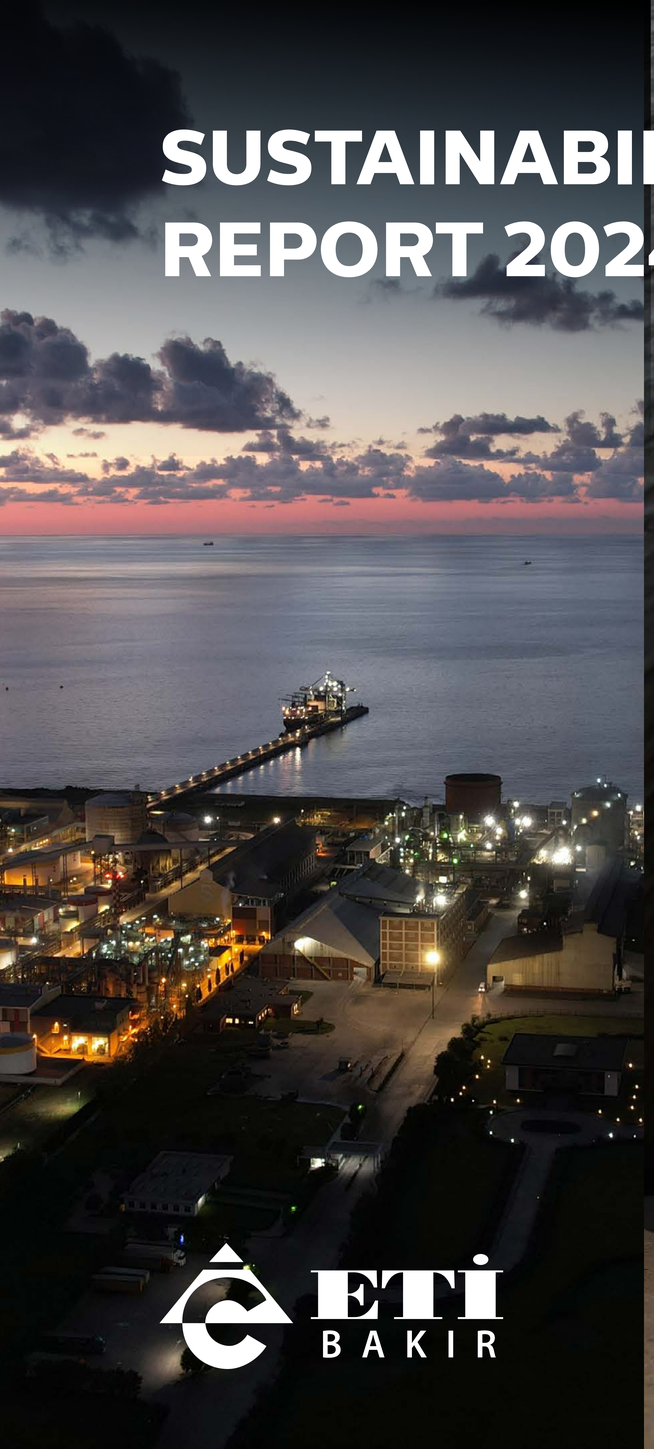
SUSTAINABILITY REPORT 2024



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the source of modern life

ETİ BAKIR

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ABOUT THE REPORT

İnebolu Plant

ABOUT THE REPORT

The Eti Bakır A.Ş. 2024 Sustainability Report has been prepared to evaluate our Company's sustainability performance and to ensure transparent communication with its stakeholders. Eti Bakır A.Ş. will be referred to as "Eti Bakır" throughout the report.

Reporting Scope

The report covers the period from 1 January 2024 to 31 December 2024 and includes Eti Bakır's sustainability strategy, its activities and targets necessary to implement its sustainability strategies in the environmental, social and governance areas, its approach to material issues that are important to its stakeholders, and its performance.

The following businesses are included in the reporting scope:

- Eti Bakır A.Ş. Adıyaman Plant
- Eti Bakır A.Ş. Cerattepe Plant
- Eti Bakır A.Ş. Halıköy Plant
- Eti Bakır A.Ş. Küre Plant
- Eti Bakır A.Ş. Mazıdağı Metal Recycling and Integrated Fertiliser Plants
- Eti Bakır A.Ş. - Murgul Operations Directorate
- Eti Bakır A.Ş. Samsun Smelting and Electrolysis Plant
- Eti Bakır A.Ş. Siirt Plant

Reporting Principles and Standards

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The company has structured the content of the report based on the topics and explanatory indicators specified by the GRI. In order to demonstrate the company's contribution to sustainable development, performance in relation to the United Nations Sustainable Development Goals (SDGs) has been comprehensively assessed and reflected in the report, taking into account the requirements of the Task Force on Climate-related Financial Disclosures (TCFD) framework. The report transparently shares the company's environmental, social and governance impacts, reflecting its approach to creating sustainable value from a holistic perspective.

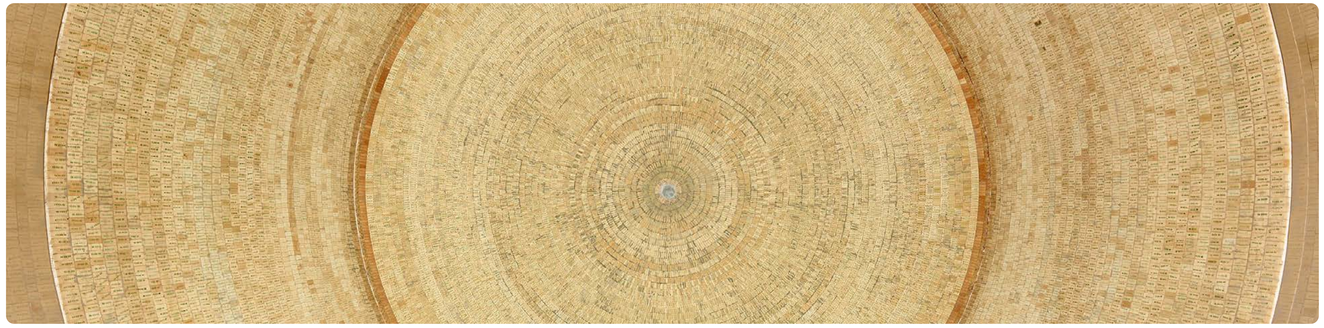
Publication Date and Frequency

This report will be published annually to demonstrate Eti Bakır's commitment to sharing its sustainability performance with stakeholders. The Eti Bakır A.Ş. Sustainability Report was published in October 2025.

Communication

Eti Bakır A.Ş. values stakeholder participation in its sustainability efforts and believes that stakeholder feedback plays a critical role in improving business processes and increasing value creation.

If you have any comments, questions or suggestions regarding the report or sustainability activities, please email them to surdurulebilirlik@etibakir.com.tr.



GENERAL MANAGER'S MESSAGE

Dear Stakeholders,

The year 2024 has been a period of significant change, characterised by the interplay of global economic, environmental and geopolitical developments. Fluctuations in energy prices, uncertainties in access to critical raw materials, and the increasing impact of environmental regulations have brought about significant transformation processes in the manufacturing sectors. Meanwhile, the global industrial policies that have been developed around green transformation and digitalisation have increased awareness of the importance of strategic metals and the value of sustainable supply chains.

At Eti Bakır, we have viewed this transformation not merely as a process of adaptation, but as a significant opportunity to create long-term value and strengthen our competitive position. We have established a distinctive structure in our sector through advanced processing, chemical recovery, fertiliser production and metal recovery applications. This has been achieved by implementing all our activities through an integrated strategy.

As a leading integrated industrial entity that currently meets around 20% of Turkey's copper demand, we recognise our role in contributing to the country's sustainable development goals. Our integrated value chain, from ore to metal, encompasses advanced metallurgy and R&D, positioning us as a leading entity within the sector, renowned for our technological prowess, environmental compliance and innovative capacity.

Our Mazıdağı Metal Recycling and Integrated Fertiliser Plant is a prime example of this strategic transformation. This plant, where strategic metals and agricultural inputs are obtained from waste materials, is an exemplary circular economy application not only for our country but also on a regional scale. As of 2024, we have expanded this integrated approach throughout the plant, restructuring our operational processes in line with carbon management, energy efficiency, resource efficiency, and sustainability principles.

We have further strengthened our R&D and innovation capabilities with the new research centre we established in Samsun. The R&D centre provides strategic contributions in the areas of process improvement, environmental impact reduction, and advanced recovery technologies. We are pleased to inform you that we have developed a series of projects designed to reduce the environmental impact of our mining activities. These projects promote an environmentally compatible production approach across all our operations.

We have updated our strategic roadmap, which includes our 2030 targets. We have increased the pace of our investments in priority areas such as reducing our carbon footprint, improving energy performance, increasing water use efficiency, and managing climate risks. We are implementing comprehensive projects, particularly in the areas of energy efficiency, increasing the use of renewable energy sources, and sustainable product development.

Our approach to preparing our human resources for the future is a cornerstone of our corporate culture. We are committed to the continuous enhancement of our organisational capacity. We do this by implementing training programmes that focus on developing our employees' technical, digital and managerial competencies. We also implement projects that focus on the development of young talent and we have inclusive HR policies.

Eti Bakır's corporate sustainability approach encompasses the management of environmental impacts, social contribution, stakeholder engagement, and a governance approach focused on transparency. Following the launch of our sustainability initiatives in 2024 and the implementation of other management systems across all our locations, we have established a structure that aims for continuous improvement in environmental and social indicators.

Today, Eti Bakır is positioned not only as a mining company, but also as an integrated industrial producer, an environmental innovation centre and a strong actor in sustainable development. Our medium- and long-term strategy is to strengthen our leadership in the circular economy in line with our net-zero emissions vision. We will also extend our sustainable production models to different locations and continue to grow as a reliable, agile, and innovative brand in global markets.

I would like to express my sincere gratitude to all our employees, stakeholders and business partners who are walking this strategic journey with us. Our efforts to create shared value represent the strongest demonstration of our belief in and responsibility for the future.

Yours sincerely,

Managing Director

Asım Akbaş

CORPORATE PROFILE

The Centre of Added Value with Its Integrated Structure

About Eti Bakır

Eti Bakır is a leading industrial organisation that makes strategic contributions to the country's economy in the mining and metallurgy sectors by processing Turkey's domestic resources efficiently and adding value. The company's unique position in Turkey's integrated mining ecosystem is due to its in-house production capacity, which enables it to carry out all processes from ore to final product.

Eti Bakır operates across a substantial geographical area in Turkey, producing a wide range of metals including copper, cobalt, nickel, zinc, antimony, phosphate and fertiliser. The company employs an integrated industrial model with multi-metal production capabilities that are rarely found among global competitors.

Integrated and Multi-Disciplinary Production Structure

Eti Bakır produces copper ore through underground and open-pit mining at five separate mining sites in Kastamonu (Küre), Artvin (Murgul and Cerattepe), Siirt and Adıyaman. The ore extracted from these mines is processed through crushing, grinding, flotation and filtration to produce concentrated copper. The concentrated copper produced is sent to the Smelting and Electrolysis Plant in Samsun, where smelting and electrolysis processes result in the production of cathode copper with 99.99% purity. The plant also serves the chemical industry by producing ammonium sulphate-based fertilisers and attracts attention with its circular production structure that focuses on environmental and economic sustainability.

Antimony ore is produced through underground mining at the plant located in Halıköy, İzmir. The Mazıdağı Plant was established to bring the Mardin Mazıdağı phosphate mine, Turkey's only phosphate mine, and the copper flotation waste emerging in Kastamonu Küre into the economy, becoming an Integrated Fertiliser and Metal Recovery Plant that is unique in the world. The sulphur in pyrite is converted into sulphuric acid, and steam is produced during this process. The steam produced is transferred to our energy production plant and meets 70% of our energy needs. The valuable metals obtained throughout the process include cobalt, zinc, copper and iron. The sulphuric acid produced is used to convert low-grade ore extracted from the phosphate mine into phosphoric acid, which is used in composite fertiliser production.

Copper, an indispensable raw material in the world of energy and technology, is the key to a sustainable future. Click here.

Focus on R&D and Domestic Production

The R&D Centre, established in Samsun and approved by the Turkish Ministry of Industry and Technology, is at the heart of Eti Bakır's sustainable and technology-based production strategies. The projects carried out at the R&D centre are pioneering the sector in many areas, such as the more efficient processing of local minerals, process optimisation and new product development. Scientific knowledge is brought together with industry through joint projects carried out with universities, TÜBİTAK and other research institutions.

Eti Fertiliser is the only fertiliser brand in Turkey produced using 100% domestic raw materials. Eti Bakır, the first producer in Turkey to obtain CE certification for ammonium sulphate products, also continues its analysis and control activities through its Quality Control Laboratories. These laboratories are accredited by the Turkish Accreditation Agency (TÜRKAK) and provide services in accordance with quality standards.

Sectoral Leadership and Sustainable Growth

With an annual cathode copper production capacity of 70,000 tonnes, Eti Bakır meets approximately 20% of Turkey's copper needs and continues its work based on the principles of "zero waste", "circular production" and "maximising value from local resources". Thanks to its integrated structure, which spans from mining to metal production and from fertilisers to chemical products, it develops exemplary practices aimed at energy efficiency, resource optimisation and a low carbon footprint.

> **It aims to further advance its activities as a key contributor to Turkey's industrial future.**

Vision

With our sustainable business model and continuously evolving processes, we aim to exceed our stakeholders' expectations and become an international role model that shapes the future of mining and industry.

Mission

We produce responsibly, with sensitivity towards people and the environment, by transforming resources into circular values.

6,400 employees

227 female employees

Total of 8 operations

6 million tonnes of raw ore extracted annually

80,000 tonnes of cathode copper production

1 million tonnes of fertiliser produced annually

2.3 million trees planted

Samsun Smelting and Electrolysis Plant

Eti Bakır's Smelting and Electrolysis Plant, operating in Samsun, is Turkey's only factory capable of integrated production from ore to final product. The plant produces cathode copper with 99.99% purity and contributes significantly to the country's economy with an annual production capacity of 70,000 tonnes. The plant's annual turnover of approximately USD 750 million contributes to reducing the current account deficit.

The plant, which joined Cengiz Holding in 2004, has renewed its production infrastructure through extensive modernisation works and has continuously increased its efficiency over the years in line with its R&D activities. The plant is equipped with state-of-the-art technology, enabling seamless integration of processes such as anode casting, sulphuric acid, concentrator, electrolysis and fertiliser production. The plant, which employs 940 people, works in full integration with the company's other production points.

The sulphuric acid produced during the manufacturing processes is recovered and utilised in fertiliser production. Currently, the plant has an annual production capacity of 600,000 tonnes of ammonium sulphate fertiliser. With the completion of the ongoing investment in a new fertiliser plant, the plant's total fertiliser production capacity has reached 1,000,000 tonnes per year.

The ball mill plant, which was commissioned within the plant in 2024 to meet production needs, has been implemented as an important step towards achieving a leading position in the sector. Established with an investment of $8 million and with a production capacity of 50,000 tonnes in 9 different sizes, the plant will prevent the import of approximately $10 million worth of balls annually.

Click here for the Samsun promotional video.

940 People **Employed**

Annual Production of 660,000 Tonnes of Ammonium Sulphate Fertiliser

Annual Production Capacity of 70,000 Tonnes of Cathode Copper

Annual Production of 21,000 Tonnes of Balls

64 Female **Employees**

30,000 Trees **Planted**

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Eti Bakır's Metal Recycling and Integrated Fertiliser Plants, operating in the Mazıdağı district of Mardin, are the first and only facilities in the world to recover cobalt from pyrite concentrate. The plant, which has the capacity to produce cobalt from residual products, consists of five main factories and two auxiliary operations. With an investment cost of USD 1.2 billion, the plant stands out as the largest private sector investment in the Eastern and Southeastern Anatolia regions, recovering cobalt, nickel, manganese, zinc and copper from pyrite concentrate sourced from the Küre Operation.

With an annual cobalt recovery capacity of 2,500 tonnes, the plant contributes to both reducing environmental impacts and implementing circular economy principles. The recovery of cobalt, a critical raw material for strategic sectors such as battery and catalyst production, technology, petrochemicals, electric vehicles and aviation, is of great importance in terms of the efficient use of natural resources and the conversion of waste into economic value. With its capacity, the plant accounts for approximately 2% of global cobalt carbonate production on its own, enabling to play a strategic role on a global scale in terms of sustainable resource management.

1,553 People **Employed**

Annual Cobalt Production Capacity of 2,500 Tonnes

90 Female **Employees**

121,967 **trees** planted

Annual Compound Fertiliser Production Capacity of 400,000 Tonnes

> One Plant, A Thousand Contributions; **From Waste to Value, From Source to Future**

The cobalt produced is sent to Eti Bakır's ICoNiChem plant in Widnes, UK, where it is converted into metallic products and exported to global markets.

The Mazıdağı Plants is the only facility in Turkey that produces fertiliser using 100% domestic raw materials. With an annual production capacity of 500,000 tonnes of compound fertiliser, the facility produces DAP and NP fertilisers, which are phosphate-based compound fertilisers, thanks to the phosphate rocks found on site. Thanks to its efficiency-focused and locally-sourced production model, it contributes to the agricultural sector by providing both supply security and sustainable cost advantages.

As a result of its production activities, approximately USD 620 million worth of fertiliser and metal imports are replaced annually, providing direct employment to 1,553 people in the region. In addition to its financial contributions, the company has also accelerated the development of the social structure.

Mazıdağı Metal Recycling and Integrated Fertiliser Facilities published its first sustainability report in 2023, transparently sharing its sustainable production approach with the public.

Küre Plant

Kastamonu Küre Mine holds a special position in the mining sector as Turkey's deepest underground copper mine. With historical roots dating back to the Genoese period and referred to in written sources as "Küre-i Nühas" (Copper Mine), this region has been known for copper production for centuries. Information that Küre copper was used in the cannons during the conquest of Istanbul reflects the region's strategic importance and production heritage.

Today, the Küre Mine, operating under Eti Bakır, carries this historical legacy into the future with modern underground mining techniques and high-tech infrastructure. With an annual production capacity of 195,500 tonnes of copper concentrate, the operation also produces pyrite concentrate used at the Mazıdağı Metal Recycling and Integrated Fertiliser Facilities.

Küre Operations has one of the most advanced underground safety infrastructures in the sector, with a 12-kilometre main ramp, 40 production levels and 13 shelters equipped for emergencies.

Click here for the Küre Introduction Video.

797 **Employees**

38 Female **Employees**

Annual Production of 170,000 Tonnes of Copper Concentrate

960 Metres **Mine Depth**

210 Hectares of **Rehabilitation Area**

540,000 Trees **Planted**

Adıyaman Plant

Eti Bakır's Adıyaman plant is a strategic production centre that makes a significant contribution to Turkey's copper needs with its production capacity and integrated mining approach. Commissioned in 2019, the plant has an annual production capacity of 159,000 tonnes of copper concentrate. The plant operates with a modern production infrastructure that includes ore grinding and enrichment through flotation.

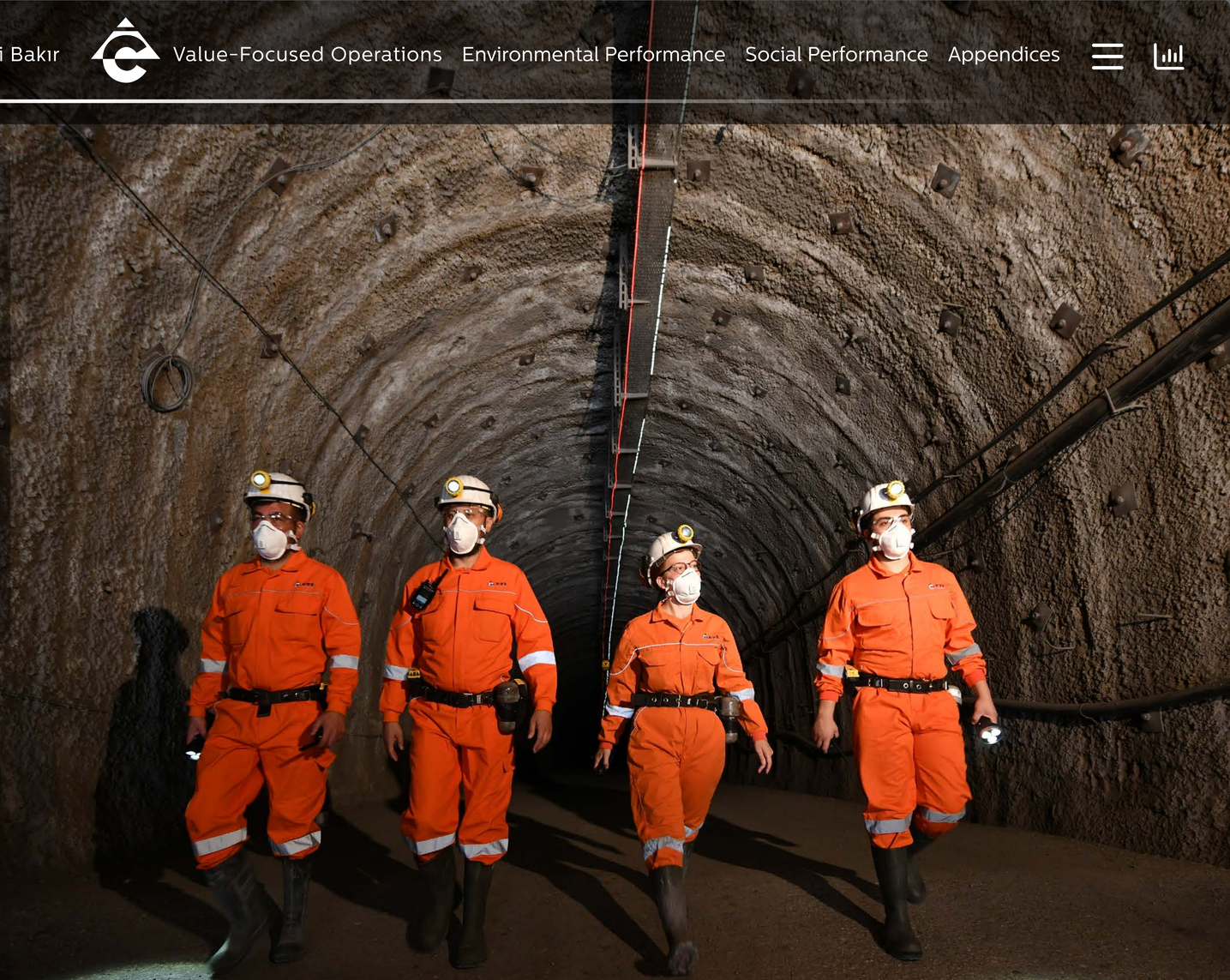
The fact that the mine field at the Adıyaman Plant has a reserve life of approximately 13 years demonstrates that economic sustainability in the region is supported by long-term planning. The plant contributes to the regional economy not only through production but also through local employment opportunities. Providing direct employment to 475 people in the region, the operation has become part of social development through its practices that support the development of the local workforce.

