

2024 SUSTAINABILITY REPORT



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ABOUT THE REPORT

As Göltaş Göller Bölgesi Çimento Sanayi ve Ticaret A.Ş. ("Göltaş Çimento" or the "Company"), we are pleased to publish our 2024 Sustainability Report, transparently disclosing our environmental, social, and economic performance to our stakeholders.

This report covers the reporting period from January 1, 2024, to December 31, 2024. Unless otherwise specified, the data presented in this report encompasses the operations of Göltaş Çimento's integrated cement manufacturing facility in Isparta and its headquarters.

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards (2021 version), the most widely adopted sustainability reporting framework globally.

You can access our other published reports via the links below:

■ [2024 Annual Report](#)

■ [2024 TSRS Report](#) 

The feedback and insights from our stakeholders are highly valued on our sustainability journey. For any inquiries, comments, or suggestions regarding this report, please reach out to us at goltas@goltas.com.tr





MESSAGES FROM LEADERSHIP

Dear Stakeholders,

With a deep-rooted history spanning over half a century, as Göлтаş Çimento—one of the most critical links in Turkey's industrialization drive—we have concluded 2024 not only with production and sales achievements but also with strategic transformation steps that will shape the future. Having pioneered the development of our region since our establishment, our Company today continues its journey by placing the responsibility of building a "sustainable future" at the very core of its business model. The global climate crisis and resource scarcity are compelling the cement sector toward an inevitable transformation. We view this transformation not as an obligation, but as an opportunity to lead our industry and create a positive impact across our value chain. With every step we take, carefully observing the balance of energy and ecosystems, we strive to leave a more livable world for future generations.

The year 2024 was a milestone where Göлтаş's "Green Cement" vision materialized. In alignment with the "Turkish Cement Sector Low-Carbon Roadmap," we have certified our products, in which we have reduced the clinker factor and lowered our carbon footprint using alternative fuels and raw materials (AFR). Our Silver Green Cement certificates and our internationally recognized Environmental Product Declaration (EPD) stand as the clearest indicators of this commitment. In our drive to preserve natural resources, we are advancing by embracing the circular economy; we view waste not as an endpoint, but as a valuable source of energy and raw materials, thereby demonstrating the most successful examples of industrial symbiosis. Through our Efficiency Enhancing Projects (VAP), completed in the field of energy efficiency and supported by the Ministry, we not only manage our costs effectively but also reduce our emissions at the source.

We firmly believe that the true power behind all these financial and operational achievements is our "people." The health and safety of our employees is our top priority, upon which we will never compromise. Driven by our "zero accidents" target, we are continuously improving our OHS culture and supporting our workforce through investments in training and technology. Guided by our belief in local development, we prioritize our region in every aspect—from employment to procurement—and we introduce future talents to the industry through active university-industry collaborations.

As Göлтаş Çimento, drawing strength from our over 55 years of experience, we continue to navigate steadily without deviating from our course, even amidst a global conjuncture marked by increasing uncertainties. In the upcoming period, we will sustain our investments in low-carbon production technologies and continue to strengthen the transparent, ethical, and trust-based relationships we have built with our stakeholders.

I would like to extend my deepest gratitude to all our employees who have contributed to this journey, as well as to our business partners, customers, and shareholders who place their trust in us.

Sincerely,

Şehriban Nihan ATASAGUN





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IN LIFE, THERE
ARE EITHER
EXCUSES OR
RESULTS. OUR
BUSINESS IS
DELIVERING
RESULTS.

”



Şevket DEMİREL
Senior Civil Engineer

OUR COMPANY

With our deep-rooted history, Göltaş Göller Bölgesi Çimento Sanayi ve Ticaret A.Ş. was established in 1969 as one of the significant symbols of Turkey's industrial development drive. Our Company possesses a publicly traded, multi-shareholder, and participatory capital structure, formed by the coming together of over 2,000 local entrepreneurs. We continue our operations by fulfilling the foundational vision of our establishment: meeting the growing cement needs of the Isparta, Burdur, Antalya, and Denizli regions through local resources.

Having commenced operations with a **capacity of 600,000 tons/year** as one of the first private sector investments, our Company has today reached the position of a powerful industrial enterprise on a national scale, backed by over half a century of experience.

Our modern integrated facility located in Isparta continues its operations with continuously upgraded technological investments and modernized production lines. The capacity and production figures we have achieved symbolize our strong position in the sector. We have attained an annual production capacity of **3,150,000 tons of clinker** and **5,068,800 tons of cement**.

As Göltaş Çimento, we produce clinker, Portland cement, Portland composite cement, pozzolanic cement, and sulfate-resistant cement. We operate in the fields of cement, clinker, and ready-mixed concrete production, as well as energy generation and trade. We rank among the leading industrial conglomerates of the Mediterranean Region. We complement our expertise in clinker and cement production with our strength in the ready-mixed concrete sector. We offer innovative and high-quality products, focusing entirely on customer satisfaction.

We source the limestone, clay, and trass inputs used in raw meal production directly from our own licensed raw material quarries.

According to the results of the Istanbul Chamber of Industry (ISO) "Turkey's Top 500 Industrial Enterprises" survey, as Göltaş Çimento, we rose 18 places to secure our position in the top 500. As Göltaş Göller Bölgesi Çimento Sanayi ve Ticaret Anonim Şirketi, we are proud to share that we were Turkey's 397th largest industrial enterprise in 2023.

We produce high-quality cement and building materials with our environmentally sensitive and innovative production approach. We focus on sustainable manufacturing, renewable energy, and circular economy practices. We aim to enhance our position as a strong brand that utilizes resources efficiently. Guided by our motto, **"The Founding Power of Yesterday, Today, and Tomorrow,"** we are actively contributing to sustainable development.



OUR VISION AND MISSION

VISION



To be a global power that builds the future with confidence, as a sustainable and innovative leading brand.

MISSION



Producing high-quality and environmentally conscious cement, driven by our deep-rooted corporate culture.

OUR STRATEGIC OBJECTIVES

- Digitally Integrated Plant
- Green Cement Plant
- Customer and Market-Oriented Innovative Company
- Sustainability
- Production Efficiency
- Sustainable Profitability and Growth

OUR CORE VALUES

- Results Orientation
- Employee Engagement
- Respect for People and the Environment
- Occupational Health and Safety (OHS)
- Stakeholder Satisfaction
- Focus on Quality
- Social Responsibility
- Innovation
- Ethics, Integrity, and Transparency
- Competitiveness

“

The Founding Power of Yesterday,
Today, and Tomorrow

”



OUR GROUP STRUCTURE

We possess a robust subsidiary structure that supports our core business of cement production through vertical and horizontal integration. Operating in strategic sectors such as energy, ready-mixed concrete, forest products, and food, our subsidiaries diversify our Group's risk portfolio and create circular economy opportunities.



Göltaş Göller Bölgesi Çimento Sanayi ve Ticaret A.Ş.

Established in 1969 as the flagship company of our Group, we rank among the pioneering institutions of the Turkish cement sector with the high-capacity clinker and cement production we carry out at our modern integrated plant in Isparta. As of 2024, we continue to grow as a sustainable industrial group with a dedicated workforce of 411 employees.



Göltaş Hazır Beton ve Yapı Elemanları San. ve Tic. A.Ş.

As one of the most vital links in the Group's vertical integration strategy, our Company completes the value chain by transforming cement—our primary output—into the final product, ready-mixed concrete. Serving the region through its modern batching plants established in Antalya, Burdur, and Isparta, Göltaş Hazır Beton continues its operations with an expert staff of 53 employees as of 2024.



Göltaş Enerji Elektrik Üretim A.Ş.

We established Göltaş Enerji to manage energy costs and ensure the security of supply for our Group, which operates in an energy-intensive sector. With a generation portfolio based on renewable energy sources (HEPP - Hydroelectric Power Plants), we not only reduce our Group's carbon footprint but also supply clean energy to the national grid. Our company conducts its operations with 58 employees.



Orma Orman Mahsulleri İntegre San. ve Tic. A.Ş.

As a well-established entity in the particleboard and forest products sector, Orma Orman makes a significant contribution to the regional economy with a large employment capacity of 372 people at its integrated facilities in Isparta. Furthermore, we create valuable synergies with Göltaş Çimento in the critical areas of biomass and waste management.

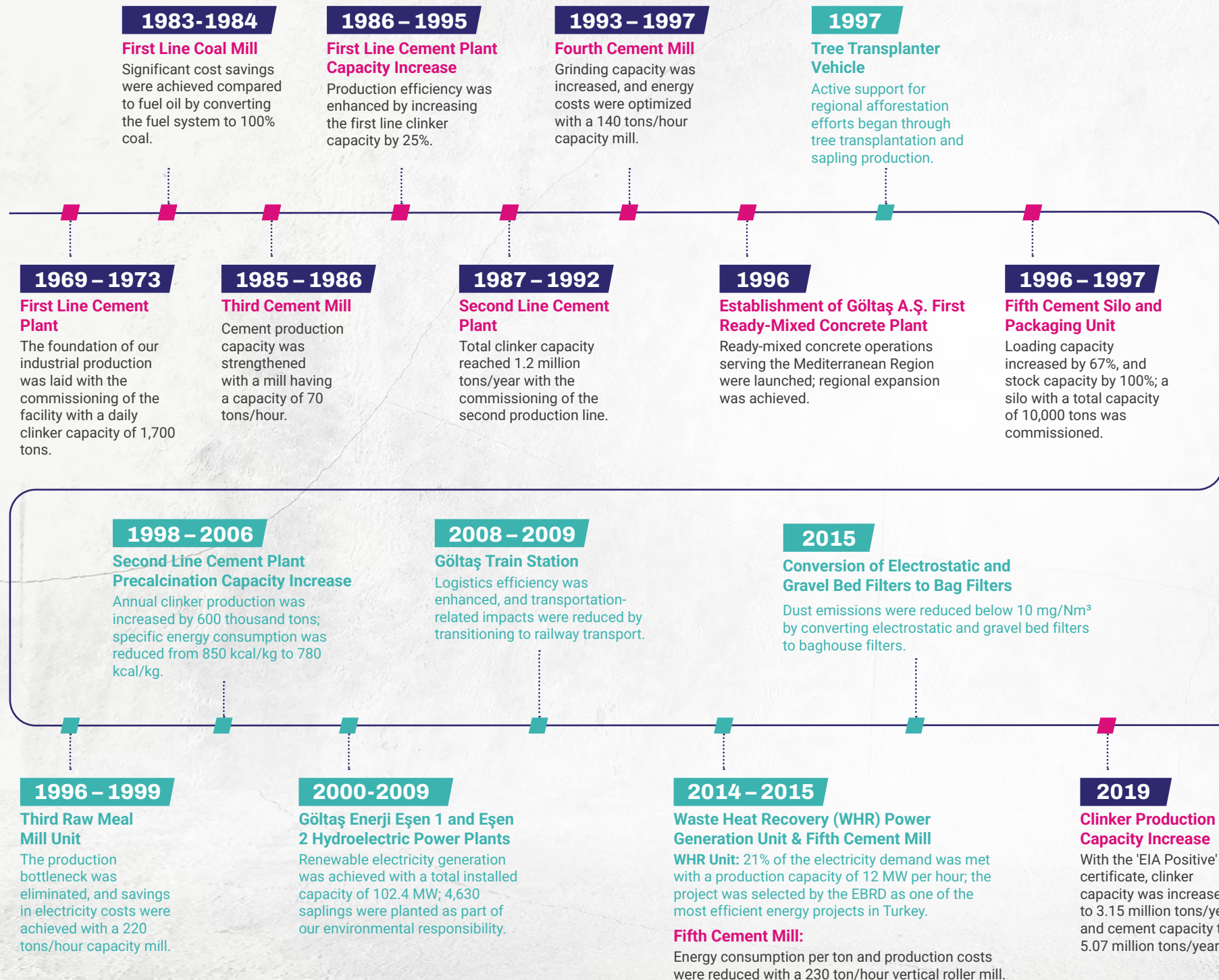


Elma Su Puccinelli Elmataş Meyve Sebze Değerlendirme Özü ve Suları Sanayi ve Ticaret A.Ş. (Elmataş)

Serving as a strategic investment that capitalizes on the agricultural potential of the region, Elmataş processes Isparta's famous apples to produce fruit juice concentrates and value-added "crispy apple" (apple chip) products. Through this company, which operates with 36 employees, we actively support the Group's broader vision of social responsibility and local development.



GÖLTAŞ ÇİMENTO MILESTONES



2023-2024

Waste Feeding Plant

By achieving a 45% waste feeding capacity in alternative fuel, a significant contribution was made to reducing greenhouse gas emissions and promoting sustainable cement production.



OUR PRODUCTS

As Göltaş Çimento, we offer a broad and diverse product portfolio to meet the evolving needs of the construction sector and the technical requirements of different geographies. We manufacture our products in full compliance with national (TS) and international (EN, ASTM) standards, and introduce them to the market by prioritizing durability, performance, and environmental sustainability criteria.

Our Cement Product Group

The cements produced at our Isparta plant possess different strength classes and chemical properties depending on their intended areas of application. We classify our products into two main categories in accordance with the European norm EN 197-1 and the American standards ASTM C150 and ASTM C1157.



Products Compliant with EN Standards (European Norm)

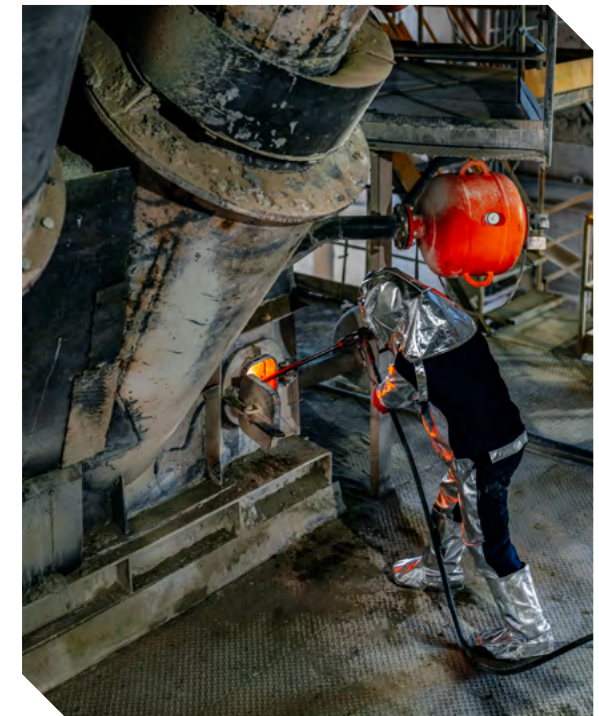
This group, produced for the domestic and European markets, encompasses a wide range of products ranging from general-purpose applications to special sulfate-resistant cement.

- **CEM I 42.5 R:** Portland Cement used in applications requiring high early strength.
- **CEM I 52.5 N:** Portland Cement with a high strength class.
- **CEM I 42.5 R - SR5:** Sulfate-Resistant Cement developed for structures requiring high resistance to sulfates (such as seawater, sulfate-bearing soils, etc.).
- **CEM II/A-M (P-LL) 42.5 R:** Portland Composite Cement with a reduced environmental impact, formulated by lowering the clinker factor and incorporating mineral additions (Pozzolan and Limestone).
- **CEM II/B-M (P-LL) 32.5 N / R:** Blended cements suitable for mass concrete applications requiring a lower heat of hydration and for general construction works.
- **CEM IV/B (P) 32.5 R:** Our eco-friendly product in the "Pozzolan Cement" class, containing a high proportion of natural pozzolan.

Products Compliant with ASTM Standards (American Norm)

We manufacture products in accordance with the American Concrete Institute (ACI) and ASTM standards, specifically tailored for our customers in export markets (such as the USA, Canada, etc.).

- **ASTM Type I / II:** Portland Cement for general purposes, possessing moderate sulfate resistance.
- **ASTM Type GU (General Use):** Hydraulic cement intended for general construction applications.
- **ASTM Type HE (High Early-Strength):** Special cement designed for projects requiring high early strength.
- **Masonry Cements:** Type M, Type N, and Type S masonry cements, specially formulated for masonry and plastering works.





Our Sustainable "Green Cement" Products

In line with our climate change mitigation strategy, we are increasing the share of low-carbon Green Cements within our product portfolio. We register our products—which we enrich with alternative raw materials such as natural pozzolan, limestone, and fly ash by lowering the clinker factor—with international certifications.

Our Certified Green Products

As of 2024, our products that have met the low carbon emission criteria and earned the "**Green Cement Certificate**" from the Quality and Environment Board (KÇK) and CPC Certification are listed below:

- CEM II/A-M (P-LL) 42.5 R (Portland Composite Cement)
- CEM IV/B (P) 32.5 N (Pozzolanic Cement)
- CEM II/B-M (P-LL) 42.5 N (Portland Composite Cement)
- CEM II/B-M (P-LL) 32.5 N
- CEM II/B-M (P-LL) 32.5 R
- CEM IV/B (P) 32.5 R

Furthermore, we have conducted the Life Cycle Assessment (LCA) for our ASTM C-150 Type I/II product and obtained the internationally recognized Environmental Product Declaration (EPD) certificate (EPD-IES-0015641). Through this certification, we prove the environmental transparency of our product on a global scale. You can access the details of our EPD certificate via this [link](#). 

Our Clinker Production

We produce clinker, the primary semi-finished product of cement, utilizing the rotary kilns located at our plant. As of 2024, 1,952,432 tons of clinkers were produced at our facility. While a portion of this clinker was utilized in our own cement production, we monetized the remainder through exports or sales in the domestic market.

As Göltaş Çimento, we continuously improve our product range through our R&D activities, offering our customers not merely a building material, but high-performance and environmentally conscious solutions specifically tailored to the requirements of their projects.



MARKETS SERVED

Thanks to our strategic location and high production capacity, we hold a strong position in both national and international markets.

We base our operations on a strategy of fully meeting the needs of the local market while achieving growth in global markets through value-added products.

Domestic Market

In line with our founding mission as a Company, we primarily fulfill the cement and clinker needs of Isparta province, where our plant is located, as well as the neighboring provinces of **Burdur, Antalya, and Denizli**. We stand as the most critical supplier for infrastructure, residential, and industrial investments across this region.

