

SUSTAINABILITY REPORT



2022

KSE

KSE Mining Construction Inc.

www.ksemadencilik.com.tr

ABOUT THE REPORT

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KSE Mining Construction Industry and Trade Inc. (KSE Mining) has been operating in the mining and construction sector since its establishment in 2018. In addition to open pit and underground mining, it carries out infrastructure works, earthworks of airports, dams, and constructions. In this report, which is the first sustainability report, KSE aims to share its economic, social, and environmental performance transparently with all its stakeholders.

Unless otherwise noted, the report covers KSE Mining Construction Industry and Trade Inc. ("KSE Mining"), KSE Agricultural Products Livestock Food Industry and Trade Inc. ("KSE Agriculture"), and KSE Machinery Manufacturing Industry and Trade Inc. ("KSE Machinery"). KSE Mining, KSE Agriculture, and KSE Machinery, which are within KSE, are managed by the same management from a single center.

After this first issue, KSE aims to continue sharing its sustainability report, with its stakeholders on a yearly basis.

This report is prepared in accordance with the GRI Standards 2021 and includes the sustainability strategy and objectives, economic and environmental KPI's, as well as social performance indicators of KSE. KSE underwrites and aims to contribute to the United Nations Sustainable Development Goals (SDGs).

The KSE Sustainability Report 2022 was prepared in Turkish and English, and includes information covering the period between 1 January 2022 and 31 December 2022.

You can direct any queries or feedback to eyes@ksemadencilik.com.tr.

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A MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

As KSE Mining, we have adopted a business approach that is compatible with occupational health and safety, environment, and quality standards since the year that we were founded. In line with the principles of teamwork, being result oriented, continuous improvement and responsible mining, we continue to ensure the successful execution of projects that we have been contracted for in the mining industry since 2018. As KSE Agriculture, we continue our activities in the agricultural sector. In addition, we are planning to take part in the machinery sector with KSE Machinery, which was established in 2022.

We carry out our activities in consideration of the needs of future generations for a sustainable world. We are aware of the importance of acting with a sustainable management approach in response to the current global conditions where many negative effects of industrialization, such as climate change, drought, flood, forest fire, melting of glaciers, and increase in sea and ocean levels are being experienced. As KSE, we are aware of our responsibility towards the environment, our employees, and our communities. We keep it among our

priorities to manage the negative effects arising from our activities in the best way possible.

We continue our activities by incorporating sustainability not only in the environmental sense, but also in the social and economic sense into our governance approach. As KSE, we not only consider sustainability in many aspects such as reducing our environmental impact, the pursuit of sustainable economic growth and stimulating equal opportunities; we take actual steps in this direction. We aim to integrate sustainability into all our activities for the benefit of our employees, our environment, the communities that we live in and the world at large.

As KSE, we are pleased to share with you where we stand in the field of sustainability, with this sustainability report that we are publishing for the first time this year. I would like to thank all our stakeholders who accompany us on our sustainability journey that we started for a better world.

ÖMER MAZAK

KSE Mining General Manager

ABOUT KSE

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KSE Mining Construction Industry and Trade Inc. (KSE Mining), established in 2018, provides a comprehensive service to its customers with its expert team and modern machinery and equipment park in the mining and construction sectors and in large-scale construction projects, especially in open pit and underground mining, infrastructure, airport and dam construction.

KSE Mining carries out activities in mining projects supported by financial institutions such as EBRD (European Bank for Reconstruction and Development) and IFC (International Finance Corporation). KSE's area of operations also includes Azerbaijan.

KSE Mining makes a difference especially in gold mining by developing innovative solutions to the

problems it encounters in the sector through its expert team and by combining the experience it has gained through its business partnerships and its established modern machinery and equipment park. KSE Mining consciously carries out the extraction of materials of economic value in the underground mining sector by giving priority to occupational health and safety with the principle of "safety first" and through strict adherence to the framework of internal, and external regulations set by the relevant authorities.

KSE Mining is an innovative company in the mining sector that has adopted occupational health and safety as a priority and complies with the highest environmental and quality standards.



KSE Mining carries out its activities within the framework of 4 basic principles. These principles are teamwork, being result oriented, continuous improvement and responsible mining.

As KSE Mining, through the principle of teamwork, the aim is to enrich the corporate culture, increase unity and grow around a common vision and mission; with the principle of being result oriented, the aim is to be efficient and productive and to deal with problems with a calm, objective, and constructive attitude. By the principle of continuous improvement, the aim is to transform and develop the mining sector along with the changing world around us by embracing this change. Responsible mining is basically to be able to ensure working in compliance with occupational health and safety, environmental and quality standards, consideration of all stakeholders through the principle of human first, the world we live in first.

KSE Agriculture, established within KSE in 2021, carries out agricultural activities on lands registered under KSE Mining, specifically 300 acres in Eskişehir and 300 acres in Konya. In October 2022, wheat was planted on 90 acres of land in Konya and 240 acres in Eskişehir, which is planned to be harvested in the summer of 2023. KSE Agriculture, as a new company in the sector, continues its reach and development ("R&D") activities related to agricultural products to be planted and further actions to be taken in the future.

KSE Machinery was established in 2022. A factory is being built in Temelli, Ankara for production purposes. Although further market research is ongoing, currently copper wire production is planned to be the main activity this factory, which is now being established.



KSE Mining performs its activities in cooperation with the companies it has partnered with since the development stages of the projects. It carries out the design, implementation and administration of all works such as ore production, mine waste casting, ore stocking and crushing-screening, as well as earthworks, all related to mining projects.

During 2022, KSE Mining executed its activities in 4 different locations. Under the business partnership established with TUMAD Mining Industry and Trade Inc. ("TUMAD"), it has been carrying out underground mining and open pit mining activities at the Lapseki facility in Çanakkale since 2019. Furthermore, in 2019, open pit goldmining pro-

duction activities have been started at the İvrindi facility in Balıkesir, as well as at the Lapseki facility, also as part of business partnership with TUMAD.

In cooperation with OYAK in 2021, open pit mining activities have been started at the Çerkeşli facility in Kocaeli. For this client, KSE carries out stone crushing, screening, and transportation activities.

In addition, KSE Mining carries out pickling works, which is one of the activities in the open pit mining at the Gence facility in Azerbaijan. These activities take place as part of the business partnership established with Azerbaijan Geologiyasi MMC in 2021.

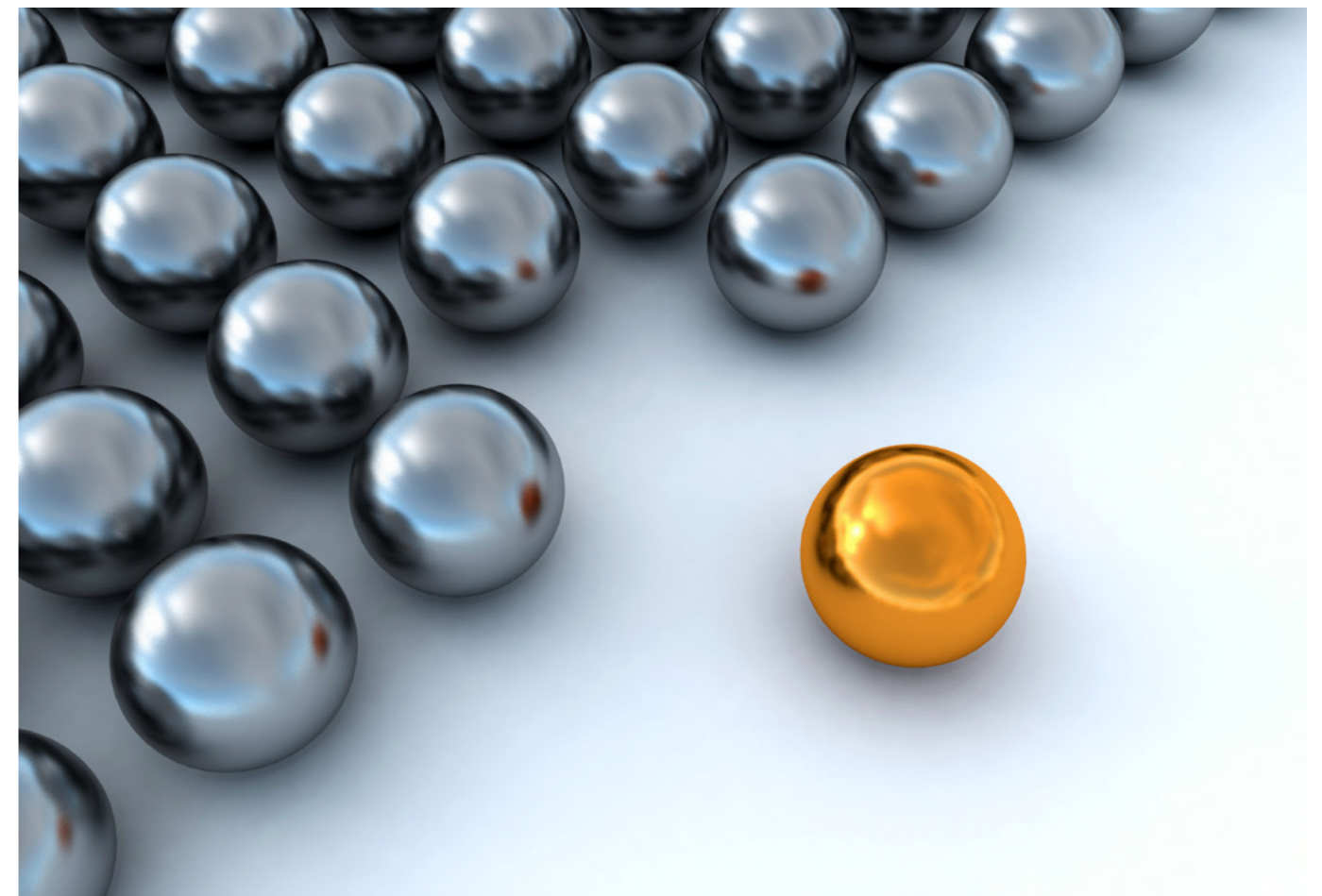


SUPPLY CHAIN

To be able to continue our activities on the projects without any interruption is of significant importance to KSE. The machinery and equipment required for mining and construction projects are carefully determined and planned. The machinery and equipment required for operations are supplied from the warehouse by contacting the warehouse manager at the construction sites. If the required machinery and equipment are not available in the warehouse, a request is made by contacting the procurement department. The procurement department collects offers from suppliers for the relevant product and approves the most appropriate offer for the activity. In the supply chain process for machinery and equipment, factors such as quality, price and delivery time are considered. The procurement department monitors the shipment of the relevant product to the main warehouse. The relevant product is then transferred from the main warehouse to the location where it is needed.