475 People **Employed**

9 Female **Employees**

7,200 Trees **Planted**

Annual Production of 159,000 **Tonnes of Copper Concentrate**



> From Underground to the Future, **Responsible Production**

Cerattepe Plant

Eti Bakır's Cerattepe Operation, located in Artvin province, stands out as one of the most concrete examples of a production model in harmony with nature. The plant, which began operations in 2018, carries out its production by preserving the natural balance of the region through underground mining activities conducted using the closed pit method.

The copper ore extracted from the Cerattepe site is transported via a 4,808-metre-long cable car line with 52 buckets, aiming to reduce the environmental impact of operational activities at the plant site. Thanks to the cable car line, road traffic and surface transportation have been minimised, significantly reducing potential environmental impacts.

An average of 1,600 tonnes of ore is extracted daily from the operation and processed at the Murgul Plant into high-purity copper concentrate. This concentrate is then sent to the Smelting and Electrolysis Plant in Samsun, where cathode copper with a purity of 99.99% is produced. Cerattepe thus forms a critical link in the integrated production chain.

Click here for the Cerattepe promotional video.

260 People **Employed**

Annual Production of 500,000 **Tonnes of Copper Ore**

4,808 Metres of Cable Car **Line Length**

1,600 Tonnes of Ore Transported Daily **by Cable Car**

2,000 Trees **Planted**

10 Female **Employees**

> "The Silent **Partner of Green**

Halıköy Plant

Eti Bakır's mining plant, located in the Halıköy region of İzmir, stands out as one of the sites that shed light on Turkey's mining history. Known for mercury production in ancient times, antimony mining began in the region in the 1800s. The plant, which joined Eti Bakır in 2007, continues its operations with modern underground mining practices.

The antimony element stands out as a critical raw material in high value-added sectors due to its ability to easily form compounds with many metallic elements. It is used in applications such as artillery shells, gun cores and gunpowder production in the defence industry; brake pads and aircraft tyres in the automotive and aviation sectors; and glass and porcelain production in the ceramics industry.

With an annual production capacity of approximately 1,100 tonnes of antimony concentrate, the Halıköy Plant provides direct employment to 205 people, contributing to the regional economy and reducing Turkey's import dependency.

205 People **Employed**

1,440 Tonnes of Annual **Antimony Concentrate Production**

10 Female **Employees**

2,000 Trees **Planted**

“ Centuries-Old Heritage, **Following the Trail of Antimony**

Murgul Plant

Turkey's First Copper Mine, **"Pioneer of Sustainable Production**

Eti Bakır's Murgul Plant, operating in the province of Artvin, holds a special place in the country's mining history as the first copper mine officially opened in the Republic of Turkey. Founded in 1935 with the aim of contributing local resources to the economy, the mine has been in continuous production since 1951.

Today, the Murgul Plant, which conducts mining activities in two different mines, one open-pit and the other underground, has a production capacity of 155,122 tonnes of copper concentrate and 100,000 tonnes of pyrite concentrate. Approximately 96,494 tonnes of copper and 61,637 tonnes of pyrite concentrate have been produced annually. The concentrate obtained from processing the ore is transported to Hopa via pipelines, where it undergoes filtering and drying processes before being sent to the Smelting and Electrolysis Plant in Samsun, where it is converted into 99.99% pure cathode copper.

The 20 MW hydroelectric power plant (HPP) within the plant partially meets Murgul's energy needs, contributing to the reduction of environmental impacts and supporting a sustainable production model. The use of renewable energy plays an important role in reducing the carbon footprint.

547 People **Employed**

Annual Production of **45,000 Tonnes of Copper Concentrate**

713,030 **Trees Planted**

Copper Transportation via a **62.5 Kilometre Pipeline**

27 Female **Employees**

Siirt Plant

The Siirt Plant, operated by Eti Bakır in the Madenköy area of Siirt province, is the first plant in Turkey to have a shaft infrastructure built with a vertical tower system for metallic mines. Operating using the underground mining method, the plant has an annual production capacity of 90,000 tonnes of copper concentrate. All production processes at the plant are managed using advanced automation systems.

The vertical shaft system within the Siirt Plant, with a depth of 669 metres, operates in an integrated manner with a 74.5-metre-high tower structure. Underground production activities are carried out on a total of 42 kilometres of gallery network, extracting an average of 1 million tonnes of raw ore annually. Located 46 kilometres from the centre of Siirt province, the plant operates with high safety and efficiency standards while embracing an approach that respects all living things.

In addition to its mining activities, the Siirt Plant stands out for its environmentally conscious practices. To date, approximately 960,000 trees have been planted on the plant grounds, and a large-scale afforestation project is being implemented.

Click here for the Siirt Promotional Video.

846 People **Employed**

Annual Production of 80,000 Tonnes of **Concentrated Copper**

Annual Production of 1 Million **Tonnes of Ore**

903,000 Trees **Planted**

27 Female **Employees**

> **Supporting Production from the Depths**

Highlights and Developments in 2024

Governance

- The first sustainability report covering the years 2022-2023 was published for the Eti Bakır Mazıdağı Integrated Fertiliser Plant.
- Preparations have begun for a sustainability report covering all Eti Bakır facilities.
- Eti Bakır received the "Leading Company in its Sector" award in the Capital500 research and ranked 92nd in the overall ranking.
- The Mazıdağı Plant received the "Sustainable Mining" award.
- An Ethics Support Line was established in 2024 to enable employees to report unethical behaviour anonymously.
- The number of female employees increased by 25% compared to the previous year
- Sustainability was ensured in metal products with RMI certification.

Environment

- In 2024, Scope 1 emissions were reduced by 11 per cent compared to the previous year.
- Scope 3 emissions were disclosed to the public for the first time.
- Environmental awareness training was conducted at all Eti Bakır facilities.
- A total of 37 energy projects prevented 12,672 tonnes of CO_2e emissions.
- Calculations were made for fertiliser products under CBAM and shared with customers in Europe.
- 2Water savings of 3,212,800 m^3 were achieved in 2024 through improvements made to the systems.
- The Mazıdağı Solar Power Plant was commissioned.
- The green water footprint was calculated using the new rainwater collection system and shared with the public.
- The Mardin Mazıdağı Plant obtained ISO 50001 certification.

Social / Operational and Sustainability

- A total of 4,448 students were trained through the Environmental Inspectors Project.
- 1,807 hours of Ethics and Compliance Policies training were conducted.
- A total of 99,427 person-hours of Occupational Health and Safety (OHS) training was provided to 5,285 individuals.
- Production and sales of a new zinc-based fertiliser product were initiated.
- A total of 513 Kaizen initiatives were implemented.

Milestones

1935 The Murgul mining fields were opened for operation by the General Directorate of Mining Research and Exploration (MTA).

1937 The operation was transferred to Eti Bank.

1951 The Murgul mining areas were reopened for operation by the MTA.

1973 The Samsun Smelting Plant carried out its first furnace firing.

1979 The Halıköy mining areas have been put into production.

1987 Copper concentrate production commenced in Küre.

2004 Eti Bakır A.Ş. was acquired from the Privatisation Administration and joined the Cengiz Holding group.

2010 The capacity of the 20 MW hydroelectric power plant located in Murgul was increased.

2011 An investment was made in an electrolysis unit as part of the modernisation of the Samsun Smelting Facilities.

2018 The Mazıdağı Metal Recycling and Integrated Fertiliser Facilities, established with an investment of approximately 1.2 billion dollars, commenced operations.

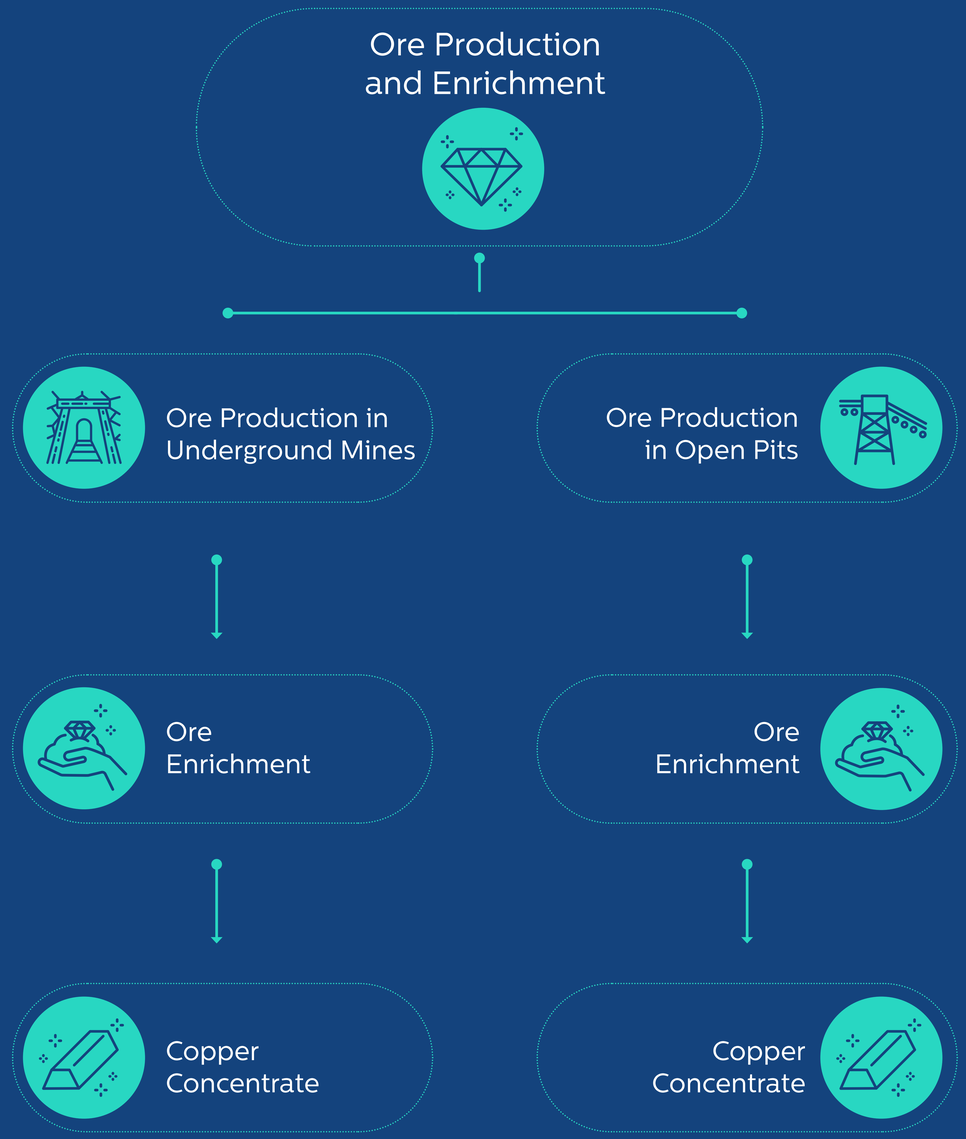
Production Process and Products

Eti Bakır is the only integrated industrial plant in Turkey that carries out integrated production from ore to final product. Its facilities, operating in eight different locations, produce valuable metals such as copper, antimony, pyrite and cobalt, as well as chemical derivatives, fertilisers and industrial intermediate products. Production processes are structured according to the quality of the extracted ore, the infrastructure of the plant and the targeted product structure.

Ore Production and Enrichment

Ore production takes place in open pits and underground mines at Eti Bakır's five operations in Kastamonu-Küre, Artvin-Murgul, Artvin-Cerattepe, Siirt and Adıyaman. The raw copper ore obtained from these sites is processed into concentrated copper at the enrichment plants located in the mining areas.

The enrichment process primarily involves crushing and grinding the ore to the appropriate size, followed by the separation of copper minerals from other components using the flotation method, which is particularly applied to sulphide ores. The concentrate obtained in these processes is transported by road, sea or pipeline to the smelting plant in Samsun.



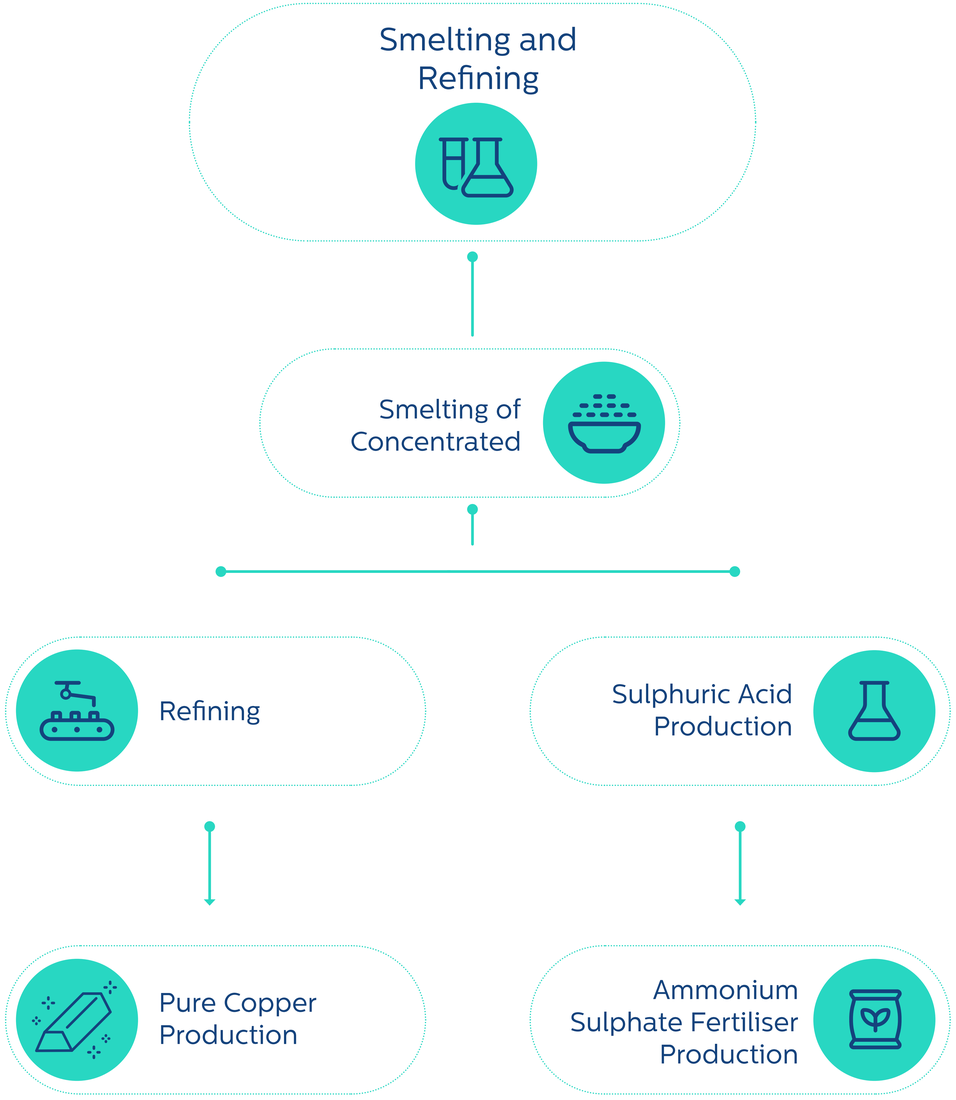
Cathode Copper and Chemical Product Production

The smelting and electrolysis plant located in Samsun forms the heart of Eti Bakır's integrated production chain. At this plant, concentrated copper from mining sites is processed in smelting furnaces to produce blister copper with a purity of 98–99%, which is then converted into cathode copper with a purity of 99.99% using the electrolysis method.

Tesis bünyesinde aynı zamanda:

- SO_2 obtained from smelting gases is used in sulphuric acid production.
- Ammonium sulphate fertiliser is produced using sulphuric acid and anhydrous ammonia.
- Gases such as oxygen, nitrogen and argon are obtained in liquid and gas form in the air separation unit.
- The ball mill plant, commissioned in 2024, has a production capacity of 50,000 tonnes per year.



Integrated Metal Recovery and Fertiliser Production

The plant located in Mardin-Mazıdağı is the first and only integrated plant in the world to recover cobalt from pyrite ash. The Metal Recovery and Integrated Fertiliser Plant consists of five main factories and two auxiliary production units.

- **Ore Enrichment and Acid Production:** Pyrite concentrate is converted into sulphuric acid.
- **Metal Recovery:** Copper, zinc and cobalt are separated by obtaining a solution from pyrite ash in autoclaves.
- **Phosphate Production:** Phosphate ore is processed with sulphuric acid to obtain phosphoric acid, which is then combined with ammonia to produce DAP fertiliser.
- **FSA Recovery:** Fluorosilicic acid formed during the production process is recovered by reacting it again with phosphate sludge.

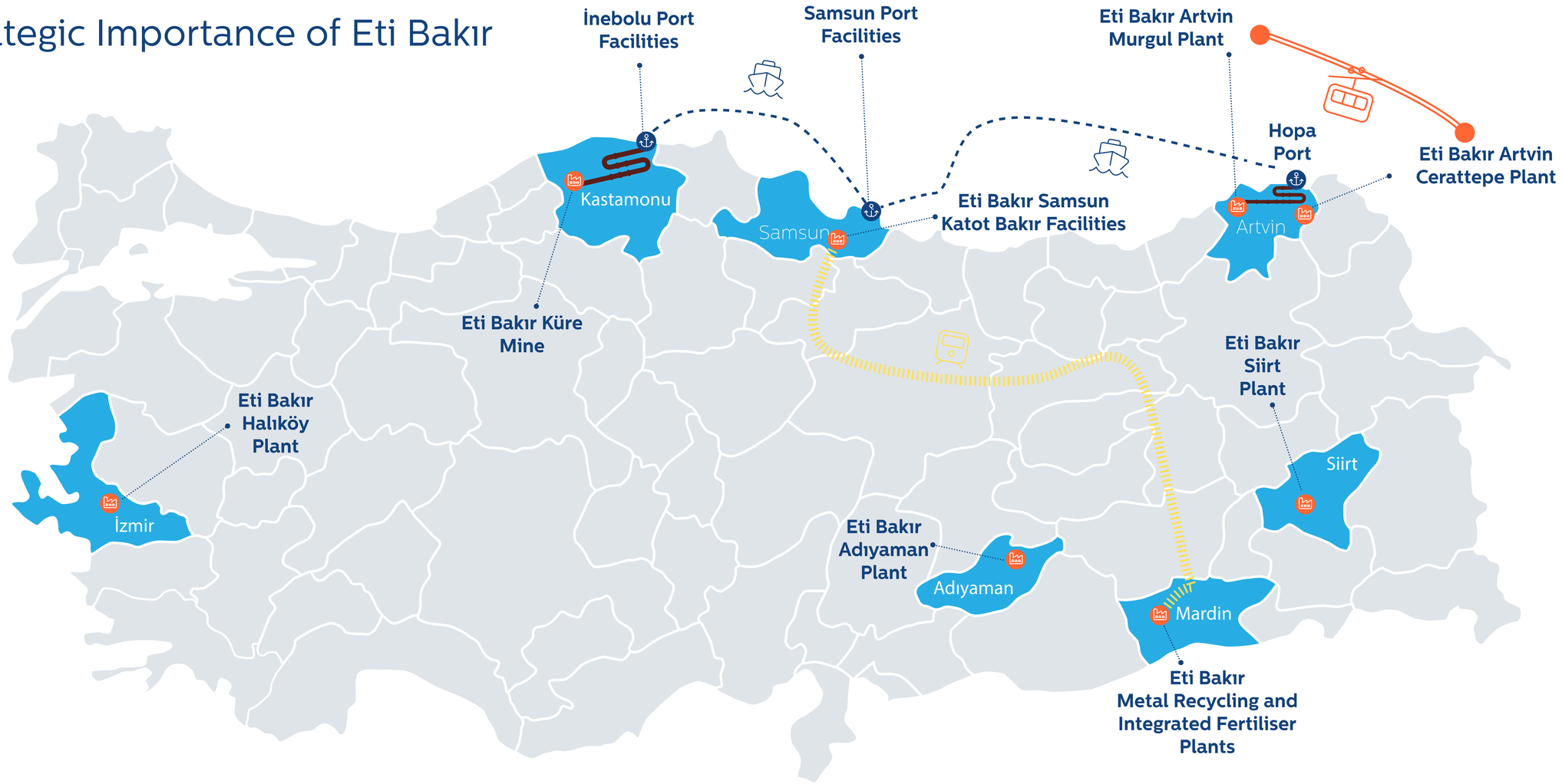
Antimony Production

Raw antimony ore obtained by underground mining at the İzmir-Halıköy plant is converted into concentrated antimony through enrichment processes such as crushing, screening and flotation.

Products Processed and Obtained by Plant

Plant	Processed Product	Product Obtained
Kastamonu Küre	Raw copper	• Concentrated copper • Concentrated pyrite
Artvin Cerattepe	Raw copper	• Raw copper
Artvin Murgul	Copper concentrate	• Concentrated copper • Concentrated pyrite
Siirt Adıyaman Samsun	Raw copper Raw copper Sulphuric acid (98%) Ammonia (anhydrous) Concentrated copper Silica sand	• Concentrated copper • Concentrated copper • Cathode copper (99.99%) • Precious metal precipitate (anode sludge) • Sulphuric acid (98%) • Ammonium sulphate • Oxygen (gas) • Oxygen (liquid) • Nitrogen (gas) • Nitrogen (liquid) • Argon (liquid)
İzmir Halıköy	Raw antimony ore	• Concentrated antimony
Mardin Mazıdağı	Concentrated phosphate Pyrite Ammonia	• Compound fertiliser • Cathode copper • Cobalt carbonate • Zinc carbonate • Iron ore

The Strategic Importance of Eti Bakır



Operational Cable Car Line Between Eti Bakır's Murgul and Cerattepe Operations

Operational Railway Line Between Eti Bakır's Samsun and Mardin Operations

Transportation Line Between Eti Bakır's Hopa, Samsun and İnebolu Ports

Operational Pipeline Between Eti Bakır's Murgul Site and Hopa Port, and Between Küre and İnebolu Port

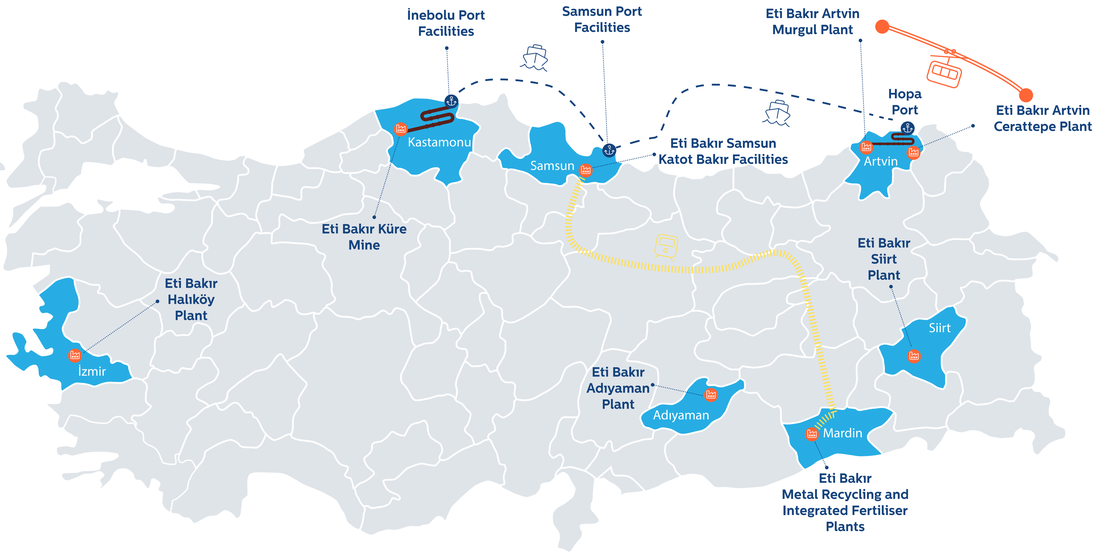
Eti Bakır occupies a strategic position as the only industrial organisation in Turkey capable of integrated production in the mining and metallurgy sector. By carrying out all processes in-house, from extracting ore from underground to converting it into high value-added end products, it contributes significantly to the country's economy and reduces external dependency.

