

2024

SUSTAINABILITY REPORT



ERCIYES

ÇELİK HALAT



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ABOUT THE REPORT

Erciyes Çelik Halat is very happy and feel honored to present its 2024 Sustainability Report, as the first edition of the future releases in our sustainability journey, to the attention of our valuable stakeholders and public. We prepared this report to transparently disclose our economic performance, and our works in environmental, social and governance fields throughout 2024 in line with our sustainability strategy launched in 2024.

This first report covers the period January 1 – December 31, 2024. Data and information provided in the report pertain to the calendar year 2024, in particular. Representing the start of our corporate sustainability approach, this report also discloses our currently-ongoing works that were commenced in the previous years.

In our report prepared in accordance with the GRI Standards published by the Global Reporting Initiative (GRI), we present in detail our sustainability risk and opportunity management, strategy, targets and performance indicators in connection with the United Nations (UN) Sustainable Development Goals. For your questions, comments and suggestions about our sustainability work and report, please contact us at sustainability@ech.com.tr.



MESSAGE FROM CEO



Our Valuable Stakeholders,

As Erciyes Çelik Halat, one of the leading companies in our country in the steel rope and wire industry, we are excited to achieve a significant milestone as an extension of our long-standing history. Since 1999, we have been taking firm steps towards our goals as a result of our ongoing investments and deepening our specialization and knowledge in the steel wire industry. We are proud to transparently present our commitment to sustainability to the public with our 2024 Sustainability Report, which we published for the first time this year. This report is a pioneering step towards sustainability in our industry and a strong demonstration of our commitment to this area.

We produce using the latest technology and with our experienced staff who are experts in their fields. We are proud to ensure the high quality of our products and the continuity of this quality. With our planned additional investments, our company's growth trend will increase exponentially in the coming years.

Our production processes are carried out by a team of experts with knowledge and experience, using machines and methods in line with the latest technological developments, taking into account the requirements of TS EN ISO 9001 Quality Management System, TS EN ISO 10002 Customer Satisfaction, TS EN ISO 14001 Environmental Management System and TS EN ISO 45001 Occupational Health and Safety Management System. Quality certificates such as ISO and TSE, awarded as a result of periodic inspections by national and international inspection firms, are a clear expression of the trust extended to our company and products. In addition to our products manufactured according to international standards, we also have the flexibility to produce as per special customer specifications and requests.

Our products are meticulously tested using modern testing equipment at every stage of production and especially during final checks, ensuring that high-quality products are delivered to our customers

Our sustainability strategy, which we laid the foundation for in 2024, is a long-term roadmap that integrates Erciyes Çelik Halat's economic success with environmental responsibility and social benefit. This strategy is integrated into our business processes and aims to create value by managing risks and opportunities. With this approach, shaped by the expectations of our stakeholders, the dynamics of our industry, and global sustainability goals, we transparently share our economic performance and the work we have accomplished in environmental, social, and governance areas through this report

In our report, prepared in full compliance with the Global Reporting Initiative (GRI) Standards, we present in detail our sustainability risk and opportunity management, strategy, targets and performance indicators in conjunction with the United Nations (UN) Sustainable Development Goals (SDGs).

I would like to express my endless gratitude to all our stakeholders, employees, customers, suppliers and business partners who have joined us and added value to this sustainability journey. Together, we will continue to set the standards for sustainability in the wire rope industry and leave a more livable world for future generations.

Best regards,

Özcan Özyurt

Erciyes Anadolu Holding
Board Member - CEO



MESSAGE FROM GENERAL MANAGER



Dear Colleagues, Esteemed Stakeholders,

As Erciyes Çelik Halat, we are proud to take another important step towards our vision of becoming one of the leading companies in the steel rope and wire industry in the global arena. In this special period where we place sustainability principles at the center of our business model and values, we are pleased to share our first Sustainability Report with the public. This report is a concrete demonstration that we are one of the first companies to systematically work on sustainability in the wire rope industry.

In today's world, the responsibilities of companies are not limited to economic success. Minimizing environmental impacts, creating social benefits and adopting a transparent governance approach have become an indispensable part of our way of doing business. As Erciyes Çelik Halat, we strive to create value for the world and people, both locally and globally. We meticulously implement our commitment to building a sustainable future in every area, from our production processes to our supply chain, from the development of our employees to social projects.

This report transparently demonstrates our sustainability performance, targets and strategic approach in this area throughout 2024. With this report prepared in accordance with the Global Reporting Initiative (GRI) Standards, we aim to strengthen our principle of accountability to all our stakeholders.

I would like to wholeheartedly thank all my colleagues who contributed to this journey and all our stakeholders who trusted and supported us. Together, we will continue to lead the wire rope industry while creating sustainable value for both our company and our planet.

Warmest regards,

Bora Koç

General Manager
Erciyes Çelik Halat A.Ş.



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ABOUT US

ERCIYES ÇELİK HALAT ABOUT US

ERCIYES ÇELİK HALAT: STRONG CONNECTIONS FROM THE PAST TO THE FUTURE

A LOOK AT 2024 IN FIGURES AT ERCIYES ÇELİK HALAT

OUR MISSION, VISION, VALUES AND PRINCIPLES

OUR MEMBERSHIPS AND AWARDS



147.000 m²
Production Facility Area

168 person
expert staff



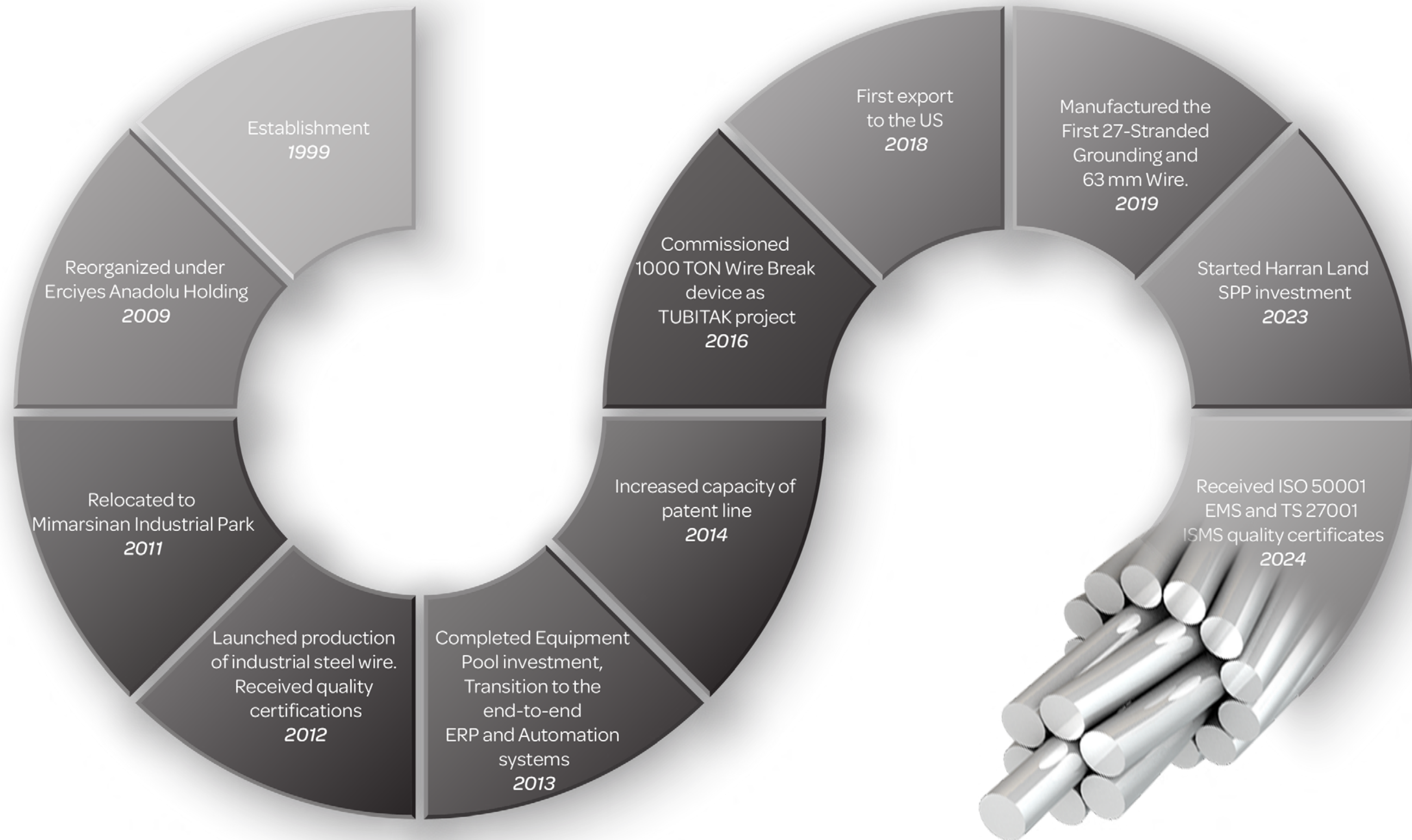
Ercives Çelik Halat, Tel Sanayi ve Ticaret A.Ş., one of the leading companies in our country in the steel rope and wire sector, is taking firm steps towards its goals with its ongoing investments. Our company is headquartered in Kayseri and operates in a wide market in America, Europe and the Middle East.

Since 1999, we have been producing in our modern facilities, with the latest technology and experienced personnel, with our expertise and knowledge in the steel wire industry. We are proud to ensure the high quality of our products and the continuity of this quality, and we aim to accelerate our future growth with our planned investments.

Our production processes are carried out meticulously in accordance with the requirements of TS EN ISO 9001 Quality Management System, TS EN ISO 10002 Customer Satisfaction Management System, TS EN ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System and ISO/IEC 27001 Information Security Management System. Quality certificates such as ISO and TSE given by national and international auditing firms are a clear indication of the trust placed in our products and our company. In addition to international standards, we can produce in accordance with special customer specifications; we ensure our high quality by using modern testing equipment at every stage and especially during final checks.



ERCIYES ÇELİK HALAT: STRONG CONNECTIONS FROM THE PAST TO THE FUTURE





A LOOK AT 2024 IN FIGURES AT ERCIYES ÇELİK HALAT A YEAR MESHEDED WITH DATA 2024

Domestic Supplier
Rate
%99,92

Total Waste
Amount 23%
down comp. to
2023.

2024
Turnover
529,56 million TL

2024
Export Volume
238,44 million TL

Water
Consumption
per Unit of
Production
51.3% down
comp. to 2023



PRENSİPLERİMİZ



1



Earn Trust

As Erciyes Çelik Halat, we feel responsible towards our environment, society and our world while consistently achieving successful business results based on common values. Therefore, we value earning trust above everything else.

2



Win Hearts

The principle of "Win the Hearts" is to reflect the deep culture of tolerance of the land from which it emerged in its behavior. It means becoming stronger by establishing long-term, sustainable relationships that aim to grow together and succeed together.

3



Generate Results

Erciyes Çelik Halat has ambitious goals. Company takes all its dynamism from the goals and the successful results it has achieved so far. The principle of "Produce Results" is the guarantee of this dynamic in the future.

4



Be the Best

If we ever want to be the best, we have to be aware of how important to work with the best people in their own fields. Therefore, the Principle of "Be the Best in Your Field" means to be the person in one's profession who is consulted in all relevant applications. The best has a deep-rooted expertise and performs their

5



Catch the Future

Hardly a day passes without a new trend, different design, new methods, the new perspective entering our lives. In the last 15 years, almost as much innovation as the whole of human history has radically changed our lives. In this dazzling VUCA world, we cannot compromise from this principle of rejuvenation to take our place and build an ever-stronger

6



Understand Customer

We know that being customer-oriented is the most important criterion to facilitate sustainability. For this reason, it is our principle to know our job, the value we created for our customers, and to walk side-by-side with our customers to carry this value one step further ahead.

7



Add Meaning

Just doing our daily tasks impeccably is not enough. Because then that would be only about what we are doing. Knowing and understanding how each task of our job contributes to the whole is primary source of our motivation. "Add Meaning" means building the future by seeing the big picture.

8



Empower

Erciyes Çelik Halat managers use the principle of empowerment to make life easier for employees who will move the organization forward, step by step. Erciyes Çelik Halat leaders develop and strengthen their teams by providing all the resources and support necessary for them to do their jobs properly.

9

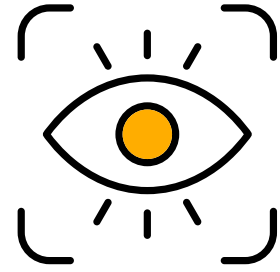


Be a Guide

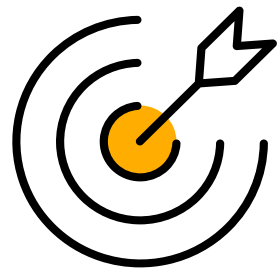
Erciyes Çelik Halat managers set an example for the generations that come after them. Following the philosophy of being a role model requires being a guide, they carefully observe their personnel while providing mentorship and contributing to their professional development so that they can become a future leader. For them, no other task is as much important as the guiding their teams to help company



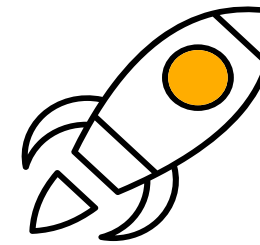
OUR MISSION AND VISION



While we offer high-standard and reliable products that meet our customers' expectations, we also produce solutions that make a difference in our industry through research, development and technological innovations. We aim to become an internationally recognized and leading brand by constantly improving our product quality. We continue to add value to our country's economy with the investments we make and the employment we provide.



OUR MEMBERSHIPS AND AWARDS



As Erciyes Çelik Halat, we believe in the importance of contributing to the developments in our sector and having our activities recognized on national and international platforms. Memberships and awards are valuable ways to showcase a company's achievements, innovation, and commitment to sustainability.