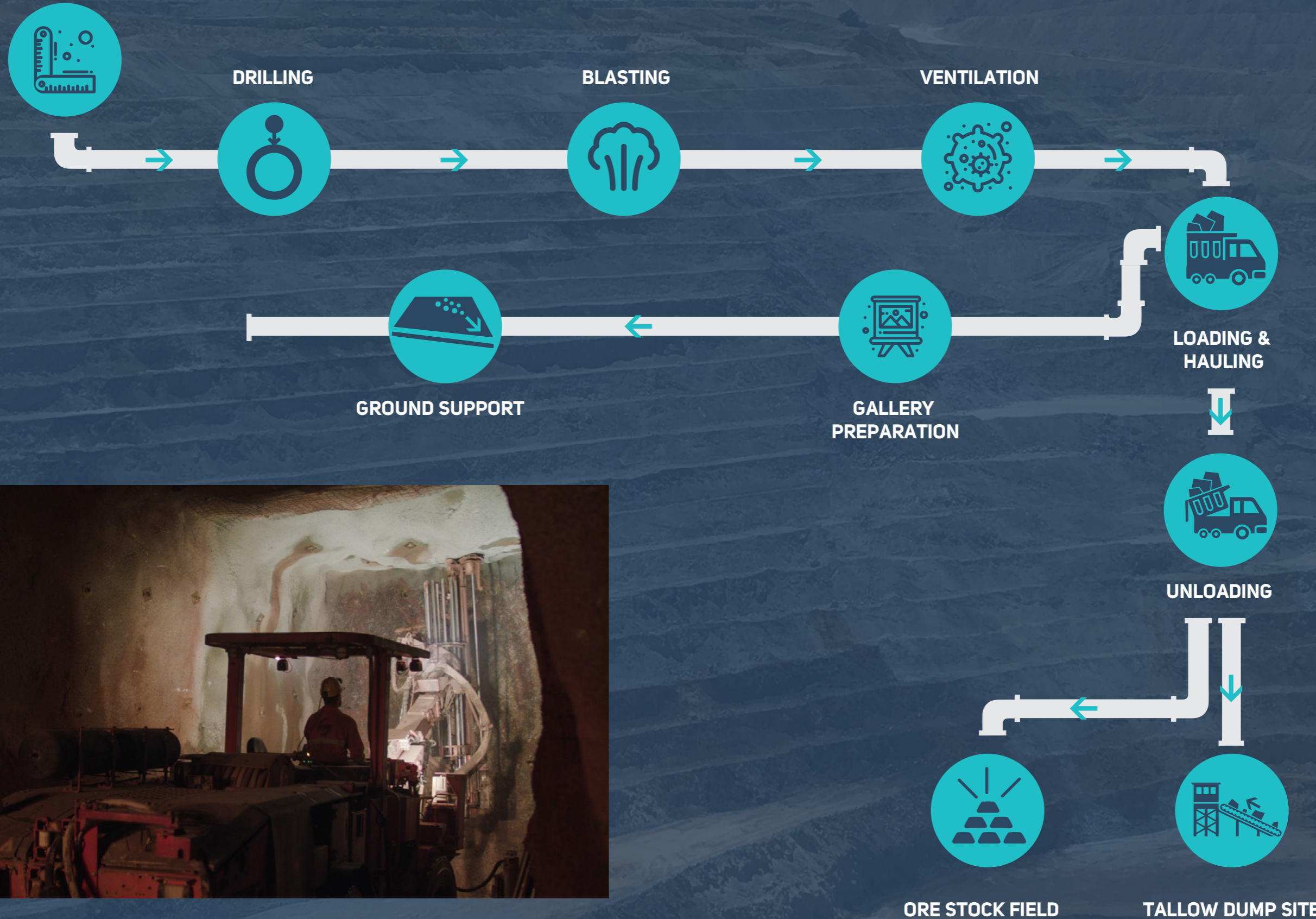
KSE Mining requests from the suppliers to follow the policies and procedures of KSE Mining in which environmental and social requirements are determined as well as all relevant legislative requirements and any project specific contractual conditions that must be satisfied.

KSE is aware of the importance of the selection of proper suppliers to ensure customer satisfaction in the field of sustainability. Suppliers are selected based on sustainable social, ethical, and environmental performance values, as well as appropriate quality, cost, technology, and follow-up services. KSE in its term pays attention to fulfil its obligations to suppliers in a timely manner. A transparent and fair management approach in compliance with code of conducts is adopted towards suppliers.



KSE UNDERGROUND MINING PROCESS

MEASURING AND DRAWING



KSE OPEN PIT MINING PROCESS



GOVERNANCE AT KSE

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The KSE approach to governance is based on the principles of teamwork, being result orientated, continuous improvement and responsible mining. KSE carries out its activities with a responsible mining approach that values its employees, is open to continuous development and improvement, and is based on national and international standards and best practices. These principles also guide the sustainability approach of KSE.

Corporate Governance

KSE's Board of Directors consists of 2 members, the Chairman of the Board, and the Deputy Chairman of the Board. The election of the company president is decided among the members of the Board. KSE's Board of Directors is the highest decision-making body of KSE.

KSE Mining Senior Management consists of the General Manager, Operations Manager, Occupational Health and Safety, Environment and Quality Manager, Financial and Administrative Affairs Manager, Human Resources and Training Manager and the Legal Counsel.

All company policies, statements, and commitments are published with the approval of the General Manager, including the organization's sustainable development goals, statements, strategies, and policies. The General Manager leads all these processes.

To determine and manage the effects of the organization on the economy, environment and people, the organization's due diligence and other processes are evaluated at the Management Review Meeting together with the results obtained through face to face meetings and email correspondence with customers, in accordance with the "Satisfaction and Complaint Management Procedure".

All processes, including the establishing of goals and making of decisions in the field of sustain-

ability, are discussed annually at the Management Review Meeting. In addition, a meeting may be requested by the General Manager, if deemed necessary.

In addition, managers are evaluated once a year by the Board of Directors. Senior Management analyses the results of these evaluations and decides on implementation of measures to solve identified problems, if any. If deemed necessary, the evaluations can be reassessed by the Board of Directors.



The Internal Audit Committee and an Early Detection of Risk Committee are established within the KSE Mining Board of Directors.

Internal Audit Committee

The KSE Internal Audit Committee is established by KSE Board of Directors and reports to KSE Board of Directors. The composition of the committee, and the members' terms of office are decided by the Board of Directors. The Board of Directors may appoint members of the Board of Directors, or any person connected to the company with a service contract as auditors. The provisions of the internal directive regarding the meeting and decision quorum of the board of directors shall be applied in matters regarding the meeting and decision-making of the Committee. The committee is obliged to report to the Board of Directors at least once every 2 months.

The duties of the KSE Internal Audit Committee include amongst other responsibilities: to over-

see the operation and effectiveness of the internal control system established to protect the company's assets, to conduct its activities effectively and efficiently in accordance with the law and other relevant legislation, internal policies and rules, to ensure the reliability, integrity, and timely availability of information of the accounting and financial reporting system, to examine the internal audit plans, monitoring the measures taken by the senior management and relevant department regarding the issues identified in the internal audit reports; and to evaluate whether the necessary methods, tools and implementation procedures are available to identify, measure, monitor and control the risks borne by the company.

Early Detection of Risk Committee

Risk Management offers the opportunity to effectively handle risks by proactively identifying potential threats that could jeopardize the existence, growth, and sustainability of KSE. It enables the implementation of necessary measures to address identified risks and facilitates efforts to manage those risks. Risk management encompasses not only risk mitigation but also the identification of opportunities that can enhance the profitability and efficiency of KSE's operations. Ensuring that appropriate actions are taken to capitalize on identified opportunities is an integral aspect of risk management. The responsibilities of the Early Detection of Risk Committee are fulfilled by the Internal Audit Committee.

The KSE Early Detection of Risk Committee is entrusted with several responsibilities related to risk management strategies. These include formulating risk management policies and implementation procedures, ensuring their proper implementation and adherence, actively participating in the design, selection, implementation, and pre-approval of risk measurement models (which are essential tools in risk management processes), regularly reviewing these models, making necessary changes through

scenario analysis, requesting information, opinions, and reports from relevant units as deemed necessary to effectively fulfill the risk monitoring function.

The Internal Audit Committee assesses the situation and provides reports to the board of directors every two months, highlighting any identified risks and offering potential solutions. When evaluating the adequacy of KSE's risk detection activities, it may engage an expert. In such cases, the auditor evaluates whether the expert's work aligns with the audit's objectives.



WORK ETHICS

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Code of Conducts

The principles of honesty, integrity, transparency, reliability, objectivity, and professionalism form the foundation of KSE's work ethics. To guide KSE in its activities and interactions with stakeholders, the "KSE Code of Conducts" have been established, with the aim of fostering a corporate culture where these ethical principles are embraced by all.

All employees, suppliers, subcontractors, business partners, consultants, and stakeholder groups are expected to adhere to the "KSE Code of Conducts." These rules provide guidance on addressing ethi-

cal issues that may arise in all aspects of KSE's operations.

The "KSE Code of Conducts" cover various topics, including business conduct, responsible quality management, employee, and human rights, and resolving non-compliance with code of conducts. They provide guidance on matters such as conflicts of interest, anti-corruption and bribery, gifts and invitations, fair competition, information security, engagement with non-governmental organizations and political activities, substance use guidelines,

occupational health and safety, quality assurance, environmentally and socially responsible practices, and sustainability issues. These topics fall within the scope of KSE's commitment to work ethics.

Under the section of employee and human rights, the code of conducts establish a framework for fair employment practices, working conditions, interactions with society, and relationships with external stakeholders.