The plant is one of Turkey's largest cathode copper producers, meeting a significant portion of the country's copper demand by producing 99.99% pure cathode copper at its plant in Samsun. It also plays a critical role in the sustainability of the industrial and agricultural sectors by producing chemical and agricultural products such as fertiliser, sulphuric acid, ammonium sulphate and phosphoric acid at its integrated facilities.

Operating in accordance with sustainable mining principles at mining sites across Turkey, including Küre, Murgul, Siirt, Adıyaman and Cerattepe, the company processes these resources domestically, creating national added value thanks to its high-tech processing capacities.

Furthermore, with the Metal Recovery and Integrated Fertiliser Facilities established in Mazıdağı, metal recovery from waste products is now being carried out for the first time in Turkey and worldwide. The agricultural sector is being supported with composite fertiliser produced from local resources. Eti Bakır, a pioneer in the production of metals and chemicals used in strategic sectors such as energy, defence, electronics and agriculture, contributes to reducing the foreign trade deficit and enhances the competitiveness of the country's industry with its production approach.

> **Eti Bakır is a pioneering corporate actor that goes beyond industrial production; it is a company that makes effective use of Turkey's natural resources, integrates advanced technologies into its processes, adheres to the principle of environmental sustainability, and plays a strategic role in the country's development.**



Integrated Management System

Eti Bakır adopts integrated management systems in all locations where it operates to systematically manage risks and opportunities in environmental, social and governance areas in line with sustainability principles. In this context, integrated system applications based on national and international standards have been implemented in the areas of environment, occupational health and safety, energy management, quality and sustainability.

Management systems are integrated into strategic planning processes and cover performance monitoring, target setting, internal auditing, continuous improvement and legal compliance processes across all operations. Through procedures and policies systematically applied throughout the organisation, resource use is optimised, a risk-based approach is adopted and the creation of added value for all stakeholders is targeted.

With an integrated systems approach, inter-process harmony is strengthened, and operational efficiency and sustainability performance are increased together thanks to the interactive structure of management systems. Furthermore, the effectiveness of each system is regularly reviewed through internal audits, management review meetings, and performance evaluation mechanisms carried out within the scope of the system.

Training and awareness activities are carried out to increase employee participation and awareness at all locations. Systemic development is supported through improvement suggestions, sharing of best practices, and field observations.

ISO 9001 – Quality Management System

It provides a system that aims to effectively manage our processes to help us continuously improve the quality of our products and services, increase customer satisfaction, and meet the expectations of our stakeholders in the supply chain. The quality control processes within the company cover all stages from raw materials to the final product, process performance is monitored within defined quality criteria, and progress towards achieving the set quality targets is regularly evaluated.

ISO 14001 – Environmental Management System

Operations are conducted in accordance with the ISO 14001 Environmental Management System standard; environmental impacts are kept under control, natural resources are used sustainably, and industrial waste is recovered. In this context, environmental performance indicators such as waste management, energy efficiency, water usage, and emission control are regularly monitored and continuously improved. Furthermore, awareness campaigns are conducted at the regional level to raise environmental and waste awareness.

ISO 45001 – Occupational Health and Safety Management System

Occupational health and safety is prioritised as a key management area across all Plants, with a structure aligned with the ISO 45001 standard being established. Systematic OHS management is carried out within the scope of risk assessments, hazard analyses, behaviour-focused safety practices and corrective actions. Field practices are reviewed with a continuous improvement approach for employee safety and are supported by regular training and audits.

ISO 50001 – Energy Management System

Energy management practices are being developed in line with the ISO 50001 standard, which aims to increase energy efficiency and reduce greenhouse gas emissions. Process analyses, tracking energy consumption data, monitoring performance indicators, and creating improvement plans form the cornerstones of this system. Energy management is used as a strategic tool to reduce both environmental impact and operational costs.

The Mazıdağı Plant has established and actively implements an energy management system in line with the ISO 50001 standard to make its energy-intensive processes more efficient. Within this scope, energy performance indicators are monitored, and periodic improvement actions are planned to ensure energy efficiency. The energy management infrastructure established at the plant implements concrete projects aimed at reducing carbon emissions.

TS EN ISO/IEC 17025 – Competence of Testing and Calibration Laboratories

The quality control laboratories within the company have been structured in accordance with the TS EN ISO/IEC 17025 standard in order to obtain internationally recognised analysis results. In accredited laboratories, fertiliser analyses are carried out using reliable and traceable methods, and critical issues such as measurement uncertainty and verification in the analysis processes are carefully managed.

The quality control laboratories operating at Eti Bakır's Samsun and Mazıdağı (Mardin) Plants are accredited by TÜRKAK in accordance with the TS EN ISO/IEC 17025:2017 standard. This accreditation ensures high accuracy and reliability in fertiliser, metal and chemical analyses.

Ethics and Compliance Approach

Eti Bakır conducts all its activities within the framework of the Ethics and Compliance Policy adopted by Cengiz Holding and considers business ethics principles to be the cornerstone of its corporate values. The company invests in its corporate reputation based on a culture of transparent, fair and responsible business practices.

Eti Bakır's ethical management serves as a set of fundamental rules guiding employee behaviour, as well as a guide for decision-making mechanisms. Accordingly, full compliance with business ethics principles is expected from all stakeholders, including the company's employees, managers, business partners, and suppliers.

Various awareness, information and monitoring practices are carried out at Eti Bakır to ensure compliance with business ethics principles:

- Orientation and periodic ethics awareness training sessions are organised for all employees.
- Internal communication channels and guidance documents are provided for employees to consult on ethical issues.
- Employees can report any ethical violations via the Ethics Hotline.
- All reports are evaluated on a confidential basis, independently reviewed by the Ethics Committee, and necessary actions are taken if deemed appropriate.

The Ethics Committee ensures that company policies are developed in line with ethical values, that suspicious situations are investigated, and that the ethical culture within the company is strengthened. The Committee also has a wide range of responsibilities, from investigating reported cases to implementing disciplinary processes.

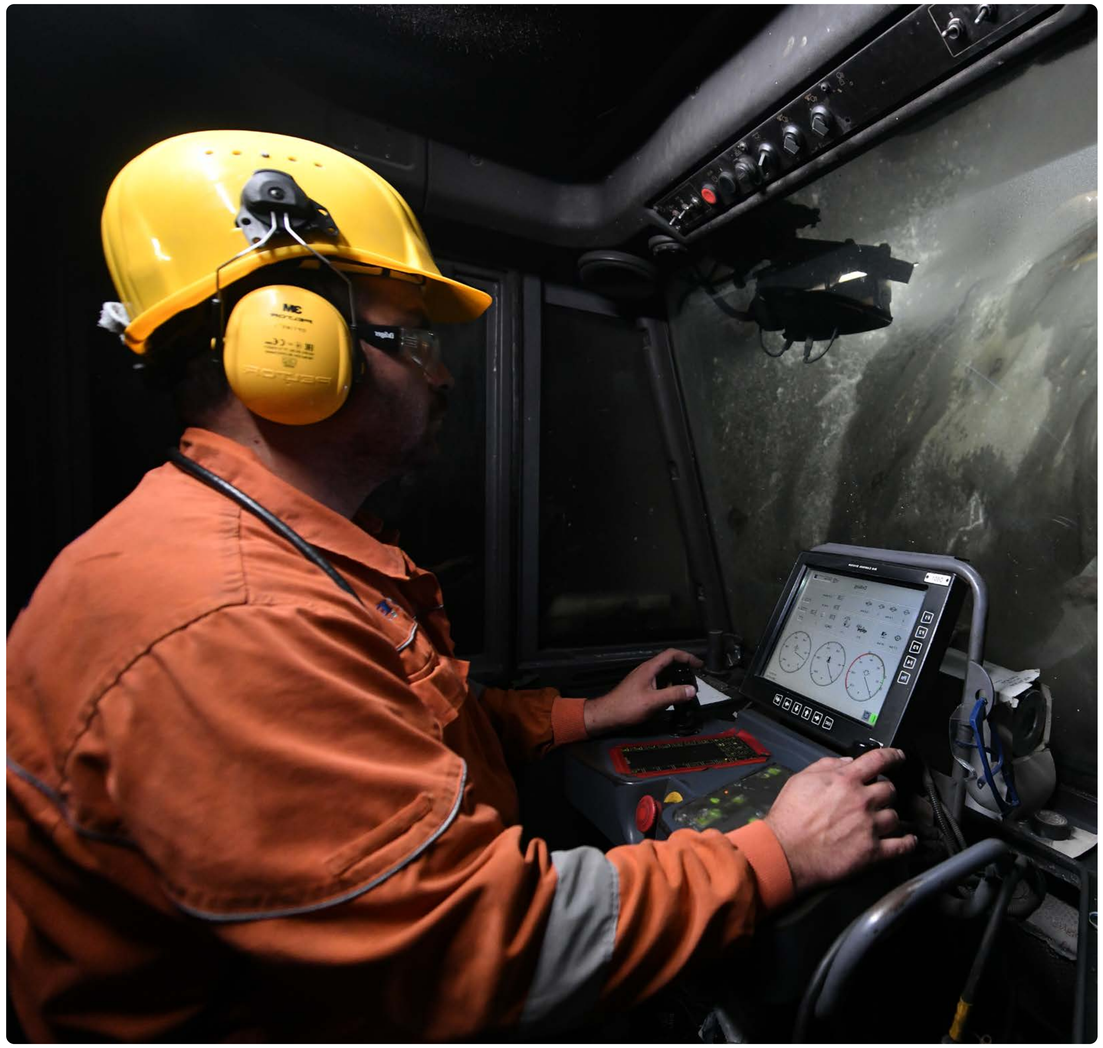
Eti Bakır seeks adherence to ethical principles not only within its own organisation but also among its business partners and suppliers. In this context:

All suppliers are required to commit to ethical rules,

Occupational health and safety, human rights and environmental responsibility criteria are monitored throughout the supply chain,

Commercial relations are suspended in cases of ethical violations, and the necessary actions are taken.

In line with the Ethical Principles Guide, the following ethical values are observed in the activities carried out under the Cengiz Holding umbrella:



Compliance with Legal Regulations and Human Rights

Eti Bakır strictly complies with national legislation, international agreements and Cengiz Holding's internal regulations throughout its activities. Based on respect for human rights, it implements a zero-tolerance policy against discrimination, forced labour, child labour and all forms of harassment.

Combating Bribery and Corruption

The company does not permit any unethical practices such as bribery, kickbacks, facilitation payments, or giving or accepting inappropriate gifts by any of its employees or third parties acting on its behalf under any circumstances. Combating corruption is considered an integral part of the company's corporate ethical culture, along with its legal obligations. In this regard, absolute transparency and honesty are fundamental principles in relationships established with public officials and private sector representatives.

Prevention of Conflicts of Interest

The use of company resources for personal purposes, the exploitation of information obtained in the course of duty for personal gain, and behaviour that could lead to conflicts of interest in business relationships are strictly prohibited.

Gift and Hospitality Rules

Any gifts, benefits, or hospitality activities that could influence decision-making processes or compromise impartiality are restricted. Only symbolic and corporate-related practices are defined as acceptable within the framework of specific ethical rules.

Information Security and Intellectual Property Rights

Our company approaches the personal and commercial data of the parties with whom it has business relationships in accordance with the principles of confidentiality and security, and takes the necessary administrative and technical measures to protect trade secrets and intellectual property.

SUSTAINABILITY AT ETİ BAKIR

The Journey from Resources to the Future

Mazıdağı Plant SPP

The Sustainability Journey

Step 1

Structural Establishment and Organisation:
The "Continuous Improvement and Management Systems Department" was established in 2020.
The process of establishing and documenting management systems was initiated.
Progress was made in parallel with the lean management approach.

Step 2

Awareness and Conceptual Deepening:
The concept of "sustainability" was made a strategic priority.
Areas such as reducing carbon emissions, energy management, and waste control were prioritised.
In 2023, the ISO 50001:2018 Energy Management System implementation project was initiated.
In 2023, the Energy Team received training on energy efficiency, sustainability and carbon management.

Step 3

Certification and Systematic Management:
In 2024, the ISO 50001 Energy Management System certificate was obtained.

Step 4

Sustainability Reporting and Transparency:
A sustainability report covering 2022 and 2023 has been prepared.
Initial preparations were made at the Mazıdağı Plant, supported by site visits, surveys, and meetings.

Step 5

Dissemination and Participatory Process:
With the understanding that the report should not be limited to Mazıdağı, a decision was made to disseminate it throughout the company.
Employees, engineers, technical teams and managers from all plants were involved in the process.
A total of 75 participants developed nearly 100 suggestions.

Step 6

Training and Capacity Development:
Comprehensive training programmes were implemented for different units.
A culture of continuous improvement was supported through feedback received during the training sessions.

Step 7

Strategic Alignment and Future Goals:
Strategic goals were set in the areas of reducing carbon footprint, circular economy practices, and combating climate change.
The process has been addressed in an integrated manner, encompassing environmental, economic, and social dimensions.

This journey, undertaken by the Eti Bakır Mazıdağı Sustainability and Management Systems Directorate, began in 2020. At that time, our unit, established at our plant under the name "Continuous Improvement and Management Systems," focused primarily on operational efficiency and carried out certification work for the ISO 90001, ISO 14001, and ISO 45001 standards in order to implement lean management philosophy and establish management systems at our factory. Simultaneously, through field expansion efforts and the contributions of our employees, we established the Continuous Improvement approach as a culture within our factory.

In recent years, the concept of 'sustainability' has become increasingly prominent on our agenda. Issues such as reducing carbon emissions, energy management, and waste control have rapidly gained priority. In fact, the concept of sustainability has always been at the core of all our work; however, we believed that this approach needed to be defined more concretely and made more visible.

By 2024, we formalised this approach by obtaining our ISO 50001 Energy Management System certification. This certification became the most important indicator of our commitment to energy efficiency and carbon reduction.

With this awareness, we began working on a comprehensive sustainability report covering 2022 and 2023. At our Mazıdağı plant, a detailed Sustainability Report emerged as the result of meticulous work, which we found exciting. We involved all teams at our plant in this process, creating a shared sense of ownership.
The report we prepared was received with great interest by our senior management, who emphasised that it should not be limited to Mazıdağı. We then launched a comprehensive initiative to prepare similar reports for all Eti Bakır Plants. This process involved organising site visits, online meetings, training programmes, and data-sharing activities. In approximately three months, we provided 1,000 man-hours of training to a total of 75 participants, ensuring that the concept of sustainability became more firmly embedded in our corporate culture.

The feedback we received from the training sessions was very meaningful to us. The point that most caught the attention of the participants was that sustainability is not just an environmental issue, but also touches every area of our work with its economic and social dimensions. This awareness has become the fundamental motivation behind all the projects we carry out.

Today, we see sustainability as more than a necessity; it is an integral part of continuous development and corporate responsibility. In the coming period, our priority goals include advancing our carbon reduction targets, continuously improving energy management, and developing projects that add value to society.
Through all these efforts, we aim to set an example for the industry and leave a more liveable world for future generations.

I would like to sincerely thank all my colleagues who have contributed to this process.

Abdullah Tancan
Deputy Minister of Energy and Natural Resources
Deputy Minister

Gamze Şen Topal
Sustainability and Management Systems Manager

Eti Bakır Sustainability Strategy

Value from the Earth, **Responsibility for the Future**

As one of Turkey's largest integrated mining and metallurgy companies, Eti Bakır shapes all its activities in line with a responsible approach in the environmental, social and governance areas, adopting a strong and systematic strategy that contributes to sustainable development.

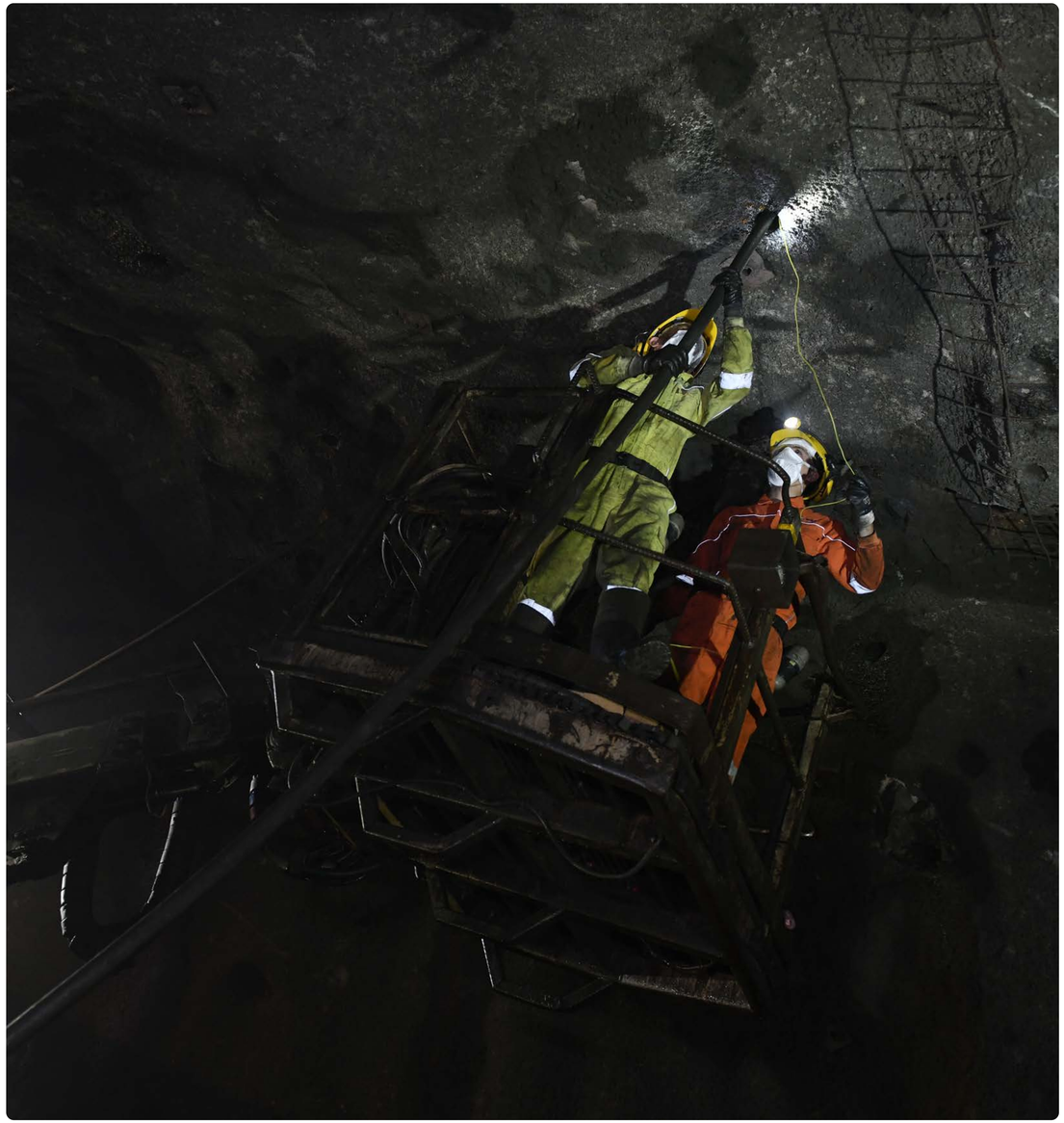
Leading the sector with its integrated plant structure, technological production capacity and highly qualified human resources, Eti Bakır fulfils its responsibility to future generations through the strategic focus areas it shapes today. The sustainability strategy has been developed with a perspective based on creating long-term value, contributing to the circular economy and impact management, in addition to supporting current performance.

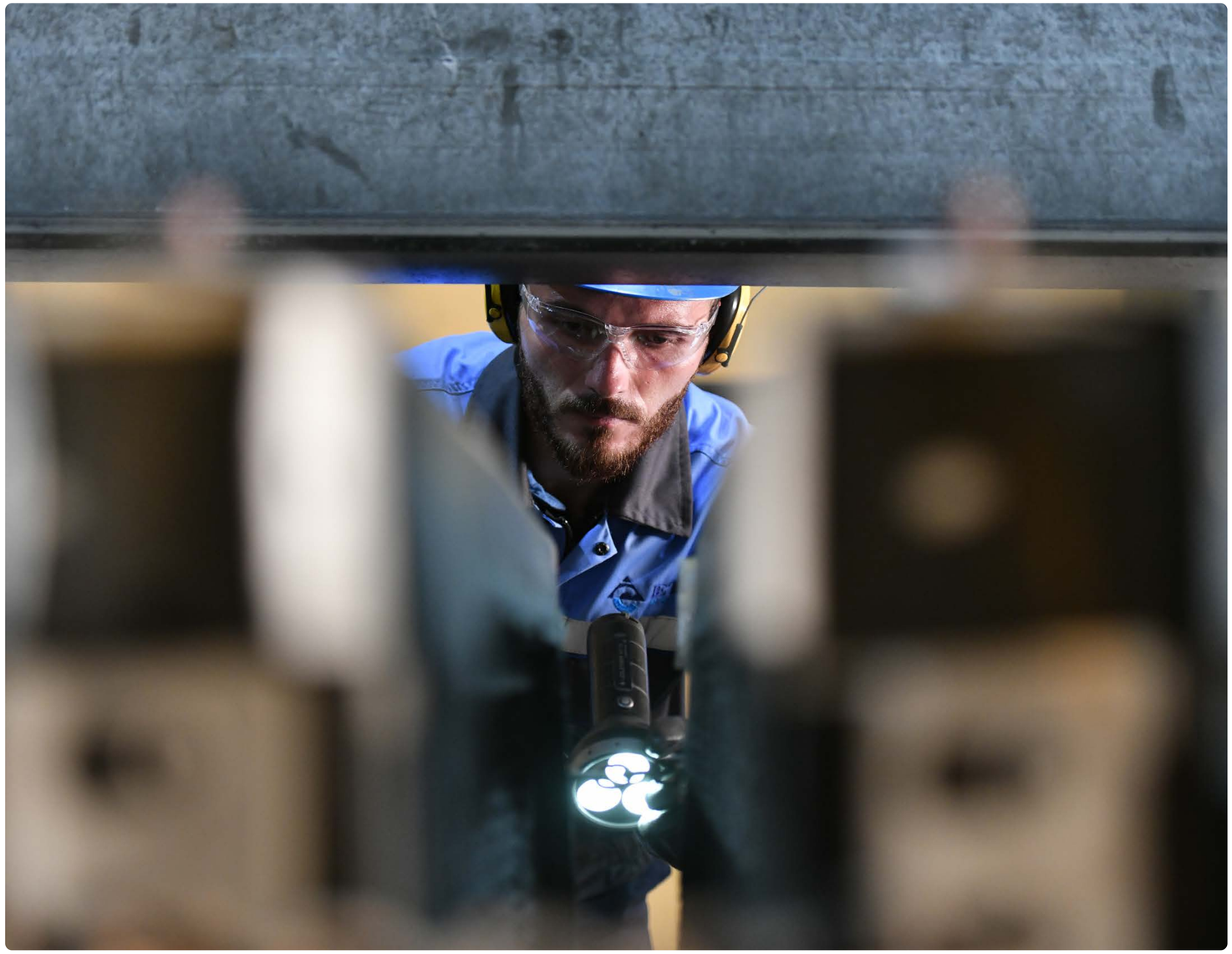
Climate Sensitivity, Energy Performance Improvement and Environmental Impact Management

Eti Bakır continuously improves its operational processes to reduce its environmental impact and combat climate change. Water consumption reduction, emission control, energy efficiency practices and recovery processes are systematically implemented across the company. While nature-sensitive production is the basis at all plants, digital and technical infrastructures are strengthened for the efficient use of resources. Renewable energy investments are being evaluated on a plant-by-plant basis. Within the scope of completed investments, a total of 52 MWh of solar energy projects have been implemented.

