/100
Shipping	87/100
Communication	87/100

Customer satisfaction survey studies have been carried out by an independent firm since 2016.

Customer satisfaction survey; Product Quality was evaluated under the headings of Sales Team, Order, Payment, Invoice, Shipment and Communication.

34 active customers participated in the survey for the year 2022. These customers are determined to correspond to a minimum of 85% of the total sales.

The success performance target for 2022 has been determined as 75% and has been realized as 87%.

Nuh Cement Industry Inc. Supplier Monitoring and Evaluation System

As Nuh Çimento, we control our suppliers in the field with quality systems in a controlled manner.

We first provide Site Visit General Information for inspection. This information is very important in terms of the type of raw material we supply and the distance to the factory in transport and therefore Scope 3 emissions.

By examining the existing Management System or product documents, we analyze the product we supply in the next stages. As a result of these analyzes, we test the suitability of the product we supply for our production.

Finally, we prepare our report on the subject and share the results with the supplier company.

As Nuh Çimento Sanayi A.Ş., our main goal is:

It is to ensure that the goods and services we need are purchased from suppliers that provide service under the most suitable conditions, and to support the improvement of our service quality by identifying the development areas of our suppliers.

In this process, we evaluate our Critical Suppliers in our Supplier List once a year and our other suppliers every two years.

Our supplier evaluation is based on Leadership, Planning, Support, Operation, Performance Evaluation, Improvement etc. in the "Nuh Cimento Supplier List and Evaluation Form". We make questions that include subject headings.

According to the scores obtained from the evaluation results, we continue to work with suppliers suitable for our company.

Our Contractors Working Rules

Before starting to work, contractor companies should obtain the list of necessary documents from the Human Resources Management and prepare the documents in the list.

The contractor company should undertake to comply with all the policies, procedures and instructions of Nuh Çimento by making a Risk Assessment in terms of OHS before the job, regarding the works to be carried out in the company.

The contractor company should provide all its employees with training on OHS rules, environment and waste management rules, and energy efficiency rules before starting work and submit the records to the Human Resources Management, Occupational Safety Manager, Sustainability and Environment Directorate.

The trainings on OHS and environment should be repeated periodically, and records should be kept for measurement and evaluation. Periodic health examination forms (at the latest once a year in very hazardous works) must be submitted to the Company on a regular basis once a year.

The Contractor Company must ensure that its responsible personnel are conscious of the environment, occupational health and safety. It should organize various meetings on this subject and submit the meeting minutes to the Environmental Engineer and Occupational Safety Directorate of the company.

Employees of the contractor company must be suitable for the job for which vocational qualification training is carried out. (for example: welder's certificate to be obtained from accredited institutions and organizations in special welding works such as pressure vessels or special productions, operator certificates of those who will use the work machines), the contractor has the right to request a certificate of mastery, testimonial, diploma, certificate of the personnel of the contractor company. Company officials have the right to stop the work and receive training in case they observe the contractor company employees exhibiting unsafe behavior in the field.

The training hours given for the Contractor Company are given below

Year	Danger Dimension	Personal Number	Total Contractor Employees	Total Training Hours	Average Training Hours
2022	Less Dangerous	136	837	7736	9,24
	Dangerous	503			
	Very Dangerous	198			
2021	Less Dangerous	56	516	5472	10,60
	Dangerous	264			
	Very Dangerous	196			
2020	Less Dangerous	41	437	4116	9,42
	Dangerous	298			
	Very Dangerous	98			

Company officials and Environmental Engineer - Energy Manager - OHS Specialist audit the contractor companies at different intervals according to their working areas; shares the findings with the contractor company. The contractor company has to correct these nonconformities.

Corrective and preventive actions taken are notified to the Company in writing by the company. If the nonconformities threaten the occupational health and safety of other employees, the work of the contractor company is stopped until the nonconformities are eliminated. In this process, the material and moral losses that the Company will suffer can also be compensated from the contractor company. For non-compliances that are not corrected or recurring despite the warnings, the equivalent of the Administrative Fines detailed in Article 26 is applied by deducting the company's progress payment according to the OHS Law No. 6331.

They are obliged to provide personal protective equipment in accordance with the relevant TSE or EN standards regarding the work they will work, to keep the test and EC Conformity reports of the personal protective equipment and to deliver them to their personnel as embezzled. It is mandatory to have the CE mark on the Personal Protective Equipment. Personal Protective Equipment should not be used if it is damaged or has expired.