International Market (Exports)

With our comprehensive product range compliant with international quality standards (ASTM, EN), we conduct active export operations across 4 continents. Our principal export markets include:



THE AMERICAS

Canada
Mexico
USA
Cuba
Jamaica
Guyana
Haiti

EUROPE

Italy
United Kingdom, France
Spain
Portugal
Iceland
Greece
Albania
Ireland
Croatia,
TRNC (Turkish Republic of Northern Cyprus)

MIDDLE EAST AND THE MEDITERRANEAN

Syria

WEST AFRICA

Côte d'Ivoire (Ivory Coast)

Thanks to our logistical advantages and proximity to ports, we offer fast and reliable shipping capabilities to our global customers.

MEMBERSHIPS, STRATEGIC PARTNERSHIPS, AND AWARDS

As Göltaş Çimento, we establish strong collaborations at both national and local levels to contribute to the development of our industry, enhance knowledge sharing, and achieve our sustainability goals.

Our Sectoral Memberships



TÜRKÇİMENTO
(Turkish Cement
Manufacturers' Association)

We take an active role in the umbrella organization of the sector, contributing to the green and digital transformation of the industry by participating in events such as the "International Technical Seminar and Exhibition."



ÇEİS (Çimento
Cement Industry
Employers' Union)

We manage our processes in the fields of working life and industrial relations within the scope of our ÇEİS membership. Furthermore, we benefit from the ÇEİS Academy training programs for the professional development of our employees.



ÇİMSE-İŞ Union

We collaborate with the union as our social stakeholder to ensure that our employees can exercise their trade union rights and throughout the collective bargaining agreement processes.



BAİB (Western Mediterranean
Exporters Association)

As Göltaş Çimento, we are an active member of the Western Mediterranean Exporters Association.

We carry out strategic projects with regional universities to introduce future talents to the industry and strengthen university-industry collaboration.

Our Collaborations

Our Academic Collaborations



**Süleyman Demirel
University and Isparta
University of Applied
Sciences**



Within the framework of the cooperation protocol ongoing since 2016, we provide internship and part-time employment opportunities for university students and generate post-graduation employment (8 students to date).



**Akdeniz
University**

Under the "Preparation for the Profession Cooperation Protocol" signed with the Faculty of Engineering, we organize seminars and experience-sharing events tailored for students.

Our Collaborations with Professional Organizations



**UCTEA Chamber of
Civil Engineers**

We collaborate on sectoral knowledge sharing and professional development activities within the scope of events organized across various branches of the Chamber.



**BETONART Architecture
Summer School**

Organized by Türk Çimento since 2002, the BETONART Architecture Summer School brings together architecture students from across Turkey. The 2024 edition was held between July 15-24, hosted by Süleyman Demirel University in Isparta, under our main sponsorship. Eighteen university students transitioning into their fourth year of architectural studies participated in workshops and field applications, which provided them with the opportunity to explore concrete as a material both theoretically and practically. The final day of the event concluded with an exhibition of the students' works and a certificate presentation ceremony. The participants visited the mausoleums of the late Süleyman Demirel, the 9th President of the Republic of Turkey, and the late Şevket Demirel, the former Chairman of the Board of Directors of Göltaş Çimento. Furthermore, the students came together with Türk Çimento Board Members Nihan Demirel Atasagun and Neslihan Demirel.





OUR AWARDS

Cleanest Industrial Facility

In the "Cleanest Operating Industrial Enterprise" competition organized by the Ministry of Environment, Urbanization and Climate Change within the scope of June 5 World Environment Day, we achieved first place in our province as Göltaş Çimento in 2012 and were entitled to receive the Environmental Certificate.

Stars of Export

As Göltaş Çimento, we received the third-place award among the highest-exporting companies in the Western Mediterranean region at the 2024 "Stars of Export" award ceremony organized by the Western Mediterranean Exporters Association (BAİB). We continue to make a significant contribution to regional exports by winning awards in the Cement, Glass, Ceramics, and Earthen Products category.

Waste Heat to Electricity Generation (MidSEFF) Award

With our "Electricity Generation from Waste Heat" investment, we received an award from the European Bank for Reconstruction and Development (EBRD) and its partners in the "Highest Energy Saving Project" category financed in Turkey under the Mid-size Sustainable Energy Financing Facility (MidSEFF). With this operational project, we prevent approximately 50,000 tons of carbon emissions annually, making an environmental contribution equivalent to the oxygen provided by roughly 2,300,000 trees. Through our Waste Heat Recovery (WHR) project, we utilize energy equivalent to the electricity needs of 15,000 households within our own facilities.

We were honored with the following awards within the scope of the "Champions of Export" organized by the Cement, Glass, Ceramic and Soil Products Exporters' Association (ÇCSİB).

2020 Grey Cement Category

"Highest
Exporting Plant",
5th Place in
Turkey.

2021 Grey Cement Category

"Highest Exporting
Plant",
5th Place in Turkey.

2022 Grey Cement Category

"Highest Exporting
Plant", 4th Place in
Turkey.





03

CORPORATE GOVERNANCE

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OUR BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT

As Göltaş Çimento, we have built our corporate governance structure on the principles of full compliance with the Capital Markets Board (CMB) regulations, transparency, accountability, and fairness. We execute our decision-making and implementation processes through two primary bodies that balance and supervise each other.

Our governance structure consists of a Managing Director, the Chairman of the Board, the Vice Chairman of the Board, and five Board Members. Our Managing Director also serves in an executive capacity.



Our Board of Directors serves as the highest decision-making and oversight body of our Company. Our members are elected by the General Assembly. Our Board of Directors determines strategic objectives, approves risk management policies, and oversees the performance of the executive management. In alignment with the CMB Corporate Governance Principles, our Board also includes non-executive and independent members.

Our Executive Management (Executive Committee) implements the vision and strategies established by our Board of Directors. Under the leadership of our General Manager, it comprises executives responsible for the Technical, Financial, Administrative, and Commercial functions. It manages day-to-day operations, ensures the efficient allocation of resources, and monitors the on-site implementation of our sustainability objectives.

Members of the Göltaş Plant Executive Committee, along with the Group Information Technology Director, Group Budget, Project and Business Development Manager, Group Cost and Efficiency Manager, Human Resources Director, Technical Services Laboratory Manager, and Group Internal Audit and Control Director, report directly to our Managing Director.

At the beginning of each year, we consolidate and announce our annual budget in accordance with our strategic and operational targets. We ensure a hierarchical information flow from our departments monthly and evaluate the realization status of our targets during budget meetings. Matters requiring strategic decisions are submitted for the approval of our Chairman of the Board and our Managing Director. Furthermore, we continuously update our production and shipment plans based on prevailing market conditions. *The Corporate Governance, Audit, Sustainability, and Early Detection of Risk Committees operate under direct subordination to our Board of Directors. The working principles of our committees are approved by our Board of Directors.*

Corporate Governance Committee monitors our compliance with the CMB Corporate Governance Principles and develops recommendations for improvement. It also assumes the duties and responsibilities of the Nomination and Remuneration Committee.

Audit Committee oversees the accuracy of financial reporting and the effectiveness of our internal control system. It monitors independent audit processes on behalf of our Board of Directors.

Early Detection of Risk Committee identifies risks that could potentially impact on the continuity of our Company at an early stage and periodically reviews our risk management systems.

Sustainability Committee operates with the responsibility of coordinating and tracking our sustainability initiatives. It evaluates the risks and opportunities regarding environmental, social, and governance (ESG) issues. It ensures the execution of relevant policies and the monitoring of performance indicators.

You can access detailed information regarding the Working Principles of our Committees via the links below:

- [Working Principles of the Corporate Governance Committee](#)
- [Working Principles of the Audit Committee](#)
- [Working Principles of the Early Detection of Risk Committee](#)
- [Working Principles of the Sustainability Committee](#)

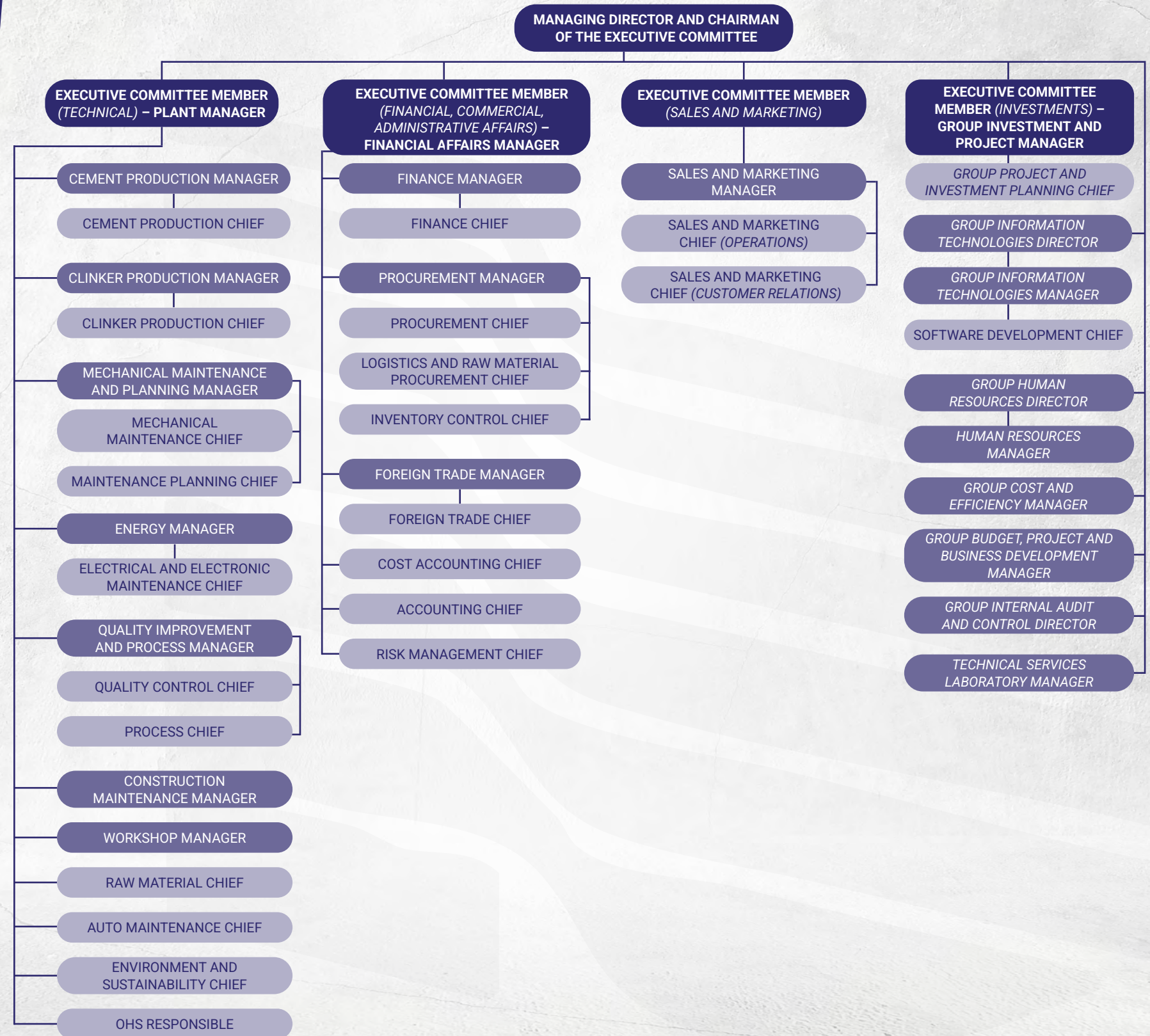


GÖLTAŞ ÇİMENTO GENERAL ORGANIZATION CHART

In addition to our committees, we have an Ethics Committee responsible for establishing and maintaining the internal ethical culture of the Company. Operating under the Executive Committee, our Ethics Committee consists of Group Internal Audit Manager (Chairperson), Human Resources Manager (Rapporteur), Group Human Resources Director and Legal Counsel. The Committee is tasked with updating the Code of Ethics, planning training programs for employees, and confidentially investigating reports of unethical behavior. It conducts all necessary investigations and reports the outcomes directly to the Board of Directors.

Furthermore, our Disciplinary Committee operates to evaluate behaviors and actions that violate personnel regulations, labor law, and the Code of Ethics. Our Disciplinary Committee convenes in line with the reports from the Ethics Committee and managerial notifications, deciding on the appropriate sanctions in accordance with the relevant legislation.

As Göltaş Çimento, we have clearly defined the authorities, duties, and responsibilities of the designated individuals and departments. We are integrating the approach of organizational ownership as a core part of our corporate culture, and we actively encourage the participation of all our employees throughout these processes.



OUR INTEGRATED MANAGEMENT SYSTEM

To ensure operational excellence and establish sustainability as a corporate standard, we implement an Integrated Management System (IMS) based on internationally recognized standards. We manage our management systems within a holistic structure that complements one another and is governed under a single roof.

*Within the scope of our **Quality, Environment, Energy, and Occupational Health and Safety (OHS) Policy**, we are committed to*

- Delivering product quality and services that exceed customer expectations,
- Adopting a proactive approach that prevents errors in business processes and accidents in occupational safety at their source,
- Preventing pollution, reducing waste at the source, and utilizing natural resources efficiently,
- Prioritizing energy efficiency across all stages, from design to procurement,
- Protecting the confidentiality, integrity, and availability of corporate and stakeholder data.



ISO 9001 Quality Management System

We implement this system to enhance customer satisfaction, standardize all our processes, and ensure continuity in our product quality. As Göltaş, we are among the pioneering organizations in our sector to transition to the ISO 9001:2015 version.

ISO 14001 Environmental Management System

We transitioned to the ISO 14001:2018 version in 2018 to effectively manage the processes of monitoring, controlling, and continuously improving our environmental impacts.

ISO 45001 Occupational Health and Safety Management System

We aim to create a safe working environment for our employees and stakeholders and to successfully achieve our "zero accidents".

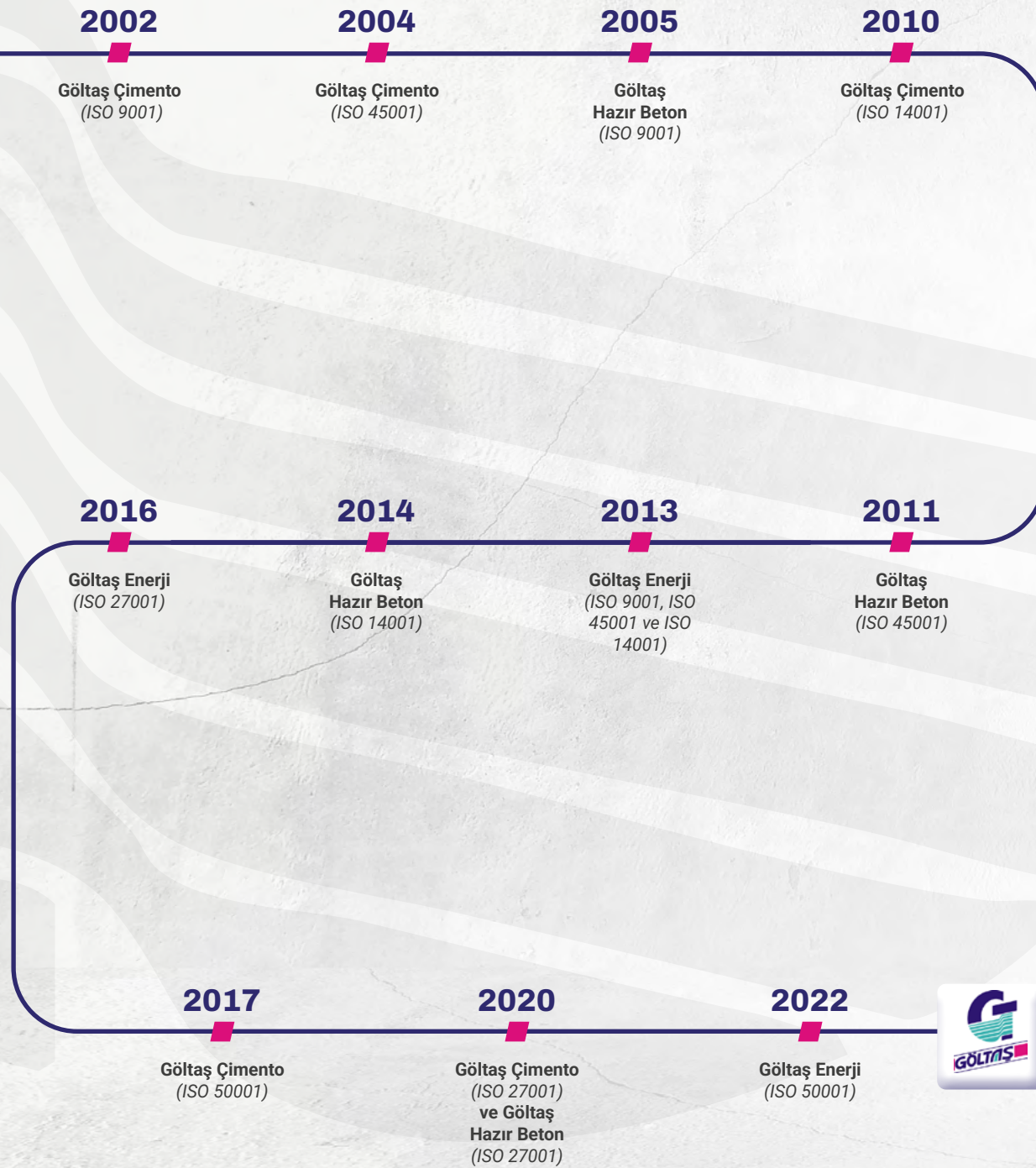
ISO 50001 Energy Management System

Fully acknowledging that we operate in an energy-intensive sector, we attach the utmost importance to monitoring our energy performance, enhancing efficiency, and reducing our carbon emissions.

ISO 27001 Information Security Management System

We guarantee confidentiality, integrity, and availability of our corporate information assets, trade secrets, and stakeholder data.





Digital Process Management

To enhance the effectiveness of our Integrated Management System and reduce bureaucracy, we leverage digital transformation. We execute all documentation management, Corrective and Preventive Action (CAPA) tracking, risk analyses, and internal audit planning in a digital environment via QDMS (Integrated Management System Software). Through this system:

- The up-to-datedness and accessibility of documents are ensured in real-time,
- Processes are accelerated by directly assigning actions to specific individuals,
- The performance of our management systems is monitored effectively through data.