Investment in People and a Safe Working Culture

Creating a respectful, inclusive, and fair working environment is one of Eti Bakır's fundamental priorities. To ensure all employees can work in a healthy, safe, and motivated manner, the company promotes a behaviour-focused OHS culture and conducts systematic work towards the goal of zero workplace accidents. Employee experience is continuously supported through competency development, training programmes, and career planning processes.





Research, Development, Innovation and Technology-Focused Transformation

Eti Bakır evaluates sustainable production in terms of its environmental, economic and social dimensions. The integrated production model, which enables the transformation of ore into value-added products, is supported by the principles of low waste and high efficiency. Investments in technology and R&D both increase process efficiency and reduce the environmental footprint. In this way, innovation plays an important role in achieving sustainability goals.

Social Contribution and Local Development

The company considers supporting economic, social and cultural development in all regions where it operates to be an integral part of long-term value creation. It contributes to increasing social welfare through employment, regional supply chain development and social responsibility projects. Efforts in many areas, from education to social support projects, form the basis of the company's long-term, trust-based relationship with the local community.

Corporate Governance, Ethical Values and Transparency

Operating with a strong understanding of corporate governance, Eti Bakır conducts all its processes within the framework of transparency, accountability and ethical responsibility principles. Effective risk management, internal control systems and regular monitoring of sustainability performance strengthen the company's long-term resilience. Stakeholder participation is at the heart of decision-making processes, and company policies are regularly reviewed in line with social expectations.

Our aim

To create long-term value by protecting natural resources for future generations through responsible mining practices.

Our Core Values

Our Strategic Priorities

- Climate Sensitivity, Energy Performance Improvement and Environmental Impact Management
- Research and Development, Innovation and Technology-Focused Transformation
- Investing in People and a Safe Working Culture
- Social Contribution and Local Development
- Corporate Governance, Ethical Values and Transparency

Sustainability Governance Structure

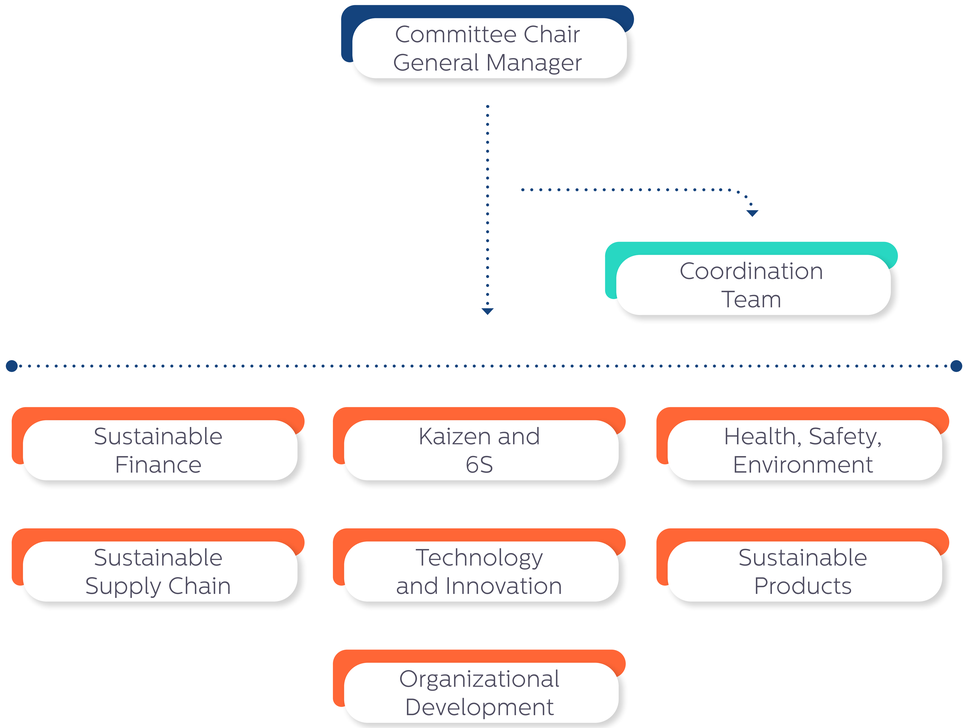
At Eti Bakır, sustainability management is carried out within a holistic approach that goes beyond environmental performance to encompass social impact and corporate governance. The sustainability governance system established for all plants aims to integrate strategic sustainability principles into decision-making mechanisms, clearly define responsibilities, and create a common understanding across all plants. Thanks to the governance structure, sustainability activities are integrated with the company's long-term business objectives and become a fundamental component of corporate culture.

The Sustainability Committee operates under the chairmanship of the Chief Executive Officer, with the participation of senior managers representing all businesses. The Committee is responsible for determining the company's sustainability strategies, defining short, medium and long-term goals in areas such as the climate crisis, natural resource management, human rights, social benefit and digitalisation, evaluating progress with performance indicators, and making strategic decisions in line with the dynamics of the sector.

The Coordination Team ensures that sustainability efforts are carried out effectively, holistically, and at an institutional level. Operating within the Eti Bakır Mazıdağı Plant Sustainability and Integrated Management System Directorate, the team systematically conducts meeting planning, agenda setting, data collection and analysis processes, as well as calculation and reporting activities. It supports the sharing of best practices while ensuring consistency of implementation across all locations, contributing to the advancement of sustainability management in line with corporate objectives. Furthermore, it offers training and awareness-raising activities to increase awareness in the field of sustainability and provides guidance on disseminating best practices across all plants.

Sustainability Working Groups are selected from representatives of business units across all locations under the strategic guidance of the committee, and each group operates according to its area of expertise. The working groups carry out activities in thematic areas such as energy and climate change, sustainable products and production technologies, circular economy and waste management, sustainable supply chain, occupational health and safety, human rights and diversity. Project development, implementation monitoring and periodic reporting are carried out through these groups.

Stakeholder participation is considered an integral part of Eti Bakır's sustainability governance structure. The company takes into account the views of its internal and external stakeholders when determining its sustainability policies and maintains constant communication with suppliers, customers, public authorities, local communities, employees and academic institutions. In this regard, regular workshops, field visits and surveys ensure multi-stakeholder participation in sustainability processes, strengthening the principles of transparency and accountability.



Stakeholder Participation

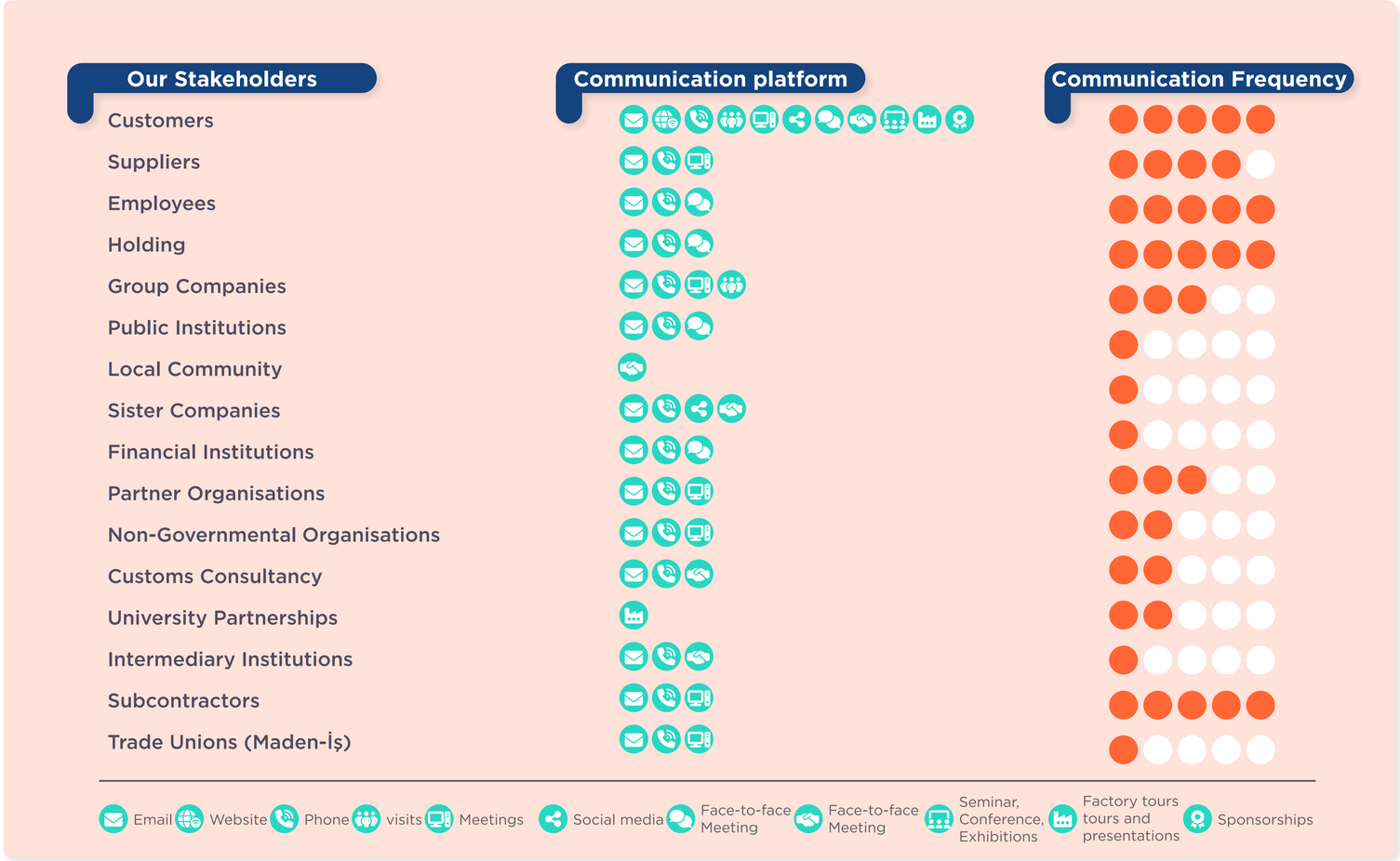
Eti Bakır considers the relationships it establishes with all its stakeholders as a strategic priority when developing and implementing its sustainability strategies. The company adopts a transparent, continuous and participatory communication approach in the process of achieving its sustainability goals, analysing the needs and expectations of different stakeholder groups to guide its activities.

Stakeholder engagement processes across the company are conducted systematically in terms of communication frequency, platform diversity and content. Regular communication is maintained with customers, suppliers, employees, public institutions, non-governmental organisations, universities, local communities and other stakeholders via email, meetings, face-to-face discussions, social media, telephone and various events.

Risks are managed more effectively, opportunities are identified earlier, and strategic objectives are strengthened based on feedback received from stakeholders. Surveys, satisfaction measurements, and needs analyses are conducted with the aim of increasing the social impact of sustainability projects.

In projects carried out in all businesses, joint working groups are established in collaboration with local communities, public institutions, trade unions and other business partners, and processes based on mutual value creation are developed.

Stakeholder relations are handled in accordance with the principles of transparency, inclusiveness, continuity and impact orientation, and each interaction is evaluated as a learning and development opportunity for Eti Bakır.



> Eti Bakır **views** transparent and continuous communication with its stakeholders **as the foundation of sustainability.**

Materiality Analysis

A comprehensive materiality analysis process is carried out to increase the effectiveness of the sustainability strategy and to shape activities in line with stakeholder expectations and strategic objectives. The analysis enables the company to assess its environmental, social, governance and economic impacts from a holistic perspective and to systematically take stakeholder expectations into account.

The process is structured around a three-stage method. In the first stage, the identified material sustainability topics were presented to the company's internal and external stakeholders via a survey. Stakeholders were asked to rate these topics as "very high material", "high material" or "material". A wide range of stakeholders, including customers, suppliers, employees, group companies, public institutions, partner organisations, academic institutions and civil society representatives, were reached, with **responses received from** a total of **1,576 individuals**, creating a high-quality data set on external expectations.

In the second phase, the company's internal perspective was assessed through comprehensive workshops held at each location. Managers from all departments participated in these workshops, establishing links between the company's current operations, risk and opportunity perception, strategic priorities, and sustainability topics. Participants commented on the impact of each topic on the company's long-term success and operational efficiency, providing structural inputs that reflected the corporate perspective.

In the final stage, the analysis was completed by combining the survey data from external stakeholders with the assessments made by internal stakeholders during the workshops. In light of the results obtained, the importance levels of the topics were analysed comparatively from both the company and stakeholder perspectives, and a final materiality matrix was created.

The matyeriality process serves as a dynamic decision-making tool that not only assesses the current situation but also guides the company's sustainability investments, supports its risk management approach, and contributes to stakeholder relations at a strategic level. In this context, the aim is to update the prioritisation analyses at specific intervals and to continue them in an integrated manner within the sustainability management processes.

Eti Bakır Materiality Matrix

Very High Material Issues

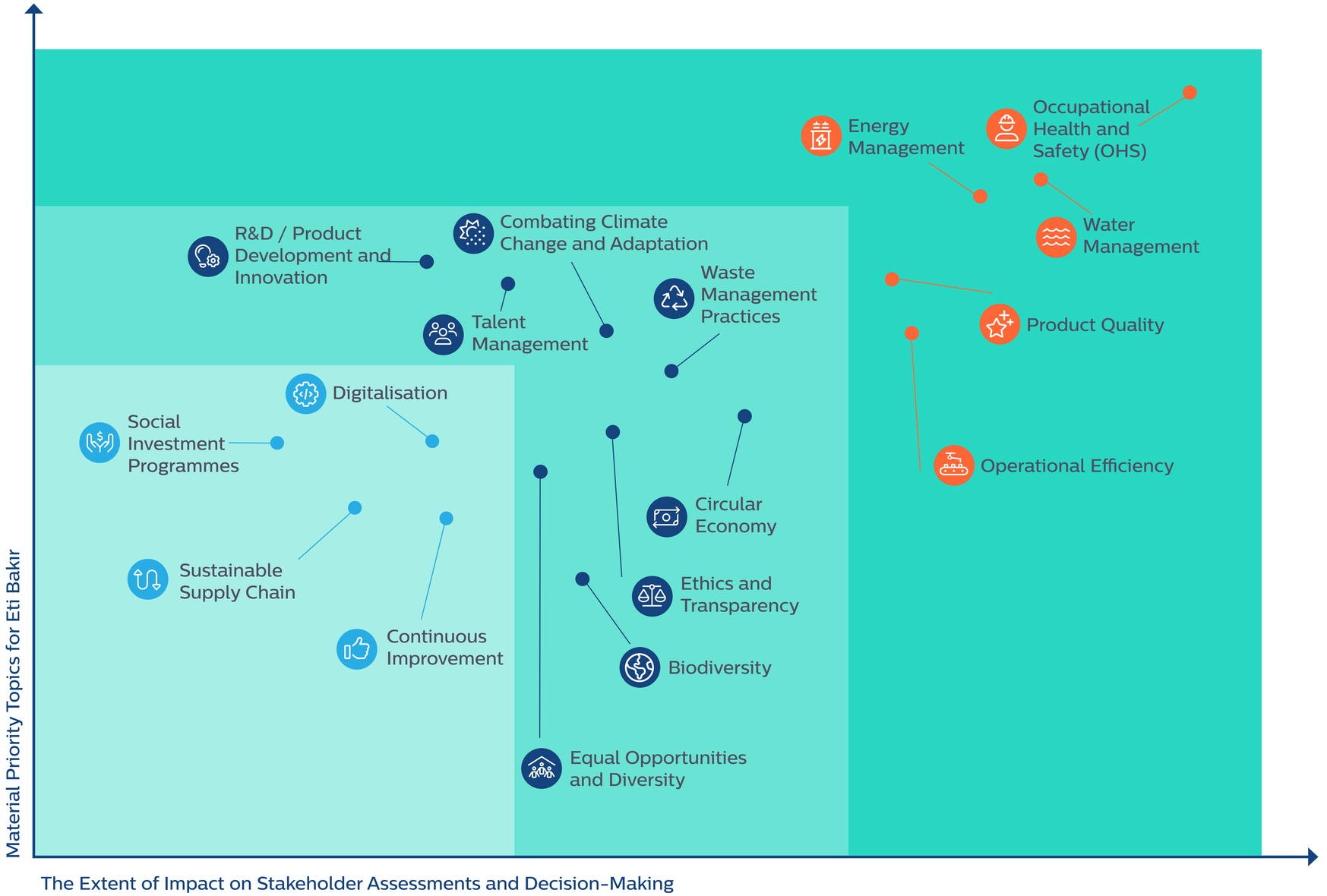
- Occupational Health and Safety (OHS)
- Operational Efficiency
- Water Management
- Energy Management
- Product Quality

High Material Issues

- Waste Management Practices
- Circular Economy
- Combating Climate Change and Adaptation
- Talent Management
- R&D / Product Development and Innovation
- Ethics and Transparency
- Equal Opportunities and Diversity
- Biodiversity

Material Issues

- Digitalisation
- Social Investment Programmes
- Sustainable Supply Chain
- Continuous Improvement



Management of Material Issues and Contributions to Sustainable Development Goals

1. Combating Climate Change and Adaptation

Efforts to combat climate change and adapt to its effects are managed with the objectives of reducing greenhouse gas emissions, identifying climate risks, and ensuring resilience. Corporate carbon footprint calculations are performed in accordance with the ISO 14064 standard, and risk analyses based on climate scenarios are conducted. Furthermore, developments within the scope of the Green Deal and CBAM (Carbon Border Adjustment Mechanism) are monitored, and action plans are updated.

2. Energy Management

Energy management is monitored within the framework of the Energy Management System and is carried out with a continuous improvement approach. Energy efficiency projects, recovery applications and consumption-reducing engineering solutions are being implemented. Energy performance indicators are determined and regularly monitored.

3. Water Management

The water management strategy encompasses the efficient use of water, reuse, and improvement of discharge quality. Impacts on groundwater and surface water resources are monitored, and water recovery systems and closed-loop processes are implemented. Additionally, the water footprint of operations is calculated and reported according to the ISO 14046 standard.

4. Waste Management Practices

The reduction of waste at source, its recovery and disposal in accordance with legislation are fundamental principles. Hazardous and non-hazardous waste are classified separately, waste declarations are made regularly, and processes are continuously improved in line with the zero waste target.

5. Biodiversity

Biodiversity management is carried out based on the principle of protecting natural life in the areas where businesses operate. The environmental impacts of activities are assessed, flora and fauna are identified, and biodiversity-sensitive rehabilitation and monitoring studies are carried out.

6. Ethics and Transparency

Ethical values are upheld within the framework of principles established by the Ethics Committee. A transparent and accountable management system is promoted through reporting and notification mechanisms, ethics training, and corporate conduct rules.

7. R&D and Innovation

R&D activities are conducted with the aim of improving product quality and developing sustainable production technologies. University-industry collaborations are supported, an innovation culture is disseminated among all employees, and new product and process development projects that reduce environmental impacts are encouraged.

8. Sustainable Supply Chain

Sustainability criteria are fundamental to supply chain management. Suppliers are evaluated based on their environmental and social performance. Local suppliers are prioritised, and responsible purchasing principles are applied.

9. Circular Economy

In line with the circular economy approach, efforts are being made to reduce raw material usage, convert waste into secondary raw materials, and implement closed-loop process designs. Work continues to reintegrate by-products into the economy.

10. Product Quality

Product quality is monitored through continuous inspection, laboratory testing, and customer feedback in line with the quality management system. Quality control points have been established at all stages from production to shipment.

11. Digitalisation

Digital transformation projects enhance operational efficiency, traceability, and decision support processes. Digital monitoring systems are used in production areas, and data analytics and automation applications are being rolled out.

12. Continuous Improvement

Continuous improvement in processes is achieved through Kaizen and other lean management tools. Suggestions from employees are evaluated, and corrective and preventive actions are implemented based on performance measurements.

13. Operational Efficiency

Efficiency analyses are conducted on production lines and lean production techniques are applied to optimise resources such as energy, raw materials and time. Performance is monitored using KPIs.

14. Talent Management

Within the scope of human resources strategies, employee competency development, career planning and engagement-enhancing practices are implemented. These are supported by training programmes, performance evaluation systems and internal communication practices.

15. Occupational Health and Safety (OHS)

OH&S activities are carried out in a manner that goes beyond regulatory compliance to include proactive measures. Zero workplace accidents are targeted through risk assessments, emergency planning, training, and OH&S performance monitoring.

16. Equal Opportunities and Diversity

Equality policies are implemented to ensure inclusivity in the workplace and enable every employee to realise their full potential. Anti-discrimination regulations and programmes to increase female employment are being developed.

17. Social Investment Programmes

Various social investment projects are being carried out in the fields of education, health, environment and social development to contribute to the social and economic development of the local community. The aim is to create synergy through stakeholder partnerships.