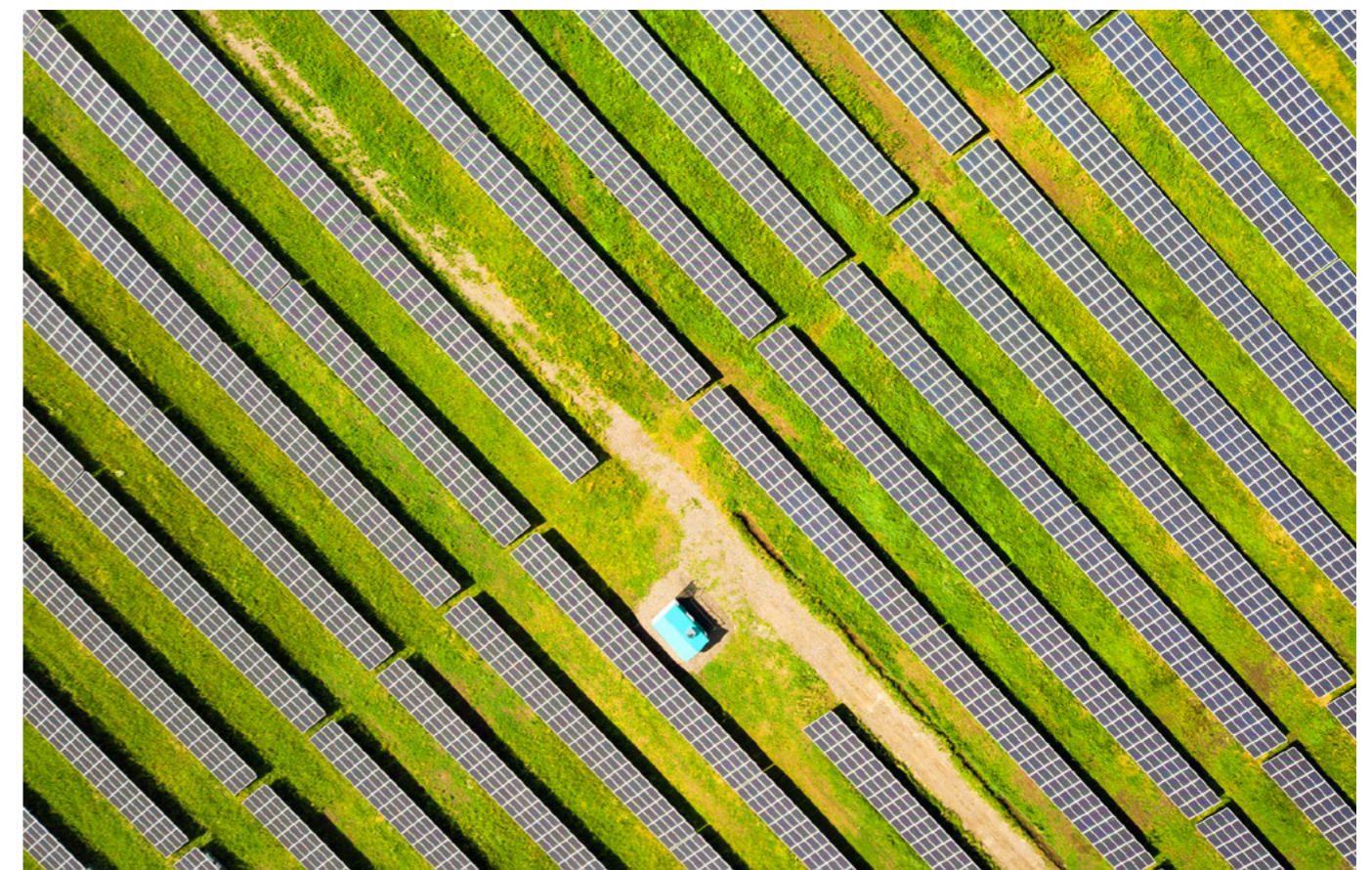
To investigate, evaluate, and resolve complaints and reports of non-compliance with the "KSE Code of Conducts," the KSE Ethics Committee has been established. The committee comprises four members, including a chairman, two members, and an employee representative. The General Manager assumes the role of the committee's chairman. Complaints and reports related to code of conducts can be submitted through the designated email address. Investigations are conducted with confidentiality and are concluded promptly. The committee's decisions are implemented independently of managerial hierarchy within the organization. If necessary, expert opinions can be sought while maintaining confidentiality. The KSE Ethics

Committee is responsible for the implementation, monitoring, and, if needed, making amendments to the articles of the code of conducts.

Critical Concerns

Critical concerns are addressed at weekly coordination meetings. Minutes of meetings are kept on relevant concerns and progress is monitored during the next meetings. Critical concerns are assessed within the scope of the "Satisfaction and Complaint Procedure".

Receiving advice and raising concerns about responsible business behaviour is carried out within the scope of the "Satisfaction and Complaints Procedure". Employees use software ethical in case of notifications related to occupational health and safety issues. Non-conformities can be reported via software. This application is implemented within the scope of the "Nonconformity and Corrective Action Procedure".



WAGE POLICY

GRI 2-5 GRI 2-6 GRI 2-7 GRI 2-8 GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-15 GRI 2-16 GRI 2-17 GRI 2-18 **GRI 2-19** **GRI 2-20** GRI 2-21 GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-26



KSE Mining has formulated a wage policy based on several factors, including employees' duties, responsibilities, authorizations, experience, educa-

tion levels, and performance, as well as the wages offered by other companies in the same sector.

Every January, a job performance analysis is conducted. This analysis involves assessing the duties, responsibilities, and position of each employee within the organization, and necessary updates are made accordingly. The organizational charts are revised using the output from the job performance analysis reports. A fair wage management policy is implemented, referencing these organizational charts.

Remuneration is administered in accordance with the "Wage Management Procedure." The KSE Board of Directors determines the remuneration, taking into account company policies and legal

obligations. The annual wage increase, calculated in January, is based on the wage increase percentage established by the KSE Board of Directors, considering the employees' performance evaluation results. In case of promotions, the new wage is determined through the Wage Management System, and it becomes effective following the approval of the General Manager and the Board of Directors.

For personnel covered by a Collective Bargaining Agreement, wage arrangements are made in accordance with the provisions specified in the relevant article of the agreement.



SUSTAINABILITY AT KSE

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KSE considers economic, environmental, and social issues in its activities. Simultaneously, the company carries out its operations in alignment with the established policies.

KSE's primary goal is to safeguard the health and safety of its employees, subcontractors, and the general public. This is accomplished by adhering to the principle that "No job is more urgent than the time required to do the job safely." The company's occupational health and safety policy revolves around three key elements: 1) enhancing emp-

loyee awareness through occupational health and safety training, 2) identifying risks and hazards to prevent accidents, and 3) implementing measures to eliminate these hazards.

Moreover, KSE places great importance on compliance with relevant legislation and international standards. The company conducts risk assessments for each work area within its operations to minimize existing risks. Additionally, KSE carefully selects suitable equipment and strives for continuous improvement through periodic inspections



and controls. These activities form the foundation of KSE's health and safety approach.

KSE adheres to all standards related to national and international environmental and social issues. At every stage of its operations, the company takes necessary measures to eliminate or minimize environmental impacts. The reduction of environmental pollution resulting from its activities, the minimization of human-related risk factors, and continual improvement are central to KSE's environmental policy. The company values the opinions and thoughts of its employees and stakeholders and fosters open and effective communication. Furthermore, KSE prioritizes local employment and the utilization of local suppliers

to enhance the socio-economic conditions of the local community. KSE ensures that its employees, suppliers, and subcontractor companies are well-informed about the company's activities.

KSE highly regards its personnel and endeavors to foster a work environment centered around the well-being of its employees. The company firmly opposes any form of discrimination based on language, religion, race, orientation, age, gender, or ethnic origin. It respects and embraces cultural diversity. Furthermore, KSE vehemently opposes child labor and forced labor. The company adheres to a human resources policy that prioritizes employee satisfaction.









SUSTAINABLE DEVELOPMENT GOALS


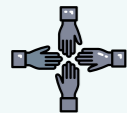

GRI 2-4 GRI 2-5 GRI 2-6 GRI 2-7 GRI 2-8 GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-15 GRI 2-16 GRI 2-17 GRI 2-18 GRI 2-19 GRI 2-20 GRI 2-21 **GRI 2-22** GRI 2-23 GRI 2-24 GRI 2-25




The Sustainable Development Goals (SDGs) are a global call to action that includes 17 goals targeted to be achieved by the end of 2030 by 193 member states of the United Nations. With the Sustainable Development Goals, which came into force in January 2016, it is aimed to solve globally important problems such as ending hunger and poverty, maintaining a healthy and quality life, reaching quality education, combating climate change, ending gender inequality, and reducing environmental impact.

Out of the 17 Sustainable Development Goals, KSE aims to contribute in particular to: "Good Health and Well-Being", "Quality Education", "Gender Equality", "Clean Water and Sanitation", "Affordable and Clean Energy", "Decent Work and Economic Growth", "Industry, Innovation and Infrastructure", "Reduced Inequalities", "Responsible Consumption and Production", "Climate Action", "Peace, Justice and Strong Institutions" and "Partnerships for the Goals".

Sustainable Development Goals	Targets	Explanation
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality, and affordable essential medicines and vaccines for all</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>We facilitate employees' access to health services. With our occupational health and safety management system, we strive to provide the most appropriate health conditions for employees.</p>
 <p>4 QUALITY EDUCATION</p>	<p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	<p>We support employee learning and skill development. We aim to increase the number of training hours of our employees.</p>

 <p>5 GENDER EQUALITY</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>We support the active participation of women in business and professional life and stand against all forms of discrimination based on gender. We are trying to ensure that women gain professional competence in the sector. We support equal pay for women and men.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>	<p>We pursue a water management policy aimed at reducing the environmental impacts of our activities, increasing the recycling and reuse of water as well as water efficiency.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency.</p>	<p>We strive to reduce greenhouse gas emissions and increase energy efficiency.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p>We always strive to provide our employees with a decent and safe working environment. We support equal pay for all women and men. Moreover, we expect the companies we work with to show the same approach as well as support to the principle of not employing child and forced labour.</p>

 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.</p> <p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.</p>	<p>We adopt an innovative management approach to come to a sustainable industry. We support open-source-based innovation.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>We follow a policy that opposes all kinds of discrimination based on: language, religion, race, orientation, age, gender, or ethnic origin, and advocate diversity and equal opportunities. We try to engage employees in our business and provide them with a fair income in line with our wage policy.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.</p>	<p>We support sustainable production. We try to minimize the effects of waste generated by our activities on human health and the environment, and to use natural resources efficiently. We also aim for our employees to gain knowledge and awareness about sustainable development.</p>

