



**PERFORMANCE
DATA OF
SUSTAINABLE
STRUCTURAL
STEELS
*2021-2024***



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1. Sustainability Data



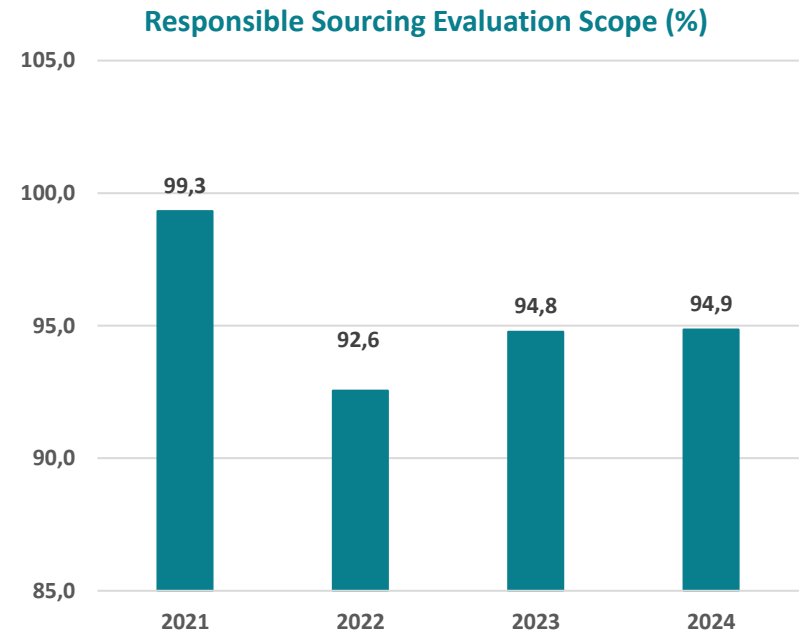
2.10.3

Responsible Sourcing Evaluation Scope (%)



Various sustainability risks and impacts may arise throughout the supply chain. Therefore, during supplier selection and evaluation processes, primary raw material suppliers are thoroughly assessed from ethical, environmental, social, and economic perspectives.

Purchases must be made from suppliers that hold a CARES SCS certificate or from institutions with a valid sustainability certification recognized by CARES.



In 2024, the certifications of 94.9% of our primary suppliers (Scrap + Ferroalloy) were verified.

2.10.4 Supplier Management System Certifications



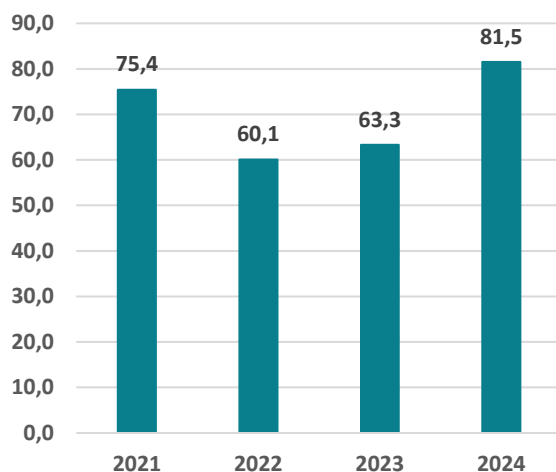
Suppliers in the steel industry have a significant influence on product quality and sustainability performance. The continuous improvement expectation of the CARES scheme requires critical suppliers to demonstrate that they effectively manage their environmental, social, and ethical impacts.

We meet this requirement through our Supplier Management System, supported by certifications such as ISO 9001, ISO 14001, and ISO 45001.

Supplier Management System Certifications – Scrap (%)

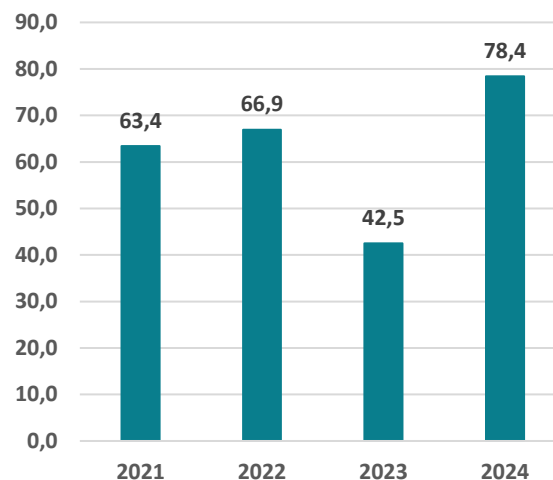
ISO 9001 (Quality) Certified Companies – Scrap (%)

ISO 9001 (Quality) Certified Companies – Scrap (%)



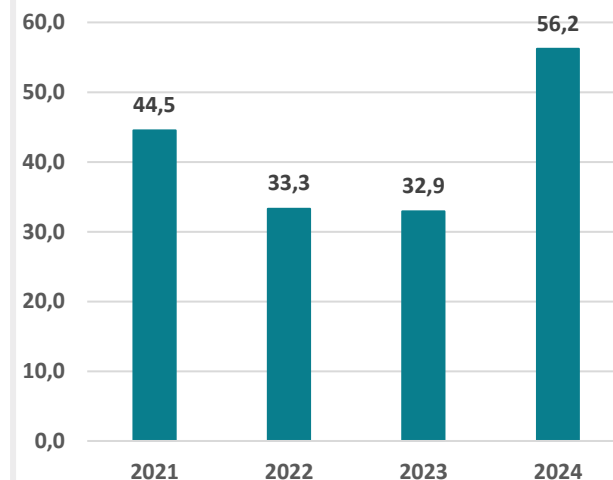
ISO 14001 (Environmental) Certified Companies – Scrap (%)

ISO 14001 (Environmental) Certified Companies – Scrap (%)



ISO 45001 (OHS) Certified Companies – Scrap (%)

ISO 45001 (OHS) Certified Companies – Scrap (%)

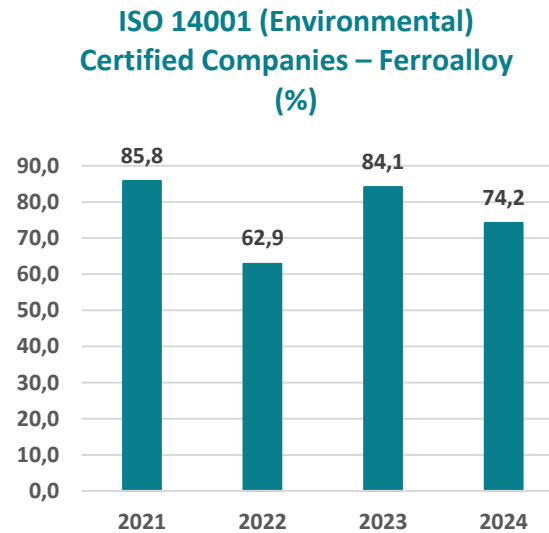


Supplier Management System Certifications – Ferroalloy (%)

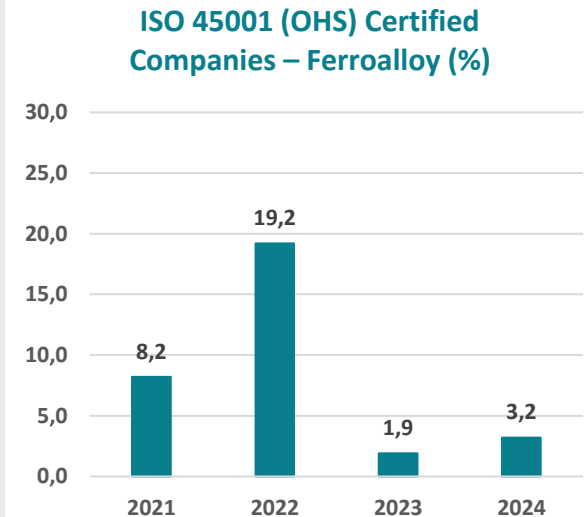
ISO 9001 (Quality) Certified Companies – Ferroalloy (%)



ISO 14001 (Environmental) Certified Companies – Ferroalloy (%)



ISO 45001 (OHS) Certified Companies – Ferroalloy (%)



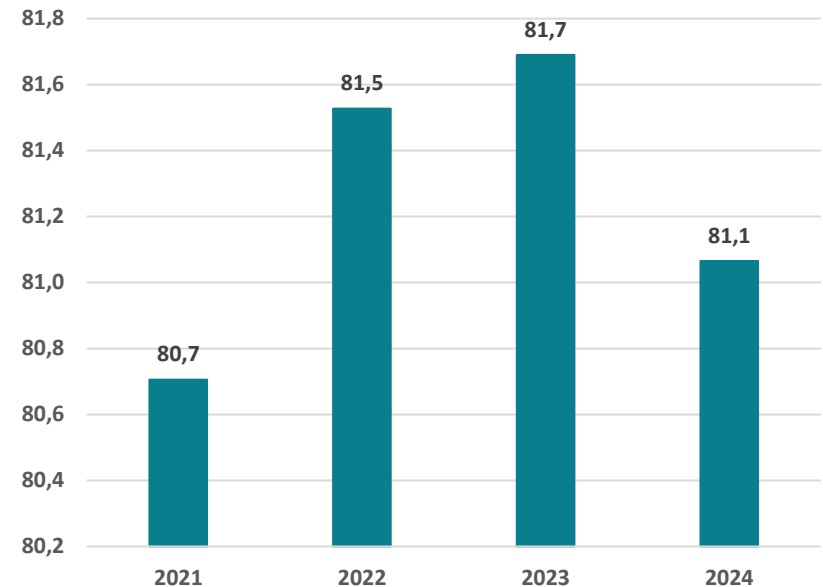
3.2.1

Primary Material Utilization Efficiency (%)



Steel is a material that can be infinitely recycled; thanks to this property, it enables energy and raw material savings, reduces CO₂ emissions, and decreases the amount of waste associated with raw material use. Scrap generated during steel production and subsequent processes is collected and directly reintegrated into production cycles. This recycling process provides significant savings in both energy and raw material consumption.

Primary Material Utilization Efficiency (%)



The ratio of total tons of billets produced (Good semi-finished products) to the total tons of raw materials used throughout the year (Only Scrap, DRI & HBI, Coal, Ferroalloys, and Lime).

3.2.3 Recycled Content



It refers to the total percentage of reclaimed material in a product, including both pre-consumer and post-consumer materials.

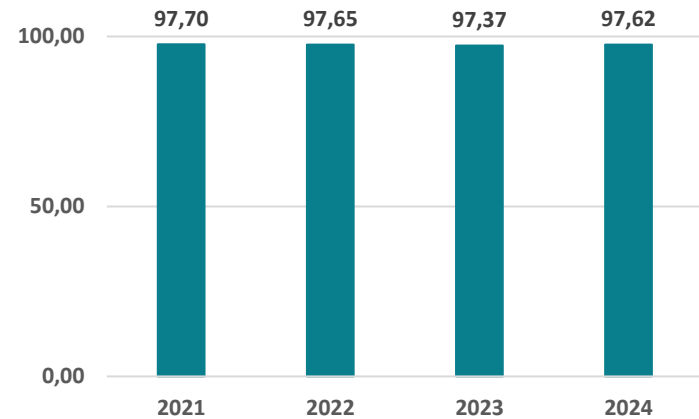
Total amount of scrap used in EAF – S

Average casting tonnage – T

Total amount of ferroalloy added – F

Average EAF process yield (%) – PY

Recycled Content
(RC) = $((S*PY)/(T+F)*100)$



Recycled Content (RC) = $((S*PY) / (T + F)) * 100$

RC is defined according to BS EN ISO 14021.

3.3.1

Energy Intensity (GJ/ton of steel)

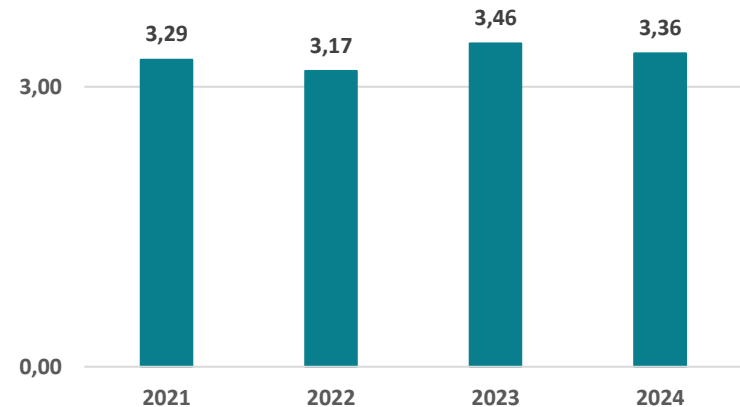


Energy efficiency refers to the amount of activity or product that can be produced with a specific amount of energy. Energy intensity is the number of megawatt-hours used to melt one ton of steel.