Sustainability and Climate-Related Risks and Opportunities

Taking into account the direct and indirect effects of the global climate crisis on production processes, supply chains, natural resource use and financial sustainability, Eti Bakır has placed the management of climate-related risks and opportunities at the centre of its corporate decision-making processes. The diversification of risk profiles of businesses operating in regions with different climatic conditions, regulatory changes, and stakeholder expectations for transparency have reinforced the need for a holistic management approach. In 2024, a comprehensive assessment process was conducted in line with the guidance of the Task Force on Climate-Related Financial Disclosures (TCFD); the potential impacts of rising temperatures, water scarcity, extreme weather events, and customer, technology and regulatory changes were systematically addressed. Based on the findings, action plans to ensure business continuity were developed and integrated into processes for implementation across the company.

Climate-related risks have been defined as physical and transition risks in line with the TCFD classification. Risk assessments are conducted at regular intervals for all businesses, addressing meteorological trends, operational dependencies (energy, water, raw materials), supply and logistics continuity, and occupational health and safety dimensions. Assessment results are prioritised according to the likelihood and potential impact of the risk, converted into business-based implementation plans, and the measures taken are reviewed periodically.

Physical Risks

Eti Bakır's operations in different geographical regions lead to diversity in the climate-related risk profiles of its businesses. Natural disasters such as excessive rainfall, floods and landslides, water scarcity and drought, the adverse effects of heat waves on employee health and work efficiency, forest fires, storms and heavy rainfall risks are among the prominent risks for the company's operations.

A proactive approach has been adopted across the company to address these risks. Investments have been made to increase the resilience of the operational infrastructure to climate conditions, and projects have been developed to use and re-evaluate water resources more efficiently in production processes. Efforts such as water recovery, rainwater harvesting, the widespread use of closed-loop systems, and the reuse of water in processes contribute to the sustainable management of natural resources.

Air conditioning applications have been developed to protect the health and safety of employees against extreme temperatures, and occupational health and safety measures have been strengthened. In addition, actions against regional risks such as forest fires and floods have been detailed in emergency plans.

Transition Risks

Changes in climate policies, the increasing prevalence of carbon pricing, increased reporting requirements, the shift in customer expectations towards sustainability, and the need to transition to low-carbon technologies constitute the main transition risks faced by Eti Bakır. These developments have a direct impact on the company's operational costs, competitive strength, and long-term financial sustainability.

Materiality has been given to increasing energy efficiency across the company and implementing modernisation investments in production processes. The application of lower-emission technologies in processes with high energy intensity contributes to reducing the carbon footprint while also aiming to minimise the financial burdens that may arise in the future from carbon pricing and emissions trading systems.

Environmental performance criteria in the supply chain have been strengthened, reporting systems have been developed, and transparent data management processes have been implemented to ensure compliance with the sustainability criteria of customers and suppliers.

Climate-Related Opportunities

Climate change is considered a strategic element that, in addition to the risks it carries, opens the door to new opportunities that will support sustainable growth.

For Eti Bakır, these opportunities contribute to strengthening its sustainability approach and increasing its capacity to create environmental, economic and social value. Increasing energy efficiency, integrating renewable energy sources into production processes, effective water management and implementing circular economy practices stand out as concrete indicators of climate-related opportunities.

Thanks to the implemented practices, resource use is optimised, the carbon footprint is reduced, and operational costs are lowered. The application of low-emission technologies and innovative production methods supports the company's long-term growth strategies and provides a competitive advantage in the market.

Metrics and Targets

A key priority in Eti Bakır's sustainability approach is ensuring environmental performance through regular measurement and reporting processes. In this regard, critical indicators such as carbon emissions, energy consumption, water management, and waste recovery rates are systematically monitored across all plants. Regularly updated performance data enables transparent assessment of the current situation and timely identification of areas for improvement.

VALUE-FOCUSED OPERATIONS

The Convergence of Efficiency, Innovation and Value

Mazıdağı Plant

Operational Efficiency and Continuous Improvement

Eti Bakır continuously reviews its operational processes based on quality, efficiency and sustainability, positioning the principle of "continuous improvement" as one of the cornerstones of its corporate culture at all plants where it operates. The business model created is supported by lean production principles, Kaizen practices, performance monitoring systems and suggestion mechanisms based on employee participation.

Operational improvement processes are addressed with a holistic approach that encompasses the optimisation of production lines, increasing energy and resource efficiency, reducing error rates, and minimising environmental impacts. Process analyses are conducted at all locations, and areas for improvement are identified using data-driven decision-making mechanisms. Measurement and evaluation activities are carried out regularly through defined indicators for monitoring process performance.

In line with the Kaizen perspective, employees are encouraged to actively participate in the process of finding solutions to problems encountered in daily operations. The practices implemented increase employee participation in the process and contribute to the development of a learning culture throughout the organisation.

Annual performance targets are set for all plants, and their achievement levels are systematically monitored using tracking forms. The findings are shared with senior management, integrated into strategic decision-making mechanisms, and guide the targets for the following period.

Increasing Efficiency with the Kaizen Approach

Removal of unused equipment from the site without **creating environmental risks,**

Preventing water and energy **leaks in production lines,**

Digitalising manual steps in **processes to save manpower and time,**

Reducing **occupational health and safety risks** and improving energy performance by renewing worn-out equipment,

Reducing maintenance costs by implementing technical adjustments that extend material life,

Optimising process performance in **technical processes such as fertiliser production**, refining and metal recovery,

Increasing efficiency in **recovery processes,** among other multifaceted gains.

Preparing for the Future with a Culture of Continuous Improvement

Eti Bakır views continuous improvement projects not only as optimising existing processes but also as a transformative tool that fuels future strategies. Each improvement is addressed in an integrated manner with strategic priorities such as energy efficiency, reducing the carbon footprint, developing occupational safety standards, and digitalisation.

By adopting a continuous improvement approach across the entire supply chain and with all business partners, the company aims to create a more resilient and sustainable production model, starting from within the company and extending throughout the ecosystem.

Best Practice Examples

A total of 513 Kaizen studies were carried out across Eti Bakır throughout 2024, encouraging employee participation with projects focused on increasing process efficiency, reducing environmental impacts and strengthening equipment durability.

At the Samsun Plant, the removal of blind covers from auxiliary boilers improved workplace safety in the production area and increased production efficiency by preventing water leaks. This project served as an exemplary application for the disposal of idle equipment throughout the plant in a manner that does not pose a risk.

At the Küre Plant, Kaizen projects were implemented to extend the service life of wear parts in slurry pumps, ensure production continuity through improvements in cement silos, and optimise costs.

At the Murgul Plant, work was carried out to reduce pump overhauls and motor failures, as well as to reduce oil and collector consumption.

At the Mardin Plant, a total of 17 Kaizen projects were implemented throughout 2024 and were deemed worthy of awards. These projects, focused on process efficiency, environmental improvement and equipment durability, were developed with the participation of employees. Notable projects included: Preventing stoppages caused by coarse particles settling in the autoclave, NP fertiliser production without solid ammonium sulphate additives, protection of filter pan beds from corrosion, revision of vacuum belt filters, evaluation of zinc sulphate in fertiliser production, reduction of rubber consumption in rubberised equipment, prevention of ore-free stoppages, and cleaning and reuse of return water lines.

Supply Chain Management

As an integrated mining and metallurgy company, Eti Bakır aims to manage its operations in line with the environmental, social and governance (ESG) responsibility principles of the entire value chain. Supply chain management is considered a key component of a multi-dimensional sustainability approach, alongside logistics and procurement functions, encompassing human rights, ethical compliance, environmental impact management, and quality assurance.

Eti Bakır maintains sustainable supply chain management within an integrated structure aligned with its corporate sustainability strategy. The company's procurement processes are systematically managed in accordance with Cengiz Holding's Ethics and Compliance Policy, Environmental Policy, Quality Policy, Energy Policy, Occupational Health and Safety Policy, and relevant procedural documents. Within the framework of these documents, the aim is to establish a supply network based on the principles of transparency, accountability, fairness, responsibility, and sustainability.

The selection process for suppliers and contractors is conducted in a multidimensional manner, based on price evaluation as well as quality, environmental compliance, energy efficiency, OHS performance, ethical conduct rules, and sustainability criteria.

Supplier performance is monitored on an annual and project basis. Evaluations are based on criteria such as delivery timing, product and service quality, document compliance, and compliance with OHS and environmental regulations. Corrective action plans are developed for suppliers with inadequate performance. The performance evaluation process is of strategic importance from the perspective of Supply Chain Continuity and Risk Management and contributes to increasing the resilience of the supply network.

Importance is placed on supporting local suppliers and SMEs. In 2024, the local supplier ratio was 85.19%, and efforts are being made to increase this ratio in the coming period.

The efficiency and traceability of supply chain processes are supported by digital systems. Supply requests, approval processes, performance data, and compliance documents are centrally tracked through enterprise resource planning systems.

> The company regularly conducts risk analyses to proactively **manage potential EMS risks arising from the supply chain.**

Additional control mechanisms are implemented for high-risk supply categories (hazardous chemicals, mining services, etc.), and field audits and compliance reports are requested.

Integration of Sustainability Criteria

As part of the sustainable procurement objective, supplier companies are expected to meet the following criteria:

Environmental Awareness: Compliance with applicable legislation and company standards on issues such as waste management, emission control, water and energy consumption.

Energy Awareness: Compliance with applicable legislation and company standards on issues such as energy consumption, equipment efficiency, and unit energy performance.

Ethical Principles and Compliance: Compliance with the Cengiz Holding Ethics and Compliance Policy on issues such as combating bribery and corruption, fair remuneration, workers' rights, and prohibition of child labour.

Quality and Safety: Compliance of supplied products and services with standards such as ISO 9001 and ISO 45001.

Contribution to Local Development: Creating social impact by supporting local suppliers and SMEs in the regions where the company operates.

Suppliers are systematically informed about these criteria and, in some cases, are involved in the improvement process. Suppliers' development processes are supported through supplier training, audits and evaluation sessions.

Responsible Sourcing and Global Compliance

Eti Bakır aims to manage its supply chain in accordance with both national legislation and global sustainability standards. Supplier risk assessments are conducted in line with global principles such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Responsible Minerals Initiative (RMI). Particularly for the procurement of strategically important raw materials such as copper, zinc and cobalt, source declarations, environmental and social performance data and ethical compliance documents are requested from suppliers.

Supplier assessment processes are not limited to quality and delivery reliability; they also cover sustainability criteria such as occupational health and safety practices, environmental impacts, business ethics, human rights, and regulatory compliance.

With this certificate, Eti Bakır has become;

- The 45th company in the world to obtain RMI certification for cobalt production,
- One of only seven companies in copper production,
- One of only two companies in zinc production has achieved success.

Supplier evaluation processes are not limited to quality and delivery reliability; they also cover sustainability criteria such as occupational health and safety practices, environmental impacts, business ethics, human rights, and regulatory compliance.

Research and Development and Innovation

With its integrated structure spanning from mining to metallurgy and chemical production, Eti Bakır considers R&D and innovation to be fundamental components of sustainable development. The company's R&D vision aims to create a holistic transformation in line with resource efficiency, reduction of environmental impacts, widespread digitalisation, and circular economy principles.

Operating since 2018, the Eti Bakır R&D Centre has significantly increased its operational capacity and technical capabilities by moving to a new campus with a modern infrastructure of 3,600 square metres as of 2024. This plant, Turkey's largest private R&D centre in the mining sector, reflects a vision that combines advanced technology with sustainability and innovation.

The new R&D centre is carrying out multifaceted projects aimed at improving product quality, developing new product alternatives, increasing process efficiency, and creating production technologies based on the zero-waste principle. The work carried out contributes directly to the company's internal performance as well as to the country's economy and global sustainability goals.

Eti Bakır is the only Turkish company to have been awarded funding under the Horizon Europe programme, financed by the European Union, for its project entitled "Sustainable Technologies to Reduce Europe's Dependence on Battery Raw Materials". This project, titled "A Competitive and Sustainable European Battery Value Chain," will be carried out at our Samsun Plant and has a total budget of €7 million. Of Eti Bakır's €1.05 million contribution to this project, €600,000 is financed by European Union funds. The project focuses on producing cathode active material from cobalt, nickel, manganese and lithium compounds and enabling the development of high energy density NMC type lithium-ion batteries.

The TÜBİTAK-approved R&D Centre at the Samsun Plant reinforces the company's leadership in scientific research and knowledge production. The Centre is particularly active in areas such as hydrometallurgy, electrochemistry, wastewater management, by-product evaluation, recovery of critical elements, and development of special chemical derivatives. Thanks to its advanced pilot plant infrastructure, pre-production process simulations are carried out, and new products and technologies are thoroughly tested before being implemented in the field.

Eti Bakır, which values academic collaborations, produces scientific publications in partnership with universities and research institutions, contributing to the knowledge ecosystem. As of 2024, the number of employees working at the R&D Centre has increased by 29% to 27, and the interdisciplinary team structure has guided both theoretical and applied research.

With projects ongoing in metal recovery, alternative product development, and process efficiency, the company's value-added production capacity increases year on year; Eti Bakır is becoming a model structure in the field of technology and innovation, not only in Turkey but also internationally.

Collaborative Projects	University	Collaborative Project
Enrichment Studies	Karadeniz Technical University	1505 TÜBİTAK Project
Mineralogical Characterisation and Preliminary Identification of Artvin-Cerrattepe Gossan-Type Au and Ag Ores Leaching Processes	Niğde Ömer Halis Demir University	3501 TÜBİTAK Career Project
Investigation of Iron Recovery Possibilities from Iron-Copper Ore	Hacettepe University	R&D Project

	Unit	2022	2023	2024
Number of R&D employees	Person	21	21	27

Process Improvement and Digitalisation

A key aspect of R&D work is process improvement and the widespread adoption of digital control systems. Digital monitoring systems have been developed at the Kastamonu, Mardin and Samsun plants to optimise energy consumption, reactive use and process control parameters. Integrated systems using SCADA and similar control software are employed, particularly to increase recovery efficiency, minimise hazardous waste and ensure production continuity.

Eti Bakır invests in projects aimed at obtaining new chemical and metallurgical products from existing raw materials. Initiatives such as directing secondary products from fertiliser production to different industries and reusing solutions and residues from electrolysis processes in other processes are among the sustainability-based contributions of R&D activities.

The company is also developing experimental projects in areas such as the process integration of alternative energy sources, energy recovery from waste heat, and the reduction of greenhouse gas emissions within processes, in line with its green transformation strategy. The work carried out contributes to the fight against climate change and ensures long-term cost and resource efficiency.

Publication-Supported R&D Successes in Kastamonu Küre

Kastamonu Küre Plant has begun to promote its R&D activities internationally in line with its process efficiency and sustainability goals. Two studies conducted at the plant between 2022 and 2024 have been published as papers at international scientific conferences:

- The study titled **"Studies of Küre Mineral Processing Plant Optimisation, Capacity Increase and Reducing Carbon-Water Footprint"** was presented at the IMPS (International Mineral Processing Symposium) event held in Istanbul in 2022 and comprehensively addressed the technical developments of the plant in terms of optimisation, capacity increase and carbon-water footprint reduction.

- The second study, titled **"Investigation of Hydrocyclone Modernisation in the Küre Copper Ore Regrinding Circuit and Its Effect on Grinding Performance,"** was published at the MMME (Mining, Material and Metallurgical Engineering Conference) held in Barcelona in 2024 . This study scientifically demonstrated the effects of hydrocyclone modernisation in grinding circuits on production efficiency.

ENVIRONMENTAL PERFORMANCE

Following the Path of Green Transformation

Küre Plant

Environmental Management

Environmental management activities carried out throughout the company are structured within the framework of the ISO 14001 Environmental Management System, aiming for full compliance with both legal requirements and international standards.

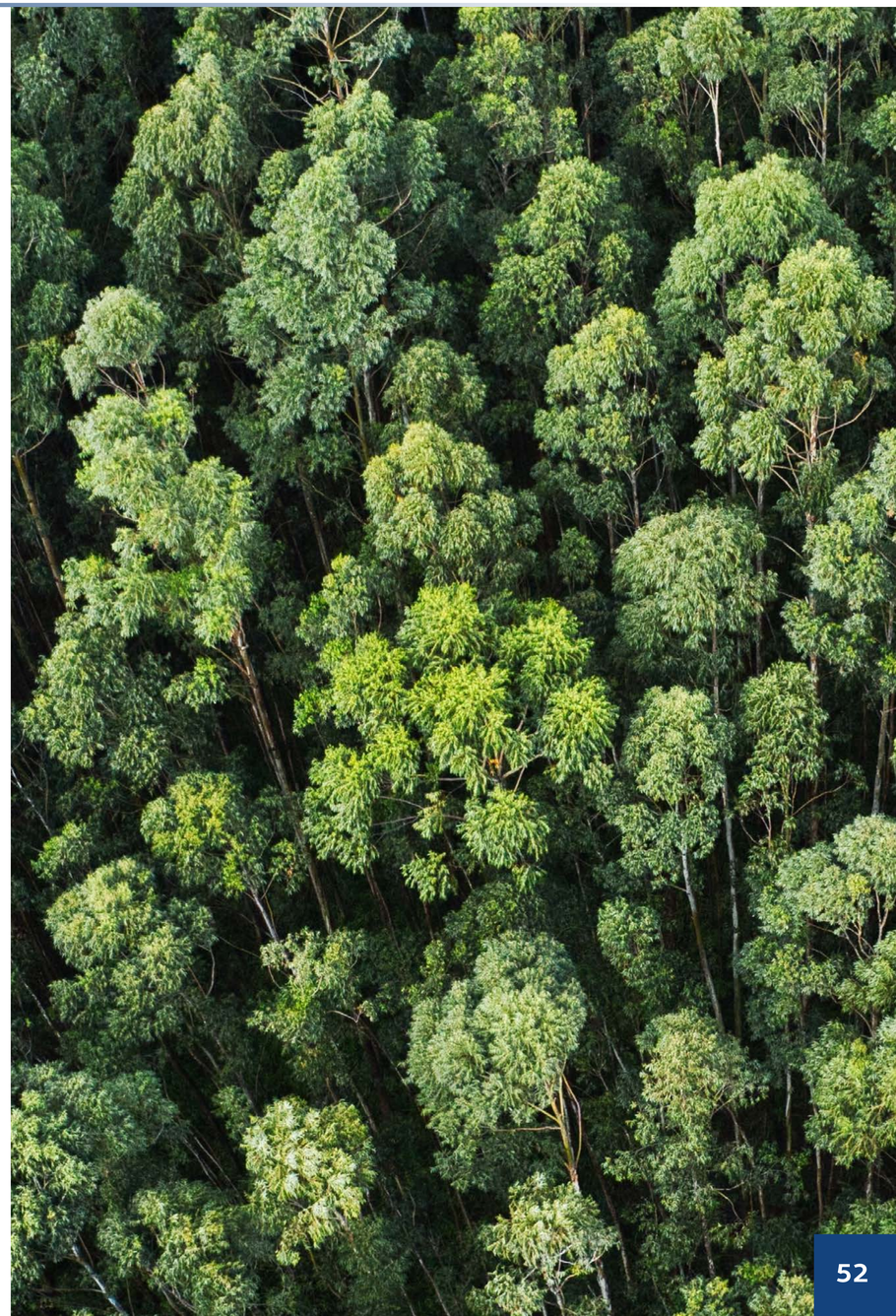
Environmental aspects and impacts at all plants are regularly analysed under the Environmental Aspect Identification and Environmental Impact Assessment Procedure. Environmental risks are identified and corrective actions are planned by considering parameters such as inputs, process outputs, waste generation, emissions and resource consumption. In addition, measures to reduce environmental impacts are periodically reviewed and performance is recorded.

Hazardous and non-hazardous waste generated at the plants is managed by type, and environmental impacts are reduced through recovery, reuse and disposal methods. In 2024, a series of improvement measures were implemented with the aim of reducing waste and converting it into economic value. The evaluation of secondary materials arising from processes and material recycling practices at the Samsun and Mardin plants are exemplary applications that contribute to the principles of the circular economy.

Water management is one of the most critical issues in reducing environmental impacts. In particular, the reuse of water used in processes and the widespread use of recirculation systems contribute to reducing water consumption.

Projects focused on reducing energy consumption are carried out in an integrated manner with the ISO 50001 Energy Management System, supporting emission reduction targets.

Within the framework of its environmental policy, Eti Bakır raises awareness among its employees and contractors on environmental issues, aiming to make environmental awareness part of the corporate culture through training programmes and awareness-raising activities. Procedures have been developed to ensure preparedness for emergencies and environmental accident risks, and these have been disseminated to all employees. In addition, drills are conducted regularly, and the level of preparedness for potential environmental incidents is continuously strengthened.



Environmental Inspectors Project

As an extension of its sustainability approach, Eti Bakır has launched the "Environmental Inspectors" project with the aim of instilling environmental awareness in children and raising the sensitive individuals of the future. The project aims to reach primary school students in the provinces where the company operates, raising awareness about the environment, promoting a culture of recycling, and instilling a sense of responsibility for protecting nature at an early age.

Launched in 2021 and expanding each year, the project has provided environmental education to over 7,000 students to date. In the 2024–2025 academic year, it reached a total of 4,448 students in 82 schools ( ) across 6 provinces. The education programme aims to increase students' knowledge and awareness in 11 key areas, including environmental awareness, zero waste, recycling, water and energy efficiency, conservation of natural resources, and combating climate change.

The training provided within the scope of the project was conducted by the company's environmental engineers through classroom-based practical training, educational materials and interactive presentations. Students who actively participated in the training were selected and awarded the title of "Environmental Inspector" and these students led various activities in their own schools to spread environmental awareness.

The project, implemented in Adıyaman, Artvin, İzmir, Kastamonu, Samsun, Mardin and Siirt, increases sensitivity to regional environmental issues and contributes to the development of a strong sustainability culture among local stakeholders. The training sessions also included practical suggestions that students could implement at home and at school, as well as examples of sustainable lifestyles. Thus, the impact of the project was not limited to individual behaviour, but created a holistic impact that spread to families and the community.

A Total of 7,000 Students Environmental Education

Reaching 4,448 Students in 6 Provinces and 82 Schools in 2024

Energy and Emissions Management

Eti Bakır implements energy management at all its locations in line with the principles of environmental responsibility, resource efficiency and operational excellence. Despite increasing production volumes, sustainable energy practices are being implemented to optimise energy consumption and reduce the carbon footprint.

Energy management activities carried out at all Eti Bakır locations encompass the systematic monitoring, analysis and continuous improvement of energy consumption. Processes are reviewed at all plants, energy-intensive points are identified and energy-saving technologies are widely adopted.

Energy efficiency and process optimisation projects are reducing emissions intensity per unit of production and supporting the transition to lower-carbon production processes. Improvement projects carried out as part of Kaizen activities have increased efficiency in equipment and processes, resulting in direct energy and emission savings.

Eti Bakır implements a comprehensive management system for monitoring, reporting and reducing greenhouse gas emissions at every stage of its operations. Since 2022, corporate carbon footprint calculations have been carried out at all of the company's plants in accordance with the ISO 14064-1 standard, and improvement projects are being implemented based on these data. When compared to data from similar-capacity international plants in the literature, the carbon footprint values calculated at Eti Bakır's operations are within acceptable limits and are in line with global averages.