 <p>13 CLIMATE ACTION</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>We strive to minimize the environmental impact of our activities. We follow an energy policy aimed at reducing emissions by preventing spillage and increasing energy efficiency.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.5 Substantially reduce corruption and bribery in all their forms</p>	<p>We are against all kinds of bribery and corruption and adopt a work ethics approach based on compliance with the Law, applicable regulations, and internationally recognized principles. We do not maintain business relationships with third parties (including subcontractors clients and business partners) that request or offer bribes or any other form of corruption.</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.</p>	<p>We perform our work in line with the principles of the United Nations Global Partnership.</p>

KSE SUSTAINABILITY PRIORITIES

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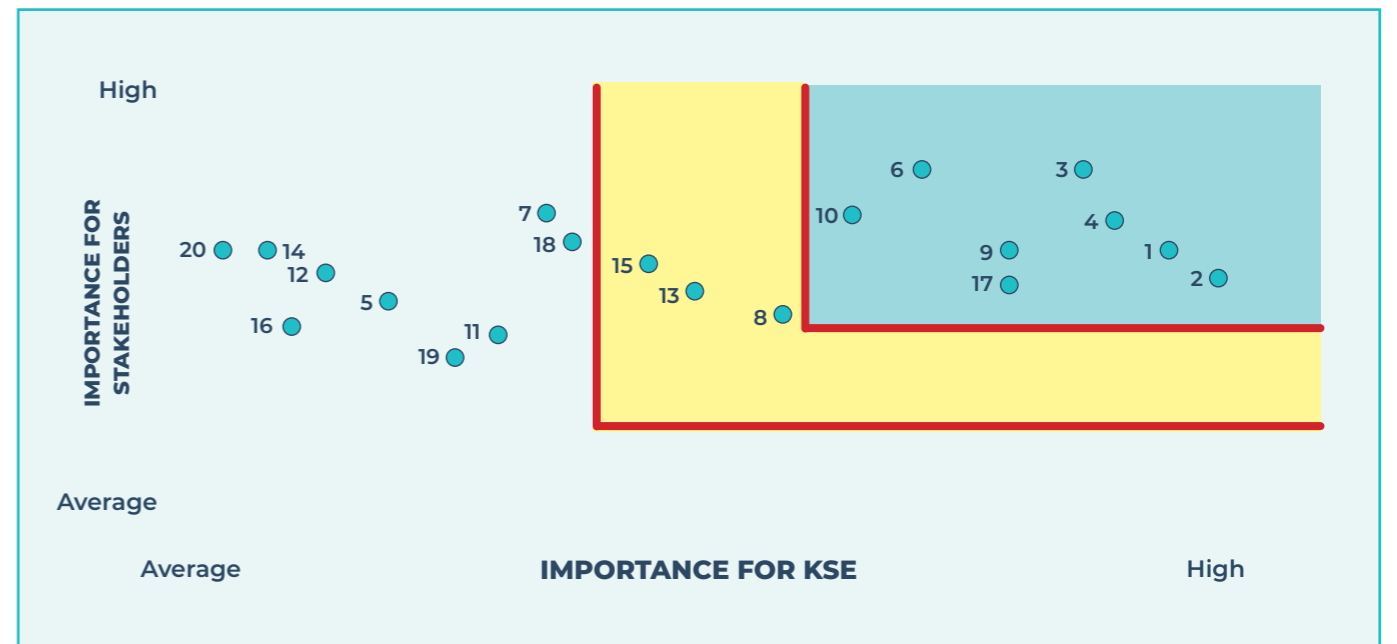
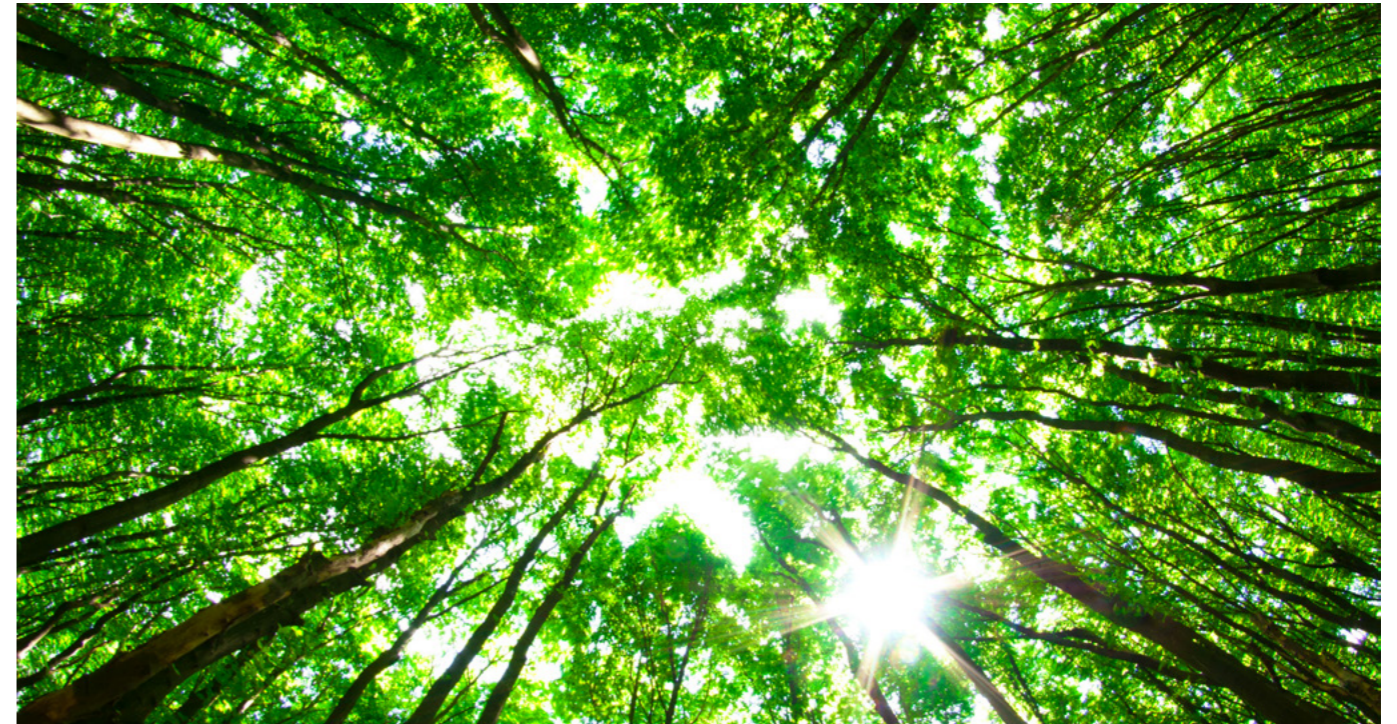
KSE has determined its sustainability priorities, approach, policies, and strategies in line with the developments in the sector and the opinions of its stakeholders. Initially, the United Nations Sustainability Development Goals and different other sources, including the economic, environmental, and social issues listed within the scope of the Global Reporting Initiative Standards, were examined and 20 topics were selected.

The “KSE Sustainability Priorities Determination Questionnaire” was created to collect the opinions of our stakeholders about their sustainability priorities. The questionnaire was shared with internal and external stakeholders via e-mail. The respondents were requested to rate the 20 topics

specified in the questionnaire, whilst taking into consideration the activities of KSE.

In addition to the results of the stakeholder responses, further prioritization was given to the specified topics by KSE. In this prioritization, KSE considered the impact of its activities on economy, environment, and people. Both impacts that have already materialized as well as impacts that could potentially occur in the future have been considered.

The questionnaire results and the valuation of sustainability topics by KSE are given in the materiality matrix. While creating the materiality matrix, the importance of the topics for both stakeholders and KSE was considered.



- 1. Climate Change
- 2. Reducing Carbon Emission
- 3. Water Management
- 4. Waste Management
- 5. Biodiversity
- 6. Occupational Health and Safety
- 7. Work Ethics
- 8. Customer Satisfaction
- 9. Energy Efficiency
- 10. Employee Development and Satisfaction
- 11. Supply Chain Management
- 12. Preparedness for Disasters and Emergencies
- 13. Gender and Equal Opportunity
- 14. R&D, Innovation and Digitalization
- 15. Education and Training
- 16. Circular Economy
- 17. Energy Management
- 18. Risk Management
- 19. Contribution to Local Economy
- 20. Corporate Governance

Reducing Carbon Emission, Climate Change, Waste Management, Water Management, Energy Management and Efficiency, Occupational Health and Safety, Employee Development and Satisfaction were determined as high priority issues, while Customer Satisfaction, Gender and Equal Opportunity, Education and Training were determined as priority issues.


KSE SUSTAINABILITY STRATEGY

GRI 2-4 GRI 2-5 GRI 2-6 GRI 2-7 GRI 2-8 GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-15 GRI 2-16 GRI 2-17 GRI 2-18 GRI 2-19 GRI 2-20 GRI 2-21 GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25



Corporate sustainability is a business management approach that nowadays is becoming increasingly important. This approach aims to ensure that the activities of an organization are economically, socially, and environmentally sustainable. Corporate sustainability enables organizations to operate in a way that responds not only to their own profit-oriented goals, but also to the needs of society and the environment.

KSE underwrites the corporate sustainability approach and aims to create value not only for KSE, but also for society and the environment. Our goals in this direction are given below.

Sustainable Development Goals	Sustainability Goals
	Maintain the activities within the framework of sustainability principles
	Maintain economic growth
	Ensure the efficient use of natural resources
	Minimize the negative effects of waste on the environment
	Adhere to the provisions of environmental laws and regulations, comply with the changes made in the legislation
	Develop and continuously improve our environmental goals and objectives
	Raise awareness of employees and suppliers to comply with the KSE Environmental Policy, audit them regularly and, provide the necessary training for this
	Implement and maintain the environmental management system that identifies, evaluates, and effectively controls environmental factors and risks
	Carry out studies how to reinstate exploited lands back into valuable nature during and after mining activities
	Ensure the saving of energy, water, and other natural resources by encouraging increases in efficiency and the use of new technologies
	Ensure that the materials used in our supply chain and the services we receive comply with the KSE Environmental Policy
	Fulfill our obligation to communicate our environmental performance to the public in a transparent manner
	Generate electricity from renewable energy using solar panels
	Increase resilience and adaptation to climate-related hazards and natural disasters
	Replace trucks and construction machinery with electric alternatives
	Continue to maintain occupational health and safety within the framework of international standards
	Prevent the effects of hazardous waste on employee health
	Ensure that all employees have access to appropriate technical and professional education

EMPLOYEES AT KSE

GRI 3-3 GRI 401-1 GRI 401-2 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 GRI 404-1 GRI 404-3 GRI 405-1



KSE has implemented a human resources policy focused on ensuring employee satisfaction, rejecting all types of discrimination, and honouring cultural diversity. The company recognizes its employees as the most crucial asset contributing to sustainability. At KSE, human values hold the highest priority within the hierarchy of values. All policies have been crafted to foster a working environment that is employee-oriented, fair, and committed to continuous improvement.