Our company's deep-rooted history and its leading role in the industry encourage us to constantly achieve better. In this context, we continue our efforts in the fields of quality, sustainability and corporate excellence. In the future, we aim to become members of the key institutions and organizations in our industry and to be deemed worthy of awards for our achievements in the national and international arena. These goals will continue to be an important source of motivation in Erciyes Çelik Halat's journey of continuous development and value creation.



3 OUR CORPORATE GOVERNANCE

OUR ORGANIZATION

CORPORATE RISK MANAGEMENT

INTERNAL AUDIT

INFORMATION SECURITY

CODE OF CONDUCT AND COMPLIANCE

ANTI-CORRUPTION AND ANTI-BRIBERY

COMBATING ANTI-COMPETITIVE BEHAVIOR

SUSTAINABLE SUPPLY CHAIN MANAGEMENT



OUR ORGANIZATION

As Erciyes Çelik Halat, we believe that a solid and transparent corporate governance structure forms the basis of our sustainable success. Our company's management bodies and organizational chart have been meticulously structured in line with the principles of effective decision-making processes, accountability and stakeholder value creation.

The highest governance body of our company is our Board of Directors, consisting of 5 members, who determine our strategic orientations and ensure the coordination of all our operations. Our Board of Directors determines the short, medium and long-term investment plans of our company and, within this framework, coordinates the organization of investments and activities aimed at strategic goals with great care.

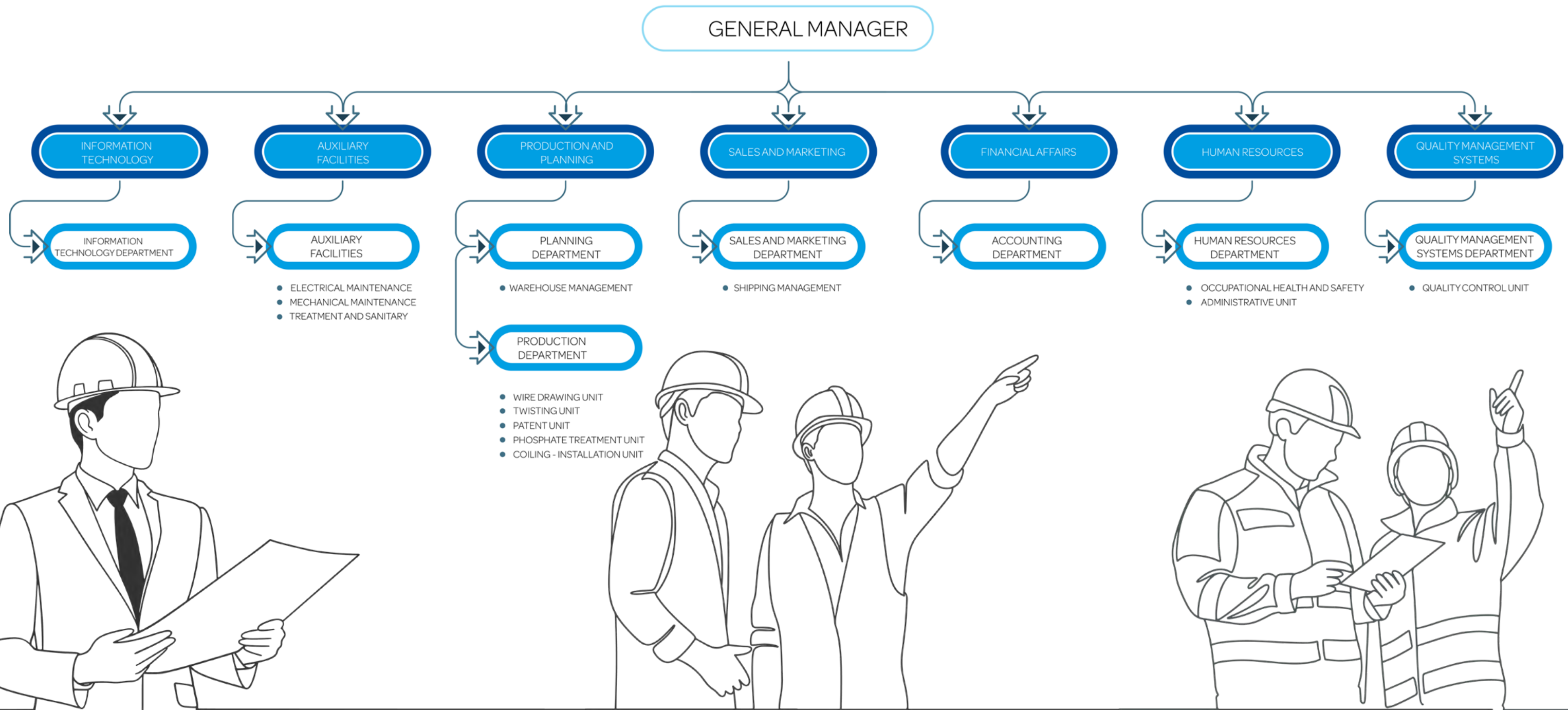
Within our corporate governance structure, relevant committees, such as the Investment Committee, operating under our Board of Directors, provide valuable contributions to our decision-making processes with their expertise in specific areas. These committees play a critical role in achieving our company's strategic goals and are responsible for monitoring and evaluating all investments, including financial, legal and environmental dimensions. The Committee ensures that processes are carried out with transparency and efficiency.

In our corporate governance structure, sustainability issues are addressed at a high level by the Sustainability Committee, which is formed by our Managing Director, Management Systems and Sustainability Manager, and are key agenda topics of our Board of Directors. Mechanisms to prevent conflicts of interest and ensure fair performance evaluations are secured by our internal company policies and procedures. This integrated approach ensures the internalization of corporate governance principles and sustainability goals in all activities of Erciyes Çelik Halat.





ORGANIZATIONAL CHART





CORPORATE RISK MANAGEMENT

At Erciyes Çelik Halat, we believe that effective corporate risk management lies at the heart of securing our sustainable growth and long-term value creation capacity.

Our Corporate Risk Management Structure and Approach:

The Holding Risk Management and Internal Control Department ensures the effective implementation of the risk management system and process in the Holding and its affiliated companies. In this context, Risk Representatives have been appointed in all business units within the Holding and its affiliated companies. Our Early Detection of Risk Committee is responsible for the effectiveness of the coordination between Risk Representatives and the Holding Risk Management and Internal Control Unit.

Our risk management approach considers our company both organization-wide and on a unit basis. We take critical risks into account in all our decision-making processes. We regard risk management as the shared responsibility of all employees, starting with senior management.

Risk Identification and Assessment Methodology:

Our company follows a risk management methodology consisting of two main processes: The first stage is to identify the risks and the second stage is to evaluate the risks. We continually review this approach and improve it in line with good practice.

We regularly assess the risks in all our activities. We are conducting more frequent reviews of our activities and processes, especially those we consider to be high risk. We continuously update our holding-related risk management policies, which focus on our profitability and sustainability goals by effectively managing our financial, strategic, operational, compliance and reputation risks.

Key Risk Areas and Management Systems Integration:

The most important risk in the sector in which we operate is unexpected sharp decreases and increases in raw material prices. These and similar risks are evaluated in detail within the scope of our integrated management systems.

Our integrated management systems (TS EN ISO 9001, TS EN ISO 14001, ISO 45001, TS EN ISO 10002, TS EN ISO 50001, TS EN ISO 27001) play a key role in determining the risks and opportunities of our processes. In addition, our corporate policies such as the ECH Integrated Policy, ECH Energy Systems Policy and ECH Information Security Policy strengthen our risk management framework and provide guidance for all our employees.

As Erciyes Çelik Halat, we are committed to continuously developing and improving our corporate risk management approach to increase our resilience against the uncertainties brought about by the dynamic business environment. In this way, we continue our determination to build a safe and sustainable future for all our stakeholders.

RISK CATEGORIES			
Physical – Chronic Risks			
Category	Definition	Term	Action Taken
Declining Groundwater and Surface Water Resources	The decrease in rainfall and depletion of underground water resources due to the semi-arid climate conditions of Kayseri pose a risk to the production of steel wire and rope, which requires high process water.	Medium	The capacity of water recovery systems is being increased, and studies are being carried out on alternative water sources (rainwater collection and gray water use).
Increasing Ambient Temperatures	Increasing temperatures during the summer months negatively affect occupational health and safety and machine efficiency in production facilities.	Long	Ventilation and insulation improvements within the factory are planned, and additional rest and cooling areas are being created for employees.
Flood and Heavy Rain Risks	Increased risk of sudden rainfall and flood events, negatively impacting facility infrastructure and stock areas.	Medium	It is aimed to renew rainwater drainage systems and move critical stock areas to closed areas.
Dust Contamination and Air Quality Problems	Increased dust contamination due to drought can pose risks to worker health and product quality.	Medium-Long	Plantation and dust suppression systems are used outdoors. Additionally, indoor storage areas are being expanded.



CORPORATE RISK MANAGEMENT

TRANSITION RISKS			
Political and Legal			
Category	Definition	Term	Action Taken
Carbon Pricing Mechanism	Risk of cost increases in energy-intensive production due to the Emissions Trading System expected to come into force in Türkiye.	Medium	A carbon emission inventory is being prepared and financial impact analyses are being conducted for different carbon price scenarios.
Carbon Border Adjustment Mechanism (CBAM)	Increasing carbon costs in steel wire and rope exports to the EU.	Short	Process improvements and green energy usage rates are increased to reduce the carbon footprint in product groups exported to the EU.
Public Oversight, Accounting and Auditing Standards Authority	The start of the reporting obligation in compliance with TSRS.	Short	A sustainability team was established and TSRS training for employees was initiated.
Regulation on the Management of Industrial Emissions	Obligation to declare emission information on dates determined by the Ministry.	Medium	The emission measurement infrastructure is being strengthened and a SYD officer has been appointed.
Water Efficiency Regulation	Obligation to establish a Green Water Efficiency System by 2026.	Short	Calculations will be carried out in accordance with ISO 14046 standards, and calculation and reporting studies will be carried out in accordance with the Ministry's requirements. Necessary practices will be implemented in line with the identified improvement areas.

Changes in Consumer Preferences			
Category	Definition	Term	Action Taken
Low Carbon Product Demand	Steel wire and rope customers are shifting towards low-emission products.	Medium	Product-based carbon footprint calculations are made, low-carbon production techniques and renewable energy use are increased.

Consumer Preferences, Technology and Market			
Category	Definition	Term	Action Taken
Efficiency in Electricity Consumption and Renewable Energy Investments	Cost advantage and competitiveness in energy-intensive production with renewable energy investments and energy efficiency applications.	Short-Medium	Energy efficiency projects are being carried out under ISO 50001 Energy Management System, and land-type solar power plant investments are at the feasibility stage.
Integration into the Green Supply Chain	Responding to green transformation demands of main industry firms	Medium	Suppliers have begun to be evaluated according to ESG criteria and a sustainable supply chain program is being established.



INFORMATION SECURITY

As Erciyes Çelik Halat, we are aware of the critical importance of information in today's business world. For our company, the confidentiality, integrity and accessibility of information form the basis of our operational continuity, customer trust and corporate reputation.

At the heart of our information security approach is the comprehensive Erciyes Çelik Halat Information Security Policy. This policy provides a guiding framework for the protection of all our information assets. In line with our policy, we implement an information security management system that complies with internationally accepted standards. This commitment is also secured by our TSE ISO EN 27001 Information Security Management System certification. This system enables us to systematically manage information security risks, ensure continuous improvement, and ensure that all our stakeholders' information is safe.

Our information security scope covers sensitive and critical information stored by our company, including customer data, financial information, production secrets, employee data and all operational information. We implement advanced technologies and multi-layered security measures to protect this information against cyber threats, unauthorized access, data loss and other potential security breaches.

Our internal policies and procedures ensure information security throughout the entire life cycle of data, from collection to processing, storage to destruction. Our internal audit processes regularly monitor compliance with our information security standards and identify potential areas of vulnerability to ensure necessary improvements are made. Full compliance with confidentiality and data protection principles in our customer relations is an important part of our customer satisfaction and mutual trust.

We organize regular training and awareness programs to raise awareness of our employees on information security. In this way, we reinforce the culture that information security is the shared responsibility of all our employees. As Erciyes Çelik Halat, we will continue to maintain our commitment to the protection of our information assets, making continuous investments and implementing the highest security standards.

INTERNAL AUDIT

As Erciyes Çelik Halat, a strong internal control and assurance mechanism lies at the heart of our corporate governance approach. We have adopted the principle of continuous review and improvement to ensure transparency, accountability and operational excellence in all processes of our company.

For this purpose, we carry out regular audits to ensure that our activities and processes comply with international standards and internal company policies. Periodic reviews and audits we conduct within the scope of our different management systems such as quality, environment, occupational health and safety (ISO 9001, ISO 14001, ISO 45001, etc.) provide important assurance for the early detection of risks and continuous improvement of performance.

Erciyes Çelik Halat closely monitors the effectiveness of processes and progress in achieving defined targets in all business units. With this approach, we ensure that our decision-making processes are based on robust data and that potential deviations are corrected in a timely manner. Our company, with its strong corporate governance structure, continues its commitment to fully fulfilling its responsibilities to all its stakeholders.



CODE OF CONDUCT AND COMPLIANCE

As Erciyes Çelik Halat, transparency, honesty and commitment to ethical values underpin the basis of our way of doing business. We are committed to complying with national and international regulations and to conducting our relations with all official institutions and our stakeholders as part of ethical principles.

As a reflection of this commitment, our Code of Conduct, published on our website in accordance with the comprehensive Manual for Code of Conduct, guides all our activities and stakeholder interactions. We expect our suppliers and business partners to exercise the same level of care in fulfilling our own responsibilities within the scope of the Code of Conduct. All our employees, including our senior management, are informed about the need to meticulously comply with legal regulations and our code of conduct, with regular trainings to raise their awareness. It is mandatory for all our new employees to read our code of conduct and be informed about it.