In line with the company's determination to transition to renewable energy, a 52 MW Solar Power Plant (SPP) has been commissioned at the Mazıdağı Metal Recycling and Fertiliser Plant in Mardin as of 2024. Thanks to this investment, a significant portion of the plant's electricity needs is met by solar energy, reducing greenhouse gas emissions.

The Hydroelectric Power Plant (HES) in Artvin Murgul meets the plant's own consumption. In 2024, a total of 66,368,377 kWh of electricity was generated at this power plant.

Strategic Approach to Reducing Emissions

Eti Bakır does not view emissions management as merely a matter of complying with legal obligations. It considers it a fundamental part of its corporate responsibility in combating the climate crisis and is developing multi-dimensional strategies to reduce greenhouse gas emissions. In line with the company's climate commitments, the following targets are planned to be focused on in the coming period:

Expanding the Use of Renewable Energy

Increasing investments in renewable energy and effectively utilising existing solar and hydroelectric power plant infrastructure to reduce indirect (Scope 2) emissions from electricity consumption.

Development of Heat and Energy Recovery Systems

Implementation of integrated system solutions that will enable the re-evaluation of waste heat and energy in production processes

Reducing Process-Related Emissions

Continuing modernisation and optimisation efforts to reduce energy intensity in production processes,

Product-Based Carbon Footprint Calculations

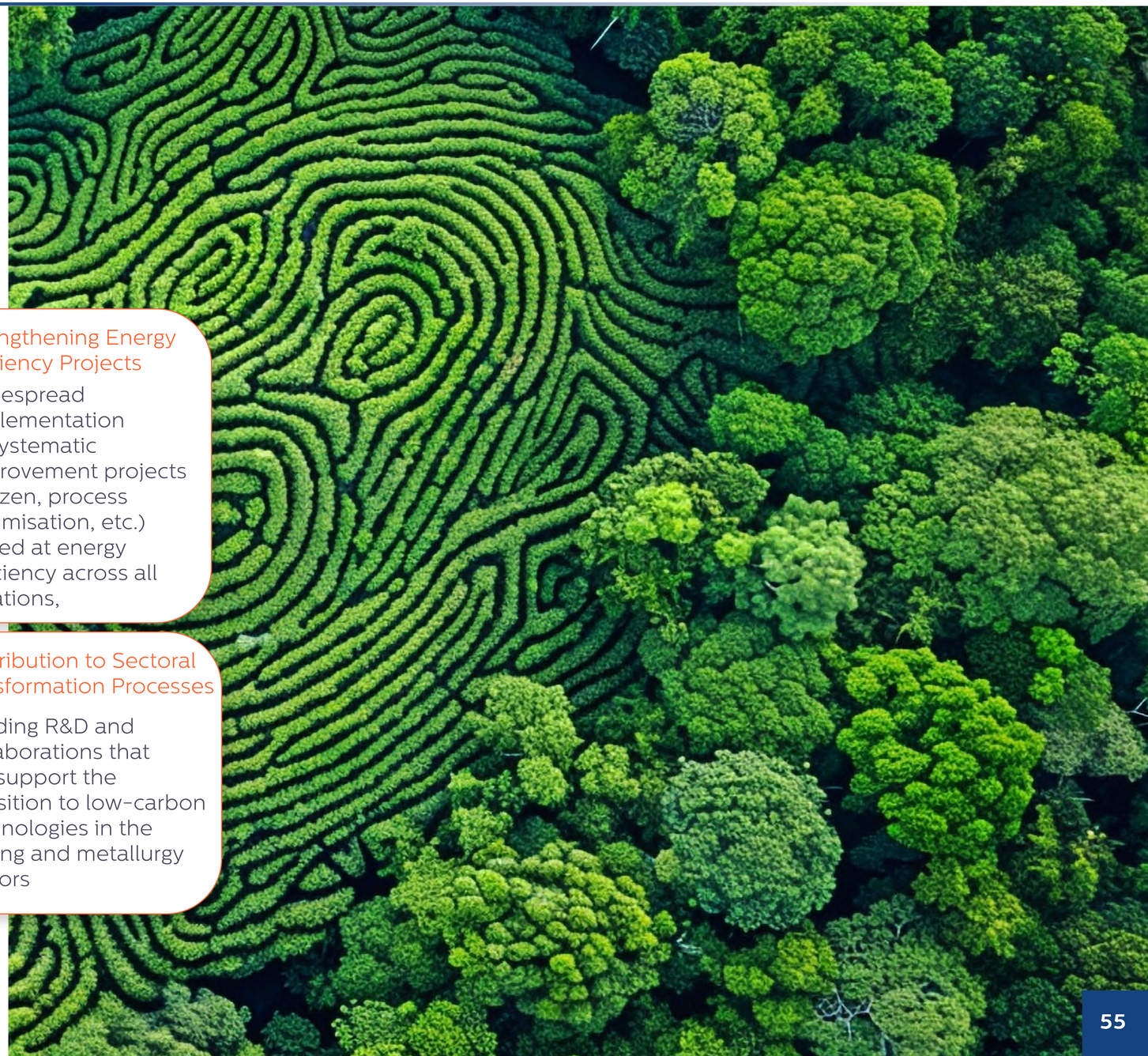
Measuring the carbon footprint on a product basis in line with the ISO 14067 standard and thereby identifying reduction opportunities throughout the product life cycle,

Strengthening Energy Efficiency Projects

Widespread implementation of systematic improvement projects (Kaizen, process optimisation, etc.) aimed at energy efficiency across all locations,

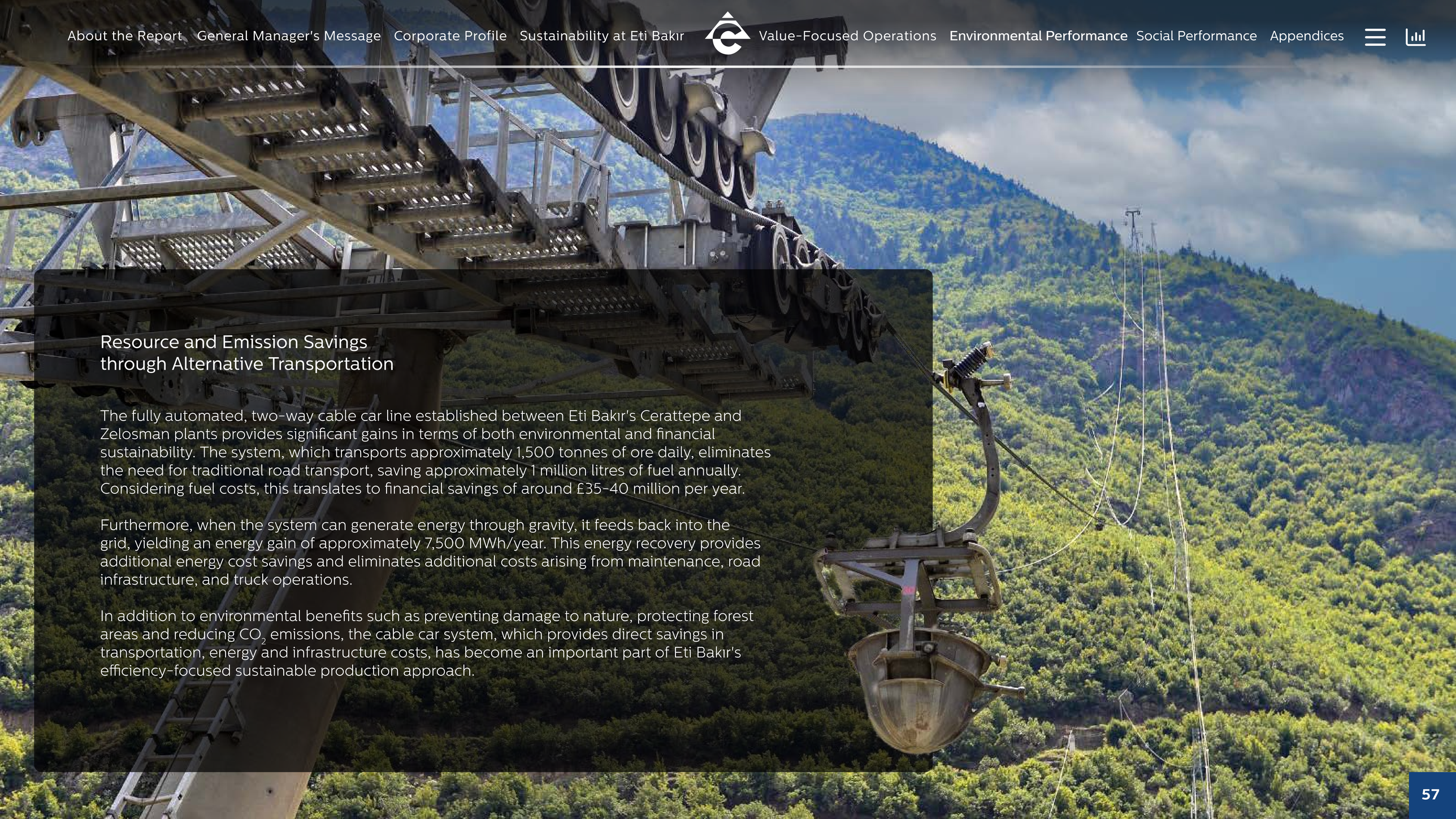
Contribution to Sectoral Transformation Processes

Leading R&D and collaborations that will support the transition to low-carbon technologies in the mining and metallurgy sectors



Greenhouse Gas Emissions (tCO_2e)	2022		2023		2024		
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 3*
Adıyaman Plant	5.892,00	14.272,00	4.358,00	15.513,00	5.309,05	16.749,29	79.489,16
Artvin Cerattepe Plant	1.929,00	1.152,00	2.144,00	978,00	1.198,90	881,81	8.977,09
Artvin Murgul Mine	11.898,00	41.443,00	12.210,00	35.123,00	9.072,08	26.418,82	13.340,93
Kastamonu Küre Operation	10.082,00	41.190,00	8.082,00	41.719,00	8.434,47	43.475,26	79.240,26
Samsun Smelting and Electrolysis Plant	17.756,00	63.330,00	21.033,00	81.356,00	20.066,70	89.304,78	389.537,93
Siirt Madenköy Operation	10.214,00	28.407,00	9.369,00	27.269,00	10.270,74	23.791,55	32.338,37
İzmir Halıköy Operation	114,00	912,00	189,00	1.065,00	477,02	1.471,93	1.906,92
Mazıdağı Metal Recycling and Integrated Fertiliser Plants	270.107,74	25.796,76	279.452,26	24.369,90	243.860,80	32.211,27	1.217.200,77
Consolidated	327.992,74	216.502,76	336.837,26	227.392,90	298.689,76	234.304,71	1.822.031,42

*Scope 3 emissions include emissions from fuel and energy-related activities, purchased goods and services, capital goods, waste generated during operations, employee travel, commuting, and emissions from upstream and downstream transportation and distribution processes.



Resource and Emission Savings through Alternative Transportation

The fully automated, two-way cable car line established between Eti Bakır's Cerattepe and Zelosman plants provides significant gains in terms of both environmental and financial sustainability. The system, which transports approximately 1,500 tonnes of ore daily, eliminates the need for traditional road transport, saving approximately 1 million litres of fuel annually. Considering fuel costs, this translates to financial savings of around £35-40 million per year.

Furthermore, when the system can generate energy through gravity, it feeds back into the grid, yielding an energy gain of approximately 7,500 MWh/year. This energy recovery provides additional energy cost savings and eliminates additional costs arising from maintenance, road infrastructure, and truck operations.

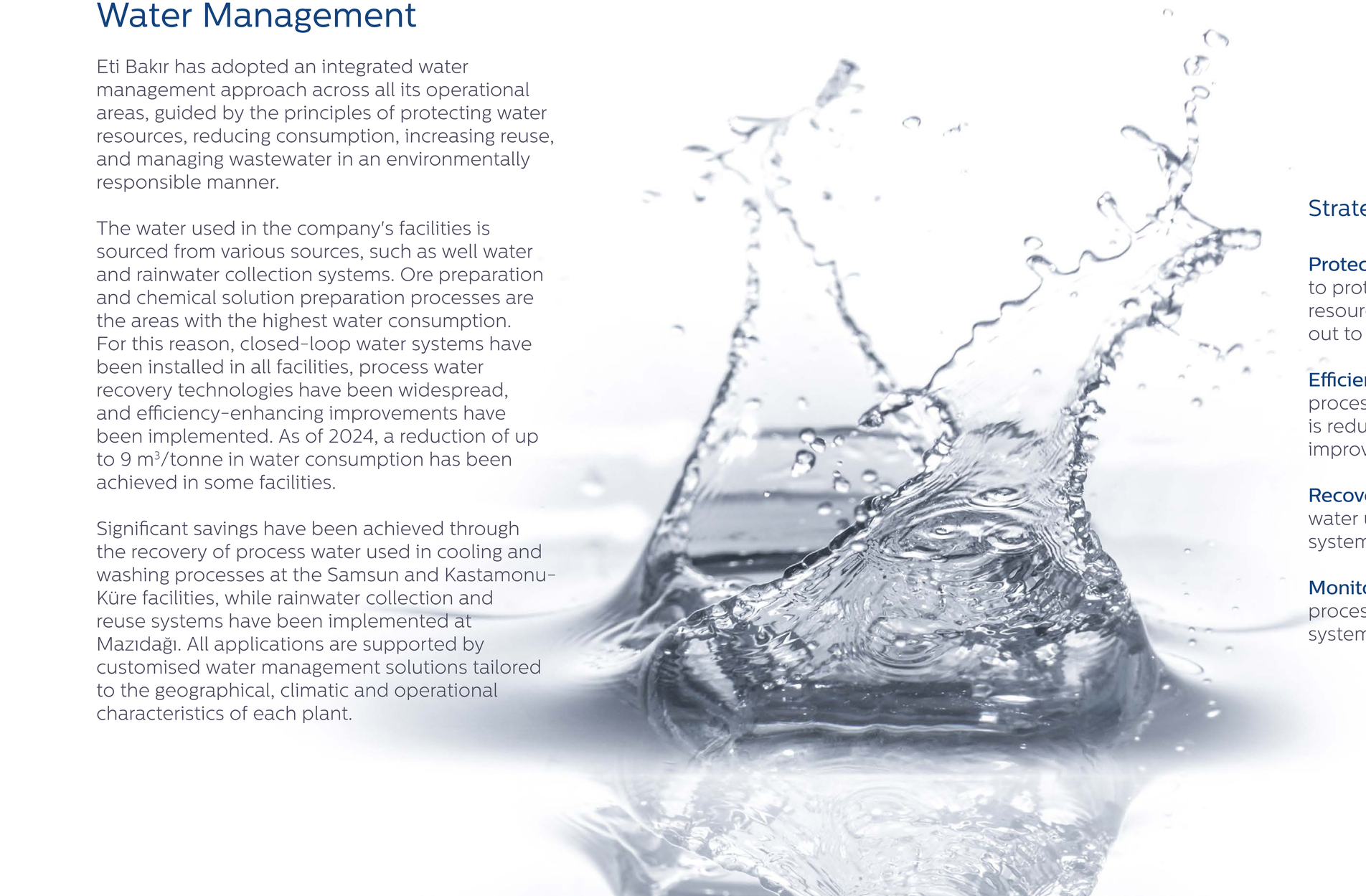
In addition to environmental benefits such as preventing damage to nature, protecting forest areas and reducing CO_2 emissions, the cable car system, which provides direct savings in transportation, energy and infrastructure costs, has become an important part of Eti Bakır's efficiency-focused sustainable production approach.

Water Management

Eti Bakır has adopted an integrated water management approach across all its operational areas, guided by the principles of protecting water resources, reducing consumption, increasing reuse, and managing wastewater in an environmentally responsible manner.

The water used in the company's facilities is sourced from various sources, such as well water and rainwater collection systems. Ore preparation and chemical solution preparation processes are the areas with the highest water consumption. For this reason, closed-loop water systems have been installed in all facilities, process water recovery technologies have been widespread, and efficiency-enhancing improvements have been implemented. As of 2024, a reduction of up to 9 m^3/tonne in water consumption has been achieved in some facilities.

Significant savings have been achieved through the recovery of process water used in cooling and washing processes at the Samsun and Kastamonu-Küre facilities, while rainwater collection and reuse systems have been implemented at Mazıdağı. All applications are supported by customised water management solutions tailored to the geographical, climatic and operational characteristics of each plant.



Strategic Approach

Protection: Measures are being developed to protect the quality and quantity of water resources; integrated planning is being carried out to protect groundwater and surface water.

Efficiency: The amount of water used in processes is minimised, and water consumption is reduced through closed-loop systems and improvement projects.

Recovery: The aim is to reuse as much of the water used as possible; process water recovery systems are being developed.

Monitoring: Water consumption and discharge processes are monitored in real time using digital systems.

Wastewater Management and Reservoirs

Wastewater generated at the plants is regularly analysed and disposed of in accordance with environmental regulations. Process-related water is treated, filtered and reused in the manufacturing process. Wastewater Treatment Plants (WWTP) involving physical and chemical processes have been commissioned at the facilities. Treated water is reused in processes according to quality parameters or discharged in compliance with environmental regulations.

Eti Bakır has established dam and pond infrastructure at locations where intensive ore preparation processes are in place to ensure the safe management of wastewater. Sedimentation ponds, settling dams and wastewater storage areas are used to control suspended solids and other pollutants originating from process water, thereby preventing their release into the environment. The dams also serve as effective buffer zones against potential flooding and environmental risks.

Furthermore, clean water dams are available at the Küre and Murgul Operations for water supply for non-operational needs. Clean water dams facilitate the sustainable supply of water from alternative sources, providing strategic flexibility in water supply against seasonal droughts and sudden climate changes.

Water Footprint and Monitoring Systems

Water footprint calculations are performed in accordance with the ISO 14046 standard at all Eti Bakır plants, and comprehensive data on water usage is collected to identify opportunities for improvement.

Water footprints vary between facilities depending on factors such as the climate conditions of the region where the plant is located, the production technology used, the type of ore and the tenor ratio. For example, water consumption is quite low at the Artvin-Cerattepe Plant, where only ore production takes place. On the other hand, water usage is higher at facilities such as Siirt, where open pit mining is practised.

Furthermore, water consumption, discharge quality, and recovery rates are monitored in real-time using digital monitoring systems and regularly shared with the relevant public authorities.

Water Footprint (m^3water/tonne)	Year	Blue Water Annual Footprint	Grey Water Footprint	Green Water Footprint
Adıyaman Plant	2024	1,26	0,10	0,00
Artvin Cerattepe Plant	2024	0,10	0,08	0,00
Artvin Murgul Plant	2024	3,87	0,00	0,00
Kastamonu Küre Plant	2024	5,40	0,03	1,25
Samsun Smelting and Electrolysis Plant	2024	3,01	0,36	0,00
Siirt Madenköy Plant	2024	8,76	0,48	0,00
İzmir Halıköy Operation	2024	24,22	8,22	0,00
Mazıdağı Metal Recycling and Integrated Fertiliser Plants	2024	2,72	0,06	0,06
Consolidated	2024	49,35	9,33	1,30

Water Management and Recovery Applications – Mardin Plant

The Mardin Mazıdağı Plant has implemented numerous water recovery and reduction projects throughout the plant to ensure the efficient and sustainable use of water. As of 2024, the projects implemented throughout the plant have resulted in annual water savings of over 2 million m^3 and financial savings of approximately 10 million TL.

Notable applications include: the reuse of wastewater collected in the product pool at the PAP plant, the recovery of leach end neutralisation water for process water, and the utilisation of sulphuric acid plant wastewater in phosphoric acid production. Furthermore, the use of cooling tower blowdown water as raw water and the filtration and reuse of maintenance unit vehicle washing water have reduced both water consumption and the environmental footprint of the processes.

Circular Economy and Waste Management

Eti Bakır implements a comprehensive and integrated waste management system across all its facilities. The waste management approach is based on reducing waste at source and reintroducing it into the production cycle as much as possible. All waste is classified as hazardous, non-hazardous, recyclable, reusable, or waste to be disposed of, and is managed in accordance with relevant environmental regulations. Leak-proof and environmentally safe infrastructure has been established for the secure storage of waste on site. In addition, waste production quantities are regularly monitored and areas for improvement are identified through plant-based waste recording systems and digital monitoring applications.

Eti Bakır has integrated all its facilities into the Zero Waste Management System run by the Ministry of Environment, Urbanisation and Climate Change and has obtained certification. Waste is separated at source, recyclable waste is returned to the economy, and materials such as packaging, plastic, metal and glass are regularly separated.

Regular waste management and circular economy training is provided to all employees, and corporate awareness is raised to ensure the successful implementation of processes. Waste management performance indicators are monitored in line with annual targets. In this context, recovery rates, amounts of waste sent for disposal, and reduction successes are evaluated through both internal and third-party audits.

From Waste to Resource: Circular Gains

Eti Bakır adopts a holistic resource management approach focused on increasing raw material efficiency and minimising waste generation from the design stage of its production processes onwards. In particular, enrichment waste from mining activities is separated according to its metal content and reprocessed at recovery facilities to be converted back into raw materials.

The Adıyaman Plant recovers approximately 3,000 tonnes of ore per month for reuse in the production process by precipitating the ore found in underground waste water using physical and chemical methods, thereby providing both economic and environmental benefits. The Küre Plant mixes approximately 250,000 tonnes of waste per year with cement and uses it to fill underground voids, thereby reducing the volume of waste and contributing to occupational health and safety by strengthening the stability of underground structures. The pyrite waste generated at the same plant is concentrated and sent to the Mazıdağı Metal Recovery and Integrated Fertiliser Plant, where it is reused as raw material.

The Mardin Mazıdağı Plant, with the Sun Resin Project, recovers approximately 17.6 tonnes of cobalt and 14.3 tonnes of nickel annually, and also utilises quartz and limestone minerals found in waste from phosphoric acid production as secondary resources. The SO_2 gas generated at the Sulphuric Acid Plant is converted into ammonium sulphate solution in the DeSOx unit and supplied to the fertiliser plant as raw material.

The Samsun Plant recovers approximately 200 tonnes of copper per month by incorporating copper-containing by-products generated during both the electrolysis and smelting processes into the converter process. In addition, 12 tonnes of additional copper is recycled per month by collecting copper precipitates obtained from auxiliary systems such as the wheel cooling system. Ten per cent of the anodes processed at the electrolysis plant are reused as anodes, while 0.2 per cent are recast for use as cooling blocks. Through electrolyte cleaning, 8.5–9.5 kg of DDS cathode per tonne is recovered and returned to the production process. At the Smelting Plant, intermediate products from the furnace and converter sections are re-sized in the Raw Material and Manipulation Process and turned into products, with approximately 50,000 tonnes of material being reintroduced into the process annually.