Internal and external audits are conducted on a regular basis within the scope of our integrated management systems. The continuity of our quality, environment, occupational health and safety, energy, and information security management system certificates is maintained following the surveillance audits carried out by accredited certification bodies. Furthermore, Management Review meetings are held at least once a year under the leadership of our Executive Management to evaluate system performance and strategic objectives.



ENTERPRISE RISK MANAGEMENT

We manage our corporate risks through the Early Detection of Risk Committee, which operates under the Board of Directors.

We implement a structure that is in full compliance with the Turkish Commercial Code (TCC), Capital Markets Law (CML), and the CMB Corporate Governance Principles. We systematically identify strategic, operational, financial, and legal risks that could potentially impact on the existence and business continuity of our Company at an early stage. We analyze risks based on their impact and likelihood, prioritizing them within the framework of our corporate risk appetite. We define necessary precautions for the identified risks, monitor the implementation status of these measures, and periodically review the effectiveness of our risk management system. We keep the Board of Directors and the auditors informed through regular reporting.

Our Early Detection of Risk Committee presents comprehensive studies regarding risk management strategies, policies, and procedures to the Board of Directors. It develops opinions and recommendations aimed at mitigating the impact of risks that could affect the Company and its stakeholders. To strengthen internal control processes—which encompass risk management and information systems, the Committee shares essential information and evaluations with the Audit Committee, the Board of Directors, and the Auditor.

Our Company has adopted a holistic approach to risk management and systematically follows the steps below:

01 Risk Analysis

- Identification and evaluation of risks
- Prioritization and classification of these risks.

02 Development of Risk Responses

03 Tracking outcomes, reporting results, and providing feedback



ETHICAL BUSINESS PRACTICES AND FAIR COMPETITION

We conduct all our business processes within the framework of our Code of Ethics and Business Conduct, which is founded on the principles of integrity, transparency, accountability, and fairness. We prioritize protecting our corporate reputation and sustaining the trust of our stakeholders.

Business Ethics and Compliance



We have documented our Code of Ethics, which serves as the constitution of our Company, to establish a shared corporate culture in business ethics. Our Code of Ethics has been approved by our Board of Directors and is binding for all our employees, managers, and business partners. We raise the awareness of our employees and stakeholders through our Code of Ethics and Business Conduct. We provide guidance to ensure that everyone acting on behalf of our Company complies with the law and business ethics in their decisions and actions.

We implement a **"Zero Tolerance"** policy against bribery and corruption. Under the Group **Anti-Bribery and Anti-Corruption Procedure**, we do not permit the offering, receiving, giving, or facilitating of bribes, either directly or indirectly.

This scope encompasses our executive management, employees, suppliers, dealers, subcontractors, retained lawyers, consultants, external auditors, and all natural and legal people acting directly or indirectly on behalf of the Company. We immediately terminate our commercial relationships with business partners found to be engaged in unethical behavior.

Through the **"Group Procedure for the Protection of Insider Information Confidentiality and Prevention of Information Misuse,"** we aim to ensure the correct use and confidentiality of the Company's sensitive and confidential information by all stakeholders who have access to it. We actively prevent reputational risks that may arise from improper use, as well as sanctions resulting from non-compliance with legislation.

We implement a "Quiet Period" practice prior to the disclosure of financial statements, strictly prohibiting any financial commentary during this timeframe.

We ensure full compliance with the relevant legislation, act in accordance with the principles of fair competition, and do not utilize trade secrets acquired through illegal means. Within the scope of our Group Internal Control System Procedure, we maintain risks at a reasonable level, ensure the safeguarding of resources, and guarantee the reliability of our financial and operational data.

To prevent conflicts of interest, we apply specific rules regarding the employment of first and second-degree relatives within the same department or in a direct hierarchical reporting relationship. We conduct our recruitment processes transparently within this framework.



Whistleblowing Mechanism and Ethics Committee



We operate an effective reporting and audit mechanism to detect and prevent ethical violations, situations contrary to business rules, and corruption.

Our Ethics Committee, consisting of our Group Internal Audit Director, Human Resources Manager, and Legal Counsel, is tasked with evaluating violation reports. In cases where actions are found to be in violation of our Code of Ethics and Business Conduct or other binding procedures, the provisions of the Disciplinary Practices Procedure and the Labor Law are applied. In 2024, we did not receive any reports regarding ethical violations or corruption.

Our employees and stakeholders can report ethical violations anonymously to our Ethics Committee via the etik@goltas.com.tr email address or the dedicated phone line. We strictly provide protection against retaliation and pressure for all submitted reports. 

ECONOMIC VALUE GENERATED

With our industrial experience spanning over half a century, we manage our growth with an approach to creating long-term and lasting value. We aim to provide robust economic contributions for our shareholders, employees, suppliers, and the region in which we operate.

Considering market conditions and the demand balance, we realized a production of **1,952,432 tons of clinker** and **1,995,112 tons of cement** in 2024. We effectively meet the needs of the domestic market while ensuring an uninterrupted flow of products to our export markets.

As Göltaş Çimento, we manage a strong investment portfolio that supports our core business area and diversifies regional development. The economic structure we have established through our subsidiaries and affiliates significantly strengthens the financial resilience of our Group.

We ensure economic sustainability through the efficient use of resources and targeted cost savings. The Efficiency Enhancing Projects (VAP) focused on energy efficiency, which we successfully completed in 2024, concretely demonstrate this approach.

We provide foreign exchange inflows to the national economy by introducing the high quality of our products to international markets. With our exports primarily reaching the USA, alongside European, African, and Middle Eastern markets, we hold a reliable and solid position within the global supply chain. Our logistical advantages and our comprehensive product certifications (ASTM, CE) make our export potential and economic contributions permanent.

We demonstrate the economic impact of our operations most strongly at the local level. In addition to the direct employment we provide together with our Group companies, we indirectly create employment opportunities for thousands of people through logistics, maintenance, and service procurements. By prioritizing local suppliers in the Isparta, Burdur, and Antalya basins for our raw material and service procurements, we actively support the development of SMEs and the sub-industry in the region.

Following the investment process that began with VAP applications to the Ministry of Energy and Natural Resources in 2022, we successfully completed four VAP projects in 2024. Thanks to these projects, we achieved annual electrical energy savings of 4,105,807 kWh (352 T0E/year) and emission reduction of 1,963 tons of CO₂ equivalent.

According to the calculations based on the actual electricity costs realized in February, we project an annual economic benefit of approximately 11 million TL from these four completed projects.



Enhancing Efficiency in the Compressed Air System - Project 1 and Project 2

Within the scope of our initiatives aimed at enhancing the efficiency of the compressed air systems at our Göltaş Çimento Isparta Plant, we replaced a total of 20 rotary screw air-cooled compressors and 7 air dryers located across various compressor rooms. In their place, we commissioned 4 highly efficient air-cooled compressors (comprising 2 variable-speed and 2 fixed-speed units) along with 4 new air dryers. We simplified the compressed air infrastructure by centralizing the systems into fewer compressor rooms. While continuing to fully meet the facility's existing air demand, we successfully reduced the specific power consumption per unit of compressed air generated. Through these two projects combined, we achieved total annual energy savings of 177 TOE (Tonnes of Oil Equivalent).

Efficiency Enhancement Project: Replacing Pneumatic Conveyors with Bucket Elevator Systems in the Raw Meal Transport Systems of Rotary Kiln Lines 1 and 2

At our Göltaş Çimento Rotary Kiln-1 and Rotary Kiln-2 lines, we have successfully commissioned a bucket elevator system to replace the pneumatic conveying (blower) systems in the raw meal transport processes. Through this implementation, we are now able to transport the exact same volume of raw meals to the cyclones on both lines with significantly lower electricity consumption. Consequently, we achieve an annual energy savings of 66 TOE on the Rotary Kiln-1 line and 109 TOE on the Rotary Kiln-2 line.



STAKEHOLDER ENGAGEMENT

We build our sustainability approach upon a comprehensive stakeholder structure that extends from our employees to our investors, and from our suppliers to local communities. We maintain regular, transparent, and multi-channel communication with our stakeholders, actively integrating their views and expectations into our decision-making processes.

We utilize the following mechanisms to gather the feedback of our stakeholders and ensure transparent information disclosure.



Employees

The "Göltaş Suggestion System", OHS Committees, the bimonthly "Communication Newsletter", and employee satisfaction surveys.



Customers

Regularly conducted "Customer Satisfaction Surveys" and site visits.



Investors

PDP (Public Disclosure Platform - KAP) announcements, General Assembly meetings, and Annual Reports.



Society and Public Authorities

University collaborations, social responsibility projects, and official regulatory reporting





04

OUR SUSTAINABILITY STRATEGY

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OUR SUSTAINABILITY GOVERNANCE

As Göltaş Çimento, we position sustainability governance at the very core of our corporate strategy. We manage Environmental, Social, and Governance (ESG) issues within an integrated structure that extends from top management down to our operational units.

The sustainability governance structure and processes of our Company are detailed in [our 2024 Report](#), which has been prepared in compliance with the Turkish Sustainability Reporting Standards (TSRS).

We execute our sustainability governance under the leadership of our Board of Directors, operating through committees and working groups authorized at both the executive and operational levels. We ensure that strategic decisions are effectively translated into on-site applications.

Board of Directors

It is the ultimate authority responsible for approving the sustainability strategy, monitoring ESG performance, and ensuring the integration of these material issues into the Company's risk management and business model.

Sustainability Sub-Working Committee

Operating under the Sustainability Committee, this is a coordination body composed of unit managers from various departments. It ensures the seamless integration of strategies into operational processes and tracks performance.

Sustainability Committee

Serving as the primary executive body operating under the Board of Directors, it coordinates the establishment of the Company's strategies, policies, and targets, and reports the progress directly to the Board of Directors. Our committee consists of senior executives, including the Executive Committee Member (Technical), Executive Committee Member (Financial, Commercial, Administrative Affairs, and Investments), Executive Committee Member (Sales and Marketing), Human Resources Director, and the Environment and Sustainability Manager.

Thematic Working Groups

These are dedicated teams consisting of unit representatives who execute projects and practical applications in specific operational areas such as Cement Production, Energy Automation, Mechanical Maintenance, Environment, Occupational Health and Safety (OHS), Procurement-Supply and Logistics, Legal, Human Resources, Financial Affairs, Clinker Production, IT Information Systems, Raw Materials and Quarries, Quality Improvement and Process, and Investment-Budget-Cost and Efficiency.



The duties and responsibilities of each of our governance bodies are clearly defined in a manner that guarantees the achievement of our sustainability targets.

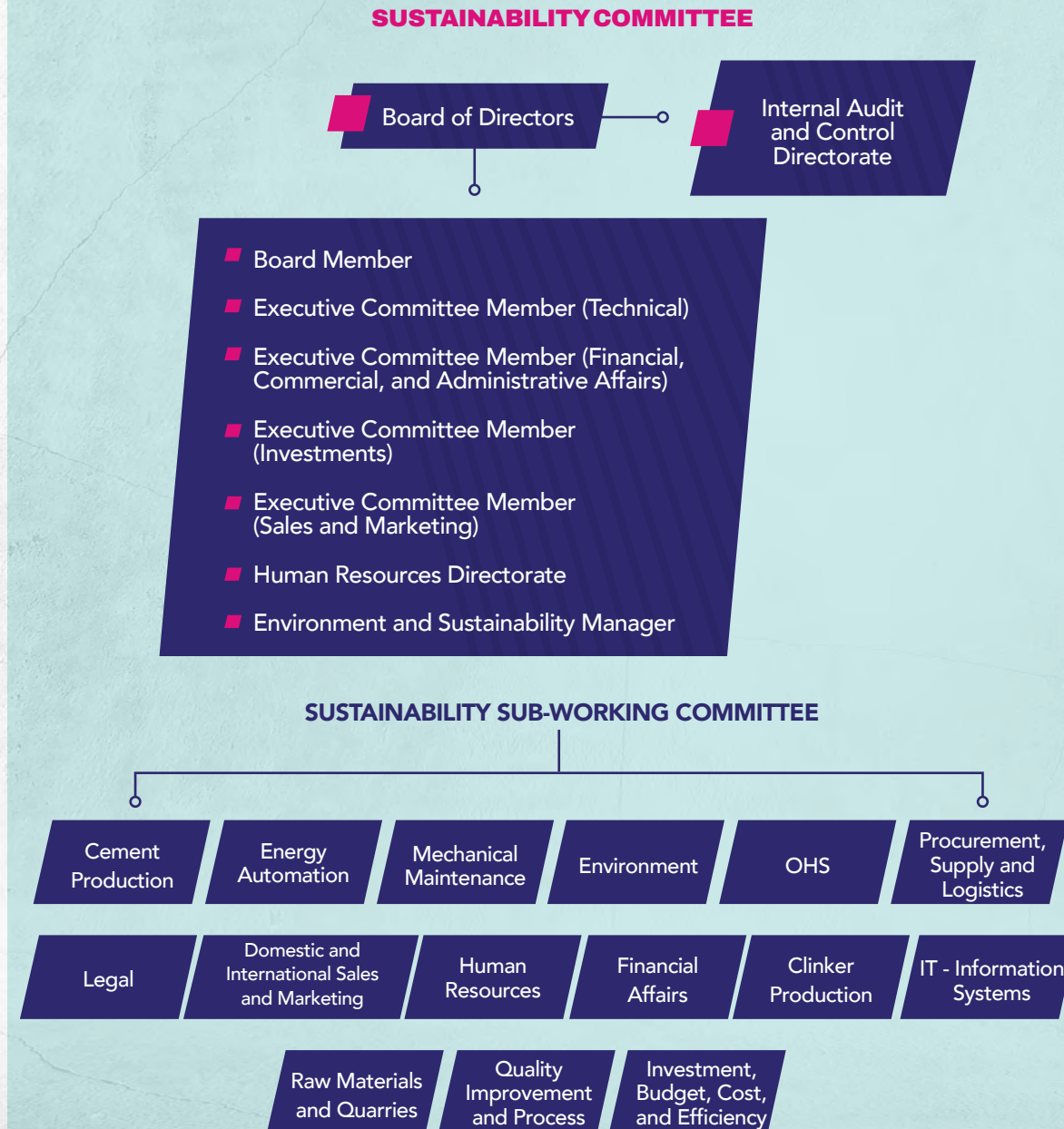
Our Board of Directors identifies material sustainability-related risks and opportunities (such as climate change, carbon pricing, water stress, etc.) and oversees their integration into investment planning, budgeting, and capital allocation processes. It regularly monitors performance against the established targets.

Our Sustainability Committee evaluates the alignment of our sustainability strategy with Corporate Governance Principles, stakeholder expectations, and financial objectives. It coordinates the preparation of policies and procedures and collaborates with internal audit units to ensure the reliability of ESG data.

Our Sustainability Sub-Working Committee ensures the integration of the six environmental objectives outlined within the scope of the European Union Sustainable Finance Taxonomy (climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems) into our Company strategies. It also guarantees that the four key stakeholder groups defined by the European Sustainability Reporting Standards (ESRS)—namely; own workforce, workers in the value chain, affected communities, and consumers and end users—are thoroughly taken into consideration within our management processes. Furthermore, it tracks the actions

Our sustainability governance operates on a bidirectional communication model based on "top-down strategic guidance" and "bottom-up operational feedback."

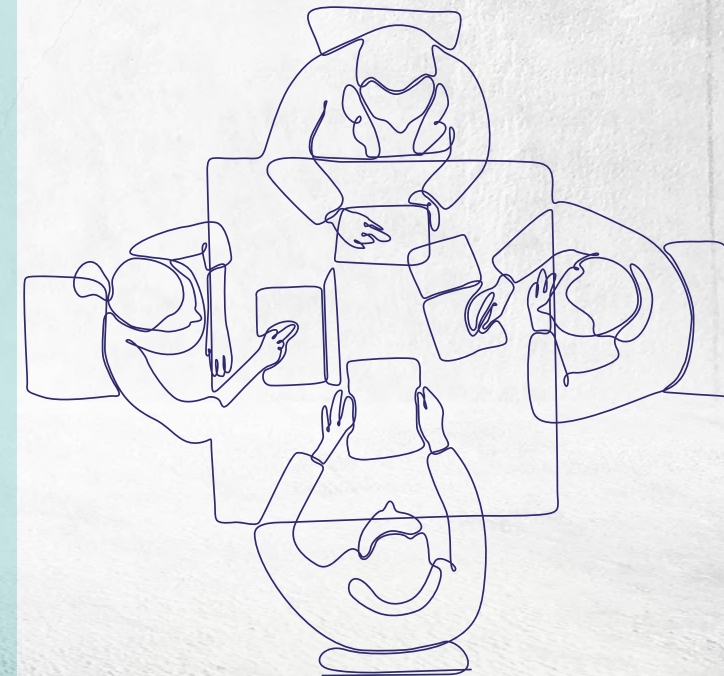
We are sharing our organizational chart for our sustainability governance structure below.



Our Sustainability Committee meets at least four times a year, and our Sub-Working Committee also meets at least four times a year to evaluate our performance.

Our Sustainability Committee reports the progress towards our targets, as well as developments regarding risks and opportunities, to our Board of Directors on a quarterly basis. Meanwhile, our Sub-Working Committee and working groups regularly present operational data and project outcomes to the Committee.

The reliability of sustainability data and the transparency of our processes are under the supervision of our Internal Audit and Control Directorate. Our Directorate evaluates the functioning of data collection, verification, and analysis processes within the framework of internal control mechanisms. Consequently, our sustainability strategy is executed as an auditable and accountable component of our corporate operations.



SUSTAINABILITY RISKS

As Göltaş, we address the risks and opportunities associated with climate change and sustainability as a strategic priority in terms of the resilience of our business model, our financial performance, and our competitive strength.

We integrate the management of risks and the evaluation of opportunities into our Enterprise Risk Management system, reflecting them in all our decision-making processes, starting right from the Board of Directors level.

We conducted the process of identifying and assessing our sustainability risks in full compliance with the TSRS 2 Application Guidance. In this assessment, we based our methodology on the frameworks of the TCFD, CDP, SASB, and WRI Aqueduct.

We scored the risks based on three fundamental criteria:

Impact: Represents the potential magnitude of financial and operational loss.

Likelihood: Indicates the probability of risk occurring.