OPPORTUNITY AND GENDER EQUALITY

KSE adheres to a policy that staunchly opposes all forms of discrimination, including language, religion, race, sect, age, gender, and ethnicity. The company actively promotes diversity and equality of opportunity. In today's mining sector, there is a predominant presence of male employees. It is a priority for KSE to raise awareness about the potential for women to work in traditionally

male-dominated sectors like mining and to address gender inequality.

At the beginning of 2022, the total number of female employees across all KSE facilities, including the head office, was 29. However, by the end of 2022, this number increased to 33. In contrast, there were 899 male employees at the beginning of 2022, and by the end of the year, the number decreased to 854. Female employees currently constitute 3.4% of the overall workforce at KSE, while male employees make up 96.6%.

KSE actively supports the employment of women in male-dominated sectors as part of its commitment to promoting gender equality and equal opportunities.

EMPLOYEE SATISFACTION

KSE places significant importance on employee satisfaction and, as a result, provides various fringe

benefits to its employees. These fringe benefits include private health insurance, supplementary health insurance, fuel allowance, education aid, family allowance, and religious holiday benefits.

Through these fringe benefits, KSE aims to enhance employee satisfaction, which is one of its key priorities in ensuring long-term sustainability.

EMPLOYEE DEVELOPMENT AND TRAINING

By our commitment to the principle of continuous improvement, KSE strives to adapt, transform, and evolve in order to remain relevant in the continuously changing world, now and in the future. A key priority for KSE is to establish a significant presence in the sector by keeping pace with change. Therefore, continuous improvement forms the foundation for us staying relevant and up-to-date.



Sustainable development is achievable when employees continuously enhance their skills. KSE recognizes that employees become active contributors to development when they are provided with a safe and comfortable working environment. The company acknowledges its responsibility to furnish such an environment to ensure employee satisfaction. Furthermore, KSE actively encourages its employees to pursue various training opportunities for personal development and adaptation to new conditions.

In the year 2022, a total of 130 hours of training were provided to female employees, while male employees received a total of 2470 training hours. On average, female employees received 4.48 hours of training per employee, whereas male employees received 2.75 hours of training per employee.

PERFORMANCE EVALUATION

Performance evaluation is implemented to assess and consistently review the performance of employees in the workplace.

In the year 2022, a total of 125 individuals participated in the performance evaluation process. Out of the 125 participants, 17 were female employees, while 108 were male employees. This means that 0.59% of all female employees took part in the performance evaluation, while the figure for male employees was 0.12%.

As part of our continuous improvement, the goal is to increase these participation rates in the near future.



CUSTOMER SATISFACTION

GRI 3-3 GRI 401-1 GRI 401-2 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 GRI 404-1 GRI 404-3 GRI 405-1

Customer satisfaction serves as a crucial indicator that reflects the level of contentment customers have with an organization's products or services. This criterion enables an understanding of customers' experiences, expectations, needs, and demands. Ensuring customer satisfaction ranks among the top priorities for KSE.

KSE recognizes that customer satisfaction plays a significant role in the success of the organization. To address this, the company has developed the "Satisfaction and Complaint Management Procedure". The purpose of this procedure is to effectively monitor customer satisfaction and evaluate customer complaints. By doing so, KSE aims to meet customer demands and expectations regarding products and services while continuously improving the quality of its services.

An annual Customer Satisfaction Survey is conducted to gather feedback from customers. The

survey can be delivered to customers via email, fax, or during a customer visit. The surveys are then evaluated by the OHS-E and Quality Department, and the results are presented during the Management Review Meeting. If necessary, corrective actions are initiated based on the opinions and suggestions provided in the survey.

Furthermore, customers have the opportunity to communicate any complaints, requests, or suggestions regarding KSE's activities, either verbally or in writing. A "Request/Suggestion/Complaint Form" is completed by the respective person, which is then forwarded to the Energy Management System Responsible and the relevant department responsible manager. The complaints and requests are thoroughly evaluated, and the evaluation results are discussed during the Management Review Meeting. These results serve as data for analysis in measuring and continuously improving the system's performance.



OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3 GRI 401-1 GRI 401-2 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 GRI 404-1 GRI 401-3 GRI 405-1



Occupational Health and Safety (OHS) is one of the top priorities for KSE. In order to establish an effective occupational health and safety management system, KSE has defined safe work systems and processes that integrate relevant procedures, instructions, and documents.



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

The occupational health and safety management system is implemented by considering the OHS policies, audits, and other relevant requirements of KSE stakeholders, as well as the applicable legal requirements. The occupational health and safety management system of KSE is designed to encompass compliance with ISO 45001, ISO 14001, and ISO 9001 standards, in addition to meeting legal obligations. It covers all work areas, job profiles, and activities across all KSE premises and facilities.

In cases where it is necessary or when there is a change in the law, the system undergoes a comprehensive review, and all components are revised as required. After the revision, the updated system is implemented. As a result, all documents within the system are considered active documents and play a significant role in providing continuous improvement to the company.



GRI 3-3 GRI 401-1 **GRI 401-2** GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 **GRI 403-7** GRI 403-8 GRI 403-9 GRI 403-10 GRI 404-1 GRI 401-3 GRI 405-1

SOFTWARE SUPPORT SYSTEM

The occupational health and safety management system utilizes software support to ensure its effective implementation and monitoring. The system defines the roles and responsibilities of site operation managers, corporate managers, and executives. Through the software, the assessment and monitoring of all identified hazards and risks within the system are electronically tracked. The software provides a user-friendly interface that allows the transmission of hazards and risks related to activities, areas, or personnel to the respective department.

Nonconformities are reported to the relevant department manager, known as the nonconformity officer. Planned actions are then delegated to a sub-manager, referred to as the action officer. Once the necessary actions are completed within the specified timeframe, the action officer notifies the system accordingly. The notification is subsequently approved by the responsible department manager. In case an action is not approved or is delayed due to insufficient measures or lack of response, the system automatically reschedules the action.

For non-routine activities not covered in the risk assessments prepared for the departments, Job Safety Analysis (JSA) is conducted. The first or higher-level manager determines all the steps of the activity before its commencement. The responsible manager identifies the hazards and risks associated with each step, determines measures to reduce them to acceptable levels, and addresses any other relevant requirements. During this analysis, the manager also verifies if the activity falls within the scope of applicable work authorizations or permits. If necessary, individuals responsible for the work are authorized to proceed after conducting a JSA and being informed about the required permits. This process ensures that hazards and risks are identified prior to carrying out non-routine activities. The precautionary measures corresponding to the identified risks are communicated to all employees involved in these activities and documented.

The quality of the processes conducted under the occupational health and safety management system is assessed through monitoring, supervision, and inspections. If any malfunctions are identified in these processes, the necessary measures are reported to the operation managers and other senior managers. During performance evaluations, the proper implementation of these processes is also audited. Furthermore, evaluations, significant malfunctions, and their causes are defined and communicated in a manner that ensures the entire organization is informed.



HAZARD AND SUGGESTION CARD

Employees use a hazard identification and suggestion card to report work-related hazards. The process of notification, reporting, and the subsequent contribution to the management system, including all legal justifications, is communicated to the employees through training sessions. The completed cards are collected at designated collection points, and relevant notifications are recorded in the software support system. The meeting records, including hazard identification and suggestion notifications, are presented during weekly meetings, and published on a weekly basis. These notifications are also made publicly available. The following week, the department manager responsible for the notification provides an update on the planned actions during the weekly meeting, ensuring that all processes are documented. In addition to these notifications, employees have the option to report a dangerous situation or behavior to the KSE Occupational Health, Safety, and Environment Department or their department manager at any time. After evaluating the reported dangerous situation or behavior, a decision regarding work restrictions or suspension is made as an emergency measure. Employees are encouraged to make suggestions and will receive appreciative feedback for their notifications.

INCIDENT INVESTIGATION

Incidents within the KSE HSE Management System are classified into five different categories: level 1, level 2, level 3, level 4, and level 5. For level 1 incidents, the necessary notification is made through the software, and the personnel responsible for taking corrective action are determined. The Occupational Health and Safety Environment Chief reviews and evaluates the notification before approving or rejecting it.

If an incident is classified as level 2 or higher, it progresses through the software system and requires an Incident Investigation and Root Cause Analysis study. After the incident is reported, the Occupational Health and Safety Environment Chief determines its category and selects the person to initiate the establishment of the investigation team and lead and guide the team. The team

leader assigns the investigation team members through the software and initiates the study.

Before the team leader begins filling out the incident investigation form, they request and gather all the evidence related to the incident. The team then fills out the investigation form together, determining the critical factors associated with the incident. Indirect causes are analyzed for each identified critical factor using methods and techniques such as 5W1H and Comprehensive accident incident investigation.

Once the investigation is completed, actions to be taken based on the root causes are determined, and a responsible person is appointed for each action. The form is then submitted for the 1st Stage Evaluation, which is reviewed by the Occupational Health and Safety Environment Chief. Changes may be requested if necessary. After approval, the Occupational Health and Safety Environment Chief prepares the investigation report for the 2nd stage and distributes it to all management and users along with the alarm report. In the 3rd stage, the Occupational Health and Safety Environment Chief only delivers the incident alarm report to the department manager to inform those involved during shift trainings or other employee meetings.

The objective is to identify the accurate root causes by conducting inspections and comprehensive analyses for the experienced incident. Therefore, the nonconformities, along with the designated responsible parties, are allocated to the relevant individuals through the software. The process of nonconformity registration is then initiated anew. In doing so, systematic working platforms are established to prevent the recurrence of accidents.



GRI 3-3 GRI 401-1 GRI 401-2 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 GRI 404-1 GRI 404-3 GRI 405-1

OCCUPATIONAL HEALTH SERVICES

Occupational Health Services is managed within the scope of the “Workplace Health Unit General Operational Procedure”. Within the scope of this procedure, records regarding the health of the employees are kept by using the relevant forms. Employees contact the workplace health unit in case of non work-related health problems and the health service processes are monitored by the health unit. Occupational physicians and health personnel is available. The health unit uses integrated software within the package used for occupational safety. Employees who apply to the health due to injury unit are sent to the relevant health institutions by ambulance with the approval of the occupational physicians. Furthermore, to protect the health of the employees, drinking/utility water quality monitored through analysis in external laboratories.