Biodiversity

Eti Bakır considers the protection of natural life and ecosystem integrity in all regions where it operates to be a fundamental responsibility. Biodiversity management is carried out in line with legal requirements, as well as principles of habitat improvement and ecosystem service protection.

The environmental impacts of the facilities are analysed in detail before and after the project, and flora and fauna inventories of terrestrial and aquatic ecosystems are compiled. At the Artvin-Cerattepe and Adıyaman Operations, area-specific biodiversity assessment reports have been prepared, and these studies have been conducted in accordance with international standards. At Cerattepe, the aim is not only to protect endemic species but also to ensure the holistic conservation of habitats, and long-term species monitoring and habitat assessment processes have been initiated. Furthermore, R&D projects are ongoing in collaboration with Artvin Çoruh University and with the support of the Scientific and Technological Research Council of Turkey (TÜBİTAK) Technology and Innovation Support Programmes Presidency (TEYDEB), researching specific plants for soil remediation in mining areas.

Eti Bakır carries out comprehensive nature restoration projects both in active production areas and in post-production rehabilitation areas to minimise its impact on natural areas. In areas where open pit mining is carried out, the natural topography is reshaped, endemic species are planted, and natural water regimes are preserved.

Reforestation and soil improvement activities, particularly in areas such as Murgul, Küre and Adıyaman, have restored degraded areas back to nature. As of 2023, planting activities using endemic and native species have been carried out on hundreds of hectares of land as part of the rehabilitation activities.

In 2024, 217,739 new trees were planted, increasing the total number of trees to 2.2 million.

Eti Bakır prioritises nature-based solutions in its strategies to combat climate change and increase environmental resilience. Projects that ensure the continuity of ecosystem services, such as the protection of water resources, the prevention of erosion, and the support of soil fertility, are being implemented. Planting and natural species cultivation in dam surroundings and rainwater collection areas contribute to the support of microhabitats.

Click here for the mountain goat rescue video.

SOCIAL PERFORMANCE

Investing in People, Contributing to Society, Trusting in the Future

Mazıdağı Plant

Work Life at Eti Bakır

Eti Bakır considers the protection of employee rights a fundamental priority in all its activities and fully complies with the applicable Labour Law and sectoral regulations. In line with the requirements of the mining sector in particular, Mining Accident Insurance is taken out for underground workers, and occupational health and safety practices are meticulously implemented at all facilities. The aim is to establish a safe and healthy working environment that protects the physical and mental health of employees.

The company offers social benefits that go beyond legal obligations in order to increase employee satisfaction and support work-life balance. Agreements are made with certain private healthcare institutions in locations such as Mardin and Diyarbakır, providing employees with special discounted services. On-site social facilities, nursery facilities and accommodation options are offered, particularly to white-collar employees. While the long-term financial security of all employees is ensured under the mandatory individual pension system, various events and social activities are organised to increase employee loyalty and internal social cohesion.

Importance is placed on increasing local employment rates, and practices that support social development are implemented. Merit is the basis for recruitment processes, and equal opportunities are offered to applicants.

Training, Development and Career Management

The company encourages the professional and personal development of its employees in order to maintain and develop a qualified workforce. The following practices are widely implemented as part of the education policies:

Professional Qualification Certificates

Certificates are provided and updated for personnel working in critical roles such as riggers, excavator operators, and truck operators.

Training and Development Programmes

Technical, managerial and personal development training is regularly provided for all employees.

Mentorship Programme

A structured programme is run where experienced employees mentor newcomers.

Performance and Competency Management

The performance of white-collar employees is regularly assessed, and development plans are prepared to create career paths.

Job Rotation and Promotion Opportunities

Employee loyalty is strengthened through inter-plant job transfers and promotion practices.

Equality and Inclusion Principles

The company is committed to providing an equal and non-discriminatory working environment for all employees. In line with Cengiz Holding's Equal Opportunity Policy, all employees are provided with equal opportunities without any discrimination based on gender, age, disability, ethnic origin, belief, or sexual orientation; recruitment, remuneration, promotion, and development processes are conducted based on objective criteria.

A fair remuneration policy is implemented within the framework of the principle of equal pay for equal work, and all employees are provided with equal access opportunities. Training, development and career support also reinforce this approach.

Participatory Management and Feedback Mechanisms

Employees' opinions and suggestions contributing to the corporate development process are seen as one of the cornerstones of the company culture. Complaint and suggestion systems are actively operated within each plant, and employee feedback is regularly collected, evaluated, and necessary improvement steps are taken. Furthermore, internal audit processes and satisfaction surveys periodically analyse employee perceptions and expectations, and strategic decisions are shaped based on the data obtained. Thanks to the Code of Ethical Conduct and the Ethics Hotline, employees can confidently report any unethical situations they encounter.

Occupational Health and Safety

Eti Bakır goes beyond legal requirements in all its occupational health and safety (OHS) activities, adopting a proactive and continuous improvement-focused approach.

Eti Bakır implements the ISO 45001:2018 Occupational Health and Safety Management System, based on risk-based thinking, in all its operations. A comprehensive safety culture has been established across the organisation through risk assessment processes, document sets and monitoring mechanisms defined separately for each plant.

The company's OHS Policy is based on the principles of protecting employee health, providing safe working environments, full compliance with legal regulations, continuous improvement, and employee participation. The policy embraces the goal of **"zero accidents,"** and both technical investments and behavioural improvement programmes have been implemented to achieve this goal.

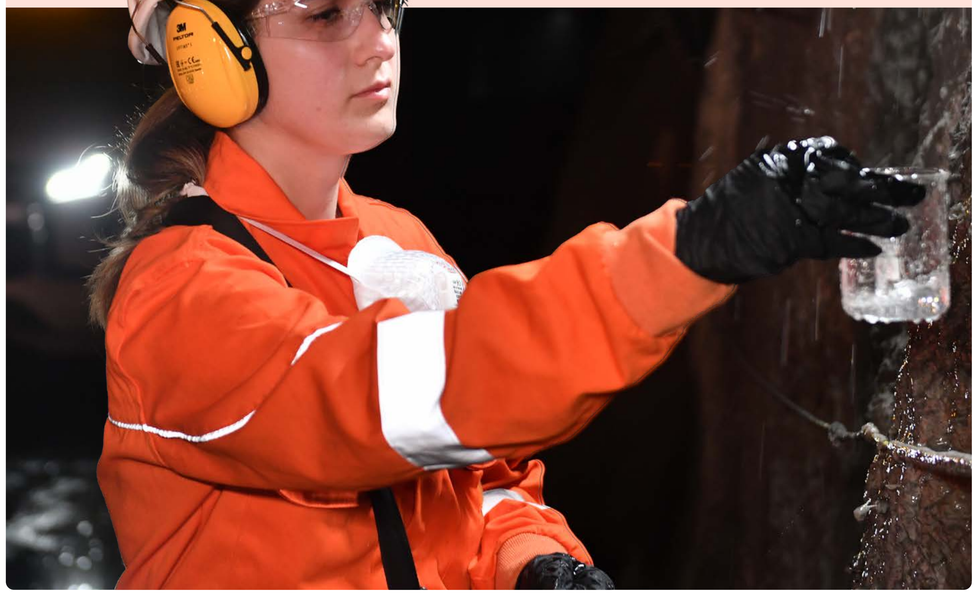
Systematic risk analyses, which form the basis of OHS performance, are carried out at all facilities, situations with accident potential are proactively identified, and potential risks are neutralised. Location-based risk maps are created, taking into account the physical structure of each plant, the equipment used, and the types of processes.

Eti Bakır monitors and analyses its occupational health and safety performance both at the plant and central levels through digital systems. Indicators such as near-miss reports, accident records, occupational diseases, absenteeism rates, emergency drill numbers, and risk scores are regularly monitored, and improvement actions are determined. Employee participation is supported by reward systems that encourage reporting.

The "Near Miss and Suggestion Reporting Form" used in all facilities enables employees to report potential risks in the workplace at an early stage, thereby contributing to the prevention of accidents before they occur. In addition, a culture of hazard reporting is disseminated throughout the workplace via notice boards and digital systems, enabling employees to easily submit reports, have their suggestions evaluated, and be incentivised with awareness-raising rewards. The integration of hazard reporting processes into the field is being systematically pursued, and the transition to the IntraHub application is continuing gradually across all facilities.

As of 2024, the increase in the number of near misses reported demonstrates that safety awareness has strengthened across the organisation.

> In 2024, 99,427 person-hours* of Occupational Health and Safety training were provided to 5,285 people.



Eti Bakır aims to raise awareness and continuously improve all employees in occupational health and safety. To this end:

Pre-employment, periodic, and job-specific orientation training is conducted regularly,

Module-based training content is provided on specific topics such as working at height, working in confined spaces, chemical substance use, and electrical equipment safety,

Emergency, fire, evacuation, and first aid drills are planned and implemented throughout the year.

In addition, OHS awareness sessions for contractor personnel and visitors, site access controls, personal protective equipment (PPE) inspections, and site observations are implemented to foster a culture of safety on site.

The occupational safety performance of each plant is addressed at board level through annual OHS management review meetings, where field improvements, equipment modernisations and new investment decisions that contribute to performance targets are made and implemented.

Furthermore, employees are directly involved in the process through suggestion systems, individual reporting channels, and OHS suggestion boards. The responsibilities given to employees are directly reflected in field practices through safety representatives, and the participatory safety culture is reinforced with tangible outcomes.

Use of Technology for Safe and Sustainable Mining

The integration of technology into both underground and surface operations enables the implementation of safer and more sustainable mining practices. In this context, blasting activities carried out to extract underground natural resources are conducted in a more secure and controlled manner using electronic detonators. Following the evacuation of all employees at the end of each shift, blasting operations—previously performed by shotfirers from safe underground areas—are now remotely executed from a surface-based control room via wireless networks. By closely monitoring and adopting the latest technologies, the company aims to maximize employee safety.

Employee Participation and Best Practices

Eti Bakır encourages employee participation in OHS processes and rewards this participation. At the Mazıdağı Plant, the best reporters are rewarded based on evaluations of hazard reports and near-miss incidents reported during the year, and 12 employees were deemed worthy of awards in this context in 2024. Furthermore, as a result of the "Best OHS Unit" selection organised with the participation of all units, 104 employees were rewarded in 2023 and 120 employees in 2024. Awareness among employees is increased through activities such as knowledge competitions. In the 2024 competition, in which 23 units participated, the Leach Plant came first and 4 employees were rewarded.

The Siirt Plant has implemented the "Stop-Talk" application to spread the OHS culture. The application encourages employees to stop production and inform managers when they encounter potential hazards in the field. In addition, the "Safety Warning System" enables personnel to identify hazards in advance by conducting mini risk analyses in their work areas.

Kastamonu Küre Plant has taken an important step in disaster preparedness by successfully completing the "Light Level Urban Search and Rescue Training Programme" in collaboration with AFAD. At the end of the training process, a 24-person volunteer team was certified as Turkey's first accredited underground mine search and rescue team. The team has the capacity to support AFAD in the event of a disaster.

Corporate Social Responsibility

National Copper Summit (Istanbul Technical University)

Eti Bakır General Manager Asım Akbaş participated as a speaker at the National Copper Summit, organised in collaboration with the Istanbul Chamber of Industry and the Kocaeli Chamber of Industry, under the theme "The Present and Future of the Copper Sector in Turkey". In the panel titled "Turkey's Copper Needs from a Production and Import Perspective," the strategic importance of copper in the economy, developments in the sector, and the company's contributions were evaluated.

Main Sponsorship of the Turkey Mining Summit

Eti Bakır was the main sponsor of the Turkey Mining Summit, organised by the Turkish Mining Association under the auspices of the Ministry of Energy and Natural Resources. Held under the theme **"Strong Mining, Strong Turkey"**, the event brought together industry representatives to discuss mining strategies, environmental sustainability, occupational health and safety, and other topics. Chairman of the Board Şeref Cengiz and Vice Chairman Ali Osman Cengiz also participated in the event.

Sustainable Mining Award to Mazıdağı Plant

In the programme organised every two years by the Foundation for the Development of Domestic Mining, which aims to reward successful practices in the mining sector, the "Sustainable Mining" award was presented to Eti Bakır's Mazıdağı Metal Recycling and Integrated Fertiliser Plant.

The Mazıdağı Plant stood out particularly for its circular economy practices, resource efficiency, and sustainable production approach; it received the award for its projects aimed at reducing the environmental and social impacts of mining activities. The award was presented to Gamze Şen Topal, Sustainability and Management Systems Manager, on behalf of the company.

Capital500: Leading Company in Its Sector

Eti Bakır stood out for its sectoral achievements in the "Capital500" research published annually by Capital magazine, which ranks Turkey's 500 largest private companies. The company was deemed worthy of the "Leading Company in its Sector" award and ranked 92nd in the overall ranking, once again demonstrating its strong position in the Turkish economy.

Circular Economy Vision Shared at the Transforming Leadership Summit

Eti Bakır General Manager Asım Akbaş participated as a speaker at the "Transforming Leadership Summit" organised by Ekonomi Gazetesi, which was supported as an "Event Sponsor". In the session moderated by Vahap Munyar, General Coordinator of Ekonomi Gazetesi, Asım Akbaş shared Eti Bakır's circular economy approach and its contributions to the country's economy with the participants.

In his speech, Akbaş described the integrated structure of the journey, which begins with the processing of ore from Küre and extends to cobalt production in Mardin and then to the production of end products in Widnes, England. He explained with examples how this structure is integrated with circular economy principles. The summit served as an important platform for the transformation of leadership and the dissemination of sustainable business models, while Eti Bakır's pioneering role in this field was emphasised once again.

Sustainability Vision Shared at the 35th National Chemistry Congress

Eti Bakır supported the 35th National Chemistry Congress, hosted by Diyarbakır Dicle University, as a "Diamond Sponsor". At this important event, where academic and sectoral developments in chemistry were discussed, the company was represented by members of its expert team. Colleagues shared information on technical topics and sectoral applications with young scientists aiming to pursue careers in chemistry.

18th International Mineral Processing Symposium

Eti Bakır contributed as a Gold Sponsor to the 18th International Mineral Processing Symposium (IMPS 2024), organised in collaboration with Eskişehir Osmangazi University and the Foundation for the Development of Mining in Turkey. Held in Eskişehir between 16-18 October 2024, the event was one of the leading gatherings in the sector for sharing current technologies and innovative applications in the field of mineral processing.

Prioritising the principles of efficiency and sustainability in its production processes, Eti Bakır exchanged information with both academic and industry participants throughout the symposium and provided information about the innovative applications and sustainable production approaches implemented at the company's facilities through its colleagues.

32nd Human-Centred Management Congress

Participating in the 32nd Human-Centred Management Congress, which brought together Turkey's leading representatives in the field of human resources management and corporate governance, Eti Bakır shared with participants the practices it has implemented with its human-centred management approach and the innovative approaches it has brought to the sector.

Participation in the 32nd Quality Congress

The company participated in the 32nd Quality Congress, which focused on process management, quality assurance and sustainable growth.

IHTEC-2024 | 8th International Hydrogen Technologies Congress

Eti Bakır participated in IHTEC-2024 – 8th International Hydrogen Technologies Congress, which addressed hydrogen technologies and clean energy themes, sharing its approaches and practices regarding the energy transition process.

Lebib Yalkın Sustainability Summit

As part of the Lebib Yalkın Sustainability Summit, a presentation entitled "Sustainability Efforts in the Mining Sector and Sustainability Practices at Eti Bakır Operations" was delivered by Gamze Şen Topal, Sustainability and Management Systems Manager.

Support in Sports – Chess Success

Demhat Zerey, an athlete supported by the company in line with its vision of supporting young talent, achieved third place at the 2024 Turkish Youth Chess Championship, delivering an undefeated performance among 159 athletes.

Participation in ITU Industry-Academic-Student Meetings

The company participated as a gold sponsor in the Industry-Academic-Student Meetings, organised for the third time this year by the Dean's Office of the Faculty of Mining Engineering at Istanbul Technical University (ITU). Held on 22-23 October, the event brought together key industry representatives, academics and students, providing a productive platform for increasing collaboration opportunities and meeting the need for qualified consultants and technical personnel. During the event, participants were informed about projects and R&D activities carried out by the company's experienced colleagues. It was stated that efforts to develop solutions for the sector's needs and support future colleagues would continue.

International Women's Day Special Film: "The Power of Women is with Us!"

Cengiz Holding highlighted the value created by women's power in all areas with a film specially prepared for 8 March International Women's Day. In the film, released with the message "Our strength is one," female engineers working at Eti Bakır facilities and the women's handball team of Kastamonu Dinamik Sports Club appeared together on camera.

This project, featuring female employees working at various locations of the company, from Siirt to Samsun, Murgul to Mazıdağı, strongly reflected the corporate commitment to gender equality and the belief in women's contribution to social and economic life. The film ended with the slogan "We are not rivals, we are a team."

Click here for the "Standing with Women's Power" film.

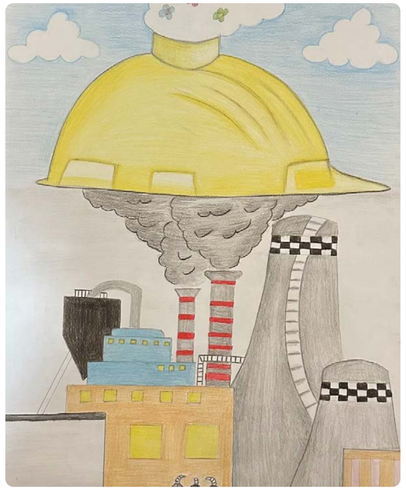
Participation in Career Summits: ITU and ODTÜ

Eti Bakır participated in Career Summits organised by Istanbul Technical University ( ) and Middle East Technical University (ODTÜ) to communicate directly with young talents and inform students interested in the sector about current developments in mining and metallurgy.

During the summits, company representatives conveyed Eti Bakır's sustainability-focused vision, its commitment to human resources, and future career opportunities to participants. Information was also shared on numerous topics, including circular economy practices, environmental responsibility awareness, and technological transformation processes. Students' questions were answered, raising awareness about the sector.

Environment, Occupational Health and Safety Painting Competition

Twenty-three primary schools and 150 students participated in the second annual 'Environment, Occupational Health and Safety' themed painting competition organised by the Mazıdağı Plant. In the event, where the top three paintings were selected in the primary and secondary school categories, all students whose works raised awareness were congratulated.



Contribution to the Preservation of Cultural Heritage – Support for İkiztepe Mound

In line with its responsibility to contribute to the preservation of cultural heritage and scientific research, Eti Bakır continued its support in 2024 for the İkiztepe Mound excavations, one of the most comprehensive archaeological excavations ever carried out in the Black Sea region. These important excavation works, carried out in the Bafra district of Samsun, shed light on prehistoric periods, and the company contributes to this process with its social responsibility approach.

APPENDICES

İnebolu İşletmesi

Environmental Performance Indicators

Adıyaman Plant

Energy Management	Unit	2022	2023	2024
Petrol Consumption	L	2,880	1,920	1,840
Diesel/Motor Oil Consumption	L	1,470,000	1,350,000	1,440,000
Electricity Consumption	kWh	38,500,130	35,447,980	37,636,320

Artvin Cerattepe Plant

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	797,678	889,907	688,248
Electricity Consumption	kWh	2,734,700	2,235,328	1,981,456

Environmental Performance Indicators

Artvin Murgul Plant

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	4,568,675	4,643,373	4,161,446
Electricity Consumption	kWh	95,765	80,260	59,361
Energy Supplied from Renewable Energy Sources	**Unit**	**2022**	**2023**	**2024**
HPP	kWh	48,424,124	65,603,155	66,368,377

Kastamonu Küre Plant

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	3,475,080	2,816,520	2,427,904
Natural Gas Consumption	GJ	0	0	2,327.68
Other (Coal)	kg	424,270	403,000	108,760
Other (LNG)	kg	117,220	162,500	151,820
Electricity Consumption	kWh	97,782,934	95,332,723	97,690,626

Environmental Performance Indicators
Samsun Smelting and Electrolysis Plant

Energy Management	Unit	2022	2023	2024
Gasoline Consumption	L	0	2,220	0
Diesel/Motor Oil Consumption	L	1,575,940.56	1,466,418.72	1,826,050.07
Natural Gas Consumption	GJ	266.5	332,857	300.50
Other (Coal)	kg	700	8,960	8,470
Electricity Consumption	kWh	239,830,920	245,325,130	200,671,380

Siirt Madenköy Plant

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	3,769,682	3,458,005	2,671,579
Electricity Consumption	kWh	67,435,000	64,086,000	53,420,000

Environmental Performance Indicators
Izmir Halikoy Plant

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	45,875	59,035	155,419
Electricity Consumption	kWh	1,581,000	2,175,000	3,241,000

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Energy Management	Unit	2022	2023	2024
Diesel/Motor Oil Consumption	L	4,806,498	4,956,100	5,440,106
Natural Gas Consumption	GJ	3,694,474	3,767,669	4,033,485
Electricity Consumption	kWh	62,271,820	60,078,180	75,780,220
LNG	kg	66,400	102,620	13,760
PROPANE	kg	1,599	1,764	3,516
Energy Obtained from Renewable Energy Sources	**Unit**	**2022**	**2023**	**2024**
Solar	kWh	-	-	52,000

Environmental Performance Indicators

Adıyaman Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	5,892	4,358	5,309
Indirect CO_2 Emissions (Scope 2)	tCO_2e	14,272	15,513	16,749
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	79,489

Artvin Cerattepe Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	1,929	2,144	1,199
Indirect CO_2 Emissions (Scope 2)	tCO_2e	1,152	978	882
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	8,977

Artvin Murgul Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	11,898	12,210	9,072
Indirect CO_2 Emissions (Scope 2)	tCO_2e	41,443	35,123	26,419
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	13,341

Environmental Performance Indicators

Kastamonu Küre Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	10,082	8,082	8,434
Indirect CO_2 Emissions (Scope 2)	tCO_2e	41,190	41,719	43,475
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	79,240

Samsun Smelting and Electrolysis Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	17,756	21,033	20,067
Indirect CO_2 Emissions (Scope 2)	tCO_2e	63,330	81,356	89,305
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	389,538

Siirt Madenköy Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	10,214	9,369	10,271
Indirect CO_2 Emissions (Scope 2)	tCO_2e	28,407	27,269	23,792
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	32,338

Environmental Performance Indicators
İzmir Halıköy Plant

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	114	189	477
Indirect CO_2 Emissions (Scope 2)	tCO_2e	912	1,065	1,472
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	-	1,907

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO_2 Emissions (Scope 1)	tCO_2e	270,108	279,452	243,861
Indirect CO_2 Emissions (Scope 2)	tCO_2e	25,797	24,370	32,211
Indirect CO_2 Emissions (Scope 3)	tCO_2e			1,217,201

Environmental Performance Indicators

Adıyaman Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	27,820	27,250	25,750
Non-hazardous Waste	ton	89,965	83,061	88,405
Total Waste	ton	117,785	110,311	114,155