Total Energy:

Steel Mill + Rolling Mill + Wire Rod Mill
(Fuel, electricity, heating, cooling, steam, or all other energy sources).

Energy Flow
GJ/ton of liquid steel



3.3.4 Water Usage (m³/ton of Steel)

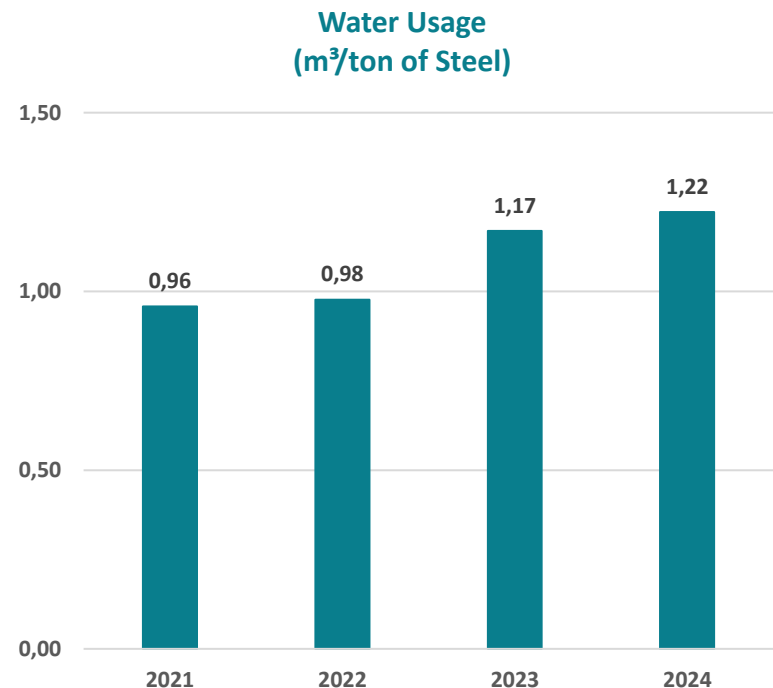


Water is a vital resource for the steel industry; however, its use must be efficiently managed to minimize demand on water sources.

- Commitment to minimizing water consumption as part of the sustainability policy
- Targets set to reduce water usage
- Risk assessment in place

Tekirdağ Score: 4.14 – Very High (>80%, ranked 327th out of 3,032 regions) Turkey Score: 3.56 – Very High (>80%, ranked 32nd out of 165 countries)

Source: <https://www.wri.org/aqueduct>



3.4.6

Contribution to Biodiversity, Afforestation

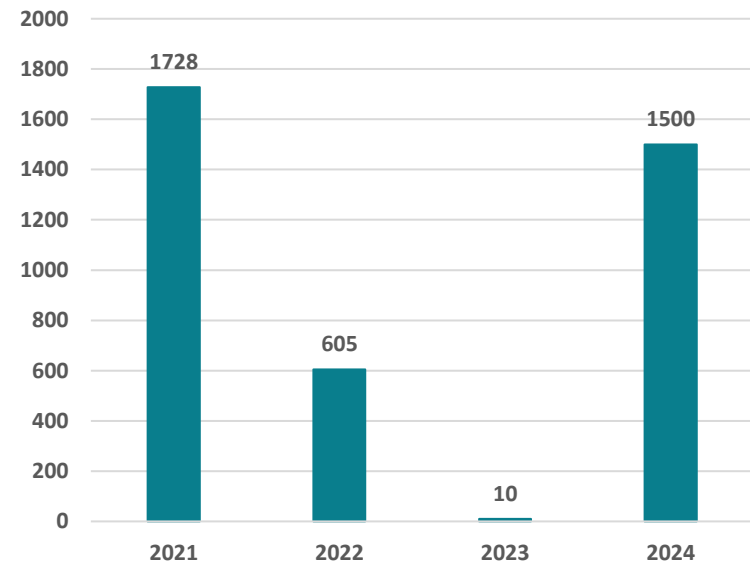


In recent years, there have been significant losses in biodiversity. In this context, the steel industry must avoid causing adverse changes in critical habitats and should take responsibility for protecting ecosystems.

We monitor and report afforestation efforts annually in our Sustainability Performance Report and share this information with our stakeholders.

Forests absorb approximately 2.1 billion tons of carbon dioxide annually, playing a vital role in the global carbon cycle. Trees act as natural carbon sinks, serving as key elements in the fight against climate change.

Biodiversity Projects



3.5.1

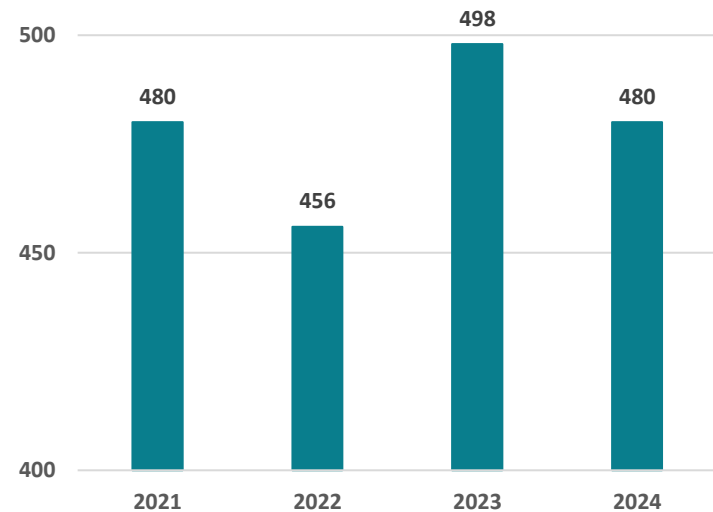
Climate Change Global Warming Potential (GWP – CO₂ Emissions) kg CO₂ equivalent / ton



Global Warming Potential (GWP 100 years) in the steel industry is primarily driven by CO₂ and CH₄ emissions resulting from the production process.

To reduce GWP and enhance energy efficiency, adopting new production technologies is of great importance. In particular, production methods such as electric arc furnace (EAF), where process-based energy inputs can be sourced from renewables, can make a significant contribution to achieving this goal.

Climate Change Global Warming Potential
(GWP – CO₂ Emissions) kg CO₂ equivalent / ton

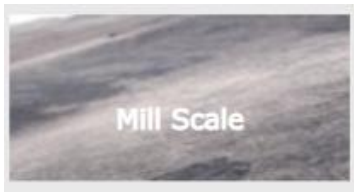


Source: Worldsteel CO₂ Emissions Reports 2021–2024

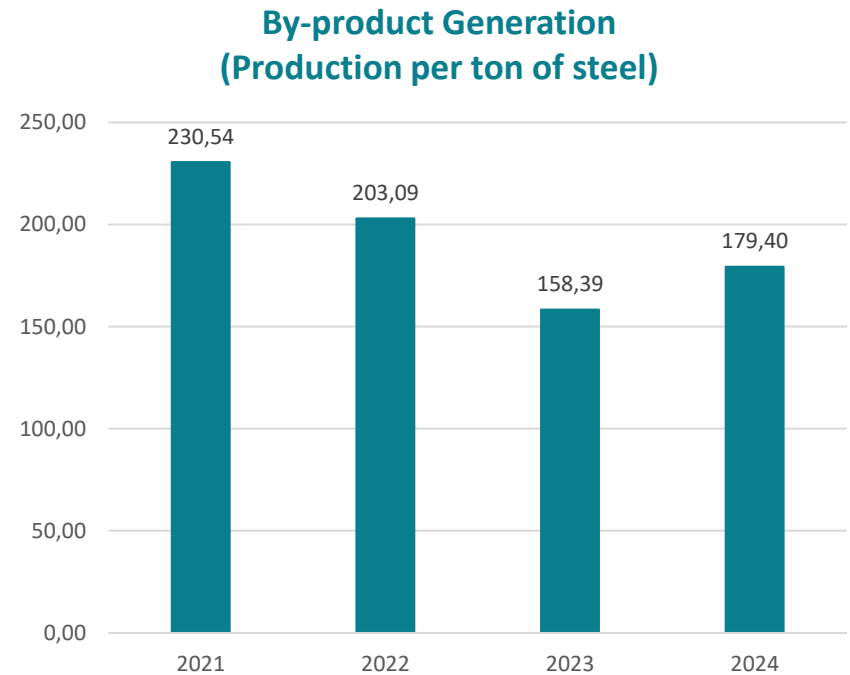
3.7.2

By-product Generation

Production per ton of steel



The organization should set concrete targets for optimizing by-product generation. To earn 2 points, it is not enough to merely establish these targets—they must also be achieved. In this context, as an organization, we aim to reduce the amount of by-products generated per ton of steel.



EAF (dust) + EAF (slag) + Mill Scale (SDM + Rolling Mill) / Ton of Steel

3.7.3

Waste Sent for Recycling Waste per ton of steel (kg)



Importance of Recycling

Helps preserve our natural resources.

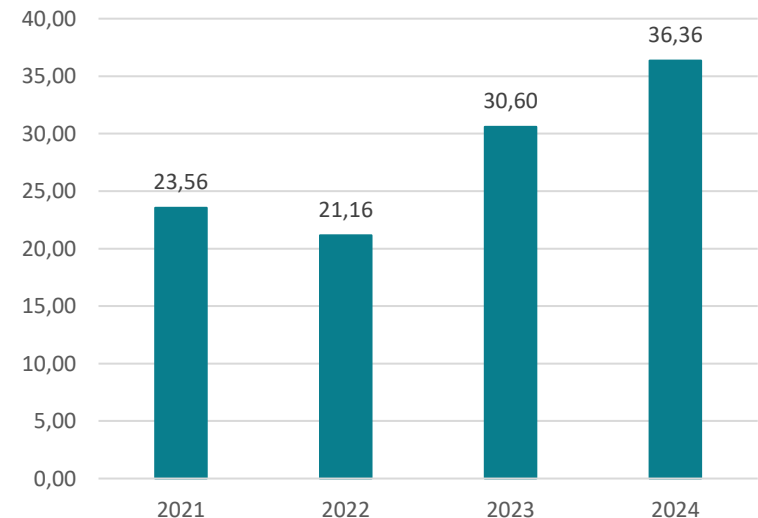
Contributes to energy savings.

Reduces the amount of waste, easing waste management processes.

Supports future investments and strengthens the economy.

Recyclable Materials: Refractories, graphite electrodes, skulls, steel crops, steel scrap, scrap rolls, copper molds, waste oil, tires, batteries/accumulators, packaging waste (wood/plastic/paper), etc.

Waste Sent for Recycling
(Waste per ton of steel kg)



Goal: To maximize waste recycling.

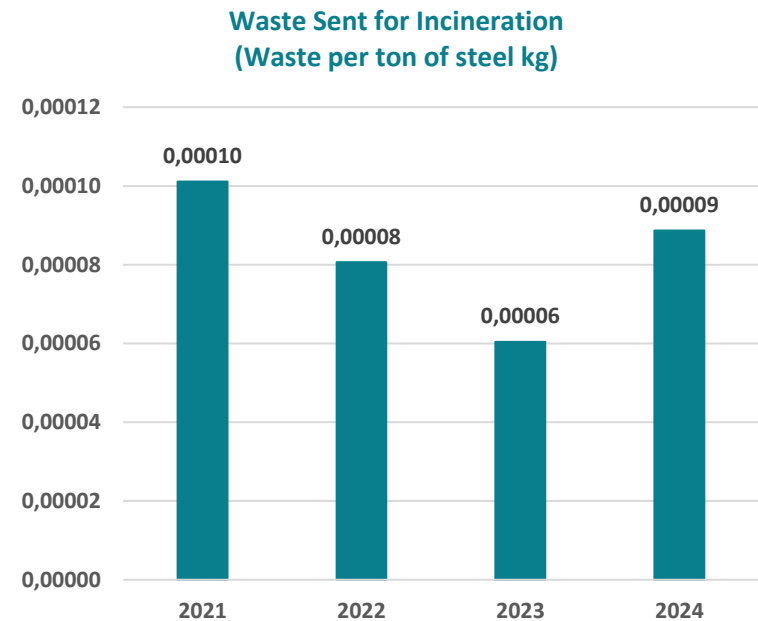
3.7.4

Waste Sent for Incineration

Waste per ton of steel (kg)



Incineration is considered a viable and effective method for the disposal of certain hazardous, non-metallic organic wastes and medical waste. It is a thermal treatment process carried out either with or without energy recovery from the heat released during combustion. However, waste may only be incinerated if it meets the acceptance criteria set by local regulations. Therefore, clear standards must be established and implemented for waste incineration and for minimizing the environmental impacts of this process.