Time Horizon: Covers short-term (0–3 years), medium-term (3–6 years), and long-term (6 years and above) exposure.

In the risk matrix we created, we prioritized topics with high likelihood and high impact levels. We subsequently integrated these prioritized material topics into our strategic planning processes.

Our Priority Sustainability Risks

As a result of the assessments, we conducted by taking the sector and geography in which we operate into consideration, we identified two primary risks that prominently stand out in terms of sustainability. We address the transition risks associated with carbon pricing implementations and the risks of water stress and resource access caused by climate change as our priority topics. We continuously monitor these risks within our Enterprise Risk Management system and evaluate them at the executive management level.

You can access detailed information regarding our sustainability risks and opportunities in our ["2024 TSRS-Compliant Sustainability Report"](#).



OUR MATERIALITY ASSESSMENT

As Göltaş Çimento, we followed a rigorous and participatory process based on global standards and the dynamics of the cement sector while determining our sustainability material topics. We carried out this process, which was conducted with reference to the GRI standards, in four fundamental stages:

1 Creation of the Comprehensive Topic List

We created a comprehensive pool of topics by meticulously examining the global sustainability agenda, SASB (Sustainability Accounting Standards Board) standards, WEF (World Economic Forum) Global Risks Reports, and international trends within the cement sector.

2 Determination of the Shortlist

The comprehensive list we created was streamlined by passing it through the filter of our Company's fields of activity, our "Low Carbon Roadmap" targets, and our corporate strategy, thereby clarifying the main material topics to focus on.

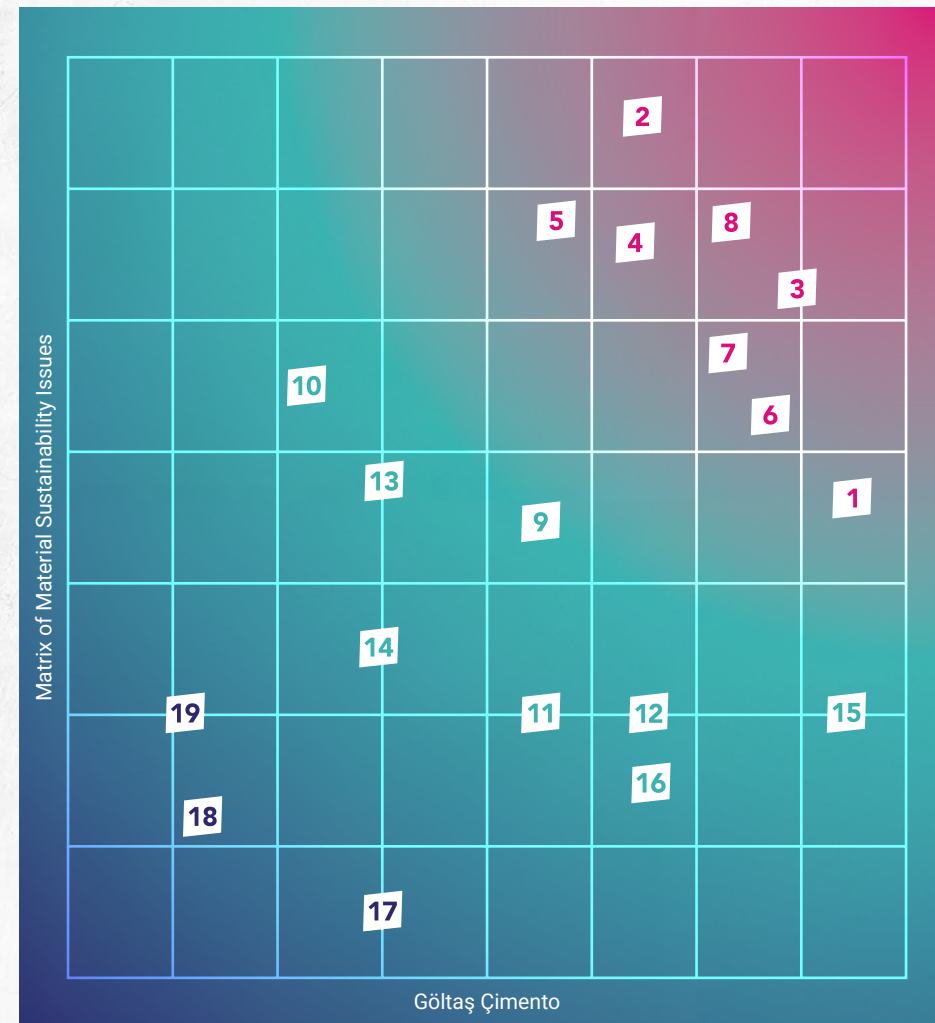
3 Stakeholder Consultations and Engagement

We presented the identified topics for the evaluation of our internal and external stakeholders. Through the interviews and surveys conducted with our employees, managers, customers, and suppliers, we determined the level of importance of each specific topic in the eyes of our stakeholders.

4 Executive Management Validation and the Matrix

We evaluated the data obtained from our stakeholders with the active participation of our Executive Management. By combining our Company's strategic targets and the impacts it creates with the expectations of our stakeholders, we finalized and established our "Materiality Matrix".

Material Sustainability Topics Matrix



Our Material Sustainability Topics

We have identified our material sustainability topics, which hold strategic importance for our Company. These topics, categorized under the headings of high priority, medium priority, and priority topics, will form the foundation of our sustainability strategy.

!!! Very High Priority

1	Climate Change Adaptation and Greenhouse Gas (GHG) Reduction	13	Climate Action
2	Energy Efficiency and Renewable Energy	7	Renewable Energy
3	Alternative Fuels and Raw Materials	7	Renewable Energy
4	Air Quality and Management	3	Good Health and Well-being
5	Occupational Health and Safety (OHS)	3	Good Health and Well-being
6	Employee Well-being and Human Rights	8	Decent Work and Economic Growth
7	Enterprise Risk Management	13	Climate Action
8	Product Quality, Safety, and Sustainability	12	Responsible Consumption and Production

!! High Priority

9	Water and Wastewater Management	6	Clean Water and Sanitation
10	Circular Economy and Resource Management	12	Responsible Consumption and Production
11	Biodiversity and Ecosystem Protection	15	Life on Land
12	Ethical Business Practices and Fair Competition	16	Peace, Justice and Strong Institutions
13	Corporate Governance and Stakeholder Engagement	16	Peace, Justice and Strong Institutions
14	Sustainable Supply Chain Management	12	Responsible Consumption and Production
15	Customer Satisfaction and Safety	12	Responsible Consumption and Production
16	Digital Transformation and Technological Adaptation	9	Industry, Innovation and Infrastructure

! Priority

17	Local Development and Social Responsibility	11	Sustainable Communities and Local Development
18	Diversity, Equity, and Inclusion (DEI)	5	Gender Equality
19	Employee Training and Talent Development	4	Quality Education



05

OUR SUSTAINABILITY PERFORMANCE

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OUR ENVIRONMENTAL MANAGEMENT

As Göltaş Çimento, acting with the awareness of preserving the "Energy, Earth, Environment" synergy, we adopt a management approach based on international standards to minimize the impacts of our production processes on the environment, utilize natural resources efficiently, and protect biodiversity.

Our Environmental Management Approach and Policies

To ensure that our environmental activities are conducted within a strict corporate discipline, we have been actively implementing the **ISO 14001 Environmental Management System** since 2009. We monitor our environmental performance at the executive management level monthly through Environmental Performance Indicators (KPIs) and manage it with continuous improvement targets. In line with our Quality, Environment, Energy, and Occupational Health and Safety (OHS) Policy, we base our operations on full compliance with legal regulations. We act with the objectives of preventing pollution at its source, protecting the ecosystem, and transitioning to low-carbon production.

- Ensure full compliance with national and international regulations,
- Contribute to the circular economy through the production of products with low clinker content and the utilization of alternative fuels,
- Adopt a life cycle approach across all our business processes,
- Protect biodiversity and ecosystems, prevent environmental degradation, and accordingly implement and manage an effective environmental management system.

We carry out active field operations to continuously identify, measure, and mitigate our environmental impacts. We integrate both our direct employees and subcontractor employees into this process, raising their awareness through regular training programs. In 2024, in addition to our standard orientation programs, we provided specialized environmental training to 263 employees across Göltaş Çimento. We have successfully established a shared awareness regarding climate change, greenhouse gas (GHG) emissions, water, waste and energy management, and biodiversity.

Furthermore, we conduct extensive R&D activities to reduce the environmental impacts originating from our operations and to maximize efficiency. We are firmly committed to increasing our investments in these areas with each passing year.

We are proud to share that since 2022; we have made investments amounting to 253,761,303 TL within the scope of our R&D activities directly related to environmental matters.

Furthermore, during the year 2024, we did not incur any significant monetary fines or face any sanctions resulting from non-compliance with environmental legislation or regulations within the scope of our operations.

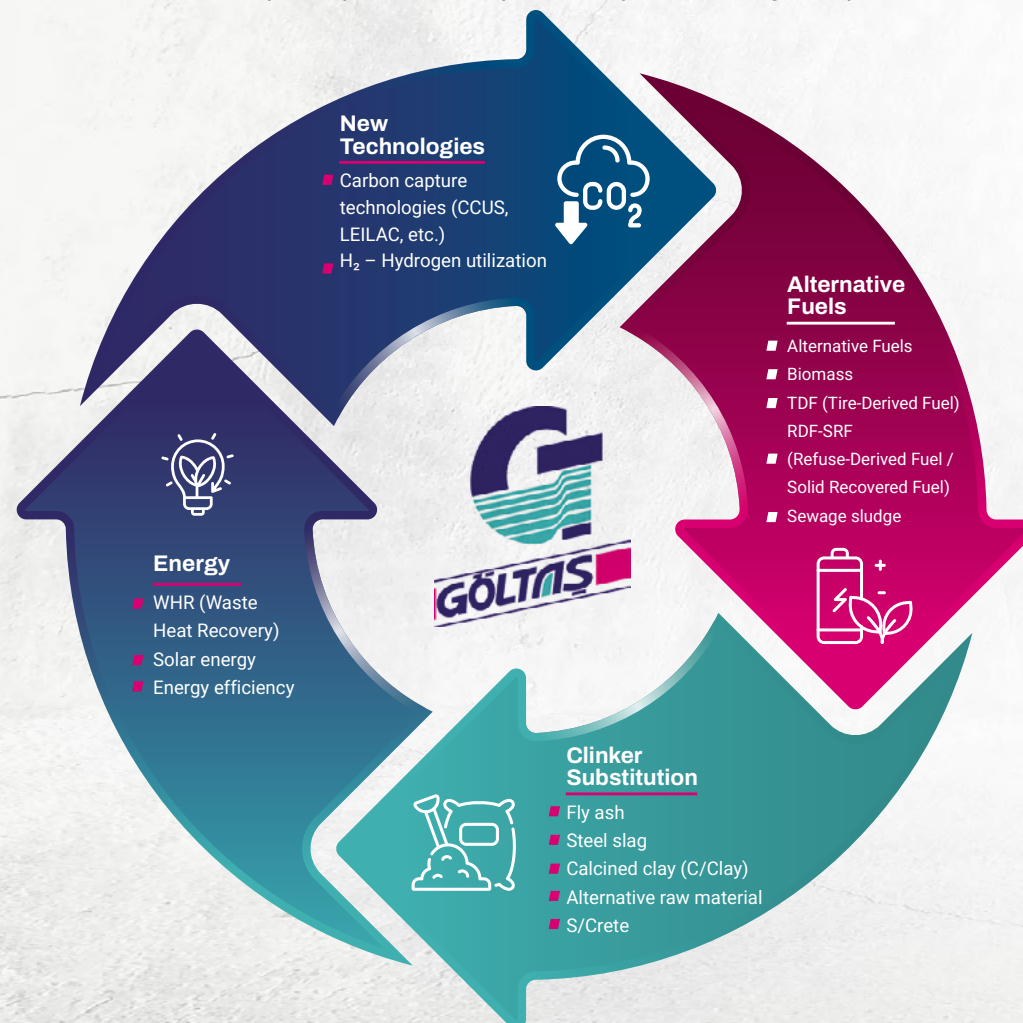


CLIMATE CHANGE ADAPTATION AND GREENHOUSE GAS (GHG) REDUCTION

In the cement sector, approximately 55% of greenhouse gas emissions originate from the calcination of raw materials, 40% from the combustion of fuels, and 5% from electricity consumption. We are fully aware that with current technological capabilities, the opportunities to reduce our process emissions in the short and medium term remain limited. Therefore, we strategically focus on mitigating our emissions originating from fuel and electricity consumption, and we actively develop projects to this end.

As Göltaş Çimento, we are implementing a comprehensive, data-driven, and technology-oriented 2025-2050 Carbon Roadmap, which aims to steadily reduce our carbon intensity while we continue to increase our production capacity.

We structure our strategy with a holistic approach that extends from operational efficiency to fuel transition, and from product design to the technologies of the future. We have built our plan to reduce our carbon footprint upon four complementary core strategic steps.



Transition in Alternative Fuel (AFR) Utilization

Reducing our dependence on fossil fuels (such as coal and petcoke) is the strongest lever of our decarbonization strategy. We aim to meet a significant portion of the thermal energy utilized in our kilns from waste. By maximizing the use of waste oils, RDF (Refuse-Derived Fuel), end-of-life tires, and biomass resources, we utilize biomass—which is considered carbon-neutral—as a multiplier effect in our emission reduction efforts.

Energy Efficiency and Process Optimization

We aim to reduce the specific energy required for clinker production by pushing the limits of current technologies. We will minimize heat losses through new generation cooler technology investments in our kiln systems and the integration of modern energy management systems (ISO 50001).

Furthermore, our existing Waste Heat Recovery (WHR) facility will continue to reduce our Scope 2 (indirect) emissions by converting the exhaust heat from the kiln stack into electrical energy.

Low-Carbon Product Portfolio and Clinker

The primary element determining the carbon intensity of cement is clinker. Our strategy is to produce "Green Cements" that deliver the exact same performance while reducing the clinker content. We will gradually decrease the clinker ratio (Clinker Factor) within our cement by increasing the use of alternative raw materials such as fly ash, slag, trass, and limestone as clinker substitutes. Additionally, thanks to the improvements to be implemented in the Finish Grinding processes, we will successfully reduce our electricity consumption per ton (kWh/t).

Technologies of the Future: Mineralization and CCUS

In our post-2030 vision, we expect advanced technologies to step in where conventional methods fall short. We are actively researching innovative mineralization techniques in clinker production technology.

Moreover, we closely monitor R&D and investment opportunities directed at capturing and storing the CO₂ released into the atmosphere through technological methods (CCUS - Carbon Capture, Utilization, and Storage) or utilizing it as an industrial raw material.

Our roadmap includes clear numerical commitments extending from the baseline year, 2024, to the year 2050. Our projections indicate that despite the growth in our production volume, our emissions will steadily decrease.

Production Growth and Emission Management

We project our cement production capacity to increase from 1,995,115 tons in 2024 to 2,800,000 tons in 2050. Despite this **40%** growth, we aim to systematically reduce our carbon intensity through the following implementations:

1 Alternative Fuel (Thermal Substitution) Rate Targets

We have planned the most radical change within this specific area. We are targeting a historic increase in our substitution rate, which stood at 1.69% in 2023.

- **2025:** 9.54%
- **2030:** 62.21%
- **2050:** 77.56%

2 Thermal Energy Efficiency Targets

We aim to strictly optimize the amount of thermal energy consumed to produce one kilogram of clinker.

- **2024 Actual:** 852 kcal/kg clinker
- **2025 Target:** 808 kcal/kg clinker
- **2030 Target:** Dropping below the 800 kcal/kg band, pushing the boundaries of technological limits.

As Göltaş Çimento, we aim to enhance our climate resilience. We strive to steadily reduce our direct and indirect impacts by developing innovative solutions.

We report our greenhouse gas (GHG) emissions via the MRV (Monitoring, Reporting, and Verification) system of the Ministry of Environment, Urbanization and Climate Change, and we ensure this data is officially verified by TÜRKAK-accredited institutions.

In preparation for the Emission Trading System (ETS) planned to be established in Turkey and the EU Carbon Border Adjustment Mechanism (CBAM) processes, we meticulously conduct our monitoring activities utilizing facility-specific data. As of 2024, we have completed the analysis regarding the impacts of climate change on our Company within the framework of the Turkish Sustainability Reporting Standards (TSRS). In 2026, we will expand our carbon footprint inventory operations and officially calculate our Scope 3 emissions.

In the table below, we share the data regarding our Scope 1 and Scope 2 Greenhouse Gas Emissions.

In the table below, we share the data regarding our Scope 1 and Scope 2 Greenhouse Gas Emissions.

Greenhouse Gas Emissions				
Absolute Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1 Emissions		1,637,455	1,587,806	1,668,856
Scope 2 Emissions	ton CO _{2e}	87,739	82,784	96,509
Total		1,725,194	1,670,590	1,765,365

As Göltaş Çimento, in line with our low-carbon growth strategy, we aim to decouple our economic performance from our environmental impact. When evaluating our financial and environmental performance for 2024, we calculated our greenhouse gas emission intensity as **3,064 tons CO_{2e} / Million TL revenue**.

We share our emission intensities on a final product basis for the year 2024 below

- 854 tons CO₂ / ton of clinker
- 754 tons of CO₂ / ton of cementitious product
- 836 tons CO₂ / ton of cement product

Cumulative Impact of CO₂ Reduction

As Göltaş Çimento, we share the importance of the factors that will provide reductions within our emission mitigation strategy below:

1 Thermal Efficiency Impact
Achieving the first-stage reduction through kiln modernization and cooler improvements.

2 Alternative Fuel Impact
The substitution of fossil fuels with waste is the factor that will create the sharpest decline in our carbon footprint graph. We anticipate that our 62% target, specifically for the year 2030, will completely transform our emission profile.

3 Clinker Factor Impact
By transitioning to low-clinker products, we project making the third-largest contribution by effectively reducing our emissions per ton.

4 WHR (Waste Heat Recovery) Impact
We will minimize our net footprint by offsetting the emissions originating from our electricity consumption.

As Göltaş Çimento, with this roadmap, we aim to pioneer an industrial model that transforms and preserves resources.