The Contractor Company Representative and its employees are responsible for all kinds of work accidents, injuries, serious incidents, fatal accidents, suspicious accidents, process accidents and environmental accidents, damage to the plant or material, and near-miss events, in case a dangerous situation cannot be brought under control. has to notify and report to the factory authorities without wasting time. Company officials will be informed immediately of the events and a detailed written accident report will be sent within 24 hours.

The contractor company will comply with the company's EKED (Tag, Lock, Secure and Try) system, which is used as a de-energizing method applied in closed areas and moving equipment.

In this regard, the representative of the contractor company is obliged to ensure full coordination with the representative of the company and to comply with the instructions.

Portable ladders and all ladders to be used by the contractor must comply with the "Health and Safety Regulations for the Use of Work Equipment". Unsuitable ladders will be replaced by the

contractor company. Metal ladders shall not be used when working near electrical sources or lines. When going up and down stairs, shoes must be cleaned of slippery materials such as oil and mud, and one will go up and down the stairs by holding onto it with both hands, face-down.

Loads shall not be carried on stairs. In this regard, the instructions of the company officials will be followed. If the person who will work on the ladder, parachute type safety belt will be used, the parachute type safety belt will be fixed to a solid point. Barricades and markings will be made around the stairs when necessary.

In case of welding works, fire extinguishers will be available; There will be no flammable or combustible materials around.

The contractor company is obliged to have the material safety data sheets (MSDS) of the chemical materials to be used; should inform employees and company officials.

Smoking is strictly prohibited in the following places and situations within the factory boundaries:

- In all closed areas,
- While working,
- In warehouses (especially in paper bag warehouses),
- In places where flammable materials such as paper are stacked in the field,
- Near the battery room,
- In laboratories,
- In business areas,
- In the oil shop,
- Near oxygen and pressure cylinders (while welding),
- In the unit where coal stock areas and coal mills are located,
- At ATY Facility,
- In WHR Facility,
- Next to fuel oil, gasoline, natural gas, and diesel tanks and stations,
- In offices,

smoking is prohibited.

Nuh Çimento Industry Inc. Social Responsibility Studies

At Nuh Cement Group, we carry out studies in this context by prioritizing sensitivity in the corporate culture. With the aim of raising individuals who are sensitive to the world we live in,

we act with the awareness that well-being is a part of the whole. The sensitivity we show to the environment and society is among our values as a major part of the company climate. In this context, we see the organizations we organize not as an act of helping, but as an effort to share and improve together. We aim to contribute to the improvement of our common future and our country in these future-oriented studies in fields such as education, nature and environment.

We plan these future studies under the umbrella of Nuh Cement Group and Nuh Cement Education and Health Foundation. In the field of education, we offer scholarships to university students by determining a certain number of quotas per year. We provide permanent support in education by building schools in our city. Apart from this, we implement projects in which we include our employees. We support children to meet science at an early age by donating science kits to disadvantaged schools in the region. In the field of health, we are building hospitals in our region and establishing special units within existing hospitals. e design and implement support programs such as food, clothing, hygiene materials, transportation and housing support projects for earthquake zones.

We implement nature support projects to make the world we live in a better place. With the fisheries project, we aim to revive the life in the seas. We contribute to the increase of forests in different regions with afforestation projects. We carry out shelter works for the revitalization of the area within the company and the protection of the living spaces of the creatures living here. We support the revitalization of the area we live in, with works such as bird house workshop and cat house area. We can measure these activities that we carry out together with our employees as activities that support employee motivation and employee loyalty.

As part of employee engagement, we offer our employees products that contribute to motivation on special days. In order to support holistic well-being, we offer services such as dietitian and

mini check-up for health and wellness within the company to our employees. We support employee loyalty and attach importance to competence and personal development by creating special training calendars every year to provide trainings and development opportunities that support the career journeys of our employees. We take action by communicating directly with our employees through different feedback tools. In this way, we set common goals, progress rapidly in company development, and shape corporate culture together.

NUH ÇİMENTO GROUP EMPLOYEE ENGAGEMENT AND CONTINUOUS DEVELOPMENT APPROACH

CONTINUOUS DEVELOPMENT

Nuh Cement Group; supports the development of its employees and offers all the tools necessary for continuous development. Employee development plans; It is designed considering both employee expectations and demands and sectoral requirements.