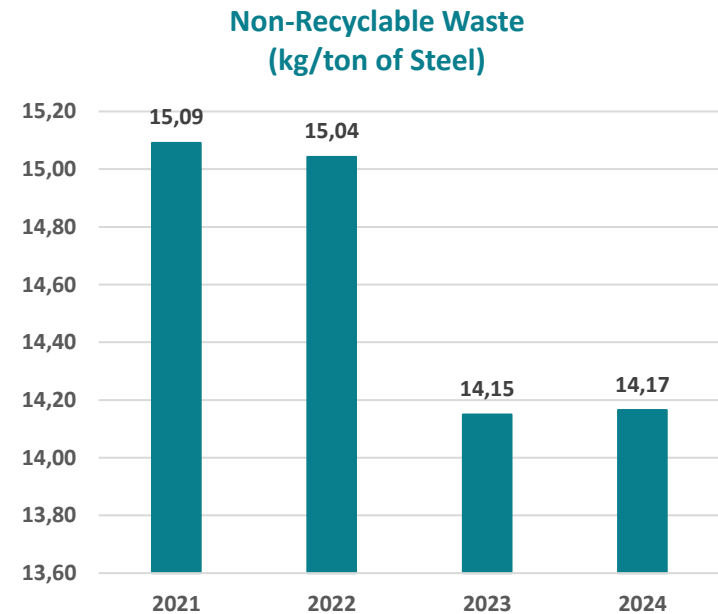


3.7.5

Non-Recyclable Waste kg/ton of Steel



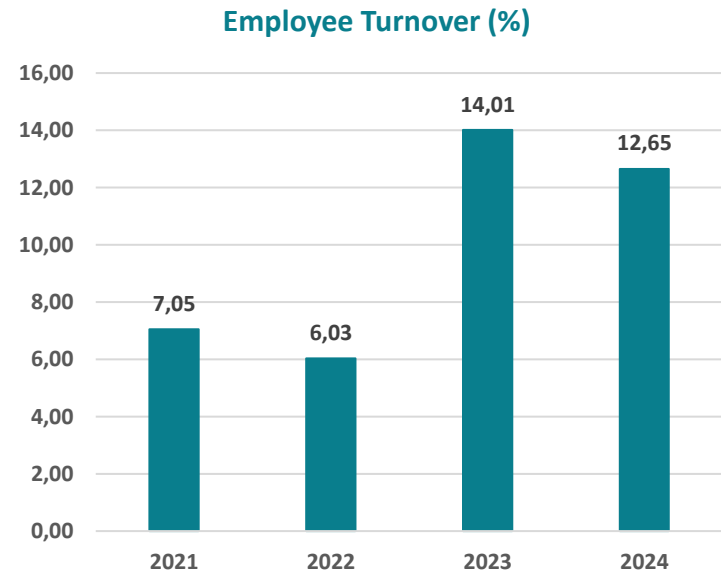
The total amount of waste sent to landfill per ton of steel, including hazardous/non-hazardous materials and by-products that are not reused or recycled.



4.1.4 Employee Turnover (%)



Employee turnover is the process of replacing an existing employee with a new one. This process is measured by the turnover rate, which is calculated based on the number of hires and separations. When an employee leaves, finding and training a replacement typically costs around twice the salary of the departing employee and can negatively affect the motivation of current staff. Therefore, maintaining a low turnover rate is crucial for preserving corporate reputation and ensuring sustainable workforce management.



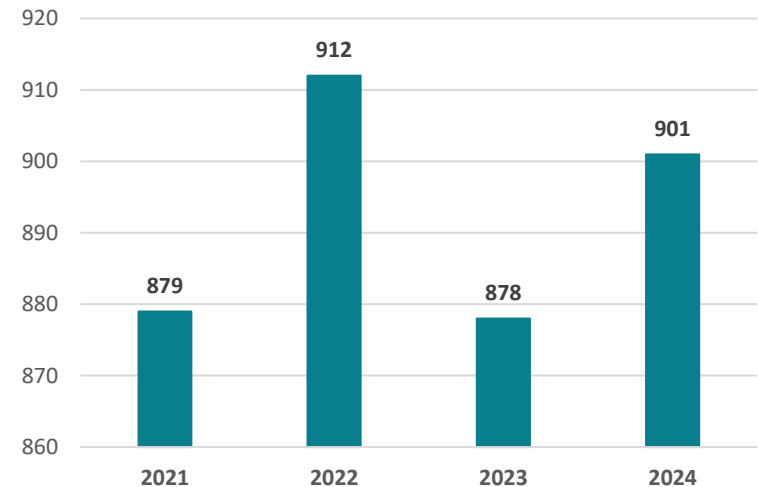
5.2.1 Sustainable Employment



Contributing to the Diversity and Stability of the Local Economy

By creating employment opportunities, we aim to support the development of the regions in which we operate and contribute to the diversity and stability of the local economy.

Contributing to the Diversity and Stability of the Local Economy



It is our average number of employees.

4.1.6 Fair Wage



It is the monetary compensation (or wage) paid by an employer to an employee in exchange for their work. The Wage Policy is supported by national legal standards regarding minimum wage and wage increases.

The percentage of employees earning at the minimum wage level should be reduced compared to the previous period.

All our employees receive wages above the legal minimum wage.

4.1.8 Gender Pay Equality (%)

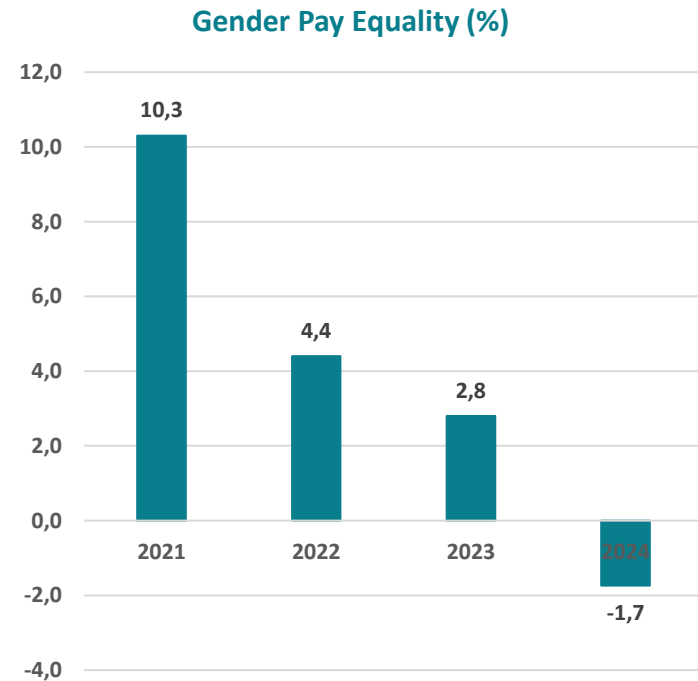


In 2021, the average earnings across all employees showed that women earned 4.4% more than men.

According to data from the World Economic Forum in 2021, at the current rate, it will take 135.6 years to close the Gender Pay Gap.

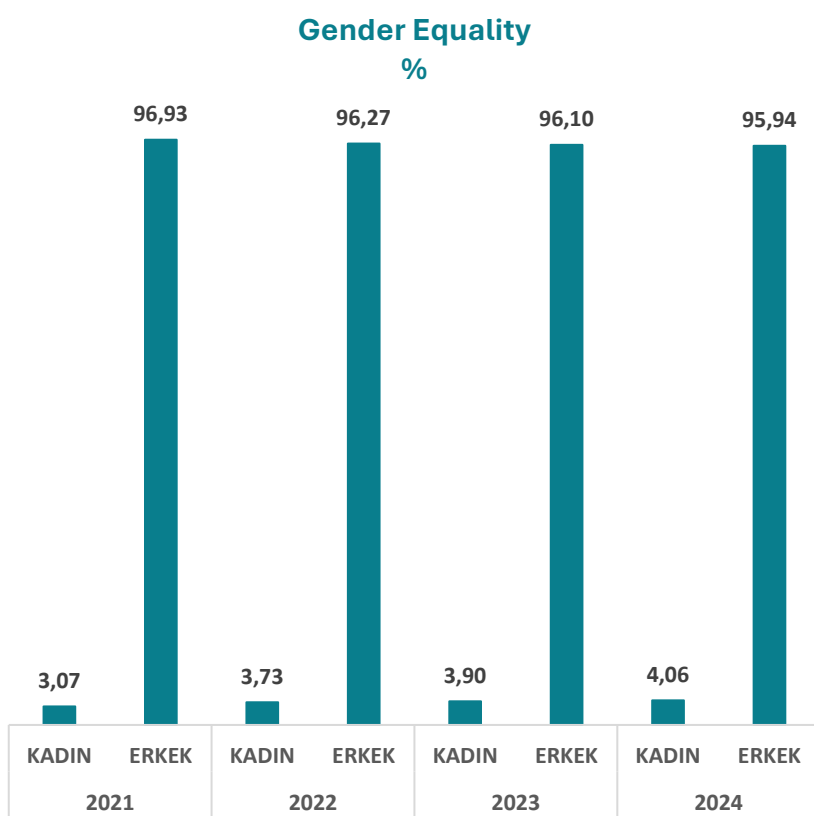
Gender Pay Gap – The difference in average earnings between women and men.

In the United Kingdom, reporting on the gender pay gap is a legal requirement.

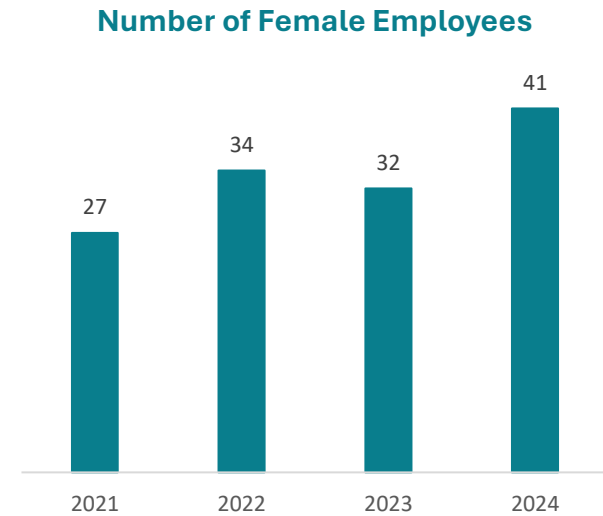


4.1.9 Gender Equality

We commit to equality in our employment structure through our policies and share reports on gender balance among employees with our stakeholders on our website.



***Gender Equality**



***Number of female employees**

4.1.12 Employee Grievance System (%)



Employee complaints (e.g., human rights, safety, health, working conditions, business ethics, bullying, or any other concerns) must be addressed fairly and without fear of retaliation.

We use our Grievance Reporting System to acknowledge and act on employee complaints.



In 2024, all 125 stakeholder complaints were resolved through appropriate actions.