EMPLOYEE ENGAGEMENT

Employees are informed about occupational health and safety to enable them employees to make suggestions regarding the development, implementation, and evaluation of the management system. The participation of all employees

is encouraged. It is furthermore ensured that employee representatives attend the monthly board meetings on the subject. Employee representatives are also required to attend weekly accident assessment meetings. In all meetings, decisions are taken unanimously or by majority, and the meetings proceed under the supervision of the responsible management.

TRAININGS

KSE aims to increase the awareness of its employees about safe working through occupational health and safety trainings.

- **Basic Occupational Health and Safety Training:** Basic occupational health and safety training is given to employees once a year by occupational safety engineers, medical personnel, and occupational physicians..
- **Employment Training:** With the employment trainings, it is aimed that new personnel will be informed about all the security systems, general rules, policies, procedures, instruction, approaches, and working methodologies used in the facility.



- **Return to Work Training:** An employee who has incurred an occupational accident or an occupational disease is provided additional training about the causes of the accident or occupational disease, ways of protection and safe working methods before returning to work.
- **Risk Assessment Team Training:** Training is provided for the members who will be in the risk assessment teams to carry out all the risk assessment studies related to the activities and work areas where the studies will be conducted, in order for them to gain knowledge and experience on issues such as hazards identification, definition of risks, risk analysis methods grading of risks, definitions of activities and areas in risk assessments, all in all to be able to conduct effective risk assessments.
- **OHS Board Training:** Through this training, the goal is to establish Occupational Health and Safety Boards in accordance with applicable law, establish meeting and working methods, define record keeping, implementation, auditing, improving the decisions taken, and

to provide information about the duties, authorities and obligations shared by the board members and employees.

- **Employee Representative Training:** Employee representative training is given to the participants to ensure that the “Employee Representative”, who is trained in accordance with the “Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees”, understands her/his duties and responsibilities.
- **Emergency Response Teams Training:** The target is to measure and improve the response time of the Emergency Response Teams in emergency situations, improve the understanding of safety, stimulate team formation, and improve the effectiveness of the emergency response process from the start to the end of deployment.
- **Open Pit General Safety Training:** This training is given to raise awareness of all personnel involved in open pit activities on topic of the



safe working methods and associated rules determined for these activities. The involved personnel, being the implementers of the transferred methods, acquire the necessary knowledge and understanding of the safety culture related to all works carried out within the scope of open pit activities.

- Training on Control of Dangerous Energies:** By this training, the aim is to ensure that the department manager, supervisor, engineer, foreman and other authorized personnel take an active role in energy isolation by using locking/labelling applications and that they acquire the necessary competence for safe operation of activities carried out under the “Work Authorization and Permits Procedure”. This applies in any required situation as defined in the procedure, but in any case during maintenance, repair, cleaning works etc. In short, for all situations where uncontrolled energy may be released on the production line or in any equipment.
- Work Authorization and Work Permits Training:** This training takes place before commencement of any activities defined in the “Work Authorization and Permits Procedure” for the facility. The aim is to ensure that the department manager and other supervisors, engineers, and foreman under her/him take an

active role in this process, take precautionary measures before activities, carry out controls and whilst having the necessary knowledge and awareness to pay attention to all processes throughout the work.

- Job Safety Analysis (JSA) Training:** The objective is to identify the work steps, hazards, and risks prior to the activities outlined in the “Work Authorization and Permits Procedure,” as well as before planning and commencing activities that fall outside the realm of routine work. Additionally, this training aims to develop the required competence to assess the need for work authorizations, permits, locking, and labeling. It also entails determining the work steps and conducting a risk assessment for each step.
- Workshop General Safety Training:** The aim is to provide general awareness to all employee groups working in and around the workshop areas regarding the rules that should be followed. The goal is to ensure that employees gain the necessary knowledge and awareness of these rules.
- Safety Training in Working at Height:** This training is given in order to ensure that employees who work at height gain the necessary competence on this subject.



- Safety Training in Lifting Works:** The aim is to ensure the competence of the employees who will perform lifting activities.
- Defensive Driving Trainings:** It is aimed that light vehicle drivers and operators of all classes have knowledge of safe driving techniques and defensive driving principles in off-road conditions and that they become effective practitioners of safe driving on site.
- Hazardous Substance Awareness Training:** It is aimed to increase the safety awareness of the personnel working in sub-activities such as the transportation, storage, distribution of hazardous materials used for various activities in the facilities.
- Leadership Training:** In general, this training is given to personnel working in the technical staff to transfer the basic knowledge necessary for them to work under an effective occupational health and safety management system, and to use this system with a holistic management approach.
- Forklift Safety Training**
- Safety Training in Maintenance Tools**

- Hand Tools Safety Training**
- Bending Lifting Transportation Safety Training**
- Safety Training in Electrical Works**
- Safety Training in Lifting Equipment for Maintenance**
- Safety in Working with Compressed Air**
- Hot Works and Explosion Protection Training**
- Safety Training in Tire Maintenance**
- Behaviour-Based Safety Training**
- Accident-Incident Research - Root Cause Analysis Techniques**
- Risk Assessment Methodologies**
- Hazard Identification and Awareness (Line of Fire)**
- Occupational Safety Software User Training**

All trainings are defined in the software based on training topics, modules, training rules, and training groups. Additionally, the subjects of these trainings, their duration, the specific employee profiles they are aimed at, the responsible department, and the designated times during the year are specified in the annual training plan.

WASTE MANAGEMENT

GRI 3-3 GRI 302-1 GRI 302-2 GRI 303-1 GRI 303-2 GRI 303-3 GRI 303-4 GRI 303-5 GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5 GRI 401-1 GRI 401-2 GRI 403-1



Wastes generated as a result of activities are managed in all KSE facilities, including the head office, in accordance with relevant regulations and the ISO 14001:2015 Environmental Management System.

Waste management follows the waste hierarchy, prioritizing the prevention of waste generation and, if not possible, its reduction. If waste cannot be prevented or reduced at the source, the next steps of the waste hierarchy, such as “reuse”, “recycling,” and “energy recovery”, are evaluated and implemented to minimize environmental impacts.

When waste generation cannot be prevented or reduced at the source, the wastes are properly disposed of after segregation, classification, and recording in designated waste areas. The waste amounts are documented, and the wastes are sent to licensed waste disposal companies as per the regulations.

Although the types and quantities of waste may vary across different facilities, the basic waste management principles remain the same everywhere.



At the Lapseki facility, the following types of wastes are present: domestic waste, paper-cardboard, plastic, glass packaging waste, hazardous waste (including contaminated packaging, oily water, hydraulic oil, grease oil, etc.) from maintenance and repair activities, cafeteria vegetable waste oil, metal scrap, contaminated soil, and medical waste.

The hazardous waste area at the Lapseki facility has a “Hazardous Waste Area Tracking Form,” where employees record all waste brought to the area. These waste records are then entered into the “Integrated Environmental Information System” and subsequently disposed of by licensed waste management companies.

Similar waste management practices are implemented at the Çerkeşli facility, where wastes from the cafeteria, workshop, garden, and administrative units are collected and temporarily stored based on their types (recyclable wastes, organic wastes, and other wastes). These wastes are then disposed of in compliance with relevant legislation.

Additionally, at the Çerkeşli facility, a compost area has been established specifically for organic wastes generated in the cafeteria and from animal-related activities on campus, with the intention of producing compost in this designated area.

WATER MANAGEMENT

GRI 3-3 GRI 302-1 GRI 302-2 GRI 303-1 GRI 303-2 GRI 303-3 GRI 303-4 GRI 303-5 GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5 GRI 401-1 GRI 401-2 GRI 403-1



The availability of clean water, which is essential for all living creatures on earth, is in decline due to the rapid increase in the world's population. Furthermore, it is well known that global warming also is causing a rapid decrease in clean water resources worldwide, primarily due to reduced rainfall and increased evaporation. These factors collectively indicate that water scarcity will inevitably become the most significant problem in the near future. Many countries today are at risk of water scarcity as they unconsciously deplete their resources without acknowledging that water is a finite resource. While Türkiye has not yet experienced severe water scarcity, there is a high likelihood of a water crisis in the country in the coming years due to population growth.

Water utilization plays a crucial role in sustainable development. Given the limited water resources, efficient usage of existing resources is only achievable through the implementation of effective wa-

ter management practices. KSE adopts a water management approach that aims to minimize water consumption and utilize water efficiently in its operations. KSE takes all necessary measures, in accordance with regulations, to protect water resources that may be impacted by its activities.

As the main contractor at TUMAD's Lapseki facility, KSE sources water from an underground spring for the campus area. The water undergoes treatment and is distributed through the network line to fulfil the camp's water requirements. Wastewater generated by employees is treated at a biological wastewater treatment plant and discharged into Çördek Creek, complying with regulations. Additionally, a portion of the groundwater is used for vehicle washing. The wastewater resulting from vehicle washing is treated at a wastewater treatment plant and discharged into Çördek Creek.



At the Lapseki facility portal area, some of the underground spring water is treated and supplied to the Portal network line to meet the personnel's water needs. Wastewater generated in this area is treated at a biological treatment plant, and the treated wastewater is discharged into Kestaneli Creek. Furthermore, some water is utilized for field irrigation and for subsurface mining activities without undergoing treatment.

Groundwater is used for field irrigation and production activities at the Lapseki concrete facility. Wastewater from mixer washing at the concrete facility is subjected to a sedimentation process in a 3-compartment pool before being reused again for mixer washing. Wastewater generated by personnel is collected in a septic tank and transported to the municipal wastewater treatment plant using a vacuum truck. During the reporting period, a total of 70,332 m³ of water was consumed at the Lapseki facility.

To minimize the impact of dust resulting from open pit field activities, irrigation is carried out on roads and in work areas where dust is prominent.

The water used for irrigation, through sprinklers, is sourced from a membrane pool that accumulates surface water in the field.

At the İvrindi facility, spring water from the Madrak Suluk Plateau location is pumped and transported to necessary areas using water trucks. The water is stored in a cube reservoir and used for vehicle and construction equipment washing. Within the campus, the water undergoes treatment before utilization. Water management practices are implemented in alignment with the Environmental Policy of TUMAD and KSE. Wastewater is discharged at designated points if its parameters comply with the discharge threshold limits specified by legislation.