ENERGY EFFICIENCY AND RENEWABLE ENERGY

We are actively working to reduce energy consumption and intensity across our operations while ensuring maximum energy efficiency. To mitigate our carbon footprint and optimize our operational costs, we systematically monitor our energy consumption. We continuously invest in efficiency-enhancing technologies and are actively transitioning towards renewable energy sources.

Our Energy Management Approach

Through the **ISO 50001 Energy Management System**, which we have been implementing since 2017, we treat energy as a strategic resource that must be rigorously managed.

- Our Energy Management Unit, established under the direct leadership of our Executive Management, regularly reviews significant energy consumption points across the facility, and we continuously update our Energy Action Plans accordingly.
- We utilize energy efficiency as a priority evaluation criterion in our procurement processes for new equipment, products, and services.
- Through Energy Awareness-Focused Field Audits, we ensure that our employees analyze operational processes from an energy efficiency perspective, thereby increasing internal corporate awareness.



Energy Efficiency Projects and Investments

Within the scope of the Efficiency Enhancing Project (VAP) support program initiated by the Ministry of Energy and Natural Resources, we achieved significant gains through 4 critical projects that were successfully completed in 2024 following a long-term investment process.

Through these projects, we achieved total electrical energy savings of 4,105,807 kWh/year (352 TOE/year) and an emission reduction of 1,963 tons of CO₂e/year.

Our Completed VAP Projects*

1 Raw Meal Transport System Modernization (Rotary Kiln-1 and Rotary Kiln-2 Lines)

As a result of replacing the pneumatic conveying systems with highly energy-efficient bucket elevator systems, we achieved 175 TOE/year of energy savings and 976 tons of CO₂e/year in emission reductions..

2 Compressed Air System Optimization

Through efficiency operations carried out in our compressed air systems, we achieved 177 TOE/year of energy savings and 987 tons of CO₂e/year in emission reductions.

**The annual economic benefit provided by these projects was calculated at approximately 11.8 million TL, based on the electricity costs of February.*

Renewable Energy and Waste Heat Recovery

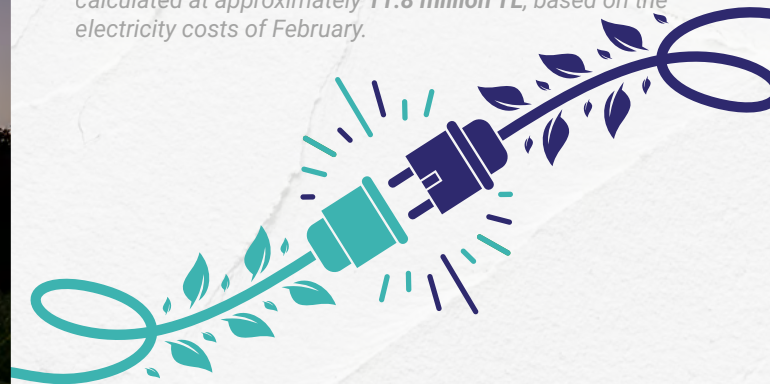
To reduce our dependency on external energy sources, we have focused on generating our own energy.

We recover the waste heat emitted from the kilns during our production processes and convert it into electrical energy at our Waste Heat Recovery (WHR) facility. By reducing the amount of electricity we draw from the grid, we significantly decrease our Scope 2 indirect carbon emissions.

In line with our low-carbon strategy, we utilize alternative sources such as biomass, RDF (Refuse-Derived Fuel), and end-of-life tires instead of fossil fuels to meet the thermal energy requirements of our kilns. We specifically aim to reduce the kiln's specific heat consumption and increase overall efficiency by scaling up the amount of biomass utilized.

Within the scope of our continuous energy performance improvement targets, we aim to

- Continue the transition towards high-efficiency motor and fan systems,
- Reduce CO₂ emissions per unit of product by increasing the production of low-clinker cement,
- Ensure the real-time monitoring and mitigation of energy losses through automation-supported process controls.



ALTERNATIVE FUELS AND RAW MATERIALS

As Göltaş Çimento, we are aware of the high energy consumption and emission impact of cement production. We utilize certain industrial by-products and alternative raw materials within our production processes, strictly adhering to technical and legal limits. We aim to steadily reduce the consumption of natural resources. Through industrial symbiosis applications, we actively contribute to the controlled reintegration of waste into the economy. We are taking decisive steps to reduce our carbon footprint and continuously strive to mitigate the overall environmental impact of our sector.

We maintain a strong focus on increasing resource efficiency across all our production processes.

Alternative Fuel Utilization

During the clinker production process, which requires high thermal energy, we prioritize the utilization of waste as an energy source over imported fossil fuels (such as coal and petcoke). We operate strictly under our **Waste Incineration and Co-Incineration License**.

In order to increase our alternative fuel utilization capacity and stabilize the kiln regime, we successfully completed and commissioned the Automated Waste Feeding System investment in July 2024. By minimizing human intervention, we have achieved a continuous and highly efficient feeding process.

Throughout the year, we actively recovered energy by utilizing RDF (Refuse-Derived Fuel), sewage sludge, waste oils, and end-of-life tires.

- Out of the total **13,000 tons** of waste fuel we utilized in 2024, **8,000 tons** were derived from biomass sources, which are considered carbon neutral.
- Thanks to our strategic investments, we successfully increased our thermal substitution rate from **1.2%** in 2023 to **3.57%** in 2024.

In alignment with the "Turkish Cement Sector Low-Carbon Roadmap," we aim to increase our alternative fuel utilization rate to 65% by the year 2030 by scaling up our biomass usage.

Alternative Raw Material Utilization

In order to strictly preserve natural limestone and clay reserves, we incorporate the by-products of other sectors into our production recipes. We effectively reduced our natural resource consumption by utilizing a total of 99,777 tons of alternative raw materials (such as marble waste, iron slag, grit, sewage sludge, etc.)

In 2024

- We successfully substituted natural iron ore usage by **88.56%** utilizing iron slag waste and by **92.39%** utilizing grit waste.
- We substituted natural resource usage by utilizing marble waste at a rate of **1.88%**, sewage sludge at **0.93%**, and drilling mud at **4.67%**.
- We successfully recovered energy from **5,461.35 tons** of biomass sources as an alternative fuel.

Furthermore, we implemented a new **Storage and Stable Feeding Line** investment to ensure the effective utilization of fly ash—which is a thermal power plant wasting cement production. With this investment, scheduled to be commissioned in 2025, we will successfully reduce our clinker utilization rate and enable the production of lower-carbon products (blended cement).



AIR QUALITY MANAGEMENT

Managing the dust and emissions that may occur due to the inherent nature of the cement production process has a significant impact on our environmental sustainability strategy. By ensuring full compliance with national and international standards, we utilize the best available techniques (BAT) and aim to protect air quality.

We monitor the flue gas emissions (dust, NOx, SOx, CO, and TOC) originating from our production activities instantly on a 24/7 basis through the **Continuous Emission Monitoring Systems (CEMS)** installed at our facility. We strictly keep our emission data below legal limits and report it to our executive management through performance indicators within the scope of our environmental management system.



Control of Our Air Emissions and Technological Transformation

In order to reduce our dust emissions at the source, we utilize closed systems and high-efficiency filtration technologies in our production lines. We operate our bag filters and electrostatic precipitators (ESPs) at optimum performance through regular maintenance. We carry out filter modernization operations and continuously increase the capacity of our existing filters. In our new filter investments, we consistently prefer systems that will minimize dust emissions to the lowest possible level.

In 2015, for the first time in Turkey, as Göltaş, we made a pioneering investment to reduce dust emissions below the level of **10 mg/Nm³**. To decrease the dust emissions at the rotary kiln main stacks, which were at levels of 50 mg/Nm³, we successfully converted 3 electrostatic precipitators into bag filters. We also completely renewed 1 gravel bed filter located in our facility and transitioned it into a bag filter system. We made a total investment of **4,500,000 Euros**. In the guaranteed measurements conducted following the commissioning of the filters, we successfully achieved dust values below **5 mg/Nm³**.

We are currently planning an electrostatic precipitator-to-bag filter conversion to also reduce the dust emissions in our Rotary Kiln II cooling stack and bring them below **10 mg/Nm³**. The investment we foresee in this transformation is **1,200,000 Euros**.

With the renewal operations successfully completed in 2024, we made a direct positive contribution to energy efficiency and air quality. We manage the control of combustion gases (NOx, SOx) generated during clinker production through process optimization and our alternative fuel strategies. By utilizing biomass-containing alternative fuels and the **"Automated Waste Feeding System"** we commissioned in 2024, we ensure a much more balanced combustion inside the kiln. We continue to keep all our emissions strictly within legal limits and under constant control.

We also manage the fugitive dust risks that may arise from mobility within the facility site and from our storage areas.

- We conduct the production, crushing, sorting, filling, transportation, and other processing of dusty materials such as cement strictly through closed systems. We protect our unloading and packaging facilities against dust emissions.
- During the transportation of run-of-mine materials extracted from intra-factory quarries, we cover them with tarpaulins to effectively prevent fugitive dust.
- We have installed the necessary ventilation equipment to prevent emissions from spreading within our facility. We safely discharge the captured dust and air emissions into the atmosphere through our stacks.
- We prevent dust emissions by utilizing electrostatic precipitators (ESPs) and bag filters in our facility stacks, and we carry out periodic filter maintenance in a planned and regular manner. As of 2024, we actively operate **84 bag filters** within our plant to prevent fugitive dust directly at the sources.
- For our coal storage areas, we mitigate the impact of the wind using dust-retaining wind barriers and an automated sprinkler system installed around the storage perimeter. We effectively prevent dust formation in areas within the coal storage hall where heavy machinery operates.
- In the event that the stock amount of our 75,000-ton closed clinker silo exceeds 75,000 tons due to seasonal and sales conditions, we store the excess material in a manner that strictly prevents any dust formation.
- We continuously sweep the concrete roads within the factory using road sweeping machines and actively water them on non-rainy days. We prevent dust formation by keeping raw material transport roads constantly damp.
- In the stationary packaging department of our plant, we instantly eliminate dust as soon as it forms using two mobile, high-capacity dust extraction machines. We recover all the dust collected as a result of all filtration processes in our facility back into production entirely within a closed system.

Furthermore, we reuse the entirety of the water discharged from our wastewater treatment plant in our kiln cooling processes, in strict accordance with Ministry permits. We also utilize the water obtained from our Waste Heat Recovery (WHR) facility in our kilns and cement mills. By systematically reusing water resources within our production, we significantly reduce our overall consumption.

As Göltaş Çimento, we will continue to continuously improve our performance aimed at protecting air quality through robust technological investments.

WATER AND WASTEWATER MANAGEMENT

We take into consideration the water stress risks of the Isparta region, where we operate, and the hydrological changes related to climate change.

As Göltaş Çimento, acting with the awareness that "every drop of water is precious," we aim to shrink our water footprint and maximize water efficiency across our production processes.

We conduct our water management processes in a fully integrated manner with the ISO 14001 Environmental Management System. In order to manage our impact on water resources utilizing science-based data and to proactively meet national legislative requirements, we have initiated our efforts to establish a database for the **ISO 14046 Water Footprint and ISO 46001 Water Efficiency Management System**.

We aim to steadily reduce our reliance on well water, which serves as our primary water source. We will increase our reuse volumes by actively recovering process and cooling waters.



Water Management and Recovery Projects

We treat and manage the water we consume as an asset that continuously circulates within the process.

Within the scope of the Waste Heat Recovery (WHR) Facility Integrated Water Project, we implemented a comprehensive investment directed at the recovery of the water utilized during the energy generation process. Under this project, we treat the water discharged from the WHR cooling tower by passing it through active carbon and sand filters. We then feed it back into the system, repurpose it as process water in our raw meal mills, flue gas cooling towers, and cement mills.

To fully capitalize on precipitation and reduce grid water consumption, we collect surface waters within the plant site. Following treatment, we utilize the rainwater and surface waters accumulated in the collection and settling ponds we established in the coal storage area and packaging zone for our on-site operations.

We treat the domestic wastewater generated within our facility at our biological package treatment plant. By reusing the treated water as cooling water, we effectively prevent wastewater discharge and decrease our overall water consumption.

The quality of the discharge water (pH, BOD, COD, TSS, etc.) is periodically analyzed by accredited laboratories, and we record the results in the Ministry's Wastewater Information System. Within the framework of all necessary legal permits, we utilize 100% of the treated wastewater in our kiln feeding units, managing our operational processes with the principle of "zero water discharge".

We are continuously strengthening our monitoring infrastructure to ensure the real-time tracking of our water consumption and the complete prevention of leaks and losses. Currently, well water extractions and internal consumptions are reported monthly utilizing both manual and digital meters.

In the upcoming period, we plan to equip all internal consumption points with digital water meters and monitor the data instantly via a centralized automation system. Through this implementation, we aim to respond to potential water losses as swiftly as possible and maximize water savings.

Through our dedicated training programs and specific clauses, we have added to our supplier contracts, we continue to raise water awareness across our entire value chain within our operations.



CIRCULAR ECONOMY AND RESOURCE MANAGEMENT



We are actively striving to transition our production model away from the linear "take-make-dispose" approach into a circular structure where resources remain within the system for an extended period. We aim to reduce waste generation at its source. As for the residual waste that we cannot prevent or recycle, we recover it back into the production process as either energy or raw materials.

Integrated Waste Management and Digital Traceability

We conduct our waste management processes in a fully integrated manner with the ISO 14001 Environmental Management System, strictly adhering to the waste hierarchy of prevention, reduction, reuse, and recycling. Our facility proudly holds the **Basic Level Zero Waste Certificate** issued by the Ministry of Environment, Urbanization and Climate Change.

We strictly segregate the waste generated within the factory site at its source. While we send non-hazardous waste such as metal, glass, plastic, and paper for recycling, we ensure that hazardous waste is sent for proper disposal in compliance with the legislation through licensed companies.

To ensure maximum data reliability and traceability in waste management, we have commissioned the **Digital Waste Management System**. We digitally record all crucial data, such as the facility where the waste is generated, its designated code, transport number, entry time to the factory, storage location, and exact generation point. We track the entire lifecycle of the waste—from procurement to disposal—in a transparent, traceable, and reportable manner.

For **Resource Efficiency and Packaging Management**, we aim to reduce waste generation by significantly increasing material efficiency throughout our production and shipment processes. Through our strategic focus on increasing the shipment rates of bulk cement instead of **bagged cement**, we effectively prevent the generation of paper and plastic-based packaging waste directly at its source.

To achieve our Zero Waste target, we continuously prevent and reduce the waste originating from our operations. We continuously enhance our performance through the meticulous segregation of waste at its source. We route the generated waste to sanitary landfills or strategically incorporate it into energy recovery processes. By reducing the amount of waste sent for incineration, we achieve a significant cost advantage. We continue to expand zero-waste awareness across our organization by carrying on with our comprehensive training and informative activities.

We initiated our project operations for the establishment and monitoring of the Zero Waste system at the end of 2020, and we successfully obtained the Zero Waste Certificate for our facility on **December 25, 2020**.

Furthermore, at our Göltaş Ready-Mixed Concrete facilities, we crush the concrete waste generated during production and reuse it as a substitute for aggregate, thereby successfully recovering it back into the system.



BIODIVERSITY AND ECOSYSTEM PROTECTION

As a Company operating in a sector inherently reliant on the utilization of natural resources, we consider managing the impacts of our mining and production activities on the ecosystem, protecting biodiversity, and restoring the areas we utilize back to nature as our fundamental responsibility. Our biodiversity management strategy is built upon the hierarchy of "avoidance, mitigation, and restoration," in full integration with the ISO 14001 Environmental Management System.

Sensitive Areas and Biodiversity Management

We exercise the utmost sensitivity towards protected areas in the selection and operation of our mining sites.

Respect for Protected Areas

The Göltaş Çimento production facility and our raw material quarries are not located within national parks, nature reserves, or sensitive biodiversity regions protected under international conventions (such as RAMSAR, etc.). Within the scope of Special Case Management, an 8.62-hectare section of the 46.71-hectare licensed area of our cement clay quarry with License No. 85181 (Group I-B), which is among our raw material reserves, is situated within the borders of the Gölcük Nature Park and 1st Degree Natural Protected Area as a "restricted area." In accordance with the Scientific Report commissioned to Süleyman Demirel University regarding this sensitive region, it has been scientifically verified that the operations to be conducted outside the restricted area will not create any adverse impact on Lake Gölcük and its surroundings. We meticulously continue our operations within the framework of this scientific consensus, ensuring absolutely no interference with the protected area.

Planning and EIA Processes

Prior to all mining activities, we conduct Environmental Impact Assessment (EIA) studies to thoroughly analyze our potential impacts on the local flora and fauna, and we design protection measures accordingly. During the permit application processes for new mining sites, we meticulously review forest management plans and refrain from applying for permits in areas with dense forest cover (class 3 canopy closure). Instead, we strictly limit our activities to class 1 and 2 canopy closure forest areas to firmly preserve ecosystem integrity.

Waste and Soil Management

Since there are no metallic processing activities in our quarries, we do not generate overburden (stripping waste) or process waste. By incorporating the entirety of the raw materials extracted from the quarry directly into the production process at our plant, we do not create any waste stockpiles stored at the mining site. Prior to our mining operations, we carefully strip the fertile topsoil layer (vegetative soil) within the permitted forest areas and preserve it by storing it in specially designated zones within the quarry. Once our operational activities are concluded, we utilize this soil specifically for the rehabilitation and revegetation of the site.

Water And Air Quality Management

We keep the environmental impacts across our mining sites under strict control through regular measurements.

■ **Water Management** and water utilization in our mining sites is strictly limited to dust suppression through road watering and spraying operations, as well as the domestic needs of our employees. In 2024, the total amount of water consumed across all our raw material quarries was **14,962 tons**. We procure the water we consume directly from our own wells; our consumption rate is **2.78 m³/day** per employee, and we consume an average of **5 m³/day** for watering and spraying purposes.

■ **Air Quality**, we regularly conduct particulate matter (PM10) and settled dust measurements within the quarry areas and along transportation roads, strictly keeping our results below the legal limit values.