4.2.1

Lost Time Injury Frequency Rate (LTIFR)

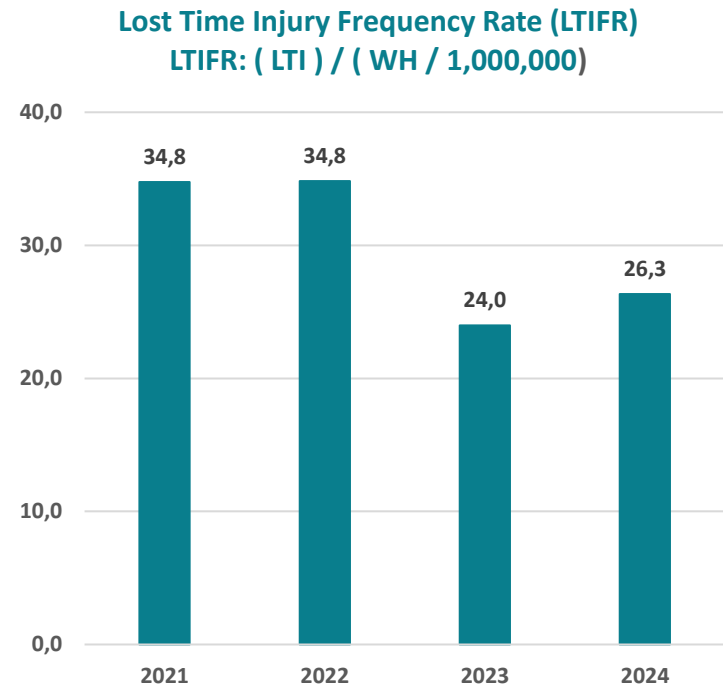
$$\text{LTIFR} = (\text{LTI}) / (\text{WH} / 1,000,000)$$



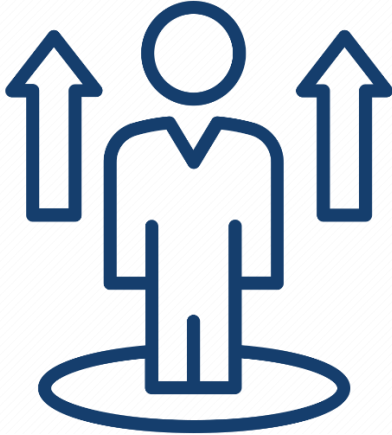
A lost time injury is an industrial injury that results in time away from work. The Lost Time Injury Frequency Rate (LTIFR) indicates the number of lost time injuries per 1,000,000 hours worked.

$\text{LTIFR} = (\text{Number of lost time injuries in the fiscal year}) / (\text{Total hours worked during a 12-month period or full fiscal year} / 1,000,000)$

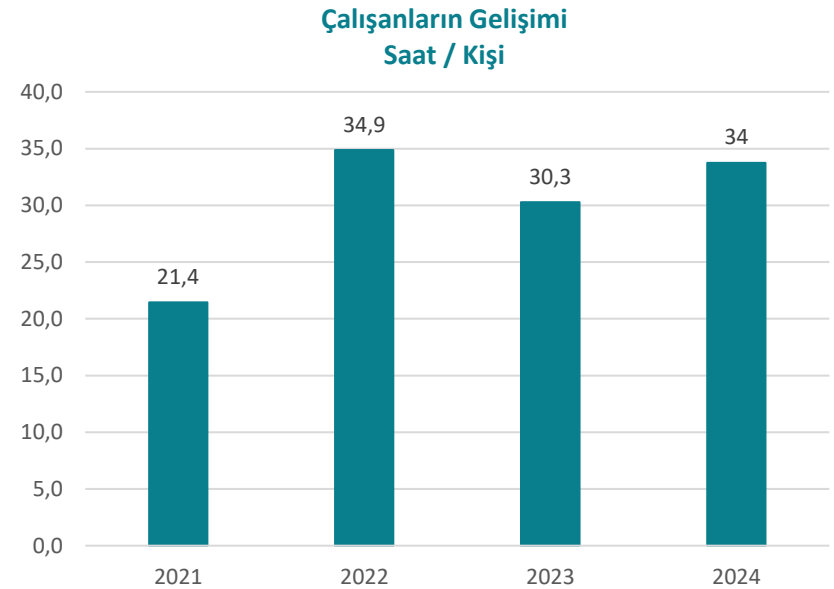
The result is expressed as: Injuries per 1,000,000 Hours Worked.



4.3.5 Employee Development Hours per Person



Employee development is a strategic process jointly undertaken by the employee and the employer to enhance the individual's existing knowledge and skills. Simply put, employee development enables individuals to improve their competencies, become reliable and capable resources, and ultimately make tangible contributions to the organization.



Total number of training hours provided to employees during the reporting period.

4.3.8

Training and Employment of the Long-Term Unemployed



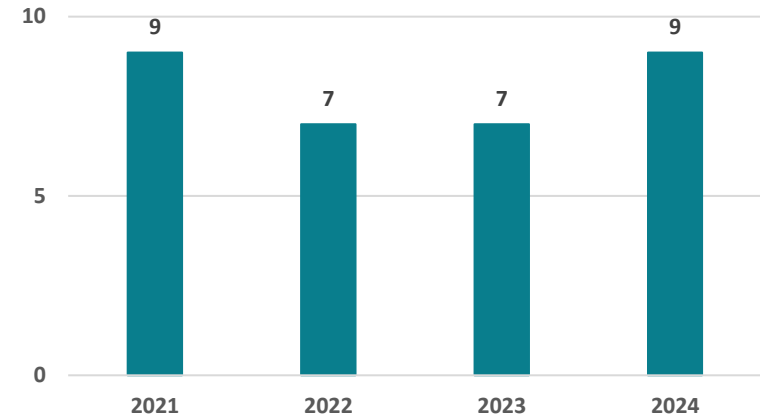
The existence of a healthy and efficient labor market is of great importance for ensuring a sustainable growth environment and enhancing economic competitiveness.

Companies that hire individuals who have been unemployed for an extended period are eligible for additional employment incentives.

Conditions:

- The individual must not have had more than 10 days of social security coverage in the three months prior to hiring,
- Must be registered as unemployed with İŞKUR,
- Must be employed by private sector employers between 01/01/2020 and 31/12/2024.

Training and Employment of the Long-Term Unemployed



The company must complete KPIs and maintain records for the long-term unemployed individuals it trained for employment during the reporting year.

4.3.9

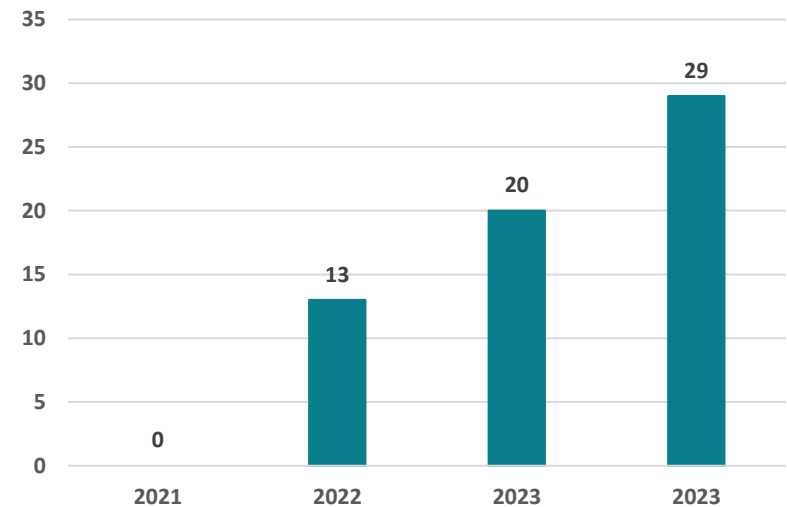
Skills Development, Education, and Employment of Persons with Disabilities



A person with a disability is defined as someone who has a physical or mental impairment that has a "substantial" and "long-term" impact on their ability to carry out normal daily activities.

The organization should undertake initiatives focused on the skills development, education, and employment of individuals with disabilities.

Skills Development, Education, and Employment of Persons with Disabilities



4.4.2

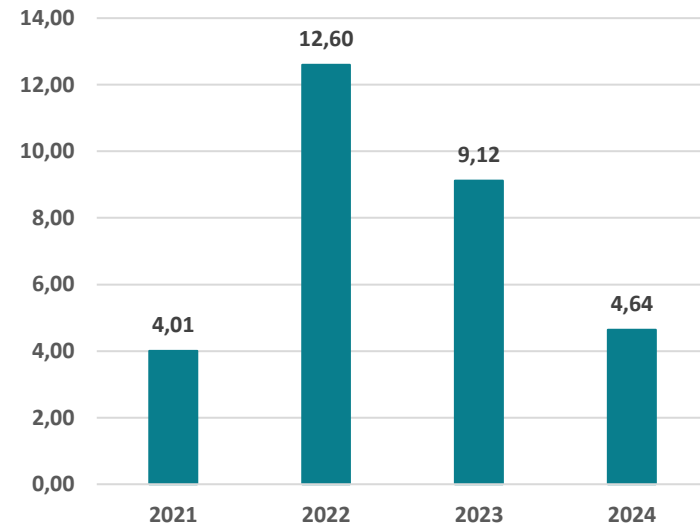
Community Relations (Community Initiatives)



The organization must maintain the necessary records as evidence of its support for community initiatives.

(Examples include: social responsibility aid, charitable donations, partnerships, philanthropy and volunteerism, educational programs, volunteer work, philanthropic contributions, community forums, regular newsletters, and support for local initiatives.)

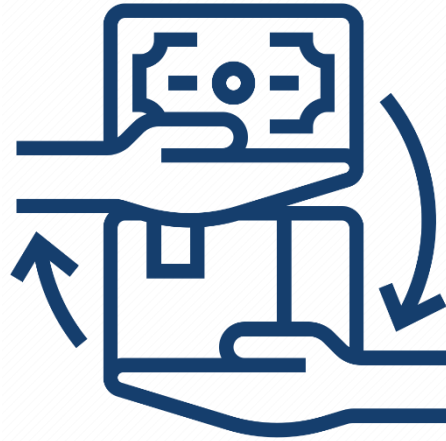
Community Relations (Community Initiatives)



Social Responsibility Aid, Charitable Donations (M.TL)

5.1.1

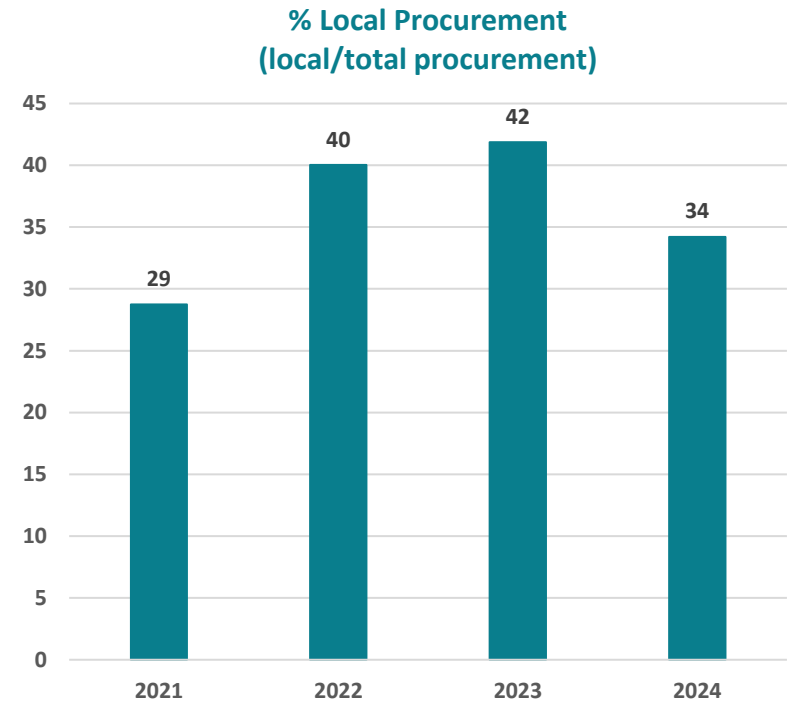
% Local Procurement (local/total procurement)



The organization should contribute to the local economy by increasing local procurement.

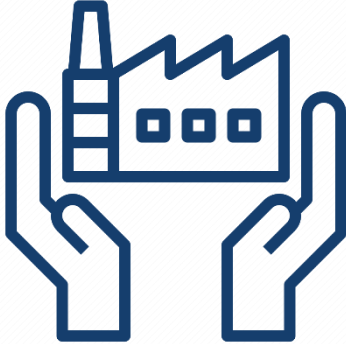
Unless defined otherwise by government policy, "local" refers to within the country or local market region where operations take place.

Our Goal: To increase local procurement compared to the previous reporting year.