The concept of continuous development is considered as a comprehensive process that carries the person forward in both business and social life and should be continuous. In this context, first of all, the training needs that will contribute to the professional competence of the employees are analyzed, and according to these needs, the trainings that meet the expectations at the highest level are offered to the employees.

While primarily meeting the needs of employees and companies in the field of professional competence, it is aimed to bring the employees to the best level not only within the company but also, on a sectoral basis by following the sectoral trends in these fields. Nuh Cement Group sees the continuous development process for each employee as a career development plan and continues to contribute to the personal development of all employees with training and development activities in behavioral and professional competency categories.

Within the scope of continuous development; In addition to behavioral and professional competence development areas, the development of leadership skills, which will play an important role in the career development of all employees, also plays an important role. It is aimed that each training plan, carefully created under the heading of leadership and management skills, will raise awareness in the career and social life of the employees and take strong steps towards their goals.

Nuh Çimento Group continues to support the personal development of its employees in both business and social areas and to create value by bringing together appropriate tools within the scope of continuous improvement.

DIGITAL DEVELOPMENT

Nuh Çimento Group sees digitalization opportunities in all business functions and implements projects that are suitable for this. In the work structure, where the use of digital tools is prioritized as the first step in every area of contact with employees, additional resources are also created for the integration of these tools into daily life. A separate roadmap is followed for each business process transferred to the digital platform, and joint action is taken with training-development plans in order to develop employee skills in this regard.

In Nuh Cement Group; Many applications, which are important building blocks of human resources management, especially applications such as Performance Management, Talent Management, Training and Development Management, and Job Application Process are carried out on completely digital platforms. The data and reports obtained by the digitalization of these processes create transparent and reliable outputs for the development and career plans of the employees. With Integrated Business Process solutions developed and digitized in Human Resources, Production,

Quality, Accounting and field applications, Nuh Cement Group aims to contribute both to the development of digital competence of employees and to making their way of doing business plain and simple.

Nuh Cement Group; By applying digital transformation in all possible business processes in line with its vision and mission, it will continue to move forward in line with its goal of being an efficient company that develops sustainably for all its employees, business partners, customers, and shareholders.

EMPLOYEE ENGAGEMENT

Nuh Cement Group has been continuing its existence since 1966 with its leadership that continuously produces, shares and adds value to the society and the business world. It is always underlined at every opportunity that the most important factor in this sustainable success is the loyalty of the company employees. Acting with the awareness that the components of ensuring and maintaining this commitment are to contact and understand employees, Nuh Cement Group adopts the principles of "inclusiveness" and "diversity" while ensuring this commitment.

In the company structure, where all employees are covered by the philosophy of "inclusion" and where it is aimed to create an employee culture compatible with the company's mission; A bridge is established between company purpose and employee productivity.

Nuh Çimento Group follows a transparent and sensitive way, to share the common goals of the company, and to understand the mission and vision definitions by all employees. Reports are made to measure employee loyalty.

NUH ÇIMENTO QUALITY MANAGEMENT SYSTEMS

Nuh Çimento Management Systems are as follows and you can find the details on our web page.

https://www.nuhcimento.com.tr/en/integrated-management-systems-2/

MANAGEMENT SYSTEMS STANDARDS

- ✓ TS EN ISO 9001
- ✓ TS EN ISO 14001
- ✓ TS EN ISO 45001
- ✓ TS EN ISO 50001
- ✓ TS EN ISO 27001
- ✓ API SPEC Q1

PRODUCT STANDARDS

- ✓ ASTM C-150
- ✓ ASTM 590
- ✓ NF-002
- ✓ SII S1
- ✓ DS/INF135
- ✓ TS EN 197-1
- ✓ TS EN 197-2
- ✓ TS EN 15167
- ✓ TS EN ISO 10426