Our Ethics Committee and Its Responsibilities: Our Ethics Committee within our company operates under our Holding's Higher Ethics Committee. Our Ethics Committee consists of the Managing Director, Production Manager, Management Systems and Sustainability Manager and Human Resources Specialist. If necessary, experts may be invited to meetings to consult on the relevant subject, and the composition of Committee is subject to the approval of our Board of Directors.

The primary responsibilities of our Ethics Committee are as follows:

- To investigate complaints and reports of violations of code of conduct within the company.
- To resolve the investigated violations of Code of Conduct,

Our employees and other stakeholders can report any issues regarding the Code of Conduct or any situations they deem suspicious, with full confidentiality. By contacting us via the Ethics Line, these reports reach our Ethics Committee. The confidentiality and impartiality of investigations into reports made are meticulously maintained, and no retaliation towards the reporting person is tolerated. Detected violations of the rules may be resolved by our Ethics Committee, taking into account their nature and code of conduct, or they may be referred to our company's disciplinary committee or our Higher Ethics Board.

In line with transparency and accountability principles of our corporate governance, no ethical reports or complaints were received regarding our company in 2024. As Erciyes Çelik Halat, we will continue to continuously strengthen our culture of code of conduct and compliance, and prioritize adherence to ethical values in all our business processes.

E-mail: etik@Ech.com.tr

Address: Mimarsinan Organize Sanayi Bölgesi 19. Cadde No:32 Melikgazi/ KAYSERİ

ANTI-CORRUPTION AND ANTI-BRIBERY

As Erciyes Çelik Halat, we have adopted the principle of zero tolerance in combating corruption and bribery as an integral part of our code of conduct and compliance culture. Our company is committed to adhering to the principles of full compliance with the law, transparency and integrity in its relations with all its stakeholders.

In accordance with our Code of Conduct, any suspicious situation regarding bribery and corruption can be reported confidentially through our Ethics Line, which is available to all our stakeholders. Reports are reviewed by our Ethics Committee and every stage of the investigation is documented in detail.

Our company adopts the principle of integrity in all its relations with public and private organizations and conducts its business relations as part of our Code of Conduct. We do not attempt to influence the decisions of our business partners and public officials through gifts, favors, bribes or other unethical offers.

It is of great importance that our reputation is protected in our supplier and customer relations and that all our employees act accordingly. Our Code of Conduct requires our employees not to seek personal gain in commercial transactions they establish within the scope of company activities, not to use corporate information for their personal benefit, and to manage relationships by taking corporate competition into consideration. In addition, our employees are expected to avoid conflicts of interest at all costs. It is essential that gifts from our business partners comply with commercial customs and do not affect impartiality. The rules and principles of conduct on this matter are defined in our company's Donation and Aid Policy and Gift Procedure.

It is the shared responsibility of all our employees to not tolerate bribery and corruption and to comply with our code of conduct. We demand that our managers and all our employees not only comply with our code of conduct, but also that our business partners fully comply with ethical values and laws. Disciplinary processes are implemented in accordance with the Disciplinary Regulations against our employees who do not comply with the rules specified in the procedure.

In line with Erciyes Çelik Halat's transparency and accountability principles, no reports were made regarding corruption and bribery in 2024. Our company will continue its commitment to combating corruption and bribery and to providing an ethical and transparent business environment in the future.



COMBATING ANTI-COMPETITIVE BEHAVIOR

As Erciyes Çelik Halat, we believe that fair and free competition is an indispensable part of a sustainable business environment. In this regard, we undertake to strictly avoid all activities that are contrary to competition regulations. We carry out our activities as part of our Company's Code of Conduct and related policies, maintaining our belief in open markets and free competition.

We support the maintenance of a competitive structure in the sector in processes such as price determination, purchasing and selling conditions, and customer selection; we do not allow any behavior that could be considered unfair competition. We avoid any activity that could harm the reputation of our brand, and we are careful not to include disparaging statements about our competitors or their products in our announcements. We do not use any information obtained illegally about our competitors, and we adopt an honest and realistic attitude in accordance with legislation and business ethics in all our marketing activities, avoiding any actions that could negatively affect our company's reputation.

All our stakeholders who suspect any situation that violates Competition Law and ethical principles can confidentially report this situation through our Ethics Line. Our company expects our competitors to act with the same ethical principles and continues to do its part to promote fair competition throughout the industry.

As of our reporting period of 2024, there have been no cases of unfair competition. Erciyes Çelik Halat will continue its commitment to the healthy functioning of competition and the preservation of ethical standards.





SUSTAINABLE SUPPLY CHAIN MANAGEMENT

As Erciyes Çelik Halat, we aim to support sustainability at every stage of our value chain. Our supply chain is a strategic area that not only ensures the uninterrupted continuity of our production but also directly affects the quality and competitiveness of our products and services. In this context, we observe the principles of sustainability along with the criteria of quality, timing and reasonable price in our raw material and service procurement processes.

Operational Scope and Our Core Suppliers:

Our company operates actively in the Iron-Steel, Forest Products and Galvanization (Zinc Production) sectors. Our supply processes are based on meeting the demands with the right timing, quality and price research, and delivering them to the relevant units through the logistics process, thus ensuring production continuity.

Our primary raw material supplies include wire rod, which constitutes a significant portion of our purchases. In this product group, suppliers with high technical competence, logistical advantages and quality assurance are preferred.

The wooden drums used in the coiling of our products are procured from specialist suppliers in accordance with quality standards.

In addition, our zinc purchases, another of our critical raw materials, are met through local suppliers who operate in close proximity, can provide fast delivery and offer competitive pricing advantages.

Supplier Communication and Interaction Management:

We communicate with our business partners in our supply chain mainly via e-mail and telephone. These direct communication channels enable daily operational processes to be carried out quickly and effectively. Monitoring sustainability performance in a more integrated manner and moving communication channels to digital platforms are among our future goals.

Performance Evaluation:

We periodically evaluate the performance of our suppliers in line with our internal standards and ISO 9001 requirements. These evaluations are carried out at least once a year through “supplier evaluation forms”. Our evaluation criteria include basic performance indicators such as delivery (adherence to deadlines), adequacy of quality documents and compliance of the desired product with the specifications. More detailed monitoring of environmental and social performance in the context of sustainability and its integration into evaluation processes are among our continuous improvement areas.

Erciyes Çelik Halat will continue its efforts to further advance sustainability principles in its supply chain, evaluate digitalization potential, and integrate environmental and social performance criteria.





4

OUR SUSTAINABILITY APPROACH

OUR SUSTAINABILITY MANAGEMENT

OUR STAKEHOLDER ENGAGEMENT AND PRIORITIZATION MATRIX

OUR SUSTAINABILITY STRATEGY



OUR SUSTAINABILITY MANAGEMENT

As Erciyes Çelik Halat, we are committed to integrating sustainability principles into our business processes and continuously improving our performance in this area. In line with this vision, we have taken important steps to strengthen our sustainability management structure.

Our Sustainability Policy: We officially published our Sustainability Policy in 2025, which we created as a result of the comprehensive studies we initiated in 2024. This policy, prepared in full compliance with our corporate culture, core business principles, strong business ethics and the United Nations Sustainable Development Goals (SDGs), provides us with a basic roadmap for achieving our short, medium and long-term sustainability goals. You can access our Sustainability Policy on our website or in our relevant corporate documents.

Our Sustainability Committee: We established our Sustainability Committee in 2025 to ensure the effective integration of our sustainability strategy into all company processes and to regularly monitor our performance against the targets we set. Our Committee reports directly to our Board of Directors and is at the heart of our company's sustainability governance structure.

Our Sustainability Committee is chaired by our General Manager and consists of the following 2 members:

- General Manager
- Chief of Management Systems and Sustainability

This structure ensures that sustainability issues are addressed in all operational and strategic dimensions.

Our committee holds regular meetings at least twice a year. In addition, when the agenda requires it or for special projects, subject matter experts from units not represented on the Committee or from outside the company may be invited to the meetings to collect their opinions and contributions. All activities and projects within the scope of our sustainability goals are subject to detailed evaluation and approval by our Sustainability Committee before implementation. This structure ensures transparency, accountability and an effective decision-making process in achieving our goals.





OUR STAKEHOLDER ENGAGEMENT AND PRIORITIZATION MATRIX

As Erciyes Çelik Halat, one of our most important compasses in our sustainability journey is the voice of our wide range of stakeholders. We are in regular and transparent communication with all our stakeholders, from our customers to our suppliers, from our employees to our business partners. The feedback from our stakeholders provides us with valuable guidance in continuously improving the quality of our services and responding to market needs more quickly and effectively. The framework of the mechanisms we have created to strengthen and make our stakeholder communication more effective is detailed in our **Stakeholder Engagement Policy**.

Prioritization Study:

As part of the creation of our sustainability strategy, which forms the basis of our 2024 sustainability report, we carried out a comprehensive prioritization study in 2024. With this study, we aimed to determine the sustainability expectations of our internal and external stakeholders from our company and the issues they regard as priorities.

Our employees, senior management, customers, suppliers, public institutions, academic members, non-governmental organizations and various business partners were included in this study, and the expectations of our stakeholders were collected through surveys and online interviews. As a result of this meticulously carried out process, a large number of stakeholders from 8 different stakeholder groups were reached.

Our Prioritization Matrix:

By evaluating the results of our stakeholder engagement and our company strategy in detail, we identified 24 key issues that will guide our sustainability strategy. We created our 2024 Prioritization Matrix to visualize these issues and position them according to their importance. This matrix transparently demonstrates both the issues that are important to our stakeholders and the strategic priorities for our company.

The analyses in our prioritization matrix show that both our internal and external stakeholders have different priorities in Erciyes Çelik Halat's sustainability agenda.

Internal Stakeholders:

Ethics and Compliance and Renewable Energy issues are prominent for our internal stakeholders such as our employees and managers. Commitment to ethical values and focusing on renewable energy sources in our operations constitute the cornerstones of our company's sustainability vision for our internal stakeholders.

External Stakeholders:

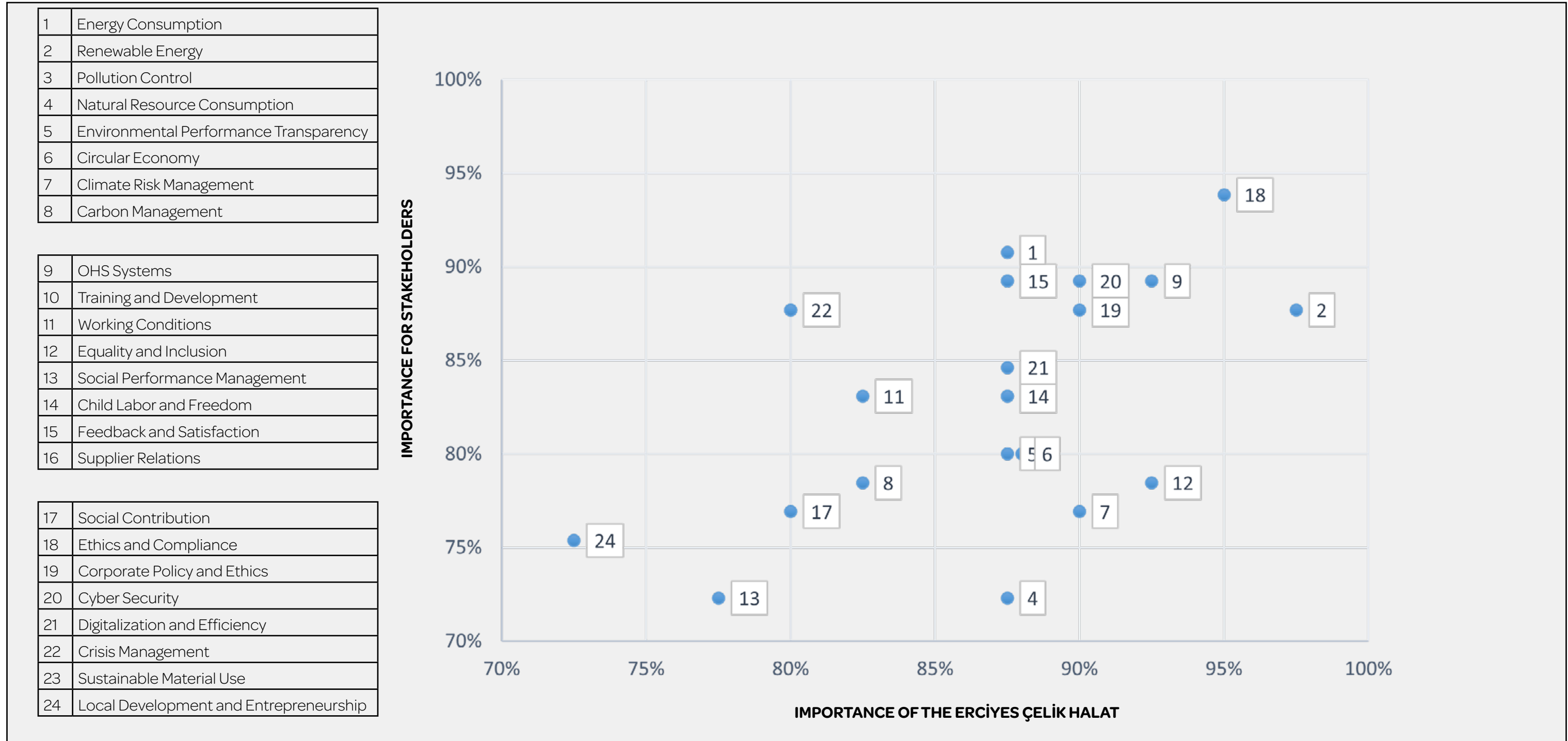
For our customers, suppliers and other external stakeholders, a wider range of issues such as Energy Consumption, Pollution Control, OHS Systems, Feedback and Satisfaction, Ethics and Compliance and Cyber Security are important. In addition to reducing the environmental impact of our operational processes, our external stakeholders also expect high performance in areas such as ensuring employee health and safety, maintaining customer satisfaction at the highest level, and protecting information security.