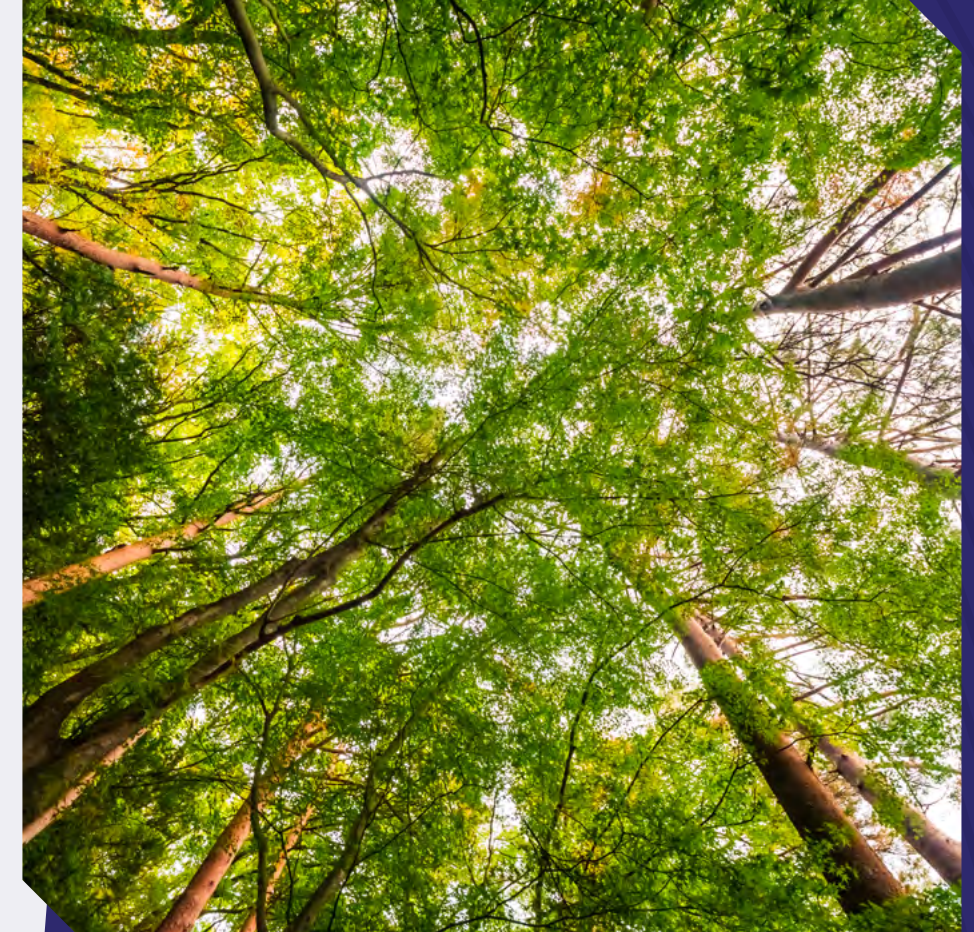
Relations With Local Communities and Impact Management

To effectively manage the impacts of our operations on local communities, we operate a transparent communication and grievance management mechanism. We actively transform the feedback received from our stakeholders into ameliorative actions within our operational processes.

■ Within the scope of **Route Optimization** operations, we meticulously took into consideration the dust-related concerns of the local community regarding the agricultural areas located along the raw material transportation route. Accordingly, we designed an alternative route instead of the existing one passing through residential areas, successfully relocating raw material transportation outside the settlement zones. Thus, we ensured the effective mitigation of potential adverse impacts on agricultural activities.

■ **Land Ownership Management**, the land boundary assessment regarding the area where our cement clay quarry is located was fully clarified following a legal process. As a result of the comprehensive examination, it was officially registered that the area holds the status of forest land, and it was subsequently allocated for our use by the Regional Directorate of Forestry within the framework of the relevant legislation.

■ **Utilization of Marble Waste as an Alternative Raw Material (ARM)**, intensive marble production is carried out in Isparta and its surroundings where we operate, naturally generating a significant amount of marble waste during this process. Due to containing a high percentage of calcium carbonate (CaCO₃) in terms of their chemical composition, these wastes exhibit highly similar properties to limestone. In this context, we utilize marble waste as an alternative raw material in our facility, directly substituting it for limestone in the clinker production process. In 2024, our marble waste utilization rate within the total limestone consumption was successfully realized at 1.88%.



Security and Critical Incident Management

We implement our Occupational Health and Safety (OHS) standards at the highest level across our mining sites as well. Thanks to the proactive measures we have taken, we have not experienced any critical incidents (major accidents, environmental disasters, etc.) in our mining sites within the last 5 years.

Rehabilitation of Mining Sites

It is our primary priority to restore the quarry sites where raw material procurement has been completed back to the ecosystem by aligning them with natural topography. We systematically conduct slope stabilization, top-soil spreading, and afforestation operations utilizing species that are highly suitable for the region's climate.

In 2019, we successfully completed comprehensive rehabilitation works at the Trass Quarry with License No. 2088, enabling the area to smoothly transition into its own natural regeneration process.

Private Afforestation Areas and Carbon Sinks

We do not fulfill our legal rehabilitation obligations; by establishing voluntary 'Private Afforestation Areas,' we actively contribute to the green texture of the region and the expansion of carbon sinks. We carry out extensive afforestation operations in our two large private forest areas, which were officially allocated with Ministry approval and are managed directly by our Company.

Göltaş-1 (Aladağ) Site

Within the scope of the 49-year permit obtained in 1987, Cedar and Black Pine afforestation was successfully carried out over an area of approximately **111 hectares**.

Göltaş-2 (Hüyüktepe) Site

Within the scope of the 49-year permit obtained in 1992; we continuously conduct afforestation activities over a **30-hectare** area.

The Aladağ Afforestation Site and the Hüyüktepe Afforestation Site, comprising parcels of 69 and 15 hectares in total, create a highly crucial habitat for regional biodiversity.

Our ecosystem protection and development activities have continued with an increasing momentum in the recent period.

2024 Quarry Rehabilitation Operations

Throughout the year, within the scope of comprehensive rehabilitation operations carried out in the sites of the Limestone Quarry with License No. 79983 and the Marl Quarry with License No. 79911, a total of 5,000 Black Pine saplings were planted.

Facility Surroundings Afforestation Operations

To establish a green belt and as part of our ongoing rehabilitation efforts, we successfully completed the planting of **500 saplings** at the end of 2024 around the Waste Feeding Facility (ATS), which was officially commissioned earlier in the year.

Social Contribution

We actively contributed to urban green spaces by carrying out the highway median afforestation between Isparta Airport and the entrance of Süleyman Demirel University, utilizing our factory's own dedicated equipment and teams.

As Göltaş Çimento, acting with the deep awareness of repaying our debt to nature while utilizing natural resources, we continue to manage our mining sites strictly adhering to the **"utilize and restore to nature"** principle.





06

OUR SOCIAL PERFORMANCE

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EMPLOYEE WELL-BEING AND HUMAN RIGHTS

As Göltaş Cement, we recognize our human resources as our most valuable asset and consider it our fundamental responsibility to provide our employees with a fair, safe, respectful, and dignified working environment. Respect for human rights is an integral part of our corporate culture and way of doing business.

Within the scope of our Human Resources Policy, we aim to:

- Attract a qualified workforce to our Group
- Invest in the development of our employees
- Develop and strengthen the organization
- Increase employee motivation and engagement



Our Human Rights Approach

We conduct our operations in full compliance with the United Nations Global Compact and applicable national legislation. Within our company, we implement a zero-tolerance policy against child labor and all forms of forced labor. We consider this principle to be a prerequisite not only for our own operations but also for all business partners throughout our supply chain. We provide all our employees with a healthy and safe working environment in compliance with legal regulations, and we organize working hours and leave arrangements with due consideration for work-life balance.



Employee Well-Being and Benefits

We implement a competitive compensation and benefits policy to enhance employee motivation and support the living standards of our employees.

■ Compensation Management

Our compensation policy is designed to be fair, aligned with market conditions, and rewarding of performance. Overtime work performed by our white-collar employees is included in their monthly salary, and all payments are made on time together with the applicable statutory deductions.

■ Leave and Social Benefits

In addition to statutory annual leave entitlements, we provide paid leave for special circumstances such as marriage, childbirth, bereavement, and natural disasters.

We offer up to 10 days of paid leave per year to employees whose children have a disability rate of at least 70% or a chronic illness, for the purpose of supporting their medical treatment. We ensure that our female employees fully utilize their statutory maternity and breastfeeding leave entitlements and, upon request, provide the option of up to six months of unpaid leave.

■ Health and Support

In cases of illness, we cover the first two days of incapacity benefits that are not paid by the Social Security Institution (SSI). We support employee well-being through practices such as providing per diem allowances during business travel and meal allowance payments to employees who are unable to eat during Ramadan or due to health-related reasons.

■ Recognition of Long Service

Çalışanlarımızın motivasyonunu artırmak amacıyla belirli çalışma yıllarını (5, 10, 15, 20, 30+ yıl) dolduran personelimize plaket takdim ettiğimiz törenler düzenliyoruz.

Employee Engagement and Communication

We prioritize enhancing employee satisfaction and engagement and strive to maintain transparent and sustainable communication with our employees.

Through the implementation of our human resources policies, our employee turnover rate remains below industry averages. It was recorded at 5.99% in 2023 and 7.69% in 2024. To strengthen internal communication, we publish a Communication Bulletin every two months through notice boards and digital platforms, sharing industry developments, factory news, and training opportunities with our employees. In addition, we support workplace harmony and employee motivation through birthday celebrations and special occasion events.

Our employees have the right to communicate work-related or personal concerns, as well as suggestions, to management either through the established hierarchical structure or directly via the Suggestion System. All submitted complaints are reviewed, and written feedback is provided within 15 days.

In order to provide employees with a platform to express their satisfaction and concerns and to support the identification of areas for improvement, an Employee Satisfaction Survey was conducted in 2018. As a result of this survey, our employee satisfaction rate was determined to be 72.03%, while our employee engagement rate was measured at 56.16%. We aim to conduct a new **Employee Satisfaction Survey** in 2026.



DIVERSITY, EQUITY AND INCLUSION

As Göltaş Cement, we believe that diversity brings strength and value, and we strive to provide an inclusive, discrimination-free working environment that offers equal opportunities to all employees.

We place meritocracy at the core of our human resources processes. We do not permit any form of discrimination or restriction in recruitment, compensation, promotion, or assignment processes based on religion, language, race, ethnic origin, gender, age, marital status, disability status, or any other similar characteristic. As an indication of this commitment and our principle of transparency, the Female-to-Male Basic Salary and Remuneration Ratio within our company was 0.86 in 2024.

We maintain a zero-tolerance policy toward workplace bullying (mobbing), physical or verbal harassment, and any form of mistreatment, treating such behaviors as disciplinary offenses.

Female Employment and Diversity in Management

We support gender equality and encourage the participation of women in the workforce.

Board of Directors Targets

To enhance diversity in corporate governance, we are carrying out initiatives under the leadership of the Group Internal Audit and Control Directorate to increase the representation of women on our Board of Directors and to further develop our diversity policies.

Employment

Despite the dynamics of the industry, we implement practices that support the presence of female employees at all levels of the organization, including managerial and white-collar positions.

We attach great importance to female representation within our management structure. As of the reporting period, women accounted for **37.5% of the members of our Board of Directors**.





EMPLOYEE TRAINING AND TALENT DEVELOPMENT

We embrace the principle of Continuous Development to adapt to changing global conditions and industry dynamics, enhance the competencies of our employees, and prepare them to become the leaders of the future.

We plan our training activities based on annual training needs analyses and the outcomes of performance evaluations.

At the end of each year, we identify the professional and personal development needs of our employees through discussions with department managers and insights obtained from the performance evaluation system, and accordingly prepare an Annual Training Plan.

To support the rapid integration of new employees into our corporate culture and business processes, we provide a comprehensive Orientation Training Program within the first two months of employment.

Our Training Activities in 2024

In 2024, we implemented an extensive training program aimed at enhancing both the technical competencies and personal skills of our employees.

- To promote specialization in welding, we provided “**Theoretical and Practical Welding Training**”; to support the effectiveness of quality management systems, “**QDMS Documentation System Training**”; and within the scope of environmental legislation, “**Environmental Training Programs for White-Collar Employees.**”
- We aimed for all employees to participate in at least one professional or personal development training program during the year and organized training activities accordingly.
- At our Göltaş Cement plant, employees received “**Continuous Emission Measurement Systems (CEMS) Communiqué and Related Legislation, Data Evaluation, and CEMS Applications Training**” within the scope of the Continuous Emission Measurement Systems installed on our existing kiln stacks and connected to the Ministry’s SIM system.
- Through “**Behavior-Based Occupational Health and Safety (OHS) Training,**” we provided field personnel with training on developing occupational safety awareness, inspection approaches, and methods for reducing workplace accidents.

Talent Management and Career Development

We prioritize developing the future leadership team from within our organization. For open positions, we first evaluate internal talent, and base promotion decisions on performance, educational background, and merit. In 2024, a total of six employees were appointed to new positions through internal recruitment and promotion processes.

To help develop future talent for the industry, we maintain strategic collaborations with **Süleyman Demirel University** and **Isparta University of Applied Sciences**. Under a program that has been ongoing since 2016, we offer part-time employment and internship opportunities to senior undergraduate and graduate students and recruit successful participants into our workforce.

Through this program, eight young talents have joined the Göltaş family to date. In addition, in 2024, under the “**Professional Preparation Cooperation Protocol**” signed with the **Faculty of Engineering of Akdeniz University**, we delivered a conference on the Ready-Mix Concrete Sector. We also organized a technical visit to our Ready-Mix Concrete facility for students of the Civil Engineering Department at Süleyman Demirel University.

Through performance evaluations conducted at least once a year, we review our employees’ objectives, competencies, and development areas, and shape their career planning based on the outcomes of these assessments.



In 2024, we provided a total of 7,303.28 hours of training to our employees.

In addition, we invested TRY 3.9 million in employee training and development programs.



OCCUPATIONAL HEALTH AND SAFETY

As Göltaş Cement, we place the health and well-being of our employees among our highest priorities in all our operations and embrace the goal of “zero accidents” not merely as a business objective, but as a fundamental element of our corporate culture. Ensuring the safety of our employees, contractors, and all stakeholders visiting our facilities, as well as preventing occupational accidents and work-related illnesses at their source, are among our primary responsibilities.

To fulfill this responsibility, we implement an integrated Occupational Health and Safety (OHS) Management System based on national legal requirements and international standards. Through our [Quality, Environment, Energy, Occupational Health and Safety Policy](#), which is built on a proactive and risk-based approach, we ensure that our occupational health and safety practices are implemented in a systematic and effective manner.



Our OHS Management System

To ensure that occupational health and safety processes are managed within an integrated framework, we actively implement the ISO 45001 Occupational Health and Safety Management System. Our system is structured around the Plan-Do-Check-Act (PDCA) cycle, which forms the foundation of our continuous improvement philosophy.

We continuously review our management system and measure its performance through regular internal and external audits. The legal basis of our management system is established in accordance with Occupational Health and Safety Law No. 6331 and all related secondary legislation. We ensure full compliance with all legal requirements applicable to our hazard classification and periodically update our processes accordingly. In this context, we employ full-time occupational safety specialists and workplace physicians registered in the İSG-KATİP system.

We continuously review our management system and assess its performance through regularly conducted internal and external audits.

Proactive Risk Management and Hazard Identification

Rather than adopting a reactive approach to safety, we embrace a proactive approach that focuses on identifying and managing risks before they result in accidents.

Hazard identification and risk assessment processes are carried out by our Risk Assessment Team, consisting of occupational safety specialists, workplace physicians, department managers, and employee representatives. Through site inspections, workflow analyses, and employee feedback, we manage our processes in a manner that encompasses all categories of hazards, including chemical, physical, ergonomic, biological, and psychosocial risks. For each identified hazard, risk scores are calculated using a Risk Matrix based on the criteria of probability, frequency, and severity. Risk assessments are regularly reviewed and updated before the implementation of new processes, following accidents or near-miss incidents, in response to regulatory changes, and within legally required review periods.

Risks evaluated within the scope of the Hierarchy of Risk Controls are controlled according to the following order of priority, starting with the most effective method.





- 1 Elimination** The complete removal of a hazardous process, machine, or chemical from the operation whenever feasible.
- 2 Substitution** Replacing a hazardous material or method with a less hazardous alternative.
- 3 Engineering Controls** Technical solutions designed to isolate and control risks at their source.
- 4 Administrative Controls** Managing behavioral risks through safe working instructions, training programs, warning signs, job rotation practices, and operational procedures.
- 5 Personal Protective Equipment (PPE)** Providing appropriate PPE and requiring its use in order to minimize residual risks that remain despite the implementation of all other control measures.



Employee Participation and Safety Culture

To enable our employees to easily report safety gaps and potential hazards in the workplace, we have implemented the digital “Göltaş Suggestion System” as part of our hazard and near-miss reporting process. Through this system, employees can immediately report identified risks and near-miss incidents via the company portal or mobile application. All reports are digitally archived, evaluated by our OHS Department, and followed up with the necessary corrective and preventive actions. In urgent situations requiring immediate intervention, employees may also report concerns verbally to their Department Managers or Occupational Health and Safety specialists.

We actively promote our employees’ Right to Refuse Unsafe Work and safeguard this practice through our company policies. Any employee facing a serious and imminent danger has the right to stop work and report the situation to their supervisor or the OHS Department. We communicate this right to all employees through onboarding programs, annual refresher training, and other awareness platforms. We regard the exercise of this right as an indicator of strong safety awareness and ensure that employees do not experience any loss of rights because of exercising it.



OHS Communication, Social Dialogue and Training

Our Occupational Health and Safety (OHS) Committee, established to plan, monitor, and continuously improve our OHS activities, meets regularly at least once a month. The Committee consists of employer representatives, OHS specialists, the workplace physician, and employee representatives.

The OHS Committee reviews risk assessment results, accident root cause analyses, training plans, and emergency preparedness activities, makes decisions regarding corrective actions, and monitors the implementation of those decisions.

■ **Employee Representatives:** Decisions made by the OHS Committee and feedback received from the field are communicated through employee representatives, ensuring two-way communication between management and employees.

■ **OHS Notice Boards:** Up-to-date information, safety alerts, and accident statistics are displayed on notice boards located in common areas such as cafeterias, warehouses, and changing rooms.

■ **Toolbox Talks (Pre-Shift Meetings):** During brief meetings held at the beginning of each shift, current risks, key safety considerations, and lessons learned from incidents are shared with employees in an interactive manner.