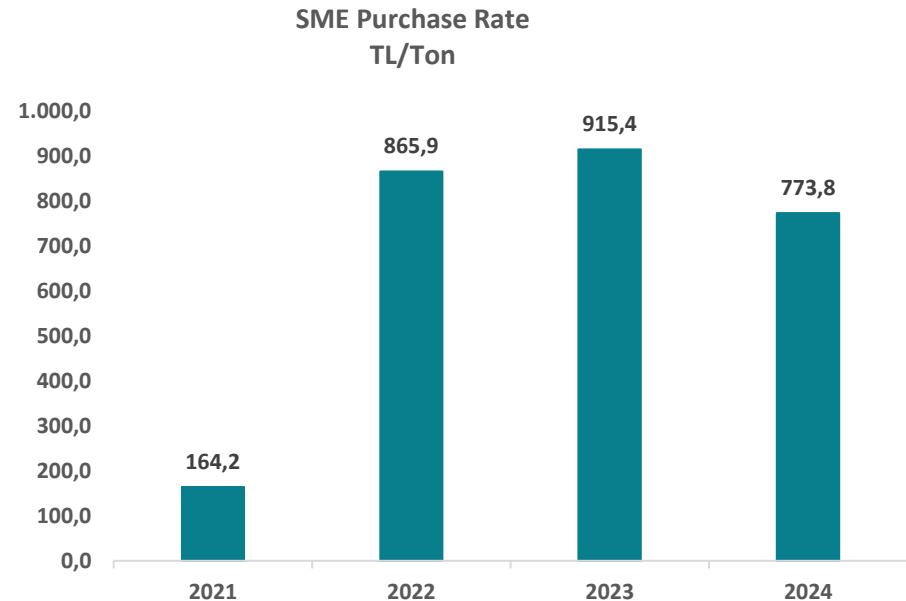
5.1.3

Contribution to the Diversity and Stability of the Local Economy (SME Purchases)



SMEs play a crucial role in regional development due to their geographic distribution across all areas of the country, contributing significantly to the national economy through investment, production, employment, exports, and taxes.

Fair payment to suppliers is essential in supporting local economies. Late payments and extended payment terms can cause some businesses to go bankrupt.



Our goal is to increase spending on SMEs and ensure timely payments compared to the previous reporting year.

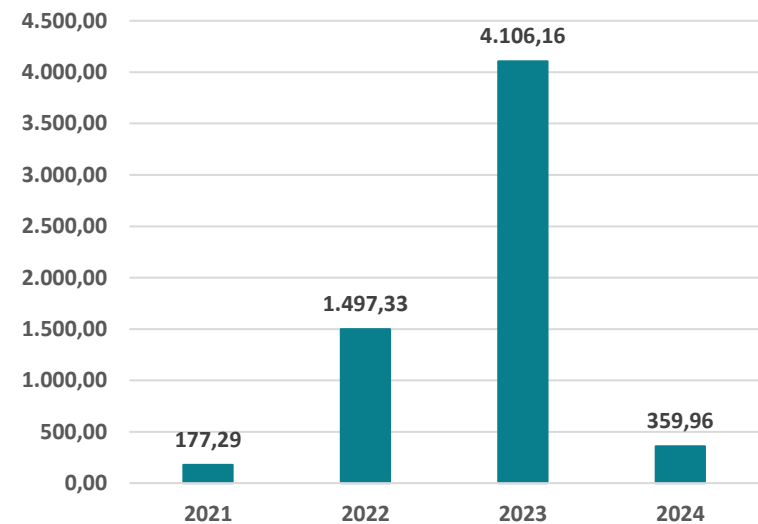
5.3.1 Innovation Rate Tracking (TL / ton of steel)

Pursuing Innovation



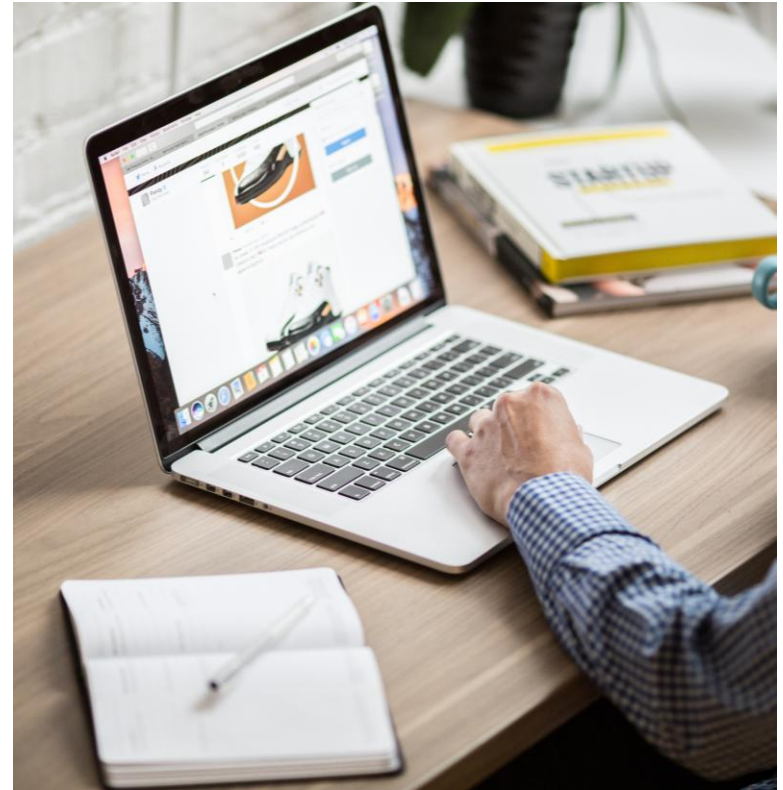
The core features of innovative activities in the steel industry focus on infrastructure, processes, R&D, and engineering support for equipment and products. Innovation efforts concentrate on energy resources, energy efficiency, environmental technologies, and new products and services.

Tracking Innovation Rate
(Investment Expenditure / Ton of Steel)



24" Natural Gas Pipeline relocation work, Nitrogen Pipeline Investment, EIA Expenses, Project Costs, Buildings, dump and non-dump trucks, plant machinery and equipment, etc.

2. Reports



Our Revolutionary Steps: Sustainability Report

Sustainability
Report

Carbon Footprint

Water Footprint

Social
Responsibility



Why is the Sustainability Report Important?

***«Transparency,
Accountability, and
Improvement»***

The Corporate Sustainability Reporting Directive (CSRD) introduces auditing requirements for sustainability reporting.



The Global Reporting Initiative (GRI) is an international independent organization that provides guidance to businesses, governments, and other institutions on important sustainability issues such as climate change, human rights, and anti-corruption.



Our Revolutionary Steps: Carbon Footprint Report

Sustainability
Report

Carbon Footprint

Water Footprint

Social
Responsibility

GHG Protocol

QSI
CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı

KAPTAN DEMİR ÇELİK ENDÜSTRİSİ VE TİCARET A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar
Sultanköy Mah. Seymen Yolu Cad. No: 30/1 Mamura Ereğlisi/Tekirdağ

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

GHG PROTOCOL

| | | |
|--|-----------|----------------------|
| Scope 1 - Direct emissions / Doğrudan emisyonlar | 148.659,4 | t CO ₂ eq |
| Scope 2 - Location based purchased energy emissions / Lokasyon bazlı satın alınan enerji emisyonları | 235.799,1 | t CO ₂ eq |
| Scope 3 - Other indirect emissions / Diğer dolaylı emisyonlar | | t CO ₂ eq |
| Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar | 384.458,5 | t CO ₂ eq |
| Total Market Based Emissions / Toplam Market Bazlı Emisyonlar | 384.458,5 | t CO ₂ eq |
| Biogenic Emissions / Biyogenik Emisyonlar | - | t CO ₂ eq |
| Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı | - | t CO ₂ eq |
| Scope 2 - Market based purchased energy emissions / Market bazlı satın alınan enerji emisyonları | 235.799,1 | t CO ₂ eq |
| Renewable energy references / Yenilenebilir enerji referansları | | |
| Credits from GHG Scheme / Satın alınan krediler | - | t CO ₂ eq |
| Credits references / Kredi referansları | | |

Level of Assurance : Reasonable / Makul
Reporting Period : 01.01.2024 - 31.12.2024
Verification Report Date : 25.08.2025
Statement No : SG-GNL-025 / 2024

Approved by / Onaylayan
Okay Kayhanlı - Genel Müdür

**Carbon
Verified
Company**

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
Beytepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya - Ankara
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

ISO 14064

ATP GreenX

Kaptan Demir

GHG Emisyon Raporu

Locations : KDÇ Ereğli

Reporting Period : 01 Ocak 2024 - 31 Aralık 2024

Report Date : 25 Ağustos 2025



Our Revolutionary Steps: Water Footprint Report

Sustainability
Report

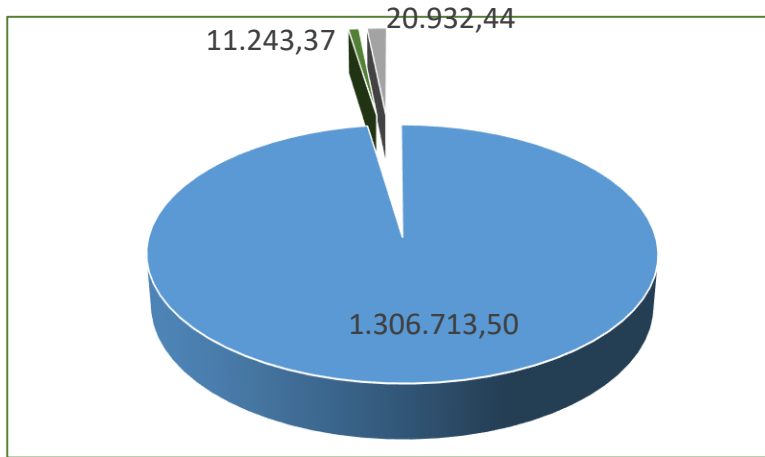
Carbon Footprint

Water Footprint

Social
Responsibility

2024 ISO 14046 Water Footprint Results

Water Footprint (m³/year)



- Blue water footprint
- Green water footprint
- Gray water footprint



KAPTAN DEMİR ÇELİK END. VE
TİC. A.Ş.
14046 SU AYAK İZİ ENVANTER
RAPORU

2024

Our Revolutionary Steps: Social Responsibility

Sustainability
Report

Carbon Footprint

Water Footprint

Social
Responsibility

ESG Audit

Responsible

↑ Dışarı Aktar

Ön Değerlendirme Raporu

27.11.2024

KAPTAN DEMİR ÇELİK ENDÜSTRİSİ VE TİCARET A.Ş.

VKN: 4990019453

Ölçek

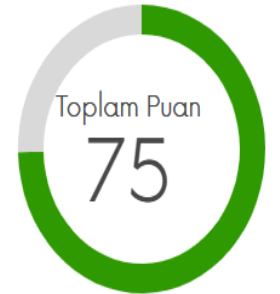
Sektör

Metal Sanayi

Alt Sektör

Demir Çelik İmalatı

Firmanın Responsible Ön Değerlendirme Formuna verdiği cevaplar beş alanda değerlendirildiğinde, firma puanı 75 olarak hesaplanmıştır. Değerlendirme, firmanın beyan ettiği doğrulanmamış verilere dayanmakta olup; firmanın destek kapsamına alındığına ya da alınmadığına dair bir tespit içermemektedir.



Our Revolutionary Steps: Social Responsibility

Sustainability
Report

Carbon Footprint

Water Footprint

Social
Responsibility

ESG Audit

Responsible

Mevcut Durum Karnesi

15 Ağu 2025 11:58:06

KAPTAN DEMİR ÇELİK ENDÜSTRİSİ VE TİCARET A.Ş.