As Erciyes Çelik Halat, we aim to manage our sustainability strategy with a holistic approach, taking into account the different priorities of both our internal and external stakeholders, and to meet the expectations of all our stakeholder groups at the highest level.

This matrix constitutes our fundamental reference point when managing our sustainability performance in 2024 and determining our future sustainability targets.











OUR STAKEHOLDER ENGAGEMENT AND PRIORITIZATION MATRIX











OUR SUSTAINABILITY STRATEGY

ENVIRONMENTAL HEADINGS								
Target No	Action	Term	Unit	Target Type	Base Year	Target Year	SDG	
1	Meeting 100% of electricity consumption from renewable sources	Short	kWh	Absolute	-	2026		
2	Reducing water consumption by 8% (m ³ /year) by 2030, compared to 2024	Medium	m ³	% Reduction	2024	2030		
3	Achieving net zero emissions by 2053 for Scope 1, 2 and 3 emissions	Long	Ton CO ₂ e	Absolute	-	2053		
4	Increasing the number of product groups for which product-based carbon footprints are calculated and monitored, increasing the current value of 1 product to 3.	Short	-	Qualitative	2024	2026		
5	Reducing scope 1-2-3 emission intensity by 30%	Medium	Tons CO ₂ e/Production Amount (tons)	% Reduction	2024	2030		
6	Reducing energy intensity in steel wire production by 1% (kWh/kg) by 2030	Medium	kWh/kg	% Reduction	2024	2030		
7	Reducing the total amount of waste resulting from production activities by 1% by the end of 2030, compared to 2024.	Medium	Ton	% Reduction	2024	2030		
8	Reducing the amount of scrap generated from the process by 1% by the end of 2030, compared to 2024.	Medium	Ton	% Reduction	2024	2030		



OUR SUSTAINABILITY STRATEGY




SOCIAL HEADINGS

Target No	Action	Term	Unit	Target Type	Base Year	Target Year	SDG
9	Maintaining the current female employment rate	Medium	Person	%	2024	2028	
10	Providing sustainability awareness training to all employees	Short	-	Qualitative	-	Annual	
11	Increasing annual occupational health and safety training for operators and production workers to 17 Person*Hours	Short	Person.Hour	Absolute	-	2026	
12	Publication and implementation of human rights and diversity policies	Short	-	Qualitative	-	2025	
13	Initiating internship and project support programs that will provide skills and technical development for technical high school, vocational school and university students	Short	Project	Absolute	-	Annual	
14	To collaborate with universities and schools in the region and to carry out studies to transfer knowledge and to organize at least 3 university-industry collaboration events per year (seminars, visits, training, conferences, etc.)	Medium	Project	Absolute	-	Annual	



OUR SUSTAINABILITY STRATEGY

GOVERNANCE AND SUSTAINABILITY MANAGEMENT

Target No	Action	Term	Unit	Target Type	Base Year	Target Year	SDG
15	Establishing an ESG Committee and ensuring representation at the management level	Short	-	Qualitative	-	2025	
16	Publication of sustainability policies (ethics, human rights, supply, etc.)	Short	-	Qualitative	-	2025	
17	To establish an ESG assessment system for suppliers and to conduct main supplier audits on suppliers. To audit suppliers that account for 70% of the total supplier turnover.	Medium	%	Proportional	-	2027	



5

OUR ECONOMIC PERFORMANCE

OUR INVESTMENTS

R&D AND INNOVATION

DIGITAL TRANSFORMATION

PRODUCT RESPONSIBILITY AND CUSTOMER SATISFACTION

OUR TAX APPROACH

CONTRIBUTION TO THE LOCAL ECONOMY



OUR ECONOMIC PERFORMANCE

The global steel wire and rope industry is going through a challenging period due to fluctuations in raw material prices, uncertainties in global trade and rising energy costs. Particularly in 2024, the pressure on global prices affected approximately 60% of the sector, leading to a contraction. Low exchange rates in the European market have reduced demand, leading to a decline in profitability across the sector.

Despite all these challenges, we continued our steady growth by reaching our financial targets in 2024. Our effective marketing activities in domestic and international markets, strengthening our customer relationships and seeking new markets have resulted in a significant increase in our revenues.

Our Created Economic Value was 301.15 million TRY in 2022, reaching 338.95 million TRY in 2023, and increased to 529.56 million TRY in 2024 thanks to our strong performance. This increase is an indication of our company's determination in its sustainable growth journey.

Economic Value Created	Unit	2022	2023	2024
Economic Value Created (Revenues)	TRY	301.148.102,02	338.943.602,50	529.562.199,33

The global economy, energy costs, international trade policies and geopolitical developments continue to be megatrends shaping the future of our industry. As Erciyes Çelik Halat, we continue to create economic value in line with our sustainable growth targets while increasing our resilience against risks.



OUR INVESTMENTS

As Erciyes Çelik Halat, we continued our investments in 2024 as part of our sustainable growth strategy. In this context, we took an important step towards renewable energy in line with our environmental responsibilities and invested in an Unlicensed Land Solar Energy System (SPP) in the Harran district of Şanlıurfa. It contributes to both reducing our carbon footprint and energy costs by increasing the share of renewable resources in our energy consumption.

In the field of digitalization, studies were carried out to increase the efficiency of our production and management processes in 2024, and our technological infrastructure was strengthened in information security and data management. In this way, our decision-making processes have become more effective and our operational performance has been supported.

Our company also maintains contacts with various professional organizations and industry associations to increase transparency and cooperation in the sector in which it operates. These relationships, developed at national and international levels, help us closely follow sectoral developments and adapt to global trends.

We prioritize fulfilling our environmental responsibilities and acting in cooperation with our social stakeholders to reduce negative impacts. In this context, regular improvement efforts are carried out in areas such as energy efficiency, occupational health and safety, and waste management, with the aim of minimizing potential negative impacts.

Within the scope of the mechanisms we have established to ensure customer satisfaction and manage complaints effectively, feedback is collected regularly and evaluated by the relevant units to make necessary improvements. Thus, we aim to meet the expectations of our stakeholders more effectively.

In 2024, no legal non-compliance cases were experienced within the scope of our company's activities, and no administrative sanctions were imposed due to non-compliance with laws and regulations. This situation once again demonstrates our company's commitment to ethical business conduct and full compliance with the law.



R&D AND INNOVATION

As Erciyes Çelik Halat, our sustainable growth is based on our innovative perspective and investments in technology. The R&D and innovation studies we carry out to increase our competitiveness in the sector and adapt to global trends not only improve our production quality but also directly contribute to our efficiency, environmental performance and customer satisfaction.

In 2024, important R&D and innovation projects were carried out in two main areas:

- **Digitization of PM Processes:** In the work carried out by our Information Technologies – Maintenance and Repair unit, maintenance processes have been moved to the digital environment with MII and SAP integration. This transformation provided 47 ADG efficiency improvements in 2023 and contributed to the more efficient and transparent management of our operations with a 6 ADG gain in 2024.
- **Production Line Improvement Works:** Energy savings have been achieved through improvement efforts carried out by our Auxiliary Operations unit. In 2022, 210,992 kWh of electricity was saved, compared to 86,000 kWh of electricity and 15,264 kWh of natural gas in 2023. In 2024, these gains were further diversified, with savings of 65,520 kWh of electricity and 48,968 kWh of natural gas.

These projects demonstrate our company's commitment to increasing energy efficiency, optimizing resource use, and achieving our sustainable production goals. Our investments in digitalization and process improvement not only reduce our costs but also contribute to reducing our carbon emissions.

As Erciyes Çelik Halat, we will continue to strengthen our R&D and innovation efforts in the future, develop solutions that exceed customer expectations, integrate technological advances into our production processes, and reinforce our leading role in our industry.



DIGITAL TRANSFORMATION

As Erciyes Çelik Halat, we continue our digital transformation journey with determination by integrating Industry 4.0 applications into our business processes. In this context, SAP and MES (Manufacturing Execution System) systems have been integrated by our IT Department. The MES system ensures transparency, traceability and efficiency at every stage of our production processes.

Thanks to our MES system and automation infrastructure:

- Productivity performance measurements are made,
- Instant production information is made available via operator screens,
- Faulty production and losses are minimized,
- Raw materials used can be tracked from raw material input to product release,
- Production quantities, waste rates and downtimes are displayed in real time,
- Thanks to the batch-based production structure, detailed traceability is ensured back to the raw material source in case of customer complaints or quality problems.

As part of Industry 4.0 applications, predictive maintenance processes have been implemented with strong coordination established among maintenance, engineering and production teams. In addition, operational efficiency is improved thanks to integration with automation systems.

In our technological product choices, we use high-efficiency equipment in terms of energy efficiency, thus increasing energy efficiency and reducing our environmental impact.

In our digitalization journey, our compliance with international standards on information security has been certified with the ISO 27001 Information Security Management System Certificate received in 2023.

As Erciyes Çelik Halat, we aim to increase the efficiency of our processes by continuing our digital transformation investments, to achieve more reliable and transparent production for our stakeholders, and to achieve our sustainability goals through technology.





PRODUCT RESPONSIBILITY AND CUSTOMER SATISFACTION

As Erciyes Çelik Halat, the longevity, high performance, efficiency and reliability of our products form the basis of our customer satisfaction. We are proud to be one of the preferred brands in the global market thanks to the high-quality products we have been producing with the understanding of “Reliable Technology” for over twenty years. This success is based not only on our product quality, but also on our full compliance with regulations, national and international standards, customer expectations and the strong collaborations we have established with our stakeholders.

One of the cornerstones of our quality management is our strong infrastructure that enables control of every stage of the production processes. Our company operates two laboratories equipped with fully calibrated devices that can monitor all stages from the entry of raw materials to the delivery of the final product. In these laboratories, many critical tests are carried out such as wire strength, galvanized coating quality, chemical analyses and breaking tests on industrial ropes and conductors ranging in size from 6.5 mm to 63 mm. In particular, our 1000-ton capacity and TÜBİTAK-approved rope breaking machine is the only example in Türkiye and provides a strategic advantage that reinforces our leading position in our sector.

We are regularly audited by national and international certification bodies to guarantee quality. As a result of these audits, we receive approval from renowned organizations such as ISO, TSE, TÜV SÜD, Bureau Veritas; we also hold API Q1 and API 9A monogram certificates, which are among the most prestigious documents in the industry. These documents prove that our products meet internationally recognized quality and safety standards.

ISO 9001 Quality Management System, ISO 10002 Customer Satisfaction Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System and ISO 27001 Information Security Management System are implemented in our integrated production facilities operating at global standards. These systems not only ensure our production quality, but also provide an integrated management approach with our environmental, social and governance (ESG) objectives.

Our understanding of product responsibility is not limited to compliance with standards. Our ability to develop products according to our customers’ specific needs gives us flexibility and competitive advantage in international markets. Thanks to modern testing equipment, continuous improvement activities and our customer-focused approach, we continue to be a reliable business partner both locally and globally.

The quality and system documents of our products are available on our company’s website:

<https://www.ech.com.tr/klt-blglr>

<https://www.ech.com.tr/sistem-blglr>

Our quality processes are carried out through digital documentation systems and all quality management systems are monitored digitally. New certification needs are determined in line with the requests from our sales department, and processes are initiated with the approval of senior management. In the coming period, it is planned to conduct a grounding quality type test and also aim to obtain the American Petroleum Institute (API) certificate.





CUSTOMER PRIVACY

Confidentiality and protection of customer information is one of the top priorities for our company. In 2024, there was no breach of customer data (data loss, leakage or similar situation) and no complaints were received in this regard. Management of customer data is carried out by the Sales and Marketing Department in coordination with the quality management system department.

CUSTOMER SATISFACTION

Our customer satisfaction measurement process is defined in the relevant procedure, and a “Customer Satisfaction Research Survey” is sent to our domestic and international customers once a year. In addition, a “Customer Complaint Evaluation Survey” is conducted after each customer complaint. Surveys are filled out on our website (<https://www.ech.com.tr/anketler>) and the results are recorded and analyzed electronically.

The survey results are evaluated by the Sales and Marketing Manager and the Quality Management Systems Department and corrective actions (CA) are initiated when necessary. Findings are discussed regularly in management review meetings and improvements are made.

As a result of the satisfaction measurements made in 2024:

- International Customer Satisfaction Score: 85.45%
- Domestic Customer Satisfaction Score: 86.82%

These scores show that our customers’ satisfaction level is high, reinforcing our company’s customer-focused approach.

As Erciyes Çelik Halat, we aim to improve customer loyalty beyond increasing customer satisfaction. In this regard, we continue to communicate regularly with our customers to better understand their expectations and to establish long-term business relationships based on trust.

OUR TAX APPROACH

As Erciyes Çelik Halat, we prioritize transparency, accountability and commitment to ethical values in tax management, as well as in every stage of our activities. We view our approach to tax not only as a legal obligation but also as an integral element of our understanding of corporate responsibility.

Full compliance with financial regulations forms the basis of all our operations. Our Financial Affairs team closely follows national and international regulations, quickly implementing the necessary updates, preventing risks and ensuring a sustainable financial structure.

Our tax policy is supported by transparent reporting, regular audits and independent control mechanisms. Thanks to the processes carried out by certified public accountants and independent auditors, trust is established in the eyes of both public authorities and our stakeholders.

Erciyes Çelik Halat continues to contribute to the national economy and support a fair and responsible business world by fully fulfilling its tax obligations. This approach, along with our financial ethical principles, is one of the most important indicators of our company’s long-term reliability and awareness of social responsibility.