Our Company is a member of ÇEİS (Turkish Cement Employers' Association) as the employers' union and ÇİMSE-İŞ as the employees' union. Occupational Health and Safety (OHS) matters are also safeguarded under the provisions of the applicable Collective Bargaining Agreement (CBA). Union representatives, who serve as natural members of our OHS Committee, ensure the active participation of employees in OHS-related processes and decision-making.

We consider training to be a key element in maintaining, promoting, and continuously improving our occupational health and safety culture. In addition to complying with legal requirements, we implement comprehensive training programs tailored to identified needs. Our employees begin their training journey with orientation training on their first day of employment and continue to receive job-specific training throughout their careers, depending on the scope and requirements of their roles.

In 2024, a total of 11,232.5 hours of Occupational Health and Safety (OHS) training were delivered to 2,056 Göltaş Cement and contractor employees

Incident Management and Performance Monitoring

We systematically record all workplace accidents, near-miss incidents, and suspected occupational illness cases in order to analyze their root causes and prevent recurrence.

Following the initial incident notification, records are created using standard forms, incident site investigations are conducted, and witness statements are collected.

We classify the collected data under relevant categories and archive it digitally, using this information to prepare our monthly and annual Occupational Health and Safety (OHS) performance reports. These reports are reviewed and analyzed by both the OHS Committee and Senior Management. Based on the findings of these analyses, corrective and preventive actions (CAPAs) are initiated to address identified root causes, while our training content and risk assessments are updated accordingly.

As part of our OHS performance, we are pleased to report that no fatal occupational accidents occurred throughout 2024.

Health, Well-Being and Occupational Health Services

We aim to protect our employees not only from workplace accidents but also from occupational exposures and work-related health risks. Through our workplace physician, we provide:



- Pre-employment, periodic, and job-change medical examinations,
- Monitoring of individual health records based on exposure assessments related to dust, noise, chemicals, and other occupational hazards,
- First-aid intervention and referral services following workplace accidents.



We organize vaccination campaigns (such as influenza and tetanus vaccinations), blood donation drives, and awareness seminars on topics including nutrition, stress management, and ergonomics to address health risks not directly related to work. Through these initiatives, we strive to support the overall well-being of our employees.

We believe that safety is only as strong as its weakest link and view the Occupational Health and Safety (OHS) performance of our business partners as an integral part of our own performance.

- 1** We include specific Occupational Health and Safety (OHS) clauses in all contractor agreements. All contractor personnel entering our sites are required to complete mandatory OHS Induction Training and obtain a site access card before commencing work.
- 2** High-risk activities such as working at height, hot work (e.g., welding), or confined space entry cannot be initiated without an approved Work Permit Form issued by the OHS Department and a task-specific risk assessment.
- 3** Contractor activities are regularly monitored and inspected by our OHS specialists. In cases of non-compliance, necessary measures are taken, including the authority to stop work when required.

Our Occupational Health and Safety (OHS) performance is regularly audited in line with our commitment to continuous improvement. We conduct planned site inspections and documentation audits carried out by our OHS specialists and internal audit teams to assess compliance with the ISO 45001 Occupational Health and Safety Management System Standard and applicable legal requirements. In addition, we are subject to statutory inspections conducted by inspectors of the Ministry of Labour and Social Security, as well as external ISO 45001 audits performed by accredited certification bodies. Through this multi-layered approach to auditing, employee participation, and risk management, Göltaş Cement is committed to creating a safer working environment for all stakeholders and advancing steadily toward its zero-accident goal.



LOCAL DEVELOPMENT AND SOCIAL RESPONSIBILITY

Our Respect for the Environment

Primarily in the fields of education and healthcare, we provide various in-kind and financial contributions, subject to the approval of our General Assembly, to schools, hospitals, universities, associations, foundations, and public-benefit facilities in our region. These contributions are made within a defined budget and program and at levels that do not adversely affect our profitability.

Since our establishment, we have acted with a strong sense of environmental responsibility and have continued to implement environmental improvement, landscaping, and greenfield development initiatives.



In the early 1980s, following an agreement with the Ministry of Forestry, we leased 111 hectares of land surrounding our Göltaş Cement facility from the General Directorate of Forestry for a period of 49 years, subject to afforestation requirements. In the 1990s, an additional 33 hectares were incorporated, increasing the total area to 144 hectares.

Within this area, we have contributed to the establishment of approximately one million cedar, Turkish red pine, and black pine trees of various ages. Each year, we plant an average of 20,000 saplings in the designated private forest area and undertake its regular annual maintenance activities.

Using a tree transplantation vehicle capable of relocating mature trees, which was acquired by our factory in 1997, we support public and private institutions in Isparta and the surrounding region with tree transplantation activities. We also cultivate container-grown pine saplings and ensure their planting within the forest area.

Within our factory premises, we have established 45,000 m² of grass-covered green areas, while an additional 10,000 m² of grass-covered area has been developed outside the factory site.

Engaging with Students

In 2013, students from the Department of Chemical Engineering at Süleyman Demirel University in Isparta visited our production facility as part of a technical field trip.

EXPO Tower 2016

The Expo Turkcell Tower, for which cement was supplied by our Group and which is often referred to as “Türkiye’s Eiffel Tower,” was designed with inspiration from Antalya’s iconic Three Gates (Üç Kapılar) and palm trees.

2023 Cement Industry Workshop

As Göltaş Cement, we participated in the Cement Industry Workshop held on 12–13 May 2023.

The Cement Industry Through the Eyes of Women: Tülay Alemdar Shares Her Perspective

In our video series “The Cement Industry Through the Eyes of Women,” we hosted Tülay Alemdar, Human Resources Consultant at Göltaş Cement. During the interview, Ms. Alemdar shared her insights on the progress being made to increase the participation of women in the cement industry. As part of the Equal Days #FutureWithMe initiative, she highlighted the importance of creating more inclusive opportunities for women in the sector.

The video series can be accessed through the following [link](#).



The Era of Smart Manufacturing

As part of our Industry 4.0 journey, we have developed and integrated our proprietary Semi-Expert software with our SCADA system to enhance efficiency and decision-support capabilities, optimize processes, minimize operator errors, and enable proactive intervention against equipment failures and unplanned downtime. By analyzing real-time data collected from the field, the system provides operators with immediate guidance and recommendations, elevating human-machine interaction to a new level.



DEMİREL FOUNDATION

Purpose and Activities

In line with its founding purpose, our Foundation continued its activities to preserve the visual, oral, and written archives covering an important 50-year period in the history of the Republic of Türkiye, to serve as a resource for researchers, and to ensure their transfer to future generations.

Our primary focus areas included the operation of the Development Museum, archival activities, exhibition spaces, and library services, as well as collaborating with Süleyman Demirel University to fulfill our mission and provide educational scholarships.

Through our collaborations with TED Isparta College and the Koç University Anatolian Scholarship Program, we provided scholarship opportunities to 23 students in 2024 who met the relevant scholarship criteria.

As Göltaş, our employees participated in the Foundation's activities on a voluntary basis. To strengthen our ties with the local community, we supported the organization of educational and cultural events and contributed to enhancing the visitor experience.

As the Foundation Management, we regularly hold strategic planning meetings aimed at improving museum operations and ensuring the continuous development of our activities.

History, Culture and Social Heritage, Education, Tourism and Community Contribution

- In 2024, our museum facilities welcomed a total of 30,432 visitors from Türkiye and abroad.
- We contributed to the preservation of historical memory by organizing commemorative programs and official state ceremonies in honor of Süleyman Demirel, the 9th President of the Republic of Türkiye, and our Founder, Şevket Demirel.
- We also collaborated with educational institutions across Türkiye and throughout Isparta in organizing cultural and artistic visits, supporting educational and cultural engagement activities.

Environmental Management and Infrastructure Sustainability

- We carried out optimizations in LNG systems and facility infrastructure to improve energy efficiency and minimize emissions and heat losses.
- Periodic maintenance of electricity, water, wastewater, and lighting systems across the complex was conducted to prevent resource waste and ensure operational continuity.
- As part of our commitment to protecting biodiversity and natural areas, we carried out ecological maintenance activities for landscaped areas, monumental trees, and the cemetery grounds.





07

OUR SUPPLY CHAIN MANAGEMENT

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SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We aim to enhance environmental, social, and economic standards throughout our entire value chain, from raw material sourcing to the delivery of finished products to our customers. We structure our supply chain management around the principles of Local Procurement, Industrial Symbiosis, and Ethical Collaboration. Through this approach, we support regional development while striving to reduce our carbon footprint.

We manage our supplier relationships based on the principles of mutual trust, transparency, and fairness. We expect all our business partners to fully comply with our Company's Code of Ethics and Principles of Conduct and the Group Anti-Bribery and Anti-Corruption Procedure.

In our procurement processes, in addition to maintaining a balance between price and quality, we also consider the following criteria:

- Occupational Health and Safety (OHS) performance,
- Compliance with environmental legislation,
- Respect for human rights (including the prohibition of forced labor and child labor),
- Sustainability-related criteria such as anti-bribery and anti-corruption policies play a decisive role in our procurement and supplier evaluation processes.



We seek to ensure that our suppliers operate in accordance with ISO 9001, ISO 14001, and ISO 45001 management standards through provisions incorporated into our contractual agreements.

Local Procurement And Logistics Optimization

As one of the most effective ways to reduce our Scope 3 emissions, we source our raw materials from locations closest to their origin and minimize transportation distances. As a company, we meet a significant portion of our raw material needs from the Isparta, Burdur, and Antalya regions where we operate, while sourcing petroleum coke inputs from local refineries, thereby contributing directly to the local economy.

We strategically plan our raw material sourcing by considering logistics efficiency and opportunities for industrial symbiosis.



Local Region (Isparta-Burdur-Antalya)

We source high-volume materials that constitute the main inputs of our production processes, such as limestone, clay, marl, and bauxite, as well as by-products including bottom ash, sludge waste, and concrete waste, from locations closest to our facilities in order to minimize transportation-related emissions. In addition, the biomass waste that we use as an alternative fuel is sourced from the Aegean and Mediterranean Regions of Türkiye.

Regional Procurement (Central Anatolia and Aegean Regions)

We procure specific inputs through our regional supply network, including iron ore (Kayseri), iron slag (İzmir), gypsum (Denizli/Ankara), marble waste (Isparta), lime and sludge waste (Afyon), lignite (Manisa), drilling muds (Aksaray-Lake Tuz region), refuse-derived fuel (RDF) waste (Afyon), and fly ash from Çelikler (Kütahya).

Industrial Waste Logistics (Marmara and Black Sea Regions)

We procure alternative raw materials that support the circular economy, including foundry sand (Bilecik), flue gas dust (Bilecik), grit waste (Marmara Region – Yalova/Istanbul), and liquid fuels (Yalova), through a controlled logistics network managed by licensed service providers, ensuring their safe and efficient delivery to our facilities.



Use of Petroleum Coke Produced by Local Refineries

For petroleum coke, one of our most important production inputs, we prioritize products manufactured by local refineries. In 2024, we sourced 60% of our total petroleum coke supply from the Star and Tüpraş Refineries. This approach not only provides a logistics-related cost advantage but also contributes to emission reductions by avoiding long-distance transportation from overseas countries.

To enhance the traceability of our supply chain and optimize our processes, we continue to implement digital transformation projects.

■ As part of our **RISE with SAP** project, we are migrating our procurement, inventory management, and logistics processes to an integrated cloud-based platform. Through this system, we aim to manage the flow from raw material procurement to production using real-time data, improve demand forecasting with artificial intelligence support, and reduce inventory-related costs.

■ Through our **E-Procurement/E-Tender System**, we utilize an electronic procurement platform and conduct our purchasing, request for quotation (RFQ), and tender processes through an online environment. All evaluations are carried out transparently through the digital platform, enabling us to provide equal opportunities to suppliers and foster a fair and competitive procurement process.

We view our relationships with suppliers as extending beyond commercial collaboration to encompass the sharing of a common culture of safety and quality.

We safeguard the security of commercial and operational information shared with our suppliers through our ISO 27001 Information Security Management System and the relevant provisions included in our contractual agreements. Through the customer satisfaction surveys we conduct to enhance customer experience and service quality, we monitor performance and identify opportunities for continuous improvement.

“Our performance in shipment and logistics processes achieved a 99% customer satisfaction rate in 2024.”

With our supply chain management approach that supports local development, is grounded in ethical values, and is strengthened through digital technologies, we continue to enhance our sustainable competitiveness within the industry.



PRODUCT QUALITY, SAFETY AND SUSTAINABILITY

As Göltaş Cement, we embrace a production philosophy that not only meets the current needs of the construction industry but also protects the living environments of future generations. By advancing our production processes beyond national and international standards, we provide our stakeholders with documented and transparent assurance of superior quality, product safety, and environmental sustainability.

Quality Management and a Broad Product Portfolio

Our production activities are carried out under the assurance of the ISO 9001 Quality Management System, with an annual production capacity of 3,150,000 tonnes of clinker and 5,068,800 tonnes of cement.

In 2024, our facilities produced 1,952,432 tonnes of clinker and 1,995,112 tonnes of cement.

As part of our commitment to compliance with international standards, our products are manufactured in full accordance with both European Standards (EN 197-1) and American Standards (ASTM) and are offered to the market across a broad product range.

EN Standards

CEM I 42.5 R, CEM I 52.5 N, CEM II/A-M and CEM II/B-M series, CEM IV/B (P) pozzolanic cements

ASTM Standards

ASTM Type I, ASTM Type I/II, ASTM Type GU, ASTM Type HE, Masonry cements (Type M, N, and S)

The safe use, storage, and transportation of industrial products such as cement constitute one of the key priorities of our Occupational Health and Safety policy. To ensure that our products reach end users safely, we support our packaging processes with automation technologies. According to our 2024 customer surveys, Packaging Satisfaction reached 95%, while Shipment and Packaging Satisfaction reached 99%, demonstrating our success in this area.

We prepare Material Safety Data Sheets (MSDS) for all our products and provide users with transparent information regarding product content and safe handling practices. In addition, all of our products carry the CE marking, demonstrating compliance with applicable European Union requirements.

Sustainability And Our “Green Cement” Vision

In line with our climate change mitigation strategy, we are transforming our product portfolio toward “Green Cement” products with a lower carbon footprint. We support this vision through internationally recognized certifications.

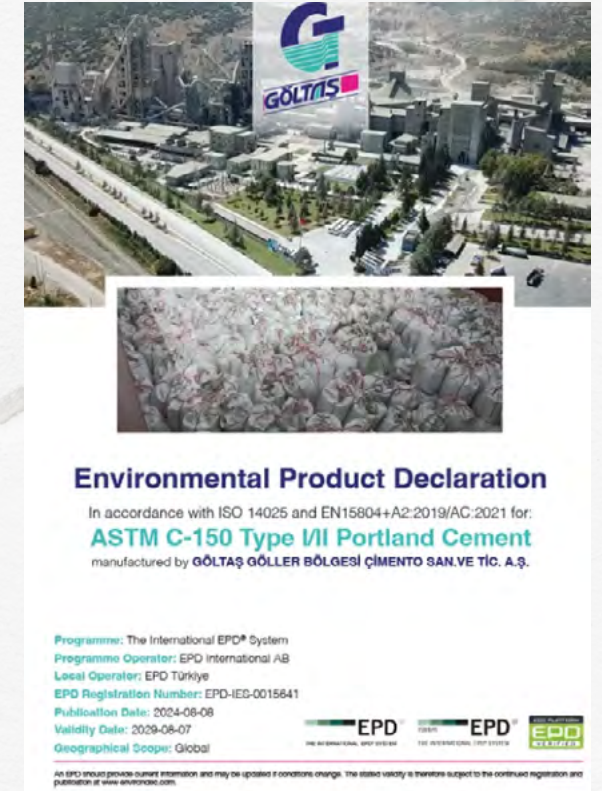
As of December 2024, our low-carbon products were certified by the Quality and Environment Board and CPC Certification. To transparently disclose the environmental impacts of our products, we obtained an internationally recognized Environmental Product Declaration (EPD) certificate (EPD-IES-0015641) for our ASTM C-150 Type I/II Portland Cement product. Prepared in accordance with ISO 14025 standards, this declaration presents the environmental performance of our product throughout its life cycle.

To conserve natural resources and reduce clinker consumption, we expanded our supply network in 2024 and 2025 and integrated alternative raw materials, such as lime waste, foundry sand, and flue gas dust, into our production processes. These by-products, sourced from the Central Anatolia and Aegean regions, are utilized in cement production within the framework of industrial symbiosis.

We continue to invest in digitalization and automation projects to standardize product quality and improve production efficiency.

- We are migrating our enterprise resource planning (ERP) system to a cloud-based platform, enabling real-time processing of data across all stages from production to quality control, as well as the use of artificial intelligence-supported analytics.
- We have planned the transition of our packaging facilities to automated systems and commissioned new drives for high-energy-consuming fans within our production processes. In addition, we monitor our water consumption in real time through electronic flow meters installed on our water wells.
- By digitally tracking equipment maintenance processes, we prevent unplanned downtime and ensure production continuity while maintaining our product quality standards.

As Göltaş Cement, we continue to lead the sustainable transformation of the industry through our certified Green Cement products, supported by our digital infrastructure and high-quality standards.



CUSTOMER SATISFACTION AND SAFETY

Guided by our principle of customer focus, we aim to build long-term relationships with our customers based on trust, transparency, and mutual value creation. We consider it our primary responsibility to meet our customers' needs fully and on time, maintain consistent product quality, and ensure the safe use of our products.

We manage our customer relationships in accordance with our Company's Code of Ethics, guided by the principles of honesty, fairness, and courtesy.

We view customer complaints and requests as opportunities for improvement. We carefully review all objections and feedback, evaluate them fairly, and strive to provide effective and lasting solutions as quickly as possible.

Customer Satisfaction Performance in 2024

To measure customer experience and continuously improve our service quality, our Sales and Marketing Department regularly conducts a Customer Satisfaction Survey. As part of the 2024 survey, customer satisfaction levels were evaluated against detailed criteria under key categories including Product Quality, Sales and Marketing Services, Shipment and Logistics, Financial Processes, Environmental and Occupational Health and Safety Performance, and After-Sales Services.

The confidence our customers place in our products was reaffirmed through the 2024 Customer Satisfaction Survey.