As the main contractor at OYAK's Çerkeşli facility, KSE relies on groundwater. Water is used for vehicle and construction equipment washing, as well as for usage and process water in office areas. Wastewater generated from activities is directed to the treatment plant. Water management is conducted within the scope of OYAK and KSE Environmental Policy.



ENERGY MANAGEMENT AND CLIMATE CHANGE

GRI 3-3, GRI 302-1, GRI 302-2, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 401-1, GRI 401-2, GRI 403-1



With the advancement of the industrial sector, there has been an increased demand for energy, leading to the utilization of non-renewable natural resources. Consequently, rapid population growth and urbanization have occurred in the regions where industries are established, resulting in a significant ecological impact. One of the key issues stemming from these developments is the emission of greenhouse gases. The rise in greenhouse gas emissions contributes to an increase in average temperatures, which in turn leads to long-term climate change. This climate change further exacerbates incidents such as droughts, floods, hurricanes, forest fires, glacier melting, and subsequent sea and ocean level rise. In parallel, the ozone layer becomes thinner, and air pollution emerged as a global problem. When human-induced damage to the environment surpasses nature's ability to self-heal, the balance of the ecosystem is disrupted. Thus, it is crucial to take preventive and mitigating measures to preserve this balance.

Recognizing the significance of combating climate change for a sustainable world, KSE prioritizes the reduction of greenhouse gas emissions. KSE adheres to an energy management policy aimed at mitigating the adverse effects of its activities and improving energy efficiency.

As part of its energy management policy, KSE Mining intends to replace its current trucks and construction equipment with electric alternatives in the coming years. By making this transition,

the goal is to reduce greenhouse gas emissions by minimizing fossil fuel consumption.

Furthermore, there are plans to install solar panels on the roof of the factory to be established within KSE Machinery. Effective and efficient utilization of energy resources without harming the environment is a top priority for KSE. The incorporation of solar panels, which are considered one of the most crucial renewable energy sources today, stands as a significant objective within KSE's energy management plans. Shifting towards energy obtained from environmentally friendly clean technologies instead of non-renewable sources is a critical step towards achieving a sustainable world. KSE aims to maintain an energy management policy in this direction in the years to come.



APPENDIX

KEY PERFORMANCE INDICATORS

(GRI 2-7, GRI 2-8, GRI 201-1, GRI 202-1, GRI 302-1, GRI 303-3, GRI 303-4, GRI 303-5, GRI 305-1, GRI 305-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 401-1, GRI 401-3, GRI 403-9, GRI 404-1, GRI 404-2, GRI 405-1)

Social Performance Indicators

Total Number of Employees - Beginning of 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	3	5	3	81	3	97	0	8	0	4	0	0	9	195
30-50 Years Old	8	13	4	180	5	296	0	16	0	10	1	5	18	520
Over 50 Years Old	1	0	0	61	0	105	1	10	0	4	0	4	2	184

Total Number of Employees - End of 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	3	5	4	77	4	77	1	10	0	6	0	3	12	178
30-50 Years Old	9	15	5	214	5	252	0	17	0	12	1	4	20	514
Over 50 Years Old	1	1	0	62	0	83	0	11	0	2	0	3	1	162

Average Number of Employees in 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	3	5	3.5	79	3.5	87	0.5	9	0	5	0	1.5	10.5	186.5
30-50 Years Old	8.5	14	4.5	197	5	274	0	16.5	0	11	1	4.5	19	517
Over 50 Years Old	1	0.5	0	61.5	0	94	0.5	10.5	0	3	0	3.5	1.5	173

Number of Employees Hired in 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	2	2	2	32	1	19	1	9	0	3	0	2	6	67
30-50 Years Old	4	12	1	71	0	36	0	20	0	7	0	1	5	147
Over 50 Years Old	0	0	0	12	0	18	1	8	0	1	0	1	1	40

Employee Recruitment Rate in 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	67%	40%	57%	41%	29%	22%	200%	100%	—	60%	—	133%	57%	36%
30-50 Years Old	47%	86%	22%	36%	0%	13%	—	121%	—	64%	0%	22%	26%	28%
Over 50 Years Old	0%	0%	—	20%	—	19%	200%	76%	—	33%	—	29%	67%	23%

Number of Employees Quitting in 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	1	1	1	20	0	20	0	7	0	3	0	0	2	51
30-50 Years Old	5	9	0	50	0	105	0	19	0	9	0	2	5	194
Over 50 Years Old	0	0	0	15	0	38	2	5	0	3	0	1	2	62

Employee Turnover Rate in 2022	Head Office		Lapseki		İvrindi		Çerkeşli		Gence		Ostim Warehouse		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	33%	20%	29%	25%	0%	23%	0%	78%	—	60%	—	0%	19%	27%
30-50 Years Old	59%	64%	0%	25%	0%	38%	—	115%	—	82%	0%	44%	26%	38%
Over 50 Years Old	0%	0%	—	24%	—	40%	400%	48%	—	100%	—	29%	133%	36%

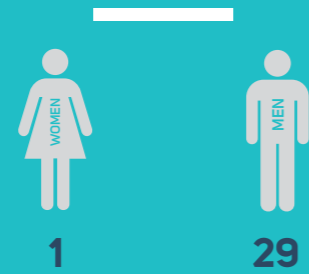
Occupational Health and Safety	
Number of Accidents ⁽¹⁾	72
Injury Rate ⁽¹⁾	6.3
Number of Fatal Accidents	0

(1) Number of accidents and injury rate data includes the Lapseki facility, the Çerkeşli facility, the İvrindi facility. The data belonging to the Gence facility are not included in the cumulative data as the employer is responsible for occupational safety, environmental issues and wastes in accordance with the contract made with the employer.

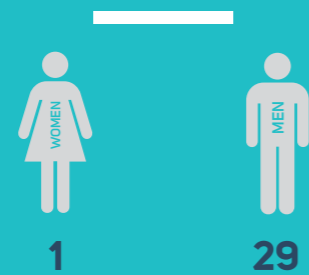
Since the data for the previous period are not available, the rate of employment is not given.

All of the individuals in the governance body are men and are between the ages of 30-50.

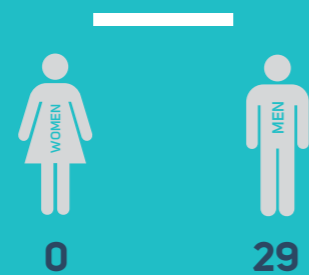
Total Number of Employees Eligible for Parental Leave



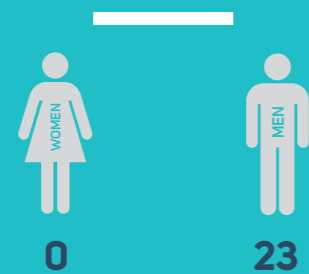
Total Number of Employees Taking Parental Leave



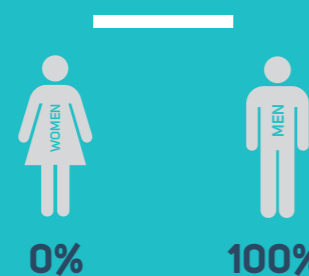
Total Number of Employees Returning to Work after Parental Leave in 2022



Total Number of Employees Continuing to Work 12 Months After Returning from Parental Leave

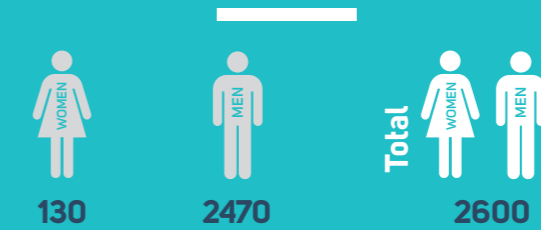


Return to Work Rate in 2022

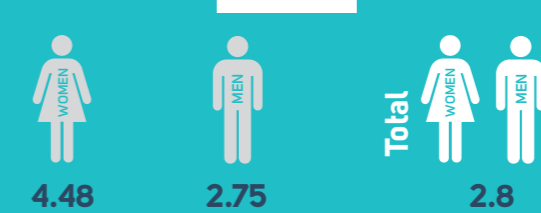


During the reporting period, the total number of workers working at KSE Mining is 44.

Total Training Hours Given to Employees



Average Hours of Training per Employee



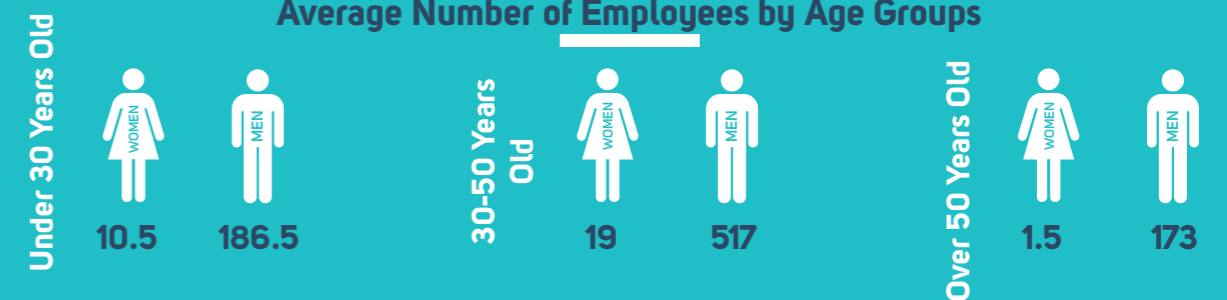
Number of Employees Participating in Performance Evaluation



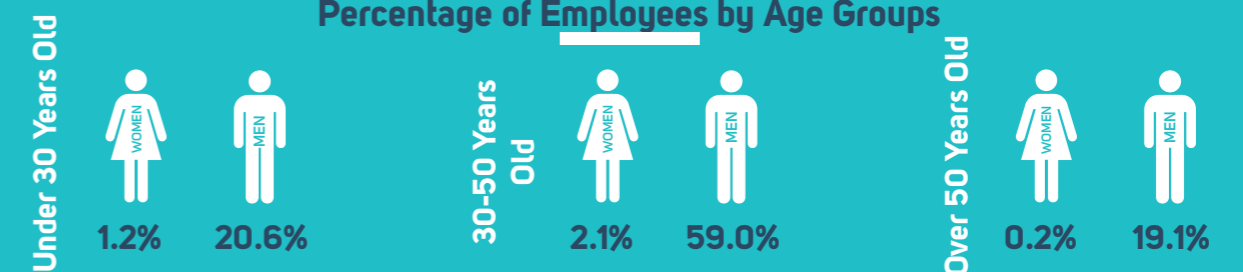
Participation Rate in Performance Evaluation