NUH ÇİMENTO INDUSTRY INC. HUMAN RESOURCES DATA

			Br.	2022
Number of Employees	Number of Employees	Total Number of Employees	# of people	680
	Number of Employees	Women Employees	# of people	32
	Number of Employees	Men Employees	# of people	648
	Number of Employees	Men Employees Rate	Percent (%)	94.3
	Number of Employees	Women Employees Rate	Percent (%)	4.70
	Disabled Employees	Number of Disabled Employees	# of people	19
	Disabled Employees	Disabled Employees Rate	Percent (%)	2.79
	Total Number of Managers	Total Number of Managers	# of people	68
	Total Number of Managers	Women Managers	# of people	6
	Total Number of Managers	Men Managers	# of people	62
	Total Number of Managers Rate	Women Managers	Percent (%)	10.16
	Total Number of Managers Rate	Men Managers	Percent (%)	89.84
	Top Management	Women Managers	# of people	1
	Top Management	Men Managers	# of people	12
	Top Management	Women Managers	Percent (%)	92.31
	Top Management	Men Managers	Percent (%)	7.69
	Senior Management	Women Managers	# of people	1
	Senior Management	Men Managers	# of people	9
	Senior Management	Women Managers	Percent (%)	95
	Senior Management	Men Managers	Percent (%)	5
	Middle Management	Women Managers	# of people	1
	Middle Management	Men Managers	# of people	19
	Middle Management	Women Managers	Percent (%)	95
	Middle Management	Men Managers	Percent (%)	5

			Br.	2022
Turnover	Number of Turnovers	Number of Men Turnover	# of people	60
	Number of Turnovers	Involuntary Turnover	# of people	7
	Number of Turnovers	Voluntary Turnover	# of people	53
	Number of Turnovers	Number of Women Turnover	# of people	5
	Number of Turnovers	Involuntary Turnover	# of people	1
	Number of Turnovers	Voluntary Turnover	# of people	4
	Number of Turnovers	Involuntary Turnover (Total)	# of people	7
	Number of Turnovers	Voluntary Turnover (Total)	# of people	43
	Number of Turnovers	Total Number of Turnovers	# of people	50
	Number of Turnovers	Involuntary Turnover (Total)	Percent (%)	1.02
	Number of Turnovers	Voluntary Turnover (Total)	Percent (%)	6.26
	Number of Turnovers	Total Turnover Rate	Percent (%)	7.28

			Br.	2022
New Employees	Number of New Employees	Total Number of New Employees	# of people	86
	Number of New Employees	New Women Employees	# of people	3
	Number of New Employees	New Men Employees	# of people	83
	Number of New Employees	Total Number of New Employees	Percent (%)	8.88
	Number of New Employees	New Women Employees	Percent (%)	0.31
	Number of New Employees	New Men Employees	Percent (%)	8.57
Training	Training	Total Training Hour	Hours	30,774
	Training	Total Training Cost	TL	900,000
Employee Satisfaction	Training	Average Training Hours	Hours	44
	Employee Satisfaction Rate	Employee Satisfaction	Percent (%)	93.00
	Trade Union Representation	Trade Union Rep. (%)	Percent (%)	67.00%
	Total Salary of Employees	Nuh Çimento Employees Total salaries and wages	TL	18,.000,000
	Average Employee Length Services (Total)	Nuh Çimento Employee Average Length Services	Year	11

NUH ÇİMENTO INDUSTRY INC. SOCIAL DATA

Measure Name	2022
HRC Corporate Equality Index	4.70%
Women Employees	0.31%
New Women Employees	3
Women Managers	2.79%
Average Training Hours	44
Training Hours Total	30,774
Training Costs Total	900,000 TL
Employee Satisfaction	93
Average Employee Length of Service	11 years

Measure Name	2022
Total Injury Rate Total	22.92
Total Injury Rate Employees	18.12
Total Injury Rate Contractors	8.96
Accidents Total	69
Contractor Accidents	15
Employee Accidents	54
Employee Fatalities	0
Contractor Fatalities	0
Lost Working Days	80
Employee Lost Working Days	80
Contractor Lost Working Days	0
Occupational Diseases	0
Lost Time Injury Rate Total	3.24
Lost Time Injury Rate Contractors	0
Lost Time Injury Rate Employees	3.24
Employee Health & Safety Training Hours	9.25
Gender Pay Gap Percentage	100%
Voluntary Turnover of Employees	6.26%
Involuntary Turnover of Employees	1.02%

Measure Name	2022
Donations Total	9,096,921.96 TL
Political Contributions	0
Lobbying Contribution Amount	0
Trade Union Representation	67.00%
Turnover of Employees	7.28
Number of Employees from CSR reporting	680