CONTRIBUTION TO THE LOCAL ECONOMY

As Erciyes Çelik Halat, we prioritize contributing to economic growth in the regions where we operate and establishing strong collaborations with local suppliers. The sustainability of our supply chain is seen as a critical element for both the efficiency of our operations and the development of the local economy. In this regard, we prioritize local suppliers in our purchasing processes, reduce our import rate each year, and increase our use of domestic resources.

Payments to Suppliers

The total payment made to suppliers in 2024 was 561.3 million TRY. Of this, 560.9 million TRY (99.92%) was met by domestic suppliers, with only 0.49 million TRY (0.08%) by imports. This result demonstrates our strong contribution to the local economy.

Approx. Value of Payments to Suppliers	Unit	2022	2023	2024
Import	TRY	29.825.936,07	15.340.062,87	487.978,98
Locally Sourced	TRY	186.584.937,43	218.333.164,03	560.854.011,92
TOTAL	TRY	216.410.873,50	233.673.226,90	561.341.990,90
Import Suppliers	Quantity	5	4	2
Local Suppliers	Quantity	322	299	333

2022			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	1,55%	Overseas Sourced (Import)	13,78%
Locally Sourced	98,45%	Locally Sourced	86,22%

2023			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	1,34%	Overseas Sourced (Import)	6,56%
Locally Sourced	98,66%	Locally Sourced	93,44%

2024			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	0,60%	Overseas Sourced (Import)	0,08%
Locally Sourced	99,40%	Locally Sourced	99,92%

A predominantly domestic picture is also evident in the number of suppliers our company cooperates with. In 2024, 333 of the 335 suppliers were domestic companies. This means 99.40% domestic participation in the number of suppliers.

- **Employment and Local Development:** Our domestic purchases directly contribute to the regional economy and support local employment.
- **Sustainable Sourcing:** Thanks to the priority given to domestic suppliers, our carbon footprint is reduced and logistics efficiency is increased.
- **Economic Resilience:** We reduce import dependency in order to increase our resilience against fluctuations in global markets.

As Erciyes Çelik Halat, we will continue to contribute to the sustainable development of both our company and our country by strengthening our supply chain with local values.



6

OUR ENVIRONMENTAL PERFORMANCE

OUR ENVIRONMENTAL MANAGEMENT

OUR ENERGY MANAGEMENT

OUR GREENHOUSE GAS MANAGEMENT

WATER EFFICIENCY AND WASTEWATER MANAGEMENT

CIRCULARITY AND WASTE MANAGEMENT



OUR ENVIRONMENTAL MANAGEMENT

As Erciyes Çelik Halat, we consider reducing our environmental impact and protecting natural resources to be an integral part of our corporate responsibility. We believe that leaving a livable world to future generations is not only a global obligation, but also a responsibility towards our stakeholders. In line with this understanding, we carry out all our activities with an environmentally friendly production and sustainable business model approach.

Our environmental management approach covers key areas such as energy efficiency, greenhouse gas emissions reduction, water and wastewater management, circularity and waste management. These identified priorities guide the regular monitoring and continuous improvement of our environmental performance.

ISO 14001 Environmental Management System is implemented in our company, and our environmental impacts are monitored, evaluated and reported through this system. Our sustainability strategy and environmental policy, established in 2024, have enabled us to address the environmental aspects of our operations in a more systematic framework. You can access our environmental policy [here](#).

The Sustainability Committee, established in 2025, plays a critical role in monitoring our environmental performance and taking actions in line with the defined targets. The Committee works under the leadership of our General Manager and coordination of our Director for Management Systems & Sustainability, and develops projects to raise environmental awareness across all business units.

As Erciyes Çelik Halat, we aim to add value to both our industry and our country by continuously improving our environmental performance, while also making concrete contributions to the fight against climate change.





OUR ENERGY MANAGEMENT

As Erciyes Çelik Halat, we place our energy efficiency and emission reduction efforts at the center of our business processes. In line with our ISO 50001 Energy Management System certificate, we continuously monitor our energy performance and develop actions for improvement. Our energy consumption data is checked daily and monthly, and performance deviations are identified by analyzing its consistency with production data. This approach directly contributes to reducing our energy costs while minimizing emissions and increasing our efficiency in resource use.

Our energy management covers not only our operational processes but also our maintenance management. Thanks to our maintenance activities carried out through SAP, electricity and natural gas consumptions are monitored digitally and natural gas consumptions are controlled on a weekly and monthly basis. In addition, consumption patterns are constantly monitored with energy analyzers installed at main energy consumption points.

National regulations on Climate Change and Energy Efficiency and the requirements arising from the European Union Green Deal constitute an important part of our energy management processes. By complying with these regulations, our company reduces the risks of climate change while making it possible to take advantage of new opportunities.

Our work is supported by projects aimed at increasing efficiency in water and energy use. Circulation is achieved by using cooling towers instead of mains water, and thanks to pH automation, acid dosing is automated, resulting in significant savings in water and acid consumption. Thanks to the washing and fan systems installed in the patent line, acid vapor is controlled before it escapes, reducing environmental impacts.

Annual vibration tests performed on bending machines ensure that maintenance plans are prepared correctly, thus enabling predictive maintenance activities that support energy efficiency. Additionally, monthly maintenance verification activities are reported, creating a transparent tracking mechanism in energy and emissions management.

Our energy consumption data for year 2024 are provided in the table below.

ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TEP	2,177	1,855	1,911
1. Non-renewable Direct Energy				
Petrol	liter	0	0	0
Diesel	liter	12,345	11,254	11,968
Natural Gas	Sm3	1.833.878	1.580.063	1.625.373
2. Non-renewable Indirect Energy				
Electricity (from Grid)	kWh	7.607.300	6.297.212	6.514.697
3. Energy from Renewable Energy Source				
Consumed (SPP Own-Consumption + SPP Offsetting) SPP	kWh	0	0	0
4. Energy Sold from Renewable Energy Source				
SPP Sold	kWh	0	0	0
5. Energy Purchased from Renewable Energy Source				
If IREC, YEK-G etc. certificate is available	kWh	0	0	0
TOTAL ELECTRICITY CONSUMPTION	kWh	7.607.300	6.297.212	6.514.697



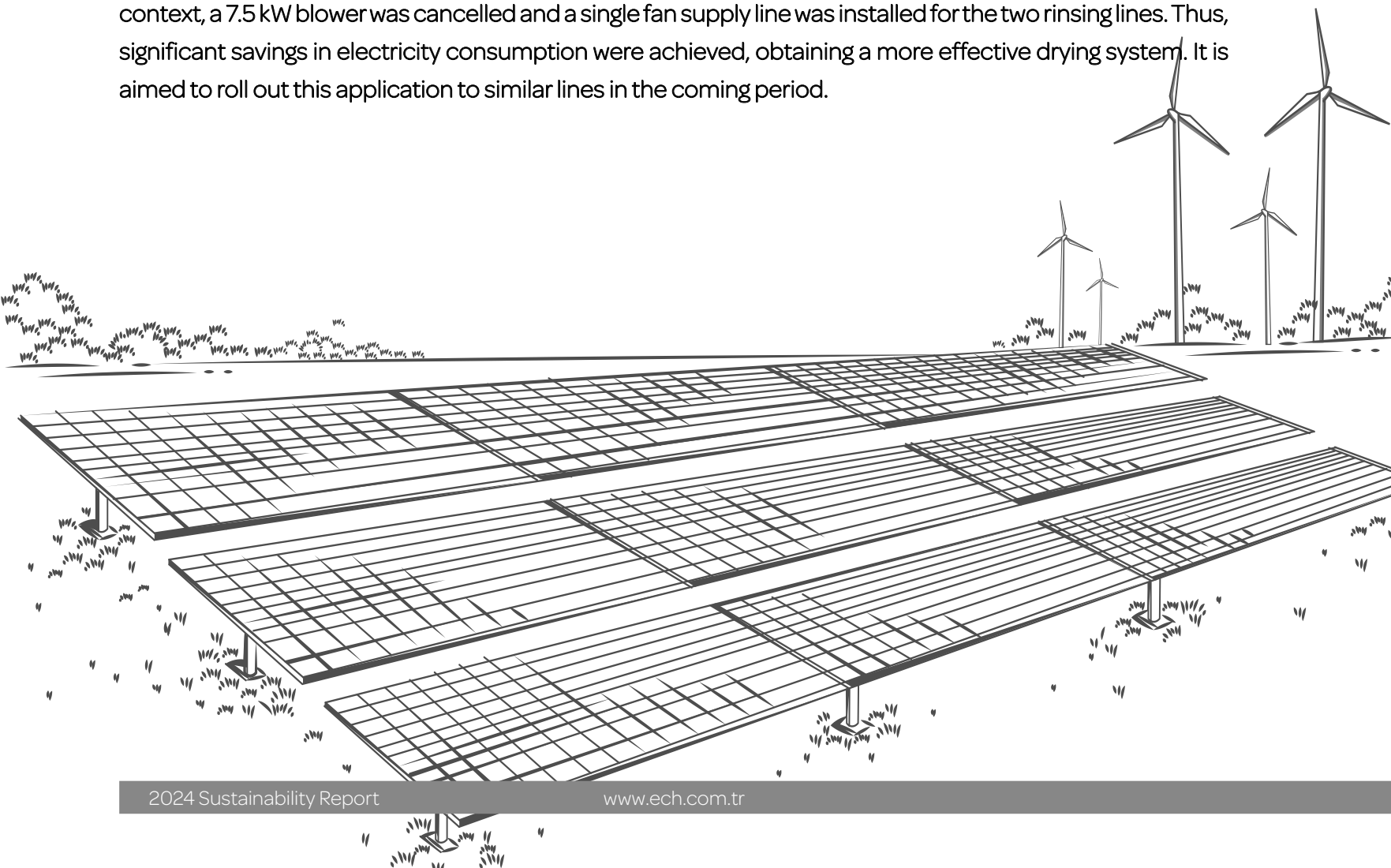
OUR ENERGY EFFICIENCY PROJECTS

Galvanizing Line Energy Efficiency Project

As part of the project, implemented in 2024, the burning settings of the six burners in the patent line were optimized. The temperature set value, which was previously ± 20 °C, was reduced to ± 5 °C, along with the flue gas analyses and software revisions. Thus, natural gas consumption is reduced, minimizing safety risks, and ensuring more efficient combustion process. In the coming period, inspections will be continued to further improve the set values.

System Rinse Line Energy Efficiency

With this project, implemented in 2024, energy consumption in the rinsing line was reduced. The fan system, previously used in two separate rinsing lines, has been redesigned to operate through a single fan. In this context, a 7.5 kW blower was cancelled and a single fan supply line was installed for the two rinsing lines. Thus, significant savings in electricity consumption were achieved, obtaining a more effective drying system. It is aimed to roll out this application to similar lines in the coming period.



OUR GREENHOUSE GAS MANAGEMENT

As Erciyes Çelik Halat, we see combating climate change as one of the fundamental elements of our sustainability strategy. We regularly monitor, report and reduce greenhouse gas emissions resulting from our activities, and comply with both national regulations and international requirements.

In line with the European Union Green Deal and the regulations on Climate Change, we aim to prevent carbon leakage and keep our greenhouse gas emissions under control. We continue to re-evaluate our current strategies and update our long-term roadmap to maintain our competitiveness in global markets, particularly as part of Carbon Border Adjustment Mechanism (CBAM).

Our greenhouse gas management is carried out as part of the ISO 14064 standard, and our greenhouse gas emissions are calculated and verified every year. Direct (fuel consumption-related) and indirect (electricity consumption-related) emission data used in our facilities are regularly monitored, and projects aimed at reducing emissions are implemented.

Greenhouse Gas Emissions	Unit	2022	2023	2024
Category 1	t CO2 e	4.491	3.687	3.413
Category 2	t CO2 e	3.347	2.764	2.879
Category 3	t CO2 e	4.524	2.163	1.776
Category 4	t CO2 e	19.894	14.902	27.084
Category 5	t CO2 e	238	191	3.793
Category 6	t CO2 e	53	1.281	1.180
Total Emission	t CO2 e	32.517	24.988	40.125



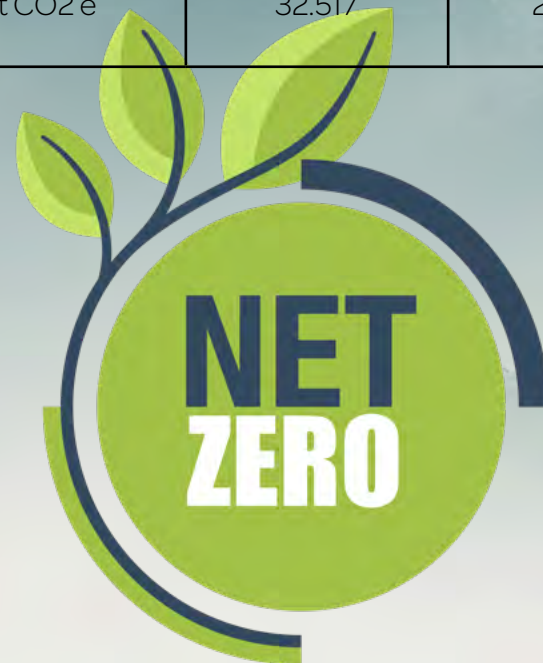
OUR NET ZERO JOURNEY

As Erciyes Çelik Halat, we keep up with global developments and national targets in the fight against climate change. While our company has not yet determined its own net zero commitment, we aim to create a road-map aligned with Türkiye’s 2053 Net Zero Emissions target.

In this context, we plan to make our greenhouse gas inventory more comprehensive, systematically evaluate emission reduction opportunities, and define our long-term emission reduction targets in the coming period. Our energy efficiency projects, renewable energy investments, and operational improvements will form the fundamental building blocks of this process.