VKN: 4990019453

Ölçek

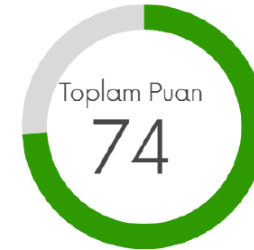
Merkez İl

Tekirdağ

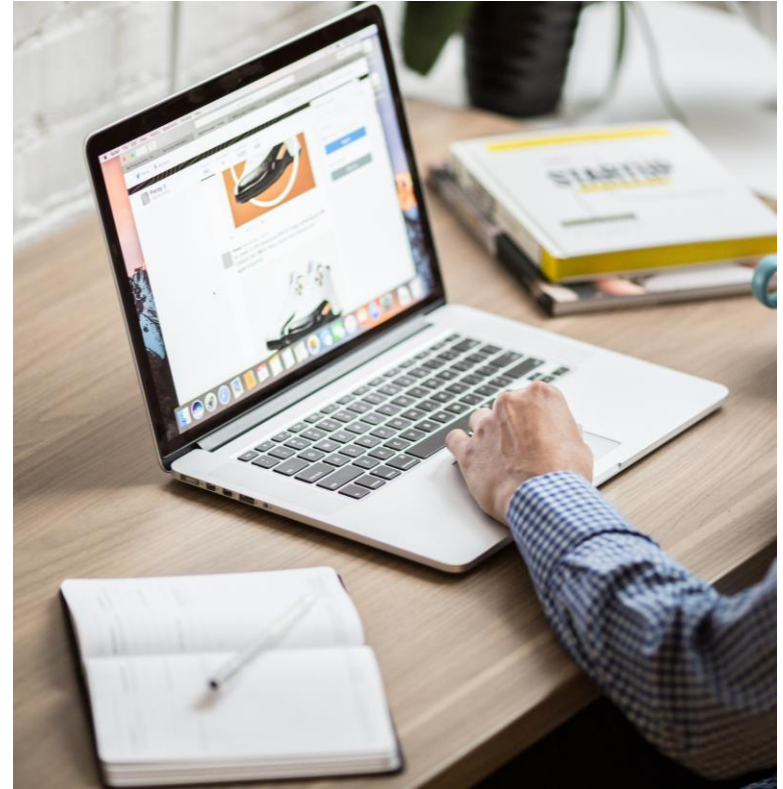
KEP Adresi

kaptandemirehs01.kep.tr

Firmanın Responsible Mevcut Durum Formuna verdiği cevaplar dört alanda değerlendirildiğinde, firma puanı 74 olarak hesaplanmıştır. Değerlendirme, firmanın beyan ettiği doğrulanmamış verilere dayanmakta olup; firmanın destek kapsamına alındığına ya da alınmadığına dair bir tespit içermemektedir.



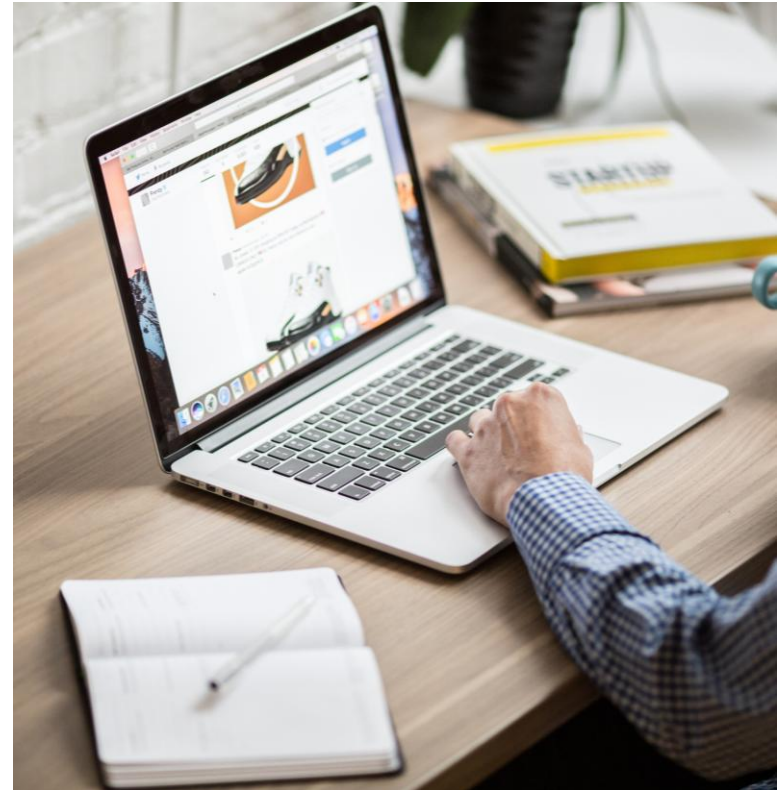
3. Our Strategic Goals



Capturing Global Role and Trends




















4. Our Sustainability Goals



Sustainability Objectives

Economic Performance









National and Local Economic Contributions

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|--|---------|---|---|----------------|------------|-------------------|---|------------------------------|---|--|--|
| It has been determined to contribute to the national economy by increasing export volume and sales, to reduce unemployment by increasing employment rates, and to support local economies. | | | | | | | | | | | |
| To be ranked among the top 500 companies in Turkey | Ranking | To expand brand awareness internationally and increase market share. |   | 2023 | 31.12.2024 | Annual | Achieve maximum export sales without losing domestic market portfolio. Continuous monitoring of export market sales price comparisons. Participate in international fairs and events. Focus on producing products with high export potential. Invest in technologies and infrastructure that will increase efficiency in production processes. | Istanbul Chamber of Industry | ISO 500 |  2023: 107 2024: 96 | |
| Increase employment figures compared to the previous year. | % | To support company growth and increase social contribution. |   | 2023 | 31.12.2024 | Annual | Increase employment figures with new facilities or production line investments. | Human Resources Directorate | SCS Workbook KPI 5.2.1 "Contribution to the Diversity and Stability of the Local Economy (Sustainable Employment)" MANAGEMENT REVIEW MEETING (EYS-FR-120) |  2023: 878 2024: 901 | |
| Increase the rate of employment from local people. | % | To support regional economic development and fulfill the company's social responsibilities. |  | 2023 | 31.12.2024 | Annual | Prioritize local people in recruitment processes, cooperate with local educational institutions and vocational organizations to utilize local labor potential. To support local employment, priority will be given to candidates applying from the Thrace region, and criteria will be set for this. | Human Resources Directorate | SCS Workbook KPI 5.2.3 Contribution to the Diversity and Stability of the Local Economy (Local Employment) MANAGEMENT REVIEW MEETING (EYS-FR-120) |  2023: 878 2024: 901 | |
| To support local suppliers through local procurement and strengthen local economies by increasing annually compared to the previous year (min. 1%) | TL/ton | To support local suppliers and contribute to the sustainability of local economies |  | 2023 | 31.12.2024 | Annual | Identifying alternative local manufacturers, adding them to the Approved Supplier List (SA FR 120), and working with companies that achieve high scores in the evaluation results | Procurement Directorate | SCS Workbook KPI 5.1.1 Local Procurement |  2023: 621,204.2 TL/ton 2024: 683,699.6 TL/ton | |
| Increase local procurement annually compared to the previous year (min 1%) to sustain smaller suppliers and support local economies. | % | To support small suppliers and contribute to the sustainability of local economies. |  | 2023 | 31.12.2024 | Annual | Find alternative local producers and add them to the Approved Supplier List (SA FR 120) and work with highly rated companies according to the evaluation results. | Procurement Directorate | SCS Workbook KPI 5.1.3 Contribution to the Diversity and Stability of the Local Economy (SME and NGO Purchases) |  2023: 742.630.329 TL 2024: 698.073.690 TL | |
| Increase investments and expenditures on new equipment compared to the previous year. | % | To support production efficiency and technological innovations. |  | 2023 | 31.12.2024 | Annual | Renewal and modernization of existing equipment will be carried out, investments will be made in new technologies, and solutions will be developed to increase efficiency in production processes. Planned by the Board of Directors in the annual budget report and evaluated at the beginning of each year by collecting needs from departments during the MRM meeting. | Board of Directors | MANAGEMENT REVIEW MEETING (EYS-FR-120) SCS Workbook KPI 5.3.1 Tracking Innovation |  2023: 3.331.027.144 TL 2024: 324.750.520,75 TL | |
| As part of the sustainability transformation, participate in the Green Deal Compliance Project Responsible Program supported by the Ministry of Trade of the Republic of Turkey and achieve a score above 70 points. | Points | Expand international brand recognition. |   | 2023 | 31.12.2025 | Annual | By supporting the Green Deal through the Responsible Program and utilizing the opportunities created in the field of sustainability, develop projects, gain the Responsible brand, and expand international brand recognition. | Ministry of Trade (T.C.) | Responsible Program |  74 points achieved. | |






Sustainability Objectives

Social Performance

Social Assistance





| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
|--|----------|--|---|----------------|------------|-------------------|---|------------------------------|--|---|
| Increase social assistance compared to the previous year. (Volunteering, training programs, voluntary work, charitable donations, community forums, regular newsletters, support for local initiatives, and local employment opportunities.) | TL | To increase social contributions and strengthen the company's sense of social responsibility. |  | 2023 | 31.12.2024 | Annual | Payment per student in education for all employees. Social responsibility and charity assistance to be prioritized for employees' families and applicants, with support provided based on evaluations | Çebi Foundation | SCS Workbook KPI 4.4.2 Community Relations (Community Initiatives) | <div>✓</div> <div>2023: 2.455.000 TL 2024: 4.183.526 TL</div> |
| Providing heating assistance to all employees | TL | To reduce energy costs during winter and improve living standards. |  | 2023 | 31.12.2024 | Annual | Providing financial assistance to all employees at the beginning of the winter season with a fixed amount per person | Human Resources Directorate | Administrative Affairs / Accounting Distribution List | <div>✓</div> <div>2023: 10,000 TL/person 2024: 10,000 TL/person</div> |
| Distribution of Ramadan food packages to all employees | - | To support employees' social and cultural needs and strengthen solidarity. |   | 2024 | 31.12.2024 | Annual | Providing food package assistance to all employees at the beginning of Ramadan | Human Resources Directorate | Administrative Affairs / Accounting Distribution List | <div>✓</div> <div>Gift vouchers distributed to employees before Ramadan</div> |
| Making employee satisfaction surveys accessible to all personnel | - | To better understand needs, enable management to make more effective decisions, and increase employee satisfaction and engagement. |   | 2024 | 31.12.2024 | Annual | Preparing an Employee Satisfaction Survey and making it accessible to all staff | Human Resources Directorate | MANAGEMENT REVIEW MEETING (EYS-FR-120) | <div>✓</div> <div>Work completed to ensure accessibility for all staff. Survey created.</div> |
| Resolving all stakeholder requests, demands, and complaints from employees | quantity | To ensure fairness and satisfaction in the workplace, increase employee motivation and engagement. |  | 2024 | 31.12.2024 | Annual | STAKEHOLDER REQUEST, COMPLAINT AND SUGGESTION MANAGEMENT PROCEDURE Paydalarımızdan gelen Talep, Şikayet ve Önerileri bildirimlerini; •Web sitemiz; https://kaptangrupturkiye.com/paydas-talep-sikayet-oneri-bildirimi/ •Paydaş talep, şikayet ve öneri bildirim kutuları, •Şirketimiz bünyesinde kullanılan KaptanPort'ta bulunan "Bize sekmesi aracılığıyla takip ediyoruz. | E. Management Systems | STAKEHOLDER REQUEST, COMPLAINT AND SUGGESTION TRACKING FORM [EYS-FR-350] | <div>✓</div> <div>125 notifications. All resolved.</div> |
| Increasing voluntary activities of employees | - | To raise awareness of contributing to society and strengthen employee engagement. |  | 2024 | 31.12.2024 | Annual | Organizing voluntary activities such as environmental cleaning, educational support, and elderly care | Administrative Affairs Dept. | Participation rates, activity reports | <div>✓</div> <div>Participated in environmental improvement activities</div> |

Sustainability Objectives

| | | | | | | | | | | | |
|---|---|---|---|------|------------|--------|---|-----------------------------|--|---|--|
| Creating awareness to prevent child labor | - | To protect children's rights and raise public awareness on this issue. |   | 2024 | 31.12.2024 | Annual | Organizing awareness training to prevent child labor and applying zero tolerance policy in the supply chain | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | ✓ | Covered in training. Policies exist and are shared on the website. Contractors and suppliers are required to sign. |
| Establishment of an Ethics Committee and promotion of Ethical Practices | - | To adopt, sustain, and improve ethical values and principles, ensure all employees act in line with ethics, prevent unethical behavior, and protect the company's reputation. |  | 2024 | 31.12.2023 | Annual | Conducting ethics-related surveys, establishing an independent ethics committee, preparing an ethics guide, setting up ethics hotline, implementing awareness campaigns, monitoring and reporting ethics violations | Board of Directors | Announcements | ✓ | Ethics surveys conducted, independent ethics committee established, ethics hotline created, guidebooks distributed |
| Expanding the scope of social aid programs | - | To raise awareness of contributing to society and strengthen employee engagement. |  | 2024 | 31.12.2024 | Annual | Support programs for disabled individuals, elderly care services, and assistance programs for low-income families | Çebi Foundation | Amount of assistance, number of beneficiaries | ✓ | Historical fountain restored and opened to public use. Cultural heritage preserved. |
| Improving employees' general health and well-being | - | To ensure fairness and satisfaction in the workplace, increase employee motivation and engagement. |   | 2024 | 31.12.2024 | Annual | Regular health screenings, stress management training, sports, and wellness programs | Human Resources Directorate | Participation rates, satisfaction surveys | ✓ | Regular annual health screenings carried out. Private health insurance provided. Dietician services available. |