Artvin Cerattepe Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	36,020	33,700	40,450
Non-hazardous Waste	ton	0.00	10.9	40,760
Total Waste	ton	36.02	44.60	81.21

Artvin Murgul Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	64,601	147,584	88,512
Non-hazardous Waste	ton	42,965	6,305	61,650
Total Waste	ton	107,566	153,889	150,162

Environmental Performance Indicators

Kastamonu Küre Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	144.48	141.35	121.85
Non-hazardous Waste	ton	164.05	196.85	297.46
Total Waste	ton	308.53	338.20	419.31

Samsun Smelting and Electrolysis Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	28,916.00	27,773.00	27,120.00
Non-hazardous Waste	ton	81,606.56	196,357.33	232,467.57
Total Waste	ton	110,522.56	224,130.33	259,587.57

Siirt Madenköy Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	96,852	76,621	85,353
Non-hazardous Waste	ton	3,900	43,170	91,230
Total Waste	ton	100,752	119,791	176,583

Environmental Performance Indicators
İzmir Halıköy Plant

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	12,570	5,680	7,115
Non-hazardous Waste	ton	0.000	0.150	0.375
Total Waste	ton	12,570	5,830	7,490

Mazıdağı Metal Recycling and Integrated Fertiliser

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	85	62	99
Non-hazardous Waste	ton	118	157	166
Total Waste	ton	203	219	265

Environmental Performance Indicators

Adıyaman Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	1.26
Greywater Footprint	m^3 water/tonne	0.10

Artvin Cerattepe Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	0.10
Greywater Footprint	m^3 water/tonne	0.08

Artvin Murgul Plant

Water Footprint	Birim	2024
Blue Water Footprint	m^3 water/tonne	3.87
Greywater Footprint	m^3 water/tonne	0.00

Environmental Performance Indicators

Kastamonu Küre Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	5.40
Greywater Footprint	m^3 water/tonne	0.03
Green Water Footprint	m^3 water/tonne	1.25

Samsun Smelting and Electrolysis Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	3.01
Greywater Footprint	m^3 water/tonne	0.36

Siirt Madenköy Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	8.76
Greywater Footprint	m^3 water/tonne	0.48

Environmental Performance Indicators
İzmir Halıköy Plant

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	24.22
Greywater Footprint	m^3 water/tonne	8.22

Mazıdağı Metal Recycling and Integrated Fertiliser

Water Footprint	Unit	2024
Blue Water Footprint	m^3 water/tonne	2.72
Greywater Footprint	m^3 water/tonne	0.06
Green Water Footprint	m^3 water/tonne	0.06

Social Performance Indicators

Adıyaman Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	462	445	465
Female	person	7	10	10
Total	person	469	455	475

Artvin Cerattepe Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	229	239	203
Female	person	8	6	3
Total	person	237	245	206

Artvin Murgul Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	428	517	494
Female	person	13	14	15
Total	person	441	531	509

Social Performance Indicators

Kastamonu Küre Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	866	769	819
Female	person	22	27	32
Total	person	888	796	851

Samsun Smelting and Electrolysis Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	740	833	882
Female	person	36	43	58
Total	person	776	876	940

Siirt Madenköy Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	750	774	785
Female	person	7	6	10
Total	person	757	780	795

Social Performance Indicators

İzmir Halıköy Plant

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	110	144	193
Female	person	2	3	9
Total	person	112	147	202

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Demographics - Total Number of Employees	Unit	2022	2023	2024
Male	person	1,302	1,308	1,463
Female	person	64	72	90
Total	person	1,366	1,380	1,553

Social Performance Indicators

Adıyaman Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	6	7	7
White Collar - Male	person	71	86	70
Blue Collar - Female	person	1	3	3
Blue Collar - Male	person	391	359	395

Artvin Cerattepe Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	2	1	0
White Collar - Male	person	38	40	38
Blue Collar - Female	person	6	5	3
Blue Collar - Male	person	191	199	165

Artvin Murgul Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	7	8	9
White Collar - Male	person	57	72	68
Blue Collar - Female	person	6	6	6
Blue Collar - Male	person	371	445	426

Social Performance Indicators

Kastamonu Küre Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	15	20	25
White Collar - Male	person	63	83	100
Blue Collar - Female	person	7	7	7
Blue Collar - Male	person	803	686	719

Samsun Smelting and Electrolysis Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	24	27	36
White Collar - Male	person	113	128	130
Blue Collar - Female	person	12	16	22
Blue Collar - Male	person	627	705	752

Siirt Madenköy Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	4	3	6
White Collar - Male	person	93	100	113
Blue Collar - Female	person	3	3	4
Blue Collar - Male	person	657	674	672

Social Performance Indicators

İzmir Halıköy Plant

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	1	1	3
White Collar - Male	person	10	22	26
Blue Collar - Female	person	1	2	6
Blue Collar - Male	person	100	122	167

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Demographics - Total Number of Employees by Employment Type	Unit	2022	2023	2024
White Collar - Female	person	37	42	46
White Collar - Male	person	160	172	192
Blue Collar - Female	person	27	30	44
Blue Collar - Male	person	1142	1136	1271

Social Performance Indicators

Adıyaman Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	7	10	7
Indefinite Term - Male	person	400	390	408
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	62	55	60

Artvin Cerattepe Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	8	6	3
Indefinite Term - Male	person	229	239	201
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	0	2

Artvin Murgul Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	13	14	15
Indefinite Term - Male	person	428	516	491
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	1	3

Social Performance Indicators

Kastamonu Küre Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	22	27	32
Indefinite Term - Male	person	866	769	819
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	0	0

Samsun Smelting and Electrolysis Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	36	43	36
Indefinite Term - Male	person	740	831	900
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	2	4

Siirt Madenköy Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	7	6	10
Indefinite Term - Male	person	750	774	785
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	0	0

Social Performance Indicators

İzmir Halıköy Plant

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	2	3	9
Indefinite Term - Male	person	110	144	193
Fixed-term - Female	person	0	0	0
Fixed-term - Male	person	0	0	0

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Demographics - Total Number of Employees by Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	person	64	72	89
Indefinite Term - Male	person	1,302	1,308	1,452
Fixed-term - Female	person	0	0	1
Fixed-term - Male	person	0	0	11

Social Performance Indicators
Adıyaman Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	91	101	131
Female	person	5	5	4
Male	person	86	96	127
31 - 40 years old	person	230	217	213
Female	person	2	2	3
Male	person	228	215	210
41 - 50 years old	person	124	117	111
Female	person	0	3	2
Male	person	124	114	109
51 - 60 years old	person	24	20	19
Female	person	0	0	1
Male	person	24	20	18
Over 60	person	0	0	0
Female	person	0	0	0
Male	person	0	0	0

Social Performance Indicators

Artvin Cerattepe Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	90	92	82
Female	person	1	1	0
Male	person	89	91	82
31 - 40 years old	person	110	111	92
Female	person	3	3	2
Male	person	107	108	90
41 - 50 years old	person	36	35	26
Female	person	3	3	1
Male	person	33	32	25
51 - 60 years old	person	8	7	6
Female	person	1	1	0
Male	person	7	6	6
Over 60	person	0	0	0
Female	person	0	0	0
Male	person	0	0	0

Social Performance Indicators

Artvin Murgul Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	41	89	104
Female	person	0	0	0
Male	person	41	89	104
31 - 40 years old	person	154	187	183
Female	person	13	14	15
Male	person	141	173	168
41 - 50 years old	person	172	196	163
Female	person	0	0	0
Male	person	172	196	163
51 - 60 years old	person	71	56	59
Female	person	0	0	0
Male	person	71	56	59
Over 60	person	0	0	0
Female	person	0	0	0
Male	person	3	3	0

Social Performance Indicators
Kastamonu Küre Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	343	320	329
Female	person	3	5	9
Male	person	340	315	320
31 - 40 years old	person	402	318	315
Female	person	11	13	13
Male	person	391	305	302
41 - 50 years old	person	109	115	160
Female	person	4	5	6
Male	person	105	110	154
51 - 60 years old	person	25	34	37
Female	person	3	3	3
Male	person	22	31	34
Over 60	person	9	9	10
Female	person	1	1	1
Male	person	8	8	9

Social Performance Indicators

Samsun Smelting and Electrolysis Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	164	223	300
Female	person	10	13	21
Male	person	154	210	279
31 - 40 years old	person	307	368	355
Female	person	11	15	16
Male	person	296	353	339
41 - 50 years old	person	223	226	227
Female	person	12	12	17
Male	person	211	214	210
51 - 60 years old	person	68	57	48
Female	person	2	2	0
Male	person	66	55	48
Over 60	person	14	2	10
Female	person	1	1	1
Male	person	13	1	9

Social Performance Indicators

Siirt Madenköy Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	253	276	305
Female	person	5	4	7
Male	person	248	272	298
31 - 40 years old	person	303	311	309
Female	person	1	2	3
Male	person	302	309	306
41 - 50 years old	person	171	171	162
Female	person	1	0	0
Male	person	170	171	162
51 - 60 years old	person	29	21	18
Female	person	0	0	0
Male	person	29	21	18
Over 60	person	1	1	1
Female	person	0	0	0
Male	person	1	1	1

Social Performance Indicators
İzmir Halıköy Plant

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	22	46	57
Female	person	1	2	3
Male	person	21	44	54
31 - 40 years old	person	39	54	78
Female	person	0	0	2
Male	person	39	54	76
41 - 50 years old	person	41	41	50
Female	person	0	0	3
Male	person	41	41	47
51 - 60 years old	person	9	6	15
Female	person	0	0	0
Male	person	9	6	15
Over 60	person	4	2	2
Female	person	1	1	1
Male	person	3	1	1

Social Performance Indicators

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Demographics - Total Number of Employees by Age	Unit	2022	2023	2024
18–30 Years Old	person	389	369	433
Female	person	25	27	32
Male	person	364	342	401
31 - 40 years old	person	580	591	656
Female	person	23	29	39
Male	person	557	562	617
41 - 50 years old	person	323	326	350
Female	person	14	12	15
Male	person	309	314	335
51 - 60 years old	person	67	85	100
Female	person	2	4	4
Male	person	65	81	96
Over 60	person	7	9	14
Female	person	0	0	0
Male	person	7	9	14

Social Performance Indicators

Adıyaman Plant

Employee Demographics - Number of Employees with Disabilities	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	6	6	6

Artvin Cerattepe Plant

Employee Demographics - Number of Employees with Disabilities	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	3	2	1

Artvin Murgul Plant

Employee Demographics - Number of Employees with Disabilities	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	17	12	13

Social Performance Indicators

Kastamonu Küre Plant

Employee Demographics - Number of Foreign Employees	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	0	0	1
Employee Demographics - Number of Employees with Disabilities	**Unit**	**2022**	**2023**	**2024**
Female	person	0	0	0
Male	person	13	13	13

Samsun Smelting and Electrolysis Plant

Employee Demographics - Number of Foreign Employees	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	0	14	6
Employee Demographics - Number of Employees with Disabilities	**Unit**	**2022**	**2023**	**2024**
Female	person	0	0	0
Male	person	21	27	28

Social Performance Indicators

Siirt Madenköy Plant

Employee Demographics - Number of Employees with Disabilities	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	9	10	9

İzmir Halıköy Plant

Employee Demographics - Number of Employees with Disabilities	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	0	0	0

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Demographics - Number of Foreign Employees	Unit	2022	2023	2024
Female	person	0	0	0
Male	person	5	4	3
Employee Demographics - Number of Employees with Disabilities	**Unit**	**2022**	**2023**	**2024**
Female	person	1	1	3
Male	person	34	35	37

Social Performance Indicators
Adıyaman Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	5	5	5
Female	person	0	0	0
Male	person	5	5	5
Intermediate	person	43	43	43
Female	person	3	4	4
Male	person	40	39	39
Other	person	29	45	29
Female	person	3	3	3
Male	person	26	42	26

Social Performance Indicators

Artvin Cerattepe Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	1	1	4
Female	person	0	0	0
Male	person	1	1	4
Intermediate	person	37	40	34
Female	person	2	1	0
Male	person	35	39	34
Other	person	2	0	0
Female	person	0	0	0
Male	person	2	0	0

Social Performance Indicators

Artvin Murgul Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	2	2	2
Female	person	0	0	0
Male	person	2	2	2
Intermediate	person	6	7	8
Female	person	1	1	1
Male	person	5	6	7
Other	person	56	71	67
Female	person	6	7	8
Male	person	50	64	59

Social Performance Indicators
Kastamonu Küre Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	1	1	1
Female	person	0	0	0
Male	person	1	1	1
Intermediate	person	10	11	12
Female	person	0	0	0
Male	person	10	11	12
Other	person	0	0	0
Female	person	15	20	25
Male	person	52	71	87

Social Performance Indicators

Samsun Smelting and Electrolysis Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	9	9	8
Female	person	1	1	1
Male	person	8	8	7
Intermediate	person	14	15	17
Female	person	2	2	1
Male	person	12	13	16
Other	person	114	131	141
Female	person	21	24	34
Male	person	93	107	107

Social Performance Indicators

Siirt Madenköy Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	5	5	4
Female	person	0	0	0
Male	person	5	5	4
Intermediate	person	15	17	20
Female	person	2	2	2
Male	person	13	15	18
Other	person	77	81	95
Female	person	2	1	4
Male	person	75	80	91

Social Performance Indicators
İzmir Halıköy Plant

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	2	2	3
Female	person	0	0	0
Male	person	2	2	3
Intermediate	person	2	3	3
Female	person	0	0	0
Male	person	2	3	3
Other	person	7	18	23
Female	person	1	1	3
Male	person	6	17	20

Social Performance Indicators

Mazıdağı Metal Recycling and Integrated Fertiliser

Total Number of Employees by Management Category	Unit	2022	2023	2024
Senior Management	person	12	12	21
Female	person	0	0	1
Male	person	12	12	20
Intermediate	person	28	30	88
Female	person	2	3	9
Male	person	26	27	79
Other	person	157	172	129
Female	person	35	39	36
Male	person	122	133	93

Social Performance Indicators
Adıyaman Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	10	26	13
Blue-Collar	person	55	76	105
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	10	20	26
Blue-Collar	person	44	118	92
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	0	5	1
Male	person	65	96	118
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	3	2	4
Male	person	41	135	114

Social Performance Indicators

Artvin Cerattepe Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	9	15	11
Blue-Collar	person	19	43	23
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	11	12	15
Blue-Collar	person	19	36	58
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	1	0	2
Male	person	27	58	32
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	1	2	5
Male	person	29	46	68

Social Performance Indicators

Artvin Murgul Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	17	21	9
Blue-Collar	person	10	168	71
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	7	5	5
Blue-Collar	person	26	123	83
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	0	1	2
Male	person	27	193	78
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	0	0	0
Male	person	33	67	88

Social Performance Indicators
Kastamonu Küre Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	20	25	22
Blue-Collar	person	59	106	144
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	25	29	34
Blue-Collar	person	114	219	143
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	8	5	5
Male	person	71	126	161
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	6	2	8
Male	person	133	246	169

Social Performance Indicators
Samsun Smelting and Electrolysis Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	23	38	40
Blue-Collar	person	92	200	230
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	12	26	2
Blue-Collar	person	70	131	49
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	0	4	16
Male	person	115	234	193
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	0	3	4
Male	person	83	155	149

Social Performance Indicators

Siirt Madenköy Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	21	19	40
Blue-Collar	person	115	167	83
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	17	20	25
Blue-Collar	person	56	143	81
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	2	1	5
Male	person	134	185	118
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	3	2	1
Male	person	70	161	105

Social Performance Indicators
İzmir Halıköy Plant

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	5	9	10
Blue-Collar	person	4	39	83
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	2	1	5
Blue-Collar	person	7	31	30
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	1	1	6
Male	person	8	47	86
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	1	0	0
Male	person	7	32	35

Social Performance Indicators

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Total Number of New Employees	Unit	2022	2023	2024
White-Collar	person	45	58	45
Blue-Collar	person	103	171	351
Total Number of Employees Who Left the Company	**Unit**	**2022**	**2023**	**2024**
White-Collar	person	19	17	32
Blue-Collar	person	27	46	155
Total Number of Employees Hired by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	22	25	33
Male	person	126	204	363
Total Number of Employees Who Left Their Jobs by Gender	**Unit**	**2022**	**2023**	**2024**
Women	person	7	11	17
Male	person	39	52	170

Social Performance Indicators

Artvin Murgul Plant

Total Training Hours	Unit	2022	2023	2024
Training Hours	Person	155	3800	60

Kastamonu Küre Plant

Total Training Hours	Unit	2022	2023	2024
Training Hours	Person	0	28	469

Samsun Smelting and Electrolysis Plant

Total Training Hours	Unit	2022	2023	2024
Training Hours	Person	19588	21991	23503

Siirt Madenköy Plant

Total Training Hours	Unit	2022	2023	2024
Training Hours	Person	2539	7739	7336

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Total Training Hours	Unit	2022	2023	2024
Training Hours	Person	5171	3443	2665

Social Performance Indicators

Samsun Smelting and Electrolysis Plant

Employee Engagement	Unit	2022	2023	2024
Employee Engagement and Satisfaction Score	%	28.7	34.04	81.11

Siirt Madenköy Plant

Employee Engagement	Unit	2022	2023	2024
Employee Engagement and Satisfaction Score	%	87	95	96

Mazıdağı Metal Recycling and Integrated Fertiliser

Employee Engagement	Unit	2022	2023	2024
Employee Engagement and Satisfaction Score	%	69.48	60.11	63.6

Social Performance Indicators

Artvin Murgul Plant

Orientation and Retention Success	Unit	2022	2023	2024
Success rate of orientation and retention programmes for newly hired employees (0-2 years)	Percentage	95	96	98

Mazıdağı Metal Recycling and Integrated Fertiliser Plants

Orientation and Retention Success	Unit	2022	2023	2024
Success rate of orientation and retention programmes for newly hired employees (0-2 years)	Percentage	96.63	95.43	87.96

Adıyaman Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	479	453	473
Total OSH Training	Person*Hour	18,055	20,219	24,237
Total Number of Members in OSH Committees	Person	9	9	9

Social Performance Indicators

Artvin Cerattepe Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	237	245	206
Total OSH Training	Person*Hours	11,850	12,250	10,300
Total Number of Members in OSH Committees	Person	9	11	11
Number of Employee Representatives in OSH Committees	Person	3	3	3

Artvin Murgul Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	614	769	601
Total OSH Training	Person*Hours	9,824	12,304	9,616
Total Number of Members in OSH Committees	Person	12	12	11
Number of Employee Representatives in OSH Committees	Person	3	4	4

Social Performance Indicators

Kastamonu Küre Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OSH Training	Person	943	772	768
Total OSH Training	Person*Hours	12,960	12,352	12,288
Total Number of Members in OSH Committees	Person	24	24	24
Number of Employee Representatives in OSH Committees	Person	6	6	6

Samsun Smelting and Electrolysis Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	902	1,026	1,540
Company Employees	Person*Hour	2,545	2,438	2,602
Subcontractor Employees	Person*Hour	878	1,045	4,183
Total OSH Training	Person*Hour	15,168	23,799.5	20,987
Total Number of Members in OSH Committees	Person	13	17	12
Number of Employee Representatives in OSH Committees	Person	1	1	1

Social Performance Indicators

Siirt Madenköy Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	1,609	1,530	1,315
Company Employees	Person*Hour	12,112	12,480	12,720
Subcontractor Employees	Person*Hour	1,704	1,500	1,040
Total OSH Training Hours	Person*Hour	13,816	13,980	13,760
Total Number of Members in OSH Committees	Person	36	31	31
Number of Employee Representatives in OSH Committees	Person	4	4	5

İzmir Halıköy Plant

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	130	157	215
Company Employees	Person*Hour	1,840	2,320	3,200
Subcontractor Employees	Person*Hour	160	192	240
Total OSH Training Hours	Person*Hour	2,000	2,512	3,440
Total Number of Members in OSH Committees	Person	8	10	10
Number of Employee Representatives in OSH Committees	Person	3	4	4

Social Performance Indicators

Mazıdağı Metal Recycling and Integrated Fertiliser

Occupational Health and Safety	Unit	2022	2023	2024
Total Number of Participants in OHS Training	Person	1,489	1,608	1,969
Company Employees	Person*Hour	3,766,586	3,676,176	345,840
Subcontractor Employees	Person*Hour	155,492	52,420	90,870
Total OSH Training Hours	Person*Hour	26,326	18,596	21,128
Total Number of Members in OSH Committees	Person	29	29	29
Number of Employee Representatives in OSH Committees	Person	2	2	2

Adıyaman Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	288	79	75
Lost-time accident frequency rate	rate	14	15	4
Accident severity rate due to occupational accidents	ratio	571	179	181

Artvin Cerattepe Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Lost-time accident frequency rate	rate	18	20	12
Accident severity rate due to occupational accidents	ratio	0.07	0.05	0.05

Social Performance Indicators

Artvin Murgul Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Danger and Close Call	units/year	17	148	271
Lost-time accident frequency rate	rate	4.00	3.00	6.0
Accident severity rate due to work-related accidents	ratio	0.20	0.23	0.23

Kastamonu Küre Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	44	62	77
Lost-time accident frequency rate	rate	19	21	14
Accident severity rate due to occupational accidents	ratio	1.38	2.99	0.16

Samsun Smelting and Electrolysis Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	18	13	18
Lost-time accident frequency rate	rate	20.00	18.00	17.00
Accident severity rate due to work-related accidents	ratio	0.37	0.35	0.17

Social Performance Indicators

Siirt Madenköy Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	102	119	128
Lost-time accident frequency rate	rate	26.00	38.00	53.00
Accident severity rate due to work-related accidents	ratio	0.14	0.14	0.01

İzmir Halıköy Plant

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	12.00	21.00	65.00
Lost-time accident frequency rate	rate	0.10	0.16	0.37
Accident severity rate due to work-related accidents	ratio	12.00	21	37.00

Mazıdağı Metal Recycling and Integrated Fertiliser

Occupational Health and Safety Accidents	Unit	2022	2023	2024
Hazards and Near Misses	units/year	605.00	431.00	500.00
Lost-time accident frequency rate	rate	1.06	1.09	0.76
Accident severity rate due to occupational accidents	ratio	0.09	0.06	0.02

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Responsibility Statement

This report contains forward-looking statements. By their nature, forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause Eti Bakır's actual results, performance or achievements to differ materially from any future results, performance or achievements expressed or implied by these statements. Relevant factors may include, but are not limited to, fluctuations in commodity prices, changes in exchange rates and general economic conditions, rising costs, political and social risks, changes in the regulatory framework in which the Company currently operates or may operate in the future, environmental conditions including extreme weather events, recruitment and retention of personnel, industrial relations issues and litigation.

Forward-looking statements are based on good-faith assumptions of Eti Bakır and its management regarding financial, market, regulatory and other relevant environments that are expected to affect the Company's business and operations in the future. However, the Company gives no assurance that the assumptions underlying these forward-looking statements will prove accurate, nor that the Company's business or operations will not be materially affected by these or other factors – whether anticipated or unanticipated – that are beyond the Company's control.

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Sustainability Report **2024**

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