As Erciyes Çelik Halat, we are committed to taking steps that will contribute to Türkiye’s 2053 vision and to continuously improve our emission reduction efforts.

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO2 Emissions	t CO2 e	4.491	3.687	3.413
Indirect CO2 Emissions	t CO2 e	28.026	21.301	36.712
Total Emission	t CO2 e	32.517	24.988	40.125





RENEWABLE ENERGY PROJECTS AND CONTRIBUTIONS

As Erciyes Çelik Halat, we see our renewable energy investments as a critical element in reducing our greenhouse gas emissions. In this regard, our Unlicensed Land Solar Power Plant (SPP) projects, which were commissioned in 2024, have become an important turning point in our energy management.

Our two separate land-based solar power plant investments implemented in Şanlıurfa province make it possible to eliminate emissions resulting from our electricity consumption, while also contributing to our country's renewable energy targets with a production capacity exceeding 100% of our consumption. In addition, the excess production generated creates financial income for our company.

Our projects were commissioned in the last week of 2024, thus meeting 2.15% and 6.23% of our first-year consumption, respectively. However, assuming the production amounts projected for 2025 and the consumption in 2024, these rates are aimed to increase to 244% and 288%, respectively. A total emission reduction of approximately 7,253 tCO₂e is expected to be achieved.

As Erciyes Çelik Halat, we will continue to increase our renewable energy investments and create both environmental and economic benefits by continuing our work in this field.



* Shows the amount of electricity produced by the solar power plant from the month it was commissioned until the end of 2023.

** Indicates the impact of electricity generated from solar power plants on carbon emissions in terms of company electricity consumption. It is assumed that if the company's electricity consumption exceeds that provided by solar power plants, the excess will be certified and used.

*** Indicates indirect emissions that will be prevented due to electricity generated from solar power plants.

**** Project capacity information is taken from the projected production made on the budget.

Company	Name of SPP Project	Type of SPP Project	Project Status	Project Capacity	Project Location	Projected Production 2025 (kWh)	2024 Actual SPP Production (kWh)*	2024 Actual Consumption (kWh)	2024 Own-Production Coverage (%)****	2025 Own-Production Coverage (%)****	2025 Total Emission Effect (ton CO ₂ eq)	Emission Effect Status
ECH 1	ECH SPP	Land SPP	Project commissioned in 2024	4,800 kWe 6,135 kWp	Şanlıurfa	12,842,496	112,864	5,255,665	2,15%	244%	5,676.38	Projected Emission Value
ECH 2	ECH SPP	Land SPP	Project commissioned in 2024	1,500 kWe 1,687 kWp	Şanlıurfa	3,568,509	78,359	1,258,212	%6,23	284%	1,577.28	Projected Emission Value
Total Emission Effect (ton CO ₂ eq)											7,253,66	Projected Emission Value



WATER EFFICIENCY AND WASTEWATER MANAGEMENT

As Erciyes Çelik Halat, we see the sustainable management of water resources as an important part of our environmental responsibility. We carry out systematic studies to reduce the amount of water used in our operations, to ensure its reuse and to minimize the environmental impact of discharged water.

In 2024, water footprint calculations in accordance with the ISO 14046 standard were carried out for the first time, thus demonstrating the environmental impacts of our water use using scientific methods. This study will provide a key basis for formulation of our future strategies.

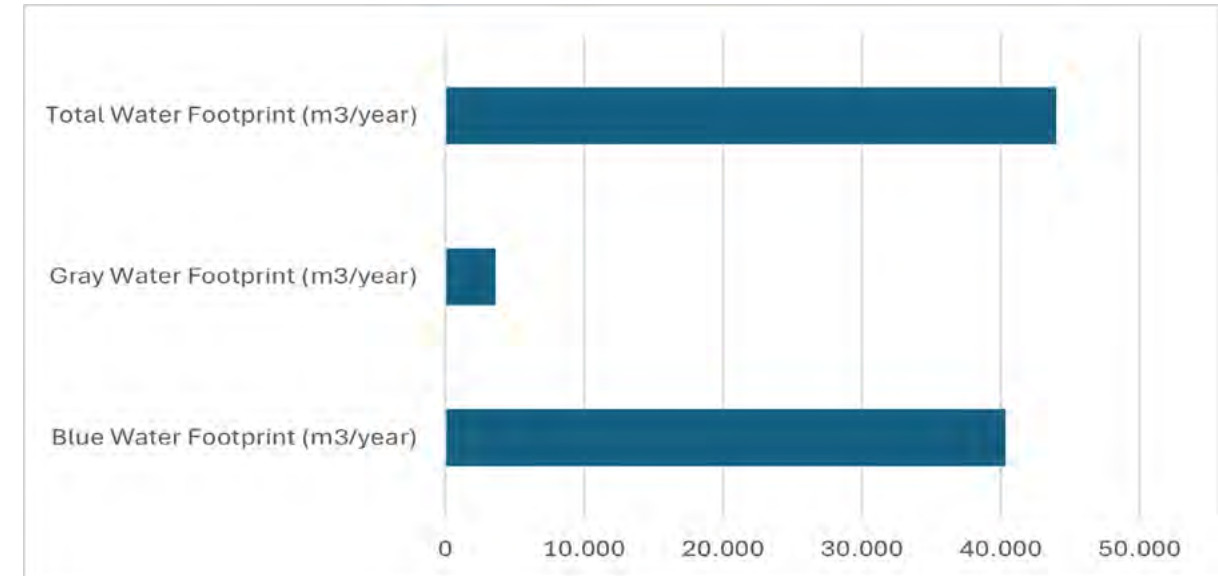
Monthly consumption is regularly monitored in our company, and since our production processes would be directly affected in the event of a possible water crisis or scarcity, strong measures are being taken in the field of water management with the full support of our management.

To reduce water consumption:

- Water circulation is ensured by using cooling towers instead of mains water.
- With the investment in water towers, pH automation was put into operation and acid dosing was automated. In this way, a significant reduction in both water and acid consumption has been achieved.
- Water consumption is monitored and improvement opportunities are evaluated by installing automation systems and appropriate equipment at main consumption points.

Our improvement projects for efficient water use will continue in the coming period, and new action plans will be implemented at high consumption points. In 2024, our blue water footprint is 40,327 m³, our gray water footprint is 3,635 m³ and our total water footprint is 43,962 m³.

Water consumption per unit of production	Unit	2022	2023	2024
	(m ³ //kg)	0.010129	0.006131	0.003147



Our performance data over the last three years clearly demonstrates the progress made in water consumption and water footprint management. Our water consumption, which was 116.90 megaliters in 2022, decreased to 54.34 megaliters in 2023 and 40.31 megaliters in 2024. This result is a concrete indicator of the actions taken and investments made by our company regarding water efficiency.

Similarly, there has been a notable improvement in our water footprint indicators. The amount of water use per unit of production, which was 0.010129 m³/kg in 2022, decreased to 0.006131 m³/kg in 2023 and 0.003147 m³/kg in 2024. This reduction was supported not only by reducing total water consumption, but also by the implementation of systems that enable water reuse.

These results show that Erciyes Çelik Halat has strengthened its resource efficiency-oriented environmental management approach and produced sustainable solutions in water management. Our company will continue its efforts to reduce water consumption, increase reuse rates, and further reduce its water footprint with the same determination in the coming years.

Water Consumption	Unit	2022	2023	2024
	megaliter	116.90	54.34	40.31



CIRCULARITY AND WASTE MANAGEMENT

As Erciyes Çelik Halat, we base our management of waste arising from our activities on the Zero Waste principle. With the Zero Waste Certificate received on 31.08.2021, we have started to separate our waste at its source and this practice is continued meticulously. The validity of the document lasts until 31.08.2026, and during this period, we aim to further develop our zero waste practices and increase waste recovery rates.

Our circular economy approach is not limited to waste management, but covers every stage of our production. Life cycle analyses have been conducted for all departments; a systematic structure has been created to minimize resource use and waste generation in processes from raw material procurement to final product delivery. Thus, we aim to both reduce our environmental impact and create economic value.



OUR WASTE PERFORMANCE

When waste data from the last three years is examined, it is seen that our company has made significant progress in resource efficiency and waste reduction. The total amount of waste, which was 1,084 tons in 2022, decreased to 890 tons in 2023 and decreased to 687 tons in 2024. The decrease recorded in 2024, in particular, reflects the impact of the improvement projects we have implemented to reduce waste. In addition, the amount of hazardous waste, which was 370 tons in 2022, was kept under control by decreasing to 323 tons in 2023 and 326 tons in 2024. These results demonstrate that our strategy of reducing hazardous waste and recycling non-hazardous waste at a higher rate has been successfully implemented. No administrative sanctions were imposed in 2024.

OUR WASTE PERFORMANCE

Total Waste				
By Type	Unit	2022	2023	2024
Hazardous Waste	Ton	370	324	327
Non-Hazardous Waste	Ton	714	547	349
Total Waste	Ton	1.084	890	688

As a reflection of the importance we attach to environmental sustainability, we regularly increase our environmental investments every year. The total environmental investment amount, which was TRY 948,740 in 2022, reached TRY 1,452,167 in 2023 and TRY 1,530,448 in 2024. These investments have been made primarily for energy efficiency, waste management and the use of environmentally friendly technologies, ensuring more efficient use of our resources and minimizing environmental risks.

The upward trend in investments clearly demonstrates our understanding of continuous improvement and our commitment to reducing our environmental impact.

Environmental Investments			
Unit	2022	2023	2024
Total operating expenses of environmental activities (TRY)	948,74	1,003,996	1,141,448.00
Total environmental protection investments (TRY)	-	448,171.00	389,000.00
Total	948,740.00	1,452,167.00	1,530,448.00



7

OUR SOCIAL PERFORMANCE

OUR SOCIAL PERFORMANCE MANAGEMENT

TALENT MANAGEMENT AND CAREER DEVELOPMENT

DIVERSITY, EQUITY AND INCLUSION

OCCUPATIONAL HEALTH AND SAFETY

EMPLOYEE SATISFACTION

CORPORATE SOCIAL RESPONSIBILITY



OUR SOCIAL PERFORMANCE MANAGEMENT

As Erciyes Çelik Halat, we implement a social performance management system that prioritizes the commitment and development of our employees and the sustainability of our workforce. As part of our human resources policy, we regularly review our performance management processes and aim to increase the work efficiency and motivation of our employees.

While labor turnover is monitored at relatively high levels among our white-collar employees, our recruitment processes for our blue-collar employees are carried out in accordance with the standards set by the Holding. Following the interviews, completion of the necessary documents and successful completion of the four-month trial period, the employment of candidates is finalized. In this process, face-to-face meetings and evaluations made with production units play an active role.

Annual training plans are created and implemented regularly to improve employee performance. In line with the feedback received after the training, re-trainings are organized on the required topics. In addition, process targets are set by the General Manager and performance evaluations are made in line with these targets. An individual performance evaluation system is actively implemented in our company.

Our KPI targets have been determined as keeping the workforce turnover at 10%, increasing employee engagement to 80% and continuing our operations without having imposed with administrative fines. These indicators constitute the basic building blocks of our social performance management.

We provide employment to more of our employees by going beyond our legal obligations regarding the employment of people with disabilities. This approach stands out as a concrete demonstration of our inclusive employment approach and our principle of equal opportunity.

Rights of association are guaranteed for all blue-collar employees of our company. This approach, which respects the rights and freedoms of our employees, contributes to the sustainability of social dialogue and labor peace.





TALENT MANAGEMENT AND CAREER DEVELOPMENT

At Erciyes Çelik Halat, supporting the development of our employees, unleashing their potential and securing their career journeys lies at the heart of our human resources strategy. Our talent management approach is based on placing employees with the right competencies in the right positions, improving their performance and strengthening their long-term commitment.

Recruitment processes for our blue-collar employees are carried out in accordance with the standards set by the holding. Candidates are evaluated through face-to-face interviews, meetings are held with relevant units, and the employment process is initiated upon successful completion of the four-month trial period. The high turnover rate among white-collar employees demonstrates the need for consistent practices and strong commitment policies in talent management.

Our training processes are regularly planned and implemented to support the development of our employees. Programs are constantly updated based on feedback received from employees after the training, and re-training is provided if necessary. While orientation training is organized for our new employees, training focused on occupational safety, technical skills and personal development is offered to our existing employees. This approach contributes to the career development of our employees by increasing their knowledge and competencies and strengthens our company's long-term sustainable human resources vision.