Sustainability Objectives

Employment

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|---|--|--|---|----------------|------------|-------------------|--|-----------------------------|--|-----------------------|---|
| Determining salaries according to the Minimum Wage set for 2024 | TL | To ensure that employees can meet their basic livelihood needs and maintain living standards. |   | 2024 | 31.12.2024 | Annual | Objective / InitiativeResponsible DepartmentData Source / KPIStatusPerformance Values In recruitment, the salary part specified in the PERSONNEL RECRUITMENT APPROVAL FORM (HR-FR-040) shall be determined above the minimum wage by the HR Directorate and controlled | Human Resources Directorate | ERP – Human Resources Module SCS Workbook KPI 4.4.2 Fair Wages | ✓ | 2024 Minimum Wage: 17,002 TL 2024 KDÇ: 18,092 TL |
| Reducing the annual average turnover rate compared to the previous year (target: below 10%) | Number of resigned employees / average number of employees | To increase employee engagement and ensure the continuity of knowledge and operations by retaining human resources. |  | 2023 | 31.12.2024 | Annual | Employee satisfaction surveys will be conducted, training and development programs will be offered according to employees' needs, working conditions will be improved, and employees' career development will be supported. Exit interviews will be conducted with departing employees to analyze reasons and take necessary actions | Human Resources Directorate | MANAGEMENT REVIEW MEETING (EYS-FR-120) SCS Workbook KPI 4.1.4 Employee Turnover Rate | ✓ | 2023: %14,01 2024: %12,65 |
| 4.1.8 Gender Pay Equality Average male earnings – average female earnings / average male earnings *100 Reduce the gap compared to the previous year | % | To promote gender equality in society, ensure fairness in the workplace, and strengthen the sense of equality among employees. |  | 2023 | 31.12.2024 | Annual | Salary structures will be reviewed and a fair distribution between genders will be ensured. In addition, awareness and training programs will be organized for managers on gender equality. Work on salary adjustments will be initiated | Human Resources Directorate | ERP – Human Resources Module SCS Workbook KPI 4.1.8 Gender Pay Equity | ✓ | 2023: 8 2024: -2 |







Sustainability Objectives

Occupational Health & Safety

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
|--|---|--|---|----------------|------------|-------------------|---|-----------------|---|--|
| Achieving Zero Fatal Accidents and Zero Major Accidents | number | To ensure maximum employee safety, reduce work accidents to zero, and create a safe working environment. |   | 2024 | 31.12.2024 | Annual | To ensure the proper use of PPE (Personal Protective Equipment), at least 1 toolbox training will be held in each operation and maintenance unit, supported by periodic trainings. The Occupational Health and Safety training program, launched at the end of 2022, will continue and be extended to all employees, with continuous repetitions after completion. In all accident investigations, root cause analyses will be conducted together with the relevant department and OHS Directorate to reduce accidents at the top of the Accident Pyramid | All departments | OHS COMMITTEE MEETING /// MANAGEMENT REVIEW MEETING |  0 Fatal Accidents 0 Very Serious Accidents |
| 4.2.1 Reducing the number of lost-time accidents below the previous year's level | number | |   | 2023 | 31.12.2024 | Annual | | All departments | OHS COMMITTEE MEETING /// MANAGEMENT REVIEW MEETING SCS Workbook KPI 4.2.1 |  2023: 23,98 2024: 26,34 |
| Reducing accident frequency rate below 41 | (Total Accidents / Total Working Hours) / 1,000,000 | |   | 2023 | 31.12.2024 | Annual | | All departments | OHS COMMITTEE MEETING /// MANAGEMENT REVIEW MEETING SCS Workbook KPI 4.2.1 |  2023: 46 2024: 52 |









Sustainability Objectives

Education

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
|--|--|--|---|----------------|------------|-------------------|---|-----------------------------|--|--|
| Increasing the average training hours per employee compared to the previous year | Total training hours / average number of employees | To improve employees' knowledge and skills, enhance job performance and workplace productivity, ensure employees are informed about corporate culture and |  | 2023 | 31.12.2024 | Annual | Training programs will be expanded and special training modules will be created to meet employees' needs. Various seminars, workshops, and online trainings will be organized throughout the year to increase training hours. Online trainings will be added in addition to face-to-face trainings. | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | <div>✓</div> <div>2023: 30,27 2024: 33,74</div> |
| Providing orientation training on basic occupational health, safety, environmental awareness, environmental protection in industry, quality, sustainability, energy efficiency, information security, and human resources management | - | operational requirements, and raise awareness on critical topics such as occupational health and safety, environmental protection, quality, sustainability, energy efficiency, and information security. |  | 2024 | 31.12.2024 | Annual | Training plans will be revised according to the trainings to be added, and the orientation training form will be updated. All relevant units will prepare presentations/exams for training topics. | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | <div>✓</div> <div>2024: 181 employees / 3722 hours</div> |
| Providing OHS, Environmental, Quality, Energy, and Information Security training to all employees | - | |  | 2024 | 31.12.2024 | Annual | Preparation and implementation of training plans that meet minimum legal requirements | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | <div>✓</div> <div>Informative training on all management systems has been provided to employees</div> |
| Increasing sustainability training by 15% compared to the previous year | Hours/em- ployee | To raise sustainability awareness across the company and ensure wider implementation of sustainable practices. |  | 2023 | 31.12.2024 | Annual | Development of training methods accessible to all staff, use of different training models, and preparation of face-to-face sustainability training plans for all employees | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | <div>✓</div> <div>2023: 2516 hours 2024: 4285 hours</div> |
| Increasing training diversity and using new training technologies (online platforms, VR, interactive learning tools) | - | To improve training effectiveness, enhance employees' knowledge and skills, and make training processes more engaging and accessible. |  | 2024 | 31.12.2024 | Annual | Implementation of integrated training methods: Anzera training platform, internal online and face-to-face trainings, external trainings, online training platform, seminars, webinars, etc. | Human Resources Directorate | Training Records // Annual Training Plan (IK PR 320) | <div>✓</div> <div>Agreement made with an online training platform and trainings have also been completed there</div> |
| Providing internship opportunities and training to students applying to our company | person | To contribute to the development of a qualified workforce in the sector and increase social responsibility. |  | 2023 | 31.12.2024 | Annual | Monitoring of interns during internship periods and evaluation for placement in needed departments after graduation | Human Resources Directorate | Personnel Intern Records | <div>✓</div> <div>2024: 20 vocational high school interns, 15 university interns</div> |

Sustainability Objectives





Community Relations

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
|---|------|---|---|----------------|------------|-------------------|--|--------------------------|-----------------------|--|
| Participation in football tournaments and achieving ranking results | | To strengthen team spirit, cooperation, and motivation among employees, reinforce corporate culture, and promote a healthy lifestyle. |    | 2024 | 31.12.2024 | Annual | Ensure the football team's activities continue consistently and participate in organizations | Corporate Communications | Sustainability Report |  Participation in tournaments and competitions has been achieved |
| Participation in Dragon Boat races and ensuring continuity of success | - | |    | 2024 | 31.12.2024 | Annual | Conduct regular Dragon (boat) practices and ensure the sustainability of the team squad | Corporate Communications | Sustainability Report |  Participation in tournaments and competitions has been achieved |





Sustainability Objectives

Environmental Performance












Material Efficiency

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|--|--|---|---|----------------|------------|-------------------|--|--|---|---|--|
| Reduce process emissions in order to minimize the environmental impacts caused by the use of primary materials | tCO2e/ton steel | To support environmental sustainability and reduce carbon footprint by lowering process emissions |  | 2023 | 31.12.2024 | Annual | Process optimization and use of advanced technologies to reduce emissions at the source. Initiation of automation project for monitoring Melt Shop production data (Level 2). Development of energy efficiency projects, encouragement of recycling and reuse of waste. Regular emission measurements and continuous review of processes in line with improvement targets. Scrap shear project initiated to improve scrap efficiency. Continuity of scrap screening process. Procurement of raw materials in line with specifications. | Melt Shop Operations Directorate Import Directorate Procurement Directorate | Verified Carbon Footprint Report |  | 2023: 0.0826 tonCO2/ton steel 2024: 0.0822 tonCO2/ton steel |
| Increasing primary material efficiency (min +1%) | % (total raw material tons / tons of steel production) | To optimize primary material use in production processes, improve efficiency, and ensure more sustainable resource use. |  | 2023 | 31.12.2024 | Annual | Increase in bonus scrap, productivity increase via scrap shear project, and scrap stacking density training for efficiency improvement. | Melt Shop Operations Directorate | SCS Workbook KPI 3.2.1 Primary Material Use and Material Efficiency |  | 2023: 81,69 2024: 81,07 |

Sustainability Objectives









| Emission Management | | | | | | | | | | |
|--|----------------|---|---|----------------|-------------------------------|-------------------|---|------------------------|---|---|
| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
| *To be among the top 5 companies worldwide in emission performance calculated by the World Steel Association by 2030. To be among the countries showing at least 15% performance improvement each year by World Steel emission benchmarking. | Ranking | To achieve emission reduction targets in steel production, become recognized as an industry leader, and gain competitive advantage. |  | 2021 | 2030 year-end / 2023 year-end | Annual | Energy efficiency projects, renewable energy investments, start using renewable sources, shift to quality scrap, use of low-carbon raw materials, increase aggregate output, optimize Melt Shop downtimes, reduce purchased O2, reduce purchased anthracite per ton | All departments | Worldsteel Company Report / Worldsteel CO2 veritabani | <div>✓</div> <div>2021: 0.48 (Top 5 performance average 0.17-0.40 → target not achieved.)</div> <div>2022: 0.46 KDC (Top 5 performance average 0.31-0.40 → target not achieved.)</div> <div>2023: 0.49 KDC (Top 5 performance average will be</div> |
| Reduce emission value compared to the previous year among World Steel producers | tCO2/ton steel | To improve sustainable production standards and operate with lower carbon emissions. |  | 2023 | 31.12.2024 | Annual | | All departments | Worldsteel Company Report / Worldsteel CO2 veritabani | <div>✓</div> <div>2023: 0,49</div> <div>2024: 0,47</div> |
| Reducing Global Warming Potential (GWP) (tons CO2/ton crude steel) to below 740 according to EPD report | tCO2/ton steel | To improve sustainable production standards and operate with lower carbon emissions. |  | 2021 | 2025 | Every 3 years | | All departments | EPD | <div>≠</div> <div>2021 :740</div> |
| Reduce annual MRV scope (fixed combustion + process emissions) ratio to 0.12 CO2 ton/ton steel | tCO2/ton steel | To minimize carbon emissions and ensure a more eco-friendly production process. |  | 2023 | 31.12.2024 | Annual | | Production Directorate | MRV Reports EÇBS | <div>✓</div> <div>2023: 0,15</div> <div>2024: 0,08</div> |

Sustainability Objectives

| | | | | | | | | | | | |
|---|-------|---|--|------|------------|---------|---|---|---|--|---|
| Reducing company vehicle emissions compared to 2023 levels | tCO2e | To achieve lower carbon emissions in internal transportation and improve environmental performance. |    | 2023 | 31.12.2024 | Annual | Sustainability scoring in supplier evaluations, preference for suppliers with lower transport-related emissions, prioritizing rail & sea transport, increasing short-distance procurement, more local suppliers, shifting imports from US to EU | Sustainability & Quality Directorate / Administrative Affairs Directorate | Carbon Footprint Reports |  | 2023: 20.059,3 tCO2 2024: 20.861,9 tCO2 |
| Reducing road transport, increasing sea and rail transport compared to previous year | % | To reduce carbon footprint in logistics processes. |   | 2023 | 31.12.2024 | Annual | Supplier evaluation based on sustainability scores & transport emissions, increase local scrap procurement radius (within 3000 km) | Raw Material & Auxiliary Materials Procurement Directorate | Transport Impact Worksheet / EIS-FR-720 |  | Road: 47,881 - 20.94% Sea: 176,721.77 - 77.58% Rail: 3,376.88 - 1.48% |
| Reducing air travel emissions in 2024 by increasing online international collaborations | | To reduce carbon footprint from business travel. |  | 2023 | 31.12.2024 | Annual | | Sustainability & Quality Directorate | Verified Carbon Footprint Reports |  | 2023: Calculation ongoing 2024: 56,515.2 tCO ₂ |
| Reducing pig iron use in closed castings from 25% to 10% of total scrap | % | To reduce process emissions and minimize carbon emissions. |  | 2023 | 2024 | Monthly | Lower pig iron use while increasing DKP (market) scrap to capture low-copper ranges | Melt Shop Operations Directorate | Monthly Consumption Reports |  | Calculation ongoing |