Average Number of Employees by Age Groups



Percentage of Employees by Age Groups



ENVIRONMENTAL PERFORMANCE INDICATORS

WATER MANAGEMENT ⁽¹⁾	
Amount of Water Withdrawn (m ³)	160.432
Amount of Discharged Water (m ³)	104.706
Amount of Water Consumed (m ³) ⁽²⁾	44.927

WASTE MANAGEMENT ⁽³⁾	
Amount of Hazardous Waste (tons)	155.96
Amount of Hazardous Waste Diverted from Disposal (tons)	86.29
Amount of Hazardous Waste Directed to Disposal (tons)	69.66
Amount of Non-Hazardous Waste (tons)	639.70
Amount of Non-Hazardous Waste Diverted from Disposal (tons)	73.97
Amount of Non-Hazardous Waste Directed to Disposal (tons)	565.73
Total Waste Amount (tons)	795.65

DIRECT ENERGY CONSUMPTION ⁽⁴⁾	
Natural Gas (GJ)	171
Diesel (GJ)	519.666
Coal (GJ)	7.010
Total Direct Energy Consumption (GJ)	526.847

INDIRECT ENERGY CONSUMPTION	
Electricity (GJ)	33.756

ENERGY CONSUMPTION	
Total Energy Consumption (GJ)	560.603

EMISSIONS ⁽⁴⁾	
Scope 1 Emissions (tons CO ₂ e)	39.354
Scope 2 Emissions (tons CO ₂ e)	5.204

*Data of KSE Agriculture and KSE Machinery are not included in the cumulative data due to lack of information. The data belonging to the Gence facility are not included in the cumulative data as the employer is responsible for occupational safety, environmental issues and wastes in accordance with the contract made with the employer.

⁽¹⁾ The amount of water withdrawn, discharged and consumed includes the data of the Lapseki facility, the Çerkeşli facility, the İvrindi facility and the head office.

⁽²⁾ Since the amount of water consumed cannot be measured directly, the calculation was made using the formula given below:

Water consumed = Water withdrawn - Water discharged

At the Lapseki concrete facility, the amount of water consumed is assumed to be 0 since the wastewater generated as a result of washing the transmixer is used for washing the mixer after resting in the recycling pool and the wastewater generated from the use of personnel is also discharged.

⁽³⁾ The amount of waste includes the data of the Lapseki facility, the Çerkeşli facility, the İvrindi facility. Since the data of the head office could not be determined, it is not included in the cumulative data.

⁽⁴⁾ Energy consumption data and emission values include the data of the Lapseki facility, the Çerkeşli facility, the İvrindi facility and the head office. At the İvrindi facility, electricity is used jointly with TUMAD. For this reason, since the electrical data could not be separated, it could not be included in the cumulative data.

ECONOMIC PERFORMANCE INDICATORS

Direct Economic Value Generated	
İvrindi Revenues	461,669,346 ₺
Lapseki Revenues	369,149,964 ₺
Çerkeşli Revenues	42,693,612 ₺
Overseas Revenues	135,997,129 ₺
Other Revenues	204,339,923 ₺
Total Revenues	1,213,849,974 ₺

Economic Value Distributed	
Employee Wages	167,572,464 ₺
Operating Costs	1,020,428,000 ₺
Total	1,188,000,464 ₺

Ratio of Entry Level Wage to Minimum Wage



Note: The data are taken from Balance Sheet, Income Statement and Trial Balance.

GRI CONTENT INDEX

GRI CONTENT INDEX					
Statement of Use	KSE has reported in accordance with the GRI Standards for the period January 1,2022 - December 31, 2022.				
GRI 1 Used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)					
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
GENERAL DISCLOSURES					
Corporate Profile					
GRI 2: General Disclosures 2021	2-1 Organizational details	About KSE, pages 2-5	—		
	2-2 Entities included in the organization's sustainability reporting	About the Report	—		
	2-3 Reporting period, frequency and contact point	About the Report	—		
	2-4 Restatements of information	There is no restatement of information since no reporting has been done before.	—		
	2-5 External assurance	There is no external assurance for this report.	—		
	2-6 Activities, value chain and other business relationships	About KSE, pages 2-5	—		
	2-7 Employees	Key Performance Indicators, pages 43-49	—		
	2-8 Workers who are not employees	Key Performance Indicators, pages 43-49	—		
	2-9 Governance structure and composition	Governance at KSE, pages 10-11	—		
	2-10 Nomination and selection of the highest governance body	Governance at KSE, pages 10-11	—		
	2-11 Chair of the highest governance body	Governance at KSE, pages 10-11	—		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance at KSE, pages 10-11	—		
	2-13 Delegation of responsibility for managing impacts	Governance at KSE, pages 10-11	—		

GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Governance at KSE, pages 10-11	—		
	2-15 Conflicts of interest	Work Ethics, pages 12-13	—		
	2-16 Communication of critical concerns	Work Ethics, pages 12-13	—		
	2-17 Collective knowledge of the highest governance body	Governance at KSE, pages 10-11	—		
	2-18 Evaluation of the performance of the highest governance body	Governance at KSE, pages 10-11	—		
	2-19 Remuneration policies	Wage Policy, pages 14-15	—		
	2-20 Process to determine remuneration	Wage Policy, pages 14-15	—		
	2-21 Annual total compensation ratio	It has not been shared as it is considered confidential information.	—		
	2-22 Statement on sustainable development strategy	Sustainability at KSE, pages 16-17; Sustainable Development Goal, pages 18-21; KSE Sustainability Strategy, pages 24-25	—		
	2-23 Policy commitments	Sustainability at KSE, pages 16-17; KSE Sustainability Strategy, pages 24-25	—		
	2-24 Embedding policy commitments	Sustainability at KSE, pages 16-17; KSE Sustainability Strategy, pages 24-25	—		
	2-25 Processes to remediate negative impacts	KSE Sustainability Strategy, pages 24-25	—		
	2-26 Mechanisms for seeking advice and raising concerns	Work Ethics, pages 12-13	—		
	2-27 Compliance with laws and regulations	During the reporting period, there were no significant cases of non-compliance with laws and regulations.	—		
	2-28 Membership associations	KSE Mining is a member of the General Trade Union of Mineworkers, the Turkish Mineworkers' Trade Union and the Ankara Chamber of Commerce.	—		
	2-29 Approach to stakeholder engagement	KSE Sustainability Priorities, pages 22-23	—		
2-30 Collective bargaining agreements	682 employees are employed under the collective bargaining agreement.	—			

MATERIAL TOPICS					
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	KSE Sustainability Priorities, pages 22-23	—		
	3-2 List of material topics	KSE Sustainability Priorities, pages 22-23	—		
Energy Management and Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management, pages 40-41	—		
GRI 306: Waste 2020	302-1 Energy consumption within the organization	Key Performance Indicators, pages 43-49	—		
	302-2 Energy consumption outside of the organization	There is no energy consumption data outside the organization.	—		
Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management, pages 38-39	—		
GRI 306: Atik 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, pages 38-39	—		
	306-2 Management of significant waste-related impacts	Waste Management, pages 38-39	—		
	306-3 Waste generated	Key Performance Indicators, pages 43-49	—		
	306-4 Waste diverted from disposal	Key Performance Indicators, pages 43-49	—		
	306-5 Waste directed to disposal	Key Performance Indicators, pages 43-49	—		
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management, pages 40-41	—		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, pages 40-41	—		
	303-2 Management of water discharge-related impacts	Water Management, pages 40-41	—		
	303-3 Water withdrawal	Key Performance Indicators, pages 43-49	—		
	303-4 Water discharge	Key Performance Indicators, pages 43-49	—		
	303-5 Water consumption	Key Performance Indicators, pages 43-49	—		
Reducing Carbon Emission & Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management and Climate Change, page 42	—		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Key Performance Indicators, pages 43-49	—		
	305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Indicators, pages 43-49	—		

Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, pages 30-37	—		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 30-37	—		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pages 30-37	—		
	403-3 Occupational health services	Occupational Health and Safety, pages 30-37	—		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 30-37	—		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 30-37	—		
	403-6 Promotion of worker health	Occupational Health and Safety, pages 30-37	—		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 30-37	—		
	403-8 Workers covered by an occupational health and safety management system	KSE employees are covered by the OHS management system.	—		
	403-9 Work-related injuries	Key Performance Indicators, pages 43-49	—		
	403-10 Work-related ill health	During the reporting period, there were no work-related accidents resulting in illness or death.	—		
Employee Development and Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employees at KSE, pages 26-28	—		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Key Performance Indicators, pages 43-49	—		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees at KSE, pages 26-28	—		

MATERIAL TOPICS					
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
Gender and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employees at KSE, pages 26-28	—		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Key Performance Indicators, pages 43-49	—		
	202-2 Proportion of senior management hired from the local community	The ratio of local senior management is 100% in locations within the borders of the Republic of Turkey. There are no local senior managers at the Gence facility located outside the borders of the Republic of Turkey.	—		
GRI 401: Employment 2016	401-3 Parental leave	Key Performance Indicators, pages 43-49	—		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Key Performance Indicators, pages 43-49; Employees at KSE, pages 26-28	—		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination during the reporting period.	—		
Education and Training					
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, pages 30-37	—		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Performance Indicators, pages 43-49	—		
	404-3 Percentage of employees receiving regular performance and career development reviews	Key Performance Indicators, pages 43-49	—		
Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Satisfaction, page 29	—		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no confirmed complaints regarding breach of customer privacy and loss of customer data during the reporting period. No leaks, theft or loss of customer data were detected or reported.	—		



KSE Sustainability Report ("Report") has been prepared by KSE in accordance with the Global Reporting Initiative standards (GRI Standards 2021).

The report is prepared to inform and contains prospective explanations/statements. The information contained in the report has not been subjected to an independent audit or review.

KSE does not undertake to be updated prospective explanations/statements as of the date of creation, except for legal obligations. The prospective statements and estimates in the report may be proven to be incorrect and the results may vary from expectations.

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We would like to thank the individuals and organizations who contributed to the preparation of the KSE Sustainability Report. If you have any questions about the sustainability report, you can contact us via e-mail to eyes@ksemadencilik.com.tr.

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