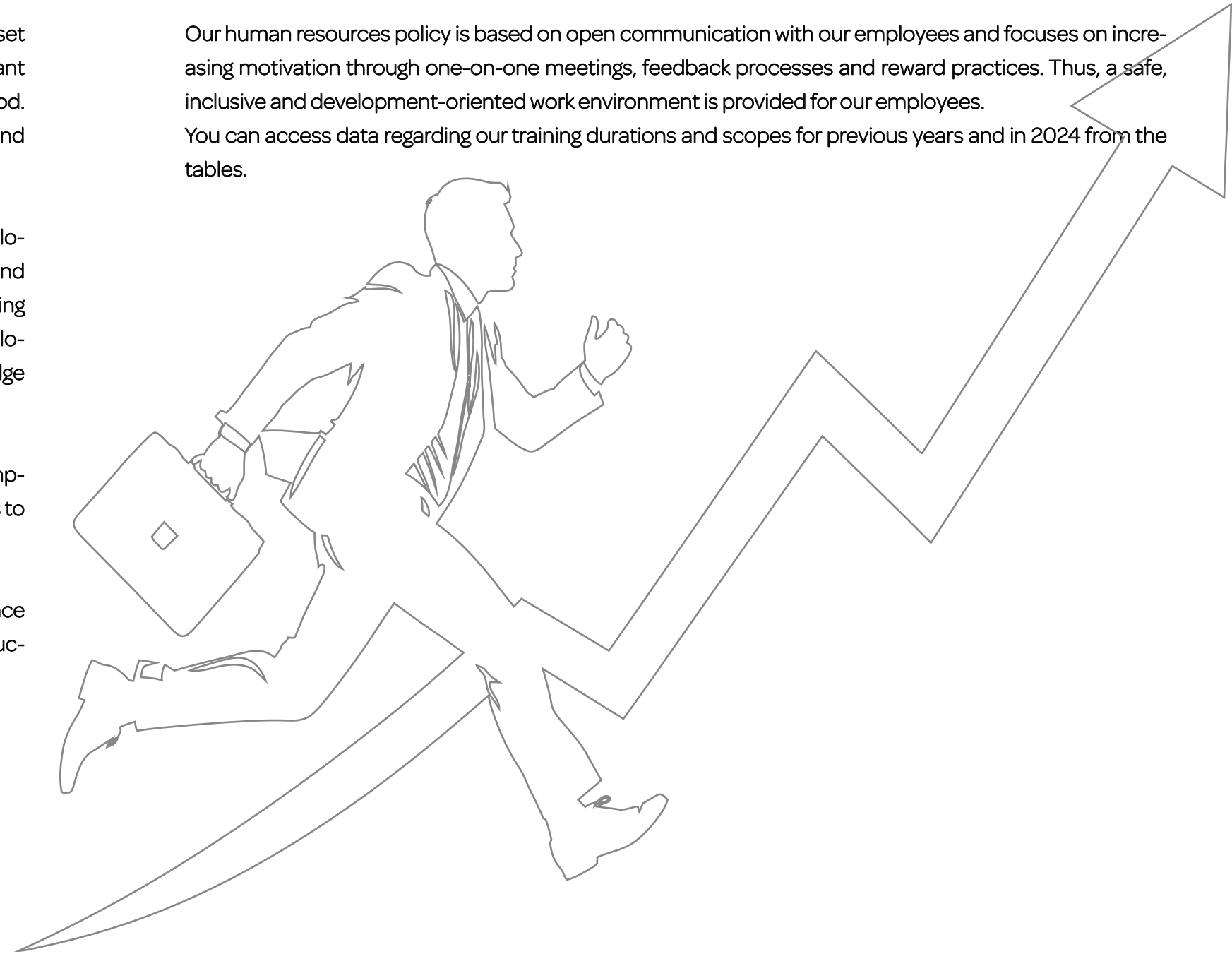
Our training processes are planned annually and implemented regularly. Feedback is received from employees after the training, and the same training is repeated if necessary. This approach allows employees to continuously improve their knowledge and skills and directly contributes to their performance.

Our remuneration policy is competitive and fair. Total income of employees is determined in accordance with current market conditions, and a transparent system is implemented based on the Salary Band Structure and Level Table approved by our Management.

The association rights of our employees are respected, while continuous training programs are implemented to increase occupational health and safety awareness. In 2024, a total of 3,675 person*hours of OHS training was provided to our 168 employees, and awareness training was also organized within the scope of environmental and energy management.

Our human resources policy is based on open communication with our employees and focuses on increasing motivation through one-on-one meetings, feedback processes and reward practices. Thus, a safe, inclusive and development-oriented work environment is provided for our employees.

You can access data regarding our training durations and scopes for previous years and in 2024 from the tables.





TRAINING INVESTMENTS

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Managers	Person*Hour	58	120	79,82
Senior Managers	Person	3	7	7
Mid-Level Managers	Person*Hour	196	341	171,44
Mid-Level Managers	Person	11	14	12
Other Employees	Person*Hour	2.669	1.659	3.424,26
Other Employees	Person	164	156	149
TOTAL	Person*Hour	2.923	2.119	3.675

By Employment Type	Unit	2022	2023	2024
Blue Collar	Person*Hour	2.669	1.659	3.424
Blue Collar	Person	156	155	150
White Collar	Person*Hour	254	460	251
White Collar	Person	22	22	18
TOTAL	Person*Hour	2.923	2.119	3.675

By Gender	Unit	2022	2023	2024
Male	Person*Hour	2.879	2.008	3.607
Male	Person	175	173	165
Women	Person*Hour	44	111	67
Women	Person	3	4	3
TOTAL	Person*Hour	2.923	2.119	3.675

All Trainings (by Type)	Unit	2022	2023	2024
Professional Development	Hours	25	751	966
Personal Development	Hours	108	49	0.00
OHS	Hours	2.354	906	2.678
Other (Ex: Leadership)	Hours	205	413	31
Total Training Hours	Hours	2.923	2.119	3.675





DIVERSITY, EQUITY AND INCLUSION

As Erciyes Çelik Halat, we adopt the fundamental principle of creating a fair, inclusive and equitable work environment for all our employees. Our human resources strategy focuses on ensuring that our employees have equal opportunities at every stage, from recruitment to their career development.

In our recruitment processes, we take into account not only the technical competencies of the candidates but also their potential and corporate fit. Recruitment procedures for our blue-collar employees are implemented transparently and in accordance with holding standards; candidates are evaluated through face-to-face interviews, and those who successfully complete the process are employed.

Although our company does not employ foreign employees, we adopt an inclusive approach that goes beyond legal obligations in the employment of employees with disabilities. In this way, our understanding of equal opportunities is reflected in all our employee groups.

Our comprehensive human resources policy goes beyond simply fulfilling legal obligations and aims to create a work environment where all our employees are valued and have equal opportunities.

The association rights of our employees are guaranteed. In this context, the rate of factory employees included in collective bargaining agreements was 84% in 2022 and 2023, and 86% in 2024. This rate reflects our company's commitment to protecting the social rights of our employees.

Increasing women's employment and supporting diversity in our workforce are among our priority goals. In this regard, we continue to work to increase the proportion of female employees and to ensure equal opportunities in career development.

Additionally, three-year human resources performance data has been transparently shared through tables in our report.

By Employment Type	Unit	2022	2023	2024
White Collar - Women	Person	2	3	2
White Collar - Men	Person	20	19	16
Blue Collar - Women	Person	1	1	1
Blue Collar - Men	Person	155	154	149
TOTAL	Person	178	177	168

By Contract Type	Unit	2022	2023	2024
Indefinite Term - Women	Person	3	4	3
Indefinite Term - Men	Person	175	173	165
TOTAL	Person	178	177	168

By Gender	Unit	2022	2023	2024
Male	Person	175	173	165
	Rate	98%	98%	98%
Women	Person	3	4	3
	Rate	2%	2%	2%
TOTAL	Person	178	177	168



DIVERSITY, EQUITY AND INCLUSION

By Age	Unit	2022	2023	2024
18 to 30 age	Women	0	1	1
	Rate	0%	3%	3%
	Male	45	37	37
	Rate	100%	97%	97%
31 to 40 age	Women	0	0	0
	Rate	0%	0%	0%
	Male	108	105	100
	Rate	100%	100%	100%
41 to 50 age	Women	2	2	1
	Rate	10%	6%	4%
	Male	19	29	25
	Rate	90%	94%	96%
51 to 60 age	Women	1	1	1
	Rate	25%	33%	25%
	Male	3	2	3
	Rate	75%	67%	75%
Over 60 age	Women	0	0	0
	Rate	0%	0%	0%
	Male	0	0	0
	Rate	0%	0%	0%
TOTAL	Person	178	177	168

WORKFORCE				
Other Groups	Unit	2022	2023	2024
Disabled	Women	Kadin	0	0
	Rate	0%	0%	0%
	Male	5	5	5
	Rate	100%	100%	100%
By Management Category	Unit	2022	2023	2024
Senior Management	Women	1	1	1
	Rate	14%	14%	17%
	Male	6	6	5
	Rate	86%	86%	83%
Mid-Level	Women	1	2	1
	Rate	7%	13%	8%
	Male	14	13	11
	Rate	93%	93%	92%
Other	Women	1	1	1
	Rate	1%	1%	1%
	Male	155	154	149
	Rate	99%	99%	99%
TOTAL	Person	178	177	168
Agreement	Unit	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	Rate	84%	84%	86%



OCCUPATIONAL HEALTH AND SAFETY

As Erciyes Çelik Halat, the health and safety of our employees are among our top priorities. Our occupational health and safety (OHS) policy is built on ensuring that all our employees operate in a safe working environment, minimizing potential risks and preventing workplace accidents. In this regard, we carry out training and awareness-raising activities uninterruptedly throughout the year to increase the OHS awareness of our employees.

The process begins with orientation training for our new employees and is supported by continuing education programs and position-specific training. Compulsory training on 21 topics determined as part of the "Regulation on Occupational Health and Safety Training for Employees" is regularly provided to our employees. In addition, training on working at heights, forklift safety and fire safety is repeated every year; vocational training within the domain of Vocational Qualifications Authority is provided by external expert organizations.

In 2024, a total of 2,678 hours of training were provided for our employees, and 168 of our employees attended these trainings. These trainings include general OHS training for new hires, mandatory OHS training given every two years, emergency plan information training and battery charging area usage training.

Our OHS performance is monitored through regular measurements and follow-ups. While the accident frequency rate was 7.69 in 2022, it decreased to 5.65 in 2023 and 4.39 in 2024. This reduction demonstrates the effectiveness of preventive measures, regular training and risk management activities.

Our OHS approach is not limited to only fulfilling legal requirements; it also includes the principle of continuous development to increase the competencies of our employees. In this context, management systems training and department-based training to increase work efficiency are also implemented.

Our company acts in accordance with international standards in occupational health and safety management. In this context, our activities are secured with the TÜV SÜD 45001 Occupational Health and Safety Management System Certificate.

Occupational health and safety performance data for the last three years are provided in tables.

OCCUPATIONAL HEALTH AND SAFETY				
Number of Employees	Unit	2022	2023	2024
Number of Company Employees	Person	177	177	168
Number of Subcontractor Employees	Person	0	0	0
Total Number of Participants	Person	178	177	168
Occupational Health and Safety Trainings	Unit	2022	2023	2024
Company Employees	Person*Hour	2.354	906	2.678
Subcontractor Employees	Person*Hour	0	0	0
Total OHS Trainings	Person*Hour	2.354	906	2.678





OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY					
Work Accidents	Group	Unit	2022	2023	2024
Near-Miss	Company	Number/Year	2	4	3
	Sub-employer	Number/Year	0	0	0
Number of Lost Time Accidents	Company	Number/Year	13	10	21
	Sub-employer	Number/Year	0	0	0
Lost Day	Company	Number/Year	125	78	46
	Sub-employer	Number/Year	0	0	0
Number of Accidents Without Lost Day	Company	Number/Year	1	3	6
	Sub-employer	Number/Year	0	0	0
AFR - Accident Frequency Rate (Lost Time Injury Rate) (Number of Accidents x 1,000,000) / Total Working Hours	Company	Rate	7,69	5,65	4,39
	Sub-employer	Rate	0.00	0.00	0.00
Death	Company	Number/Year	0	0	0
	Sub-employer	Number/Year	0	0	0
AFR - Accident Frequency Rate (Severity Rate) (Lost Days x 1000) / Total Working Hours	Company	Rate	0,44	0,08	0,08
	Sub-employer	Rate	0.00	0.00	0.00
Occupational disease rate (ODR) Number of Occupational Diseases x 1,000,000 / ES	Company	Rate	0.00	0.00	0.00
	Sub-employer	Rate	0.00	0.00	0.00



EMPLOYEE SATISFACTION

At Erciyes Çelik Halat, our employees are the cornerstones of our corporate success. We carry out our human resources processes with a transparent, fair and inclusive approach in order to increase the satisfaction, loyalty and motivation of our human resources. Taking into account our employees' opinions and expectations, supporting their career development and providing a safe working environment are the key elements of our satisfaction policy.

Reducing the white-collar workforce turnover rate is among our priority goals. In this context, our recruitment, orientation, training and performance management processes are constantly reviewed, and our blue-collar employees are supported by the rights guaranteed by collective bargaining agreements. Our social goals include women's employment, personal development opportunities and external stakeholder relations to increase employee loyalty.

Satisfaction surveys are conducted every two years to monitor employee satisfaction at regular intervals. Surveys allow us to identify areas for improvement by reflecting our employees' evaluations of the work environment. We also maintain constant communication with our employees through one-on-one meetings, feedback meetings and suggestion systems.

In 2024, 13 of our employees benefited from the right to parental leave, and this right has become a part of our practices that support the work-life balance of our employees. In addition, a comprehensive benefits package is offered that contributes to employee satisfaction. This package consists of life insurance, health services, disability and disability insurance, Parental leave, group personal accident insurance and financial liability insurance.

All these practices aim to create a work environment where our employees feel valued, their rights are guaranteed and their personal development is supported. Thus, Erciyes Çelik Halat adopts an approach that not only fulfills legal obligations but also sees employee satisfaction as an integral element of corporate sustainability.

Employee satisfaction performance data for the last three years are provided in tables.