Sustainability Objectives

Waste Management

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|---|--------|--|---|----------------|------------|-------------------|--|--|---|---|--|
| To reduce by-product amount per ton of steel by 1.2% | kg/ton | Minimizing environmental impacts in production processes by improving sustainability |  | 2023 | 31.12.2023 | Annual | Prevent by-product formation by improving raw material quality. Screen out soil from scrap to reduce dust and slag waste. Conduct regular machine maintenance, parameter optimization (temperature, etc.) and process controls. Monitor performance with KPIs. Define quality standards during raw material supply and apply improved criteria. | Steelworks Operations Directorate | SCS Workbook KPI 3.7.2 By-product |  | 2023: 158,39 2024: 179,56 %13,37 artmış. |
| Increasing the share of recyclable waste in total waste compared to previous year | % | |  | 2023 | 31.12.2023 | Annual | Provide recyclable materials for recovery, ensure waste is recycled quickly, minimize possible environmental impacts. Raise employee awareness on recycling, encourage active participation in waste reduction and recycling practices. | HSE, Environmental Affairs & Regulations Directorate | SCS Workbook |  | 2023: 30,60 2024: 36,36 %18,84 artmış. |
| Reducing incinerable waste amount per ton of steel | kg/ton | |  | 2023 | 31.12.2023 | Annual | Reduce medical waste, raise awareness on mask usage. | HSE, Environmental Affairs & Regulations Directorate | Waste Reports / Annual Waste Declaration SCS Workbook KPI 3.7.4 Waste Recycled |  | 2023: %19,39 2024: %46,81 |
| Reducing non-recyclable waste amount per ton of steel (waste to landfill, domestic waste) | kg/ton | |  | 2023 | 31.12.2023 | Annual | Reduce slag by decreasing lime use in ladle furnace, integrate with waste management facilities, optimize disposal methods for non-recyclable waste. Increase monitoring & performance measurement, create improvement cycles. Reduce overproduction & raw material waste through better planning. Raise recycling awareness through CSR projects & joint campaigns. | Steelworks Operations Directorate | SCS Workbook KPI 3.7.5 Waste to landfill |  | 2023: 14,15 2024: 14,19 |













Sustainability Objectives

Water Management & Consumption

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|---|-------------------------|--|---|----------------|---------------|-------------------|--|-------------------------------------|---|-----------------------|------------------------------|
| Reducing total water consumption below 0.98 m ³ /ton steel | m ³ /t steel | Contributing to natural resource protection and minimizing environmental impacts of production |  | 2023 | 31.12.2023 | Annual | Awareness campaigns, training emphasis on efficiency, ISO 14046 Water Footprint calculations | Rolling Mill / Melt Shop Operations | Yi-FR-340 Distributed Water Tracking Form | ✓ | 2023: 0.68 2024: 0.69 |
| Reduce Rolling Mill Water Consumption (m ³ /ton product) compared to last year | m ³ /t steel | |  | 2023 | 31.12.2023 | Annual | Awareness campaigns, posters, ISO 14046 calculations | Rolling Mill Operations | Water Footprint Report | ✗ | 2023: 0.39 2024: 0.51 |
| Reduce Wire Rod Mill Water Consumption (m ³ /t steel) compared to last year | m ³ /t steel | |  | 2023 | 31.12.2023 | Annual | Transfer between pools based on concentration and limit values | Wire Rod Mill Operations | Water Footprint Report | ✓ | 2023: 0.58 2024: 0.53 |
| Reduce Melt Shop Water Consumption (m ³ /t steel) compared to last year | m ³ /t steel | |  | 2023 | 31.12.2023 | Annual | Transfer between pools based on concentration and limit values | Melt Shop Operations | Water Footprint Report | ✓ | 2023: 0.74 2024: 0.71 |
| Use rainwater within facility, completion of old rolling mill rainwater collection channels | - | Collecting rainwater for irrigation via rainwater channels |  | 2023 | 2024 year-end | Annual | Construction of rainwater collection channels in old rolling mill | Board of Directors | Management Review Meeting (EYS-FR-120) | ✓ | Wire Rod Mill side completed |



Sustainability Objectives

Energy Management

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals |
|--|-----------------------|---|---|----------------|------------|-------------------|---|--|---|--|
| Reducing Steelmaking energy consumption compared to previous year (electricity, natural gas, coal, fuel) | GJ/ton | Ensuring energy efficiency, contributing to economy & environment |  | 2023 | 31.12.2024 | Annual | Replacement of Fan Blades – Cooling Towers to increase efficiency (462,199 kWh/year saving, 1,042,027.65 TL/year cost saving). Use of Magnetic Stirrer in EAF for energy savings (15,692,178.96 kWh/year saving, payback period 5.7 months, total investment €3,132,500). Modernization of EAF Power Control System (Danieli Q-ONE application, expected 5.1% reduction in electricity consumption). Modernization of Electrode Regulation System (to improve safety and reduce consumption). | Melt Shop Operations | EnYS Data |  2023: 2.217 GJ/ton 2024: 2.378 GJ/ton |
| Reducing Rolling Mill energy consumption below 1.025 GJ/ton | GJ/ton | |  | 2023 | 31.12.2024 | Annual | Increasing Rolling Mill shifts to 2. Replacement of Compressor – Rolling Mill Section 1 (145,190.40 kWh/year saving, 327,331.76 TL/year saving). Combustion Settings – Rolling Mill Furnaces (optimize O ₂ ratio in flue gas, reduce by 3%, saving 15,692,178.96 kWh/year). Increase efficiency with waste heat recovery (updating burners & recuperator, saving 1,341,049.41 kWh/year, 1,424,995.89 TL/year saving). | Rolling Mill Operations | EnYS Data |  2023: 674,156 GJ/ton 2024: 726,368 GJ/ton |
| Reducing overall energy intensity compared to previous year | GJ/ton (good product) | |  | 2023 | 31.12.2024 | Annual | Investments in renewable energy sources, reduction of electricity consumption, implementation of improvement plans for Rolling Mill & Melt Shop Energy Consumption. | Melt Shop / Rolling Mill Operations | EnYS Data / SCS Workbook KPI 3.3.1 Energy Intensity |  2023: 3.46 2024: 3.36 |
| Reducing Scope 2 electricity emissions by 5% compared to previous year | tCO ₂ e | |  | 2023 | 31.12.2024 | Annual | | Electrical Automation Dept. / Management Systems | ISO 14064-1 Corporate Carbon Footprint |  2023: 218,205.9 tCO ₂ e 2024: 255,212.4 tCO ₂ e |
| Increasing investments in Renewable Energy Projects | TL | Reducing corporate carbon footprint, lowering energy costs, supporting environmental sustainability |  | 2023 | 31.12.2024 | Annual | Investments in renewable energy, reduction of electricity consumption. Launch of Solar Energy Investments, Wind Energy Projects, progress of ongoing renewable energy projects, and budget reviews. Wind Energy Projects (RES) | Electrical Automation Dept. / Domestic Sales & Marketing Dept. | Licensed Solar Energy Projects (GES) Status |  2023: Valid Application: 35,804 KWP, Installed Power 72 MWP 2024: 35,804 KWP, Installed Power 72 |
| Researching investments into Wind Power Plants | | |  | | | | | | RES Projects |  Research ongoing. |

Sustainability Objectives

Biodiversity Protection

| Our Goals | Unit | Objectives | UN Sustainable Development Goals | Reference Year | Deadline | Monitoring Period | Plan | Responsible | Monitoring/Indicator | Completed / New Goals | |
|---|--------|--|---|----------------|---------------|-------------------|---|--------------------------------|--|-----------------------|-------------------------|
| Increasing total number of trees planted by 50% compared to previous year | number | Supporting environmental sustainability, offsetting carbon emissions, improving biodiversity |  | 2023 | 31.12.2024 | Annual | Donation of one sapling for each employee, planting in suitable areas around the factory and in tree planting zones, replacing dried trees with new ones, and carrying out maintenance. | Administrative Affairs Dept. | Sapling Purchase & Planting Tracking Reports | √ | 2023: 10 2024: 1.500 |
| Conducting biodiversity & ecotoxicity impact assessment every 2 years | - | |  | 2022 | 2024 year-end | Annual | Conducting research related to biodiversity reporting and managing the process. | Sustainability & Quality Dept. | Sustainability Report | √ | Ongoing. |

5. Requests, Complaints, and Suggestions Notifications



Requests, Complaints, and Suggestions Notifications

We use our Complaint Reporting System to acknowledge and act upon employee complaints.

Requests, complaints, and suggestions from our stakeholders are monitored through:

- Our website: <https://kaptangrupturkiye.com/paydas-talep-sikayet-oneri-bildirimi/>
- Stakeholder request, complaint, and suggestion boxes
- The "Contact Us (Social Performance Team)" section within the Kaptan Port system used internally by our company.

The screenshot shows the Kaptan Group website interface. At the top, there is a dark blue header with the Kaptan Group logo and a menu icon. Below the header, the main content area is white and features the title 'Paydaş Talep, Şikayet ve Öneri Bildirimi'. The form itself is a light gray box with several input fields: 'Ad Soyad *', 'E-posta *', 'Telefon *', 'Firma İsmi', and 'Bölüm'. Each field has a small red asterisk indicating it is required.

One of the areas that received full marks in the sustainability audit was the effective management of stakeholder requests and complaints.

The screenshot shows a detailed form titled 'PAYDAŞ TALEP, ŞİKAYET VE ÖNERİ BİLDİRİM KARTI'. The form is divided into several sections. At the top right, there is a table with the following information: 'Doküman No: EYD-PB-010', 'Yayın Tarihi: 1.04.2023', 'Revizyon Tarihi: -', 'Revizyon No: 0', and 'Form No: 200 / 1'. Below this, the form is divided into two main sections. The first section, 'KAPITAN PAYDAŞ YÖREMLİSİNE ŞİKAYETLERİNE', contains a grid of checkboxes for different stakeholder groups: 'ÇALIŞAN VE AİLELERİ', 'MÜŞTERİ', 'TEDARİKÇİ', 'KAMU VE DÜZENLEYİCİ KURUM', 'DİĞER', 'ÖĞRENCİ / STAJYER', 'HİZMETÇİ', 'TOPLUM', and 'SERTİFİKASYON VE DENETİM KURULUĞU'. The second section, 'BİLDİRİM KARTI', contains a grid of checkboxes for different types of requests: 'TALEP', 'ŞİKAYET', and 'ÖNERİ'. Below this, there is a section for 'VARSA BİLDİRİME AIT ÇÖZÜM ÖNERİSİZ / BEKLENTİSİZ'. At the bottom, there is a section for 'YAPILAN ÇÖZÜMLERİNİZİ BİLDİRİM İLE İLGİLİ ÇÖZÜM SONRA SİZİNLE NASIL İRTİBATA GEÇEMEDİ İSTERSİNİZ?' with checkboxes for 'TELEFON', 'E-MAIL', and 'YÜZ YÜZE'. The form also includes a footer with the Kaptan Group logo and contact information.

If You Have a Social Responsibility Project...

If you have a social responsibility project, all application details must be submitted in writing via spt@kaptandemir.com.tr, notification boxes, the "Contact Us (Social Performance Team)" section on Kaptan Port, or the website.

- (Include content information, reasons, where, when, how it will be carried out, who is targeted, and other relevant details.)

The project should be prepared specifically for Kaptan Demir Çelik's social responsibility initiatives.

No individual or organization involved in the project or activity should seek personal or corporate profit or have commercial concerns.

The average number of people to be reached by the project must be clearly stated.

Project data should be regularly sent to spt@kaptandemir.com.tr.

The project must not include content or visuals that violate Kaptan Demir Çelik's ethical rules, and ethical and moral values must be preserved.

We look forward to your new ideas and suggestions as Kaptan Demir Çelik.

THANKS!

E-MAIL

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Social Media

kaptandemirturkey.com

Contact Us

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KAPTAN GROUP