WORKFORCE				
Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New hires - Total	Person	6	15	12
White Collar	Person	3	3	1
Blue Collar	Person	3	12	11
Offboarded - Total	Person	8	17	24
White Collar	Person	2	4	4
Blue Collar	Person	6	13	20
TOTAL	Person	28	64	72

By Gender	Unit	2022	2023	2024
Men - New Hires	Person	6	14	11
	Rate	100%	93%	92%
Men - Offboarded	Person	8	16	23
	Rate	100%	94%	96%
Women - New Hires	Person	0	1	1
	Rate	0%	7%	8%
Women - Offboarded	Person	0	1	1
	Rate	0%	6%	4%
TOTAL	Person	14	32	36



EMPLOYEE SATISFACTION

By Age	Unit	2022	2023	2024
18 - 30 age - New Hire	Person	4	9	10
	Rate	50%	47%	53%
18 - 30 age - Offboarded	Person	4	10	9
	Rate	50%	53%	47%
31 - 40 age - New Hire	Person	0	3	2
	Rate	0%	38%	20%
31 - 40 age - Offboarded	Person	3	5	8
	Rate	100%	63%	80%
41 - 50 age - New Hire	Person	1	3	0
	Rate	50%	60%	0%
41 - 50 age - Offboarded	Person	1	2	6
	Rate	50%	40%	100%
51 - 60 age - New Hire	Person	1	0	0
	Rate	100%	0%	0%
51 - 60 age - Offboarded	Person	0	0	1
	Rate	0%	0%	100%
Over 60 age - New Hire	Person	0	0	0
	Rate	0%	0%	0%
Over 60 age - Offboarded	Person	0	0	0
	Rate	0%	0%	0%
TOTAL	Person	14	32	36

Orientation and promotion program success rate for new hires (0-2 years)	Unit	2022		2023		2024	
	%	52%	62%	56%	Man	Women	Man

Employees on Parental Leave	Unit	2022		2023		2024	
	Total	Women	Male	Women	Male	Women	Male
Employees entitled to parental leave	Person	Male	12	0	8	0	13
Employees on parental leave	Person	Women	12	0	8	0	13
Employees returning to work after parental leave	Person	Male	12	0	8	0	13
Employees returning to work after parental leave and remain employed for at least 12 months thereafter	Person	Women	9	0	7	0	12
		Male					

Social benefits	Unit	2022	2023	2024
Life insurance	Person	178	177	168
Health services	Person	178	177	168
Disability insurance	Person	178	177	168
Parental leave	Person	9	7	12
Group personal accident insurance	Person	150	178	178
Liability insurance	Person	6	7	7



CORPORATE SOCIAL RESPONSIBILIT

As Erciyes Çelik Halat, we see our responsibilities towards society as an integral part of our business model. We consider contributing to the social and economic development of our region, establishing strong ties with society and increasing social benefit as our priority goals.

In this context, our social support practices for our employees' families continue. In particular, scholarships are provided to the children of workers, contributing to their education and supporting the preparation of young generations for the future.

In addition, volunteering projects, awareness campaigns and collaborations are being developed to increase social solidarity, thus providing not only economic contributions but also social benefits. In line with its understanding of sustainability, Erciyes Çelik Halat aims to implement new projects in the fields of education, social awareness and social development in the future.





8

APPENDICES

ENVIRONMENTAL PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS

GRI INDEX



ENVIRONMENTAL PERFORMANCE INDICATORS

ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TEP	2,177	1,855	1,911
1. Non-renewable Direct Energy				
Petrol	liter	0	0	0
Diesel	liter	12,345	11,254	11,968
Natural Gas	Sm3	1.833.878	1.580.063	1.625.373
2. Non-renewable Indirect Energy				
Electricity (from Grid)	kWh	7.607.300	6.297.212	6.514.697
3. Energy from Renewable Energy Source				
Consumed (SPP Own-Consumption + SPP Offsetting) SPP	kWh	0	0	0
4. Energy Sold from Renewable Energy Source				
SPP Sold	kWh	0	0	0
5. Energy Purchased from Renewable Energy Source				
If IREC, YEK-G etc. certificate is available	kWh	0	0	0
TOTAL ELECTRICITY CONSUMPTION	kWh	7.607.300	6.297.212	6.514.697

Greenhouse Gas Emissions	Unit	2022	2023	2024
Category 1	t CO2e	4.491	3.687	3.413
Category 2	t CO2e	3.347	2.764	2.879
Category 3	t CO2 e	4.524	2.163	1.776
Category 4	t CO2 e	19.894	14.902	27.084
Category 5	t CO2e	238	191	3.793
Category 6	t CO2e	53	1.281	1.180
Total Emission	t CO2e	32.517	24.988	40.125

Greenhouse Gas Emissions	Unit	2022	2023	2024
Direct CO2 Emissions	t CO2 e	4.491	3.687	3.413
Indirect CO2 Emissions	t CO2 e	28.026	21.301	36.712
Total Emission	t CO2 e	32.517	24.988	40.125



ENVIRONMENTAL PERFORMANCE INDICATORS

Company	Name of SPP Project	Type of SPP Project	Project Status	Project Capacity	Project Location	Projected Production 2025 (kWh)	2024 Actual SPP Production (kWh)*	2024 Actual Consumption (kWh)	2024 Own-Production Coverage (%)****	2025 Own-Production Coverage (%)****	2025 Total Emission Effect (ton CO2eq)	Emission Effect Status
ECH1	ECH SPP	Land SPP	Project commissioned in 2024	4,800 kWe 6,135 kWp	Şanlıurfa	12,842,496	112,864	5,255,665	2,15%	244%	5,676.38	Projected Emission Value
ECH2	ECH SPP	Land SPP	Project commissioned in 2024	1,500 kWe 1,687 kWp	Şanlıurfa	3,568,509	78,359	1,258,212	%6,23	284%	1,577.28	Projected Emission Value
Total Emission Effect (ton CO2 eq)											7.253,66	Projected Emission Value

Water consumption per unit of production	Unit	2022	2023	2024
	(m3//kg)	0.010129	0.006131	0.003147

Total Waste				
By Type	Unit	2022	2023	2024
Hazardous Waste	Ton	370	324	327
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Total	948,740.00	1,452,167.00	1,530,448.00



SOCIAL PERFORMANCE INDICATORS

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Managers	Person*Hour	58	120	79,82
Senior Managers	Person	3	7	7
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Total Training Hours	Hours	2.923	2.119	3.675

By Employment Type	Unit	2022	2023	2024
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White Collar - Men	Person	20	19	16
Blue Collar - Women	Person	1	1	1
Blue Collar - Men	Person	155	154	149
TOTAL	Person	178	177	168

By Contract Type	Unit	2022	2023	2024
Indefinite Term - Women	Person	3	4	3
Indefinite Term - Men	Person	175	173	165
TOTAL	Person	178	177	168



SOCIAL PERFORMANCE INDICATORS

By Gender	Unit	2022	2023	2024
Male	Person	175	173	165
	Rate	98%	98%	98%
Women	Person	3	4	3
	Rate	2%	2%	2%
TOTAL	Person	178	177	168

WORKFORCE				
Other Groups	Unit	2022	2023	2024
Disabled	Women	Kadin	0	0
	Rate	0%	0%	0%
	Male	5	5	5
	Rate	100%	100%	100%

Agreement	Unit	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	Rate	84%	84%	86%

By Age	Unit	2022	2023	2024
18 to 30 age	Women	0	1	1
	Rate	0%	3%	3%
	Male	45	37	37
	Rate	100%	97%	97%
31 to 40 age	Women	0	0	0
	Rate	0%	0%	0%
	Male	108	105	100
	Rate	100%	100%	100%
41 to 50 age	Women	2	2	1
	Rate	10%	6%	4%
	Male	19	29	25
	Rate	90%	94%	96%
51 to 60 age	Women	1	1	1
	Rate	25%	33%	25%
	Male	3	2	3
	Rate	75%	67%	75%
Over 60 age	Women	0	0	0
	Rate	0%	0%	0%
	Male	0	0	0
	Rate	0%	0%	0%
TOTAL	Person	178	177	168



SOCIAL PERFORMANCE INDICATORS

By Management Category	Unit	2022	2023	2024
Senior Management	Women	1	1	1
	Rate	14%	14%	17%
	Male	6	6	5
	Rate	86%	86%	83%
Mid-Level	Women	1	2	1
	Rate	7%	13%	8%
	Male	14	13	11
	Rate	93%	93%	92%
Other	Women	1	1	1
	Rate	1%	1%	1%
	Male	155	154	149
	Rate	99%	99%	99%
TOTAL	Person	178	177	168

OCCUPATIONAL HEALTH AND SAFETY				
Number of Employees	Unit	2022	2023	2024
Number of Company Employees	Person	177	177	168
Number of Subcontractor Employees	Person	0	0	0
Total Number of Participants	Person	178	177	168
Occupational Health and Safety Trainings	Unit	2022	2023	2024
Company Employees	Person*Hour	2.354	906	2.678
Subcontractor Employees	Person*Hour	0	0	0
Total OHS Trainings	Person*Hour	2.354	906	2.678

OCCUPATIONAL HEALTH AND SAFETY					
Work Accidents	Group	Unit	2022	2023	2024
Near-Miss	Company	Number/Year	2	4	3
	Sub-employer	Number/Year	0	0	0
Number of Lost Time Accidents	Company	Number/Year	13	10	21
	Sub-employer	Number/Year	0	0	0
Lost Day	Company	Number/Year	125	78	46
	Sub-employer	Number/Year	0	0	0
Number of Accidents Without Lost Day	Company	Number/Year	1	3	6
	Sub-employer	Number/Year	0	0	0
AFR - Accident Frequency Rate (Lost Time Injury Rate) (Number of Accidents x 1,000,000) / Total Working Hours	Company	Rate	7,69	5,65	4,39
	Sub-employer	Rate	0.00	0.00	0.00
Death	Company	Number/Year	0	0	0
	Sub-employer	Number/Year	0	0	0
AFR - Accident Frequency Rate (Severity Rate) (Lost Days x 1000) / Total Working Hours	Company	Rate	0,44	0,08	0,08
	Sub-employer	Rate	0.00	0.00	0.00
Occupational disease rate (ODR) Number of Occupational Diseases x 1,000,000 / ES	Company	Rate	0.00	0.00	0.00
	Sub-employer	Rate	0.00	0.00	0.00



SOCIAL PERFORMANCE INDICATORS

By Age	Unit	2022	2023	2024
18 - 30 age - New Hire	Person	4	9	10
	Rate	50%	47%	53%
18 - 30 age - Offboarded	Person	4	10	9
	Rate	50%	53%	47%
31 - 40 age - New Hire	Person	0	3	2
	Rate	0%	38%	20%
31 - 40 age - Offboarded	Person	3	5	8
	Rate	100%	63%	80%
41 - 50 age - New Hire	Person	1	3	0
	Rate	50%	60%	0%
41 - 50 age - Offboarded	Person	1	2	6
	Rate	50%	40%	100%
51 - 60 age - New Hire	Person	1	0	0
	Rate	100%	0%	0%
51 - 60 age - Offboarded	Person	0	0	1
	Rate	0%	0%	100%
Over 60 age - New Hire	Person	0	0	0
	Rate	0%	0%	0%
Over 60 age - Offboarded	Person	0	0	0
	Rate	0%	0%	0%
TOTAL	Person	14	32	36

By Gender	Unit	2022	2023	2024
Men - New Hires	Person	6	14	11
	Rate	100%	93%	92%
Men - Offboarded	Person	8	16	23
	Rate	100%	94%	96%
Women - New Hires	Person	0	1	1
	Rate	0%	7%	8%
Women - Offboarded	Person	0	1	1
	Rate	0%	6%	4%
TOTAL	Person	14	32	36

Orientation and promotion program success rate for new hires (0-2 years)	Unit	2022		2023		2024	
	%	52%	62%	56%	Mn	Women	Man



SOCIAL PERFORMANCE INDICATORS

Employees on Parental Leave	Unit	2022		2023		2024	
	Total	Women	Male	Women	Male	Women	Male
Employees entitled to parental leave	Person	Male	12	0	8	0	13
Employees on parental leave	Person	Women	12	0	8	0	13
Employees returning to work after parental leave	Person	Male	12	0	8	0	13
Employees returning to work after parental leave and remain employed for at least 12 months thereafter	Person	Women	9	0	7	0	12
		Male					

Social benefits	Unit	2022	2023	2024
Life insurance	Person	178	177	168
Health services	Person	178	177	168
Disability insurance	Person	178	177	168
Parental leave	Person	9	7	12
Group personal accident insurance	Person	150	178	178
Liability insurance	Person	6	7	7

WORKFORCE				
Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New hires - Total	Person	6	15	12
White Collar	Person	3	3	1
Blue Collar	Person	3	12	11
Offboarded - Total	Person	8	17	24
White Collar	Person	2	4	4
Blue Collar	Person	6	13	20
TOTAL	Person	28	64	72



ECONOMIC PERFORMANCE INDICATORS

Economic Value Created	Unit	2022	2023	2024
Economic Value Created (Revenues)	TRY	301.148.102,02	338.943.602,50	529.562.199,33

Approx. Value of Payments to Suppliers	Unit	2022	2023	2024
Import	TRY	29.825.936,07	15.340.062,87	487.978,98
Locally Sourced	TRY	186.584.937,43	218.333.164,03	560.854.011,92
TOTAL	TRY	216.410.873,50	233.673.226,90	561.341.990,90
Import Suppliers	Quantity	5	4	2
Local Suppliers	Quantity	322	299	333

2022			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	1,55%	Overseas Sourced (Import)	13,78%
Locally Sourced	98,45%	Locally Sourced	86,22%

2023			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	1,34%	Overseas Sourced (Import)	6,56%
Locally Sourced	98,66%	Locally Sourced	93,44%

2024			
Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourced (Import)	0,60%	Overseas Sourced (Import)	0,08%
Locally Sourced	99,40%	Locally Sourced	99,92%



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Info

Erciyes Çelik Halat Sanayi ve Ticaret A.Ş.

Mimar Sinan OSB. 19. Cadde No. 32 Melikgazi 38070 Kayseri

T. +90 (352) 207 84 00

F. +90 (352) 207 84 20

E.sustainability@ech.com.tr

erciyescelik.com.tr

MERSİS No: 0-3420-0920-3000014

Trade Reg. Number: 22933

Sustainability and Reporting Consultancy

RHG Enertürk Enerji Üretim ve Ticaret A.Ş.

T. +90 (212) 267 42 06

F. +90 (212) 267 42 09

E. sustainability@enerturk.com

enerturk.com

Design and Implementation

Hüseyin Özgün

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