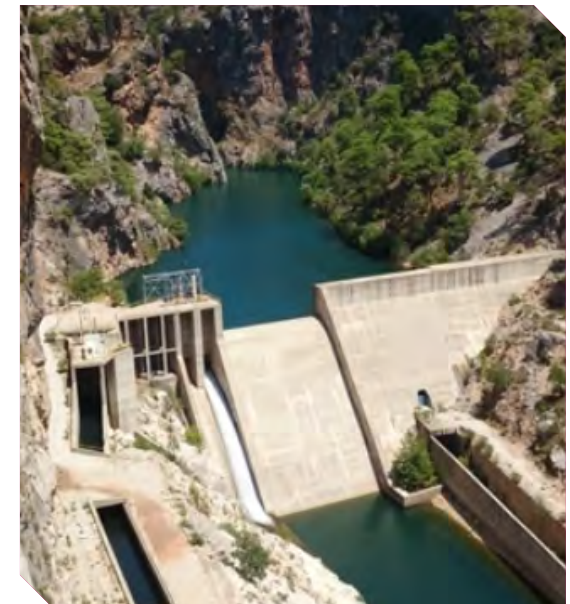
According to the survey results, Product Quality Satisfaction exceeded our target levels and reached 94%.

Our customers identified the consistency and reliability of our product performance as one of our strongest attributes. High satisfaction scores were achieved in areas such as the accessibility of our sales team, the quality of communication, and the effectiveness of technical support services. Customer expectations were fully met with respect to on-time deliveries and the accuracy of shipment documentation. The insights obtained from these assessments are reviewed through Management Review Meetings (MRM) and translated into continuous improvement actions.

Customer Privacy And Information Security

Commercial secrets, personal data, and confidential information belonging to our customers are safeguarded under the assurance of our Company.

In accordance with the Turkish Personal Data Protection Law (GDPR) and our internal Information Security Policies, customer information is processed only by authorized personnel and solely to the extent required for business purposes. We strictly prohibit the unauthorized sharing of such information with third parties or its use for purposes other than those for which it was collected. We treat our customers' commercial information as confidential information and protect it through the highest levels of security measures. As Göltaş Cement, we continue our journey with the vision of being a trusted solution partner to our customers, maintaining our commitment to high-quality products and reliable services in a sustainable manner.





08

DIGITAL TRANSFORMATION AND TECHNOLOGICAL ADAPTATION

GöLtaş in Digital Transformation 57



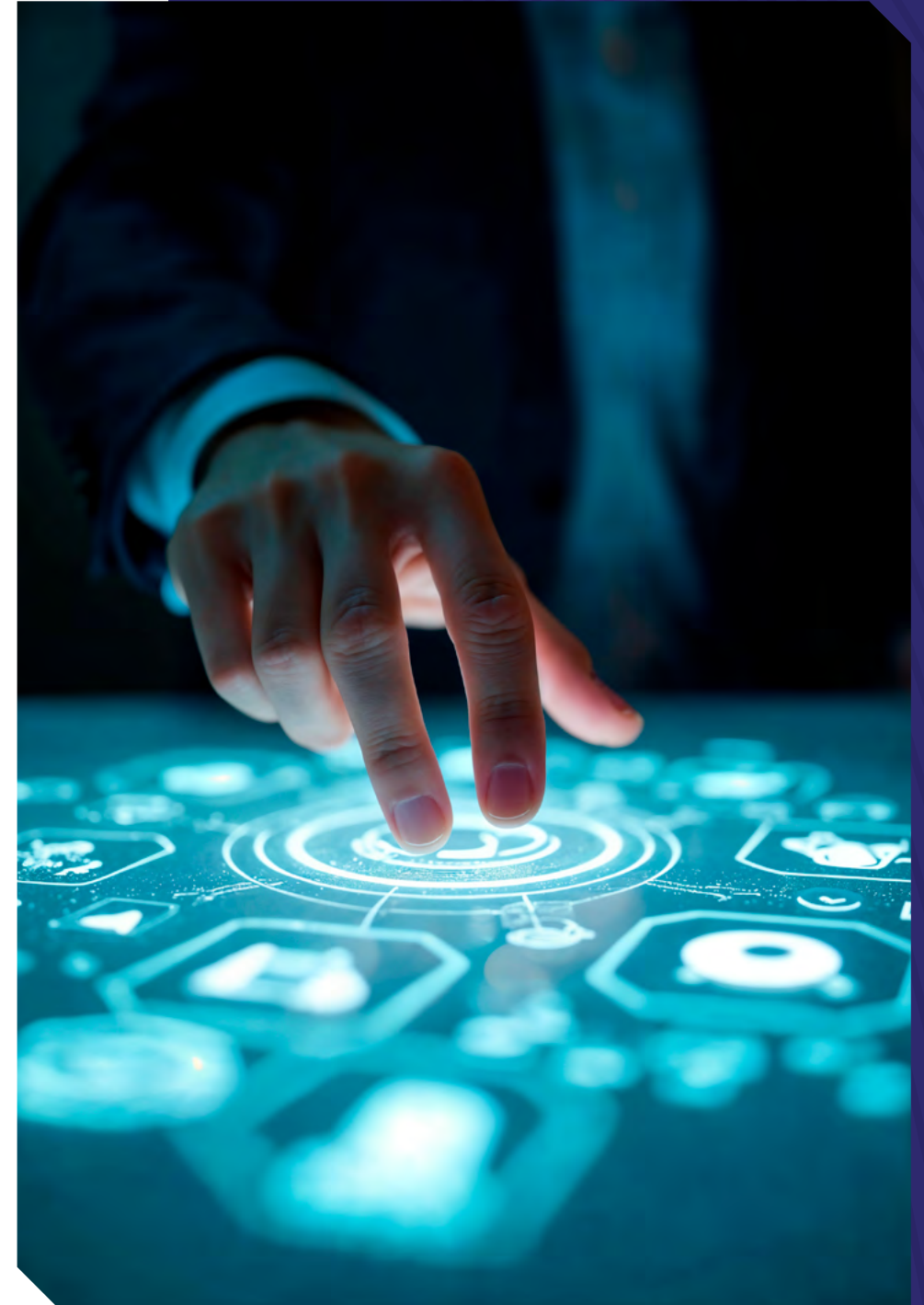
GÖLTAŞ IN DIGITAL TRANSFORMATION

As Göltaş Cement, we are digitalizing our business processes in line with the Industry 4.0 vision. By leveraging the power of technology across our entire value chain—from production and management to procurement and logistics—we enhance both efficiency and sustainability. We view digital transformation not merely as an infrastructure upgrade, but as a strategic enabler that strengthens our competitiveness and accelerates our decision-making processes.

Corporate Systems Transformation

We are transforming the corporate systems that form the backbone of our business processes into a more flexible, integrated, and future-ready structure.

- At the core of our digital strategy is our enterprise transformation project, through which we are migrating our existing infrastructure to a next-generation cloud-based platform. Using solutions such as SAP S/4HANA, Microsoft 365, SCADA, IoT, and Power BI, we digitally manage more than 80% of our processes. Through this transformation, we aim to achieve end-to-end integration across finance, production, and supply chain management by gaining capabilities in real-time data processing, artificial intelligence-supported analytics, and process automation.
- As part of the modernization of our information technology infrastructure, we have migrated our email and data management systems from local servers to a cloud-based platform. This transition has improved location-independent access for our employees while enhancing data security and business continuity.
- To ensure the effective monitoring of quality and management systems, we actively utilize an integrated management system software and provide regular training to our employees to foster a culture of digital quality throughout the organization.
- To improve the management of water, a critical input within our supply chain, we have integrated electronic flow meters installed on our wells into our automation system, enabling us to digitally monitor the entire process from water extraction to consumption.



Automation and Smart Process Management in Production

We are implementing automation systems across our production lines that reduce human intervention, minimize errors, and maximize energy efficiency.

- We have transformed our mill feeding processes from operator-dependent operations into fully automated systems controlled by PID controllers. This has enabled our mills to operate at optimal efficiency and with greater process stability. Similarly, we integrated our kiln feeding units into a PID-controlled automation system, optimizing energy consumption while achieving greater consistency in clinker quality.
- For the large fans that represent some of the highest energy-consuming equipment in our process, we commissioned next-generation variable speed drives. This technology allows motors to operate according to actual demand, delivering significant electricity savings.
- **We are also planning to integrate the automation infrastructure of our newly established Ceramic Packaging Facility into the factory's central automation system. This will enable centralized monitoring of packaging operations and the real-time identification of potential equipment failures and process disruptions.**

To extend the lifespan of our assets and prevent unplanned downtime, we are digitalizing our maintenance processes. As part of our enterprise transformation project, we are creating digital twins of all electrical and mechanical equipment within our systems. Through predefined maintenance plans for each asset, work orders are generated automatically, while completed activities are recorded in a digital repository. This provides full traceability and establishes a valuable database for predictive maintenance analyses.

Ensuring the security of our digitalized processes is critical for maintaining business continuity and stakeholder trust.

As a company, we implement a multi-layered security architecture to protect against cyber threats. Within the scope of the Göltaş digital transformation strategy, we have launched our Rise with SAP and SAP HANA Transformation project. To establish a more flexible, integrated, and sustainable enterprise resource planning environment, we have planned the transition from our existing SAP infrastructure to a cloud-based platform and continue to carry out the necessary preparation and migration activities.

Through this transformation, we benefit from advantages such as real-time data processing and analytics across all our operations, cloud-based flexibility, integrated business processes, and the integration of artificial intelligence and automation technologies.

Through our transformation project, we aim to achieve:

- A significant portion of our production, maintenance, supply chain, and finance processes has been migrated to digital platforms.
- We have reduced manual data entry and paper-based reporting processes to minimum levels.
- Through the digital traceability of our processes, we have reduced error rates and accelerated operational decision-making.
- By leveraging data-driven reporting and analytics, we have optimized energy and material consumption, resulting in improved production efficiency.
- We are reducing our environmental footprint through decreased use of physical documentation and the adoption of energy-efficient server infrastructure.

We place as much importance on data security and privacy as we do on digital transformation. To protect our systems against external threats, we deploy next-generation firewall devices and maintain a legally compliant logging infrastructure for internet access activities. For remote access, we utilize VPN and Multi-Factor Authentication (MFA) technologies. In compliance with the Personal Data Protection Law (KVKK) and our corporate confidentiality requirements, we have implemented Data Loss Prevention (DLP) solutions to prevent the unauthorized transfer of sensitive information outside the Company. To detect and respond to cybersecurity incidents, we utilize Security Operations Center (SOC) services and continuously monitor all system activities through SIEM software on a 24/7 basis, enabling the immediate identification of anomalies. In addition, all servers and end-user devices are protected through centrally managed security solutions designed to defend against ransomware, malware, and other cyber threats.

As Göltaş Cement and its Group Companies, we have established a Group Artificial Intelligence Usage Procedure to mitigate legal and security risks related to data security, confidentiality, the quality of disclosed information, copyright and patent infringement, compliance with personal data protection legislation, and the confidentiality of insider information as required under capital markets regulations. Through this procedure, we aim to manage the use of artificial intelligence and AI-based tools while addressing both the risk of copyright infringement associated with the data used by such tools and the risks related to the accuracy and reliability of AI-generated content. Our procedure forms an integral part of our Group Policy on the Protection of Confidential Insider Information and the Prevention of Information Misuse.

Sustainability-Focused Digital Monitoring

Technology is one of the key enablers in achieving our environmental objectives.

We have integrated electronic flow meters installed on the deep wells supplying water to our facility into our automation system. This enables us to monitor water abstraction volumes in real time. In the coming period, we aim to achieve online monitoring of our water footprint through the digitalization of all water consumption points.

As Göltaş Cement, we continue to leverage technology as a driver of efficiency and sustainability throughout our digital transformation journey, spanning from production operations to corporate management processes.





09

APPENDICES

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PERFORMANCE INDICATORS

Environmental Indicators

Water Withdrawal					
Indicator Description	Total Water Withdrawal by Source	Unit	2022	2023	2024
Groundwater (Well Water) (m³): Refers to the total amount of water withdrawn from underground sources during the reporting period, which the Company monitors over a 12-month period through its accounting records system.	Groundwater (Well Water)	m³	695,360	703,570	748,540
Total Water Withdrawal		m³	695.360	703.570	748.540

Water Consumption					
Indicator Description	Total Water Withdrawal by Source	Unit	2022	2023	2024
Groundwater (Well Water): Represents the volume of water withdrawn by the Company from groundwater sources during the reporting period and subsequently used for its own internal consumption.	Groundwater (Well Water)	m³	568,555	575,928	613,296
Total Water Consumption		m³	568,555	575,928	613,296

Water Discharge					
Indicator Description	Total Water Discharge by Destination	Unit	2022	2023	2024
Receiving Environment (m³): Represents domestic wastewater treated at the Company's wastewater treatment facilities and discharged into surface water during the reporting period.	Receiving Environment	m³	29,930	29,930	29,930
Total Water Discharge		m³	29,930	29,930	29,930

Greenhouse Gas Emissions					
Indicator Description	Absolute Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1 Emissions (tCO₂e): Prepared in accordance with the GHG Protocol, this represents greenhouse gas emissions generated during the reporting period from process emissions and fuel combustion (natural gas, gasoline, diesel, propane, coal, fuel oil, diesel fuel, petroleum coke, alternative fuels, R22 and refrigerant gases, and the use of fire extinguishers) across all Company locations. The Company calculates greenhouse gas emissions in tonnes of carbon dioxide equivalent in accordance with the standard "TS EN ISO 14064-1:2018 Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals."	Scope 1 Emissions	tCO ₂ e	1,637,455	1,587,806	1,668,856
Scope 2 Emissions (tCO₂e): Prepared in accordance with the GHG Protocol, this represents indirect greenhouse gas emissions arising from all electricity purchased by the Company during the reporting period. The Company calculates greenhouse gas emissions in tonnes of carbon dioxide equivalent in accordance with the standard "TS EN ISO 14064-1:2018 Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals."	Scope 2 Emissions	tCO ₂ e	87,739	82,783	96,509
Total Greenhouse Gas Emissions (tCO₂e): Represents the total of the Company's Scope 1 and Scope 2 greenhouse gas emissions generated during the reporting period.	TOTAL GREENHOUSE GAS EMISSIONS	tCO ₂ e	1,725,194	1,670,589.634	1,765,365

Air Emissions

Indicator Description	Air Emissions	Unit	2022	2023	2024
NOx: Refers to the amount of nitrogen oxides emitted into the atmosphere by the Company during the reporting period. (kg, tonnes, mg/Nm³)	NOx	tonnes	109.05	168.44	177,93
SOx: Refers to the amount of sulfur oxides emitted into the atmosphere by the Company during the reporting period. (kg, tonnes, mg/Nm³)	SOx	tonnes	3.81	17.62	6,8
Total Organic Compounds (TOC): Refers to the amount of total organic compounds (TOC) emitted into the atmosphere by the Company during the reporting period. (kg, tonnes, mg/Nm³)	Total Organic Compounds (TOC)	tonnes	24.50	3.77	47,54
Dust: Refers to the amount of dust emitted into the atmosphere by the Company during the reporting period. (kg, tonnes, mg/Nm³)	Dust	tonnes	43.84	29.22	80,05

Electricity Generation and Consumption

Indicator Description	Electricity Generation and Consumption	Unit	2022	2023	2024
Electricity Consumption (kWh): Refers to the total amount of electricity purchased from utility providers and tracked through invoices during the reporting period for use in air conditioning, lighting, and other electricity-consuming operations.	Electricity Consumption	kWh	243,624,671	233,425,973	230,180,138
Electricity Consumption from Renewable Energy (On-site Generation) (kWh): Refers to the amount of electricity generated and consumed from renewable energy sources located at the Company's own facilities during the reporting period.	Electricity Consumption from Renewable Energy (On-site Generation)	kWh	17,203,000	34,864,000	32,635,000
Total Electricity Consumption (kWh): Refers to the total amount of electricity consumed during the reporting period, including electricity purchased from utility providers and electricity generated and consumed on-site.	TOTAL ELECTRICITY CONSUMPTION	kWh	260,827,671	268,289,973	262,815,138

Energy Consumption

Indicator Description	Energy Consumption by Fuel Type	Unit	2022	2023	2024
Coal (tonnes): Refers to the quantity (by weight – tonnes) of domestic and/or imported coal used for production and/or heating purposes during the reporting period and tracked through the Company's purchase invoices.	Coal	tonnes	261,565	234,093	231,732
Fuel Oil (tonnes): Refers to the total amount of fuel oil used during the reporting period for the initial ignition and heating of rotary kilns, tracked through the Company's purchase invoices.	Fuel Oil	tonnes	-	383.85	38.75
Gasoline (litres): Refers to the total amount of gasoline (by volume – litres) used for energy generation purposes during the reporting period and tracked through the Company's purchase invoices.	Gasoline	litres	2,629	26,472	33,393
Diesel (litres): Refers to the total amount of diesel fuel (by volume – litres) used for energy generation purposes during the reporting period and tracked through the Company's purchase invoices.	Diesel	litres	535,884	442,663	431,428
LNG (tonnes): Refers to the total amount of Liquefied natural gas used in on-site combustion units for energy generation during the reporting period and tracked through the Company's purchase invoices.	LNG	tonnes	93	143	78
Alternative Fuels (litres): Refers to the consumption of waste oil, waste tires, refuse-derived fuel (RDF), and wastewater sludge used for energy generation purposes during the reporting period, tracked through the Company's purchase invoices and mapped within financial reporting systems.	Alternative Fuels: Treatment Sludge (Biomass)	tonnes	4,002	2,806	5,461
	Alternative Fuels: Treatment Sludge	tonnes	384	1,831	1,295
	Alternative Fuels: Liquid Waste (Waste Oil)	tonnes	431	254	355
	Alternative Fuels: Industrial Waste	tonnes	3,442	2,029	241
	Alternative Fuels: RDF (Refuse-Derived Fuel)	tonnes	1,453	393	3,346
	Alternative Fuels: Waste Tires	tonnes	338	-	2,372

Waste Management

Waste Name	Waste Treatment Method	Waste Type	Hazardous / Non-Hazardous Waste	2022	2023	2024
Other acids	Incineration (with Energy Recovery)	Other Waste	Hazardous	-	-	950
Waste printer toner containing hazardous substances	Incineration (with Energy Recovery)	Other Waste	Hazardous	-	-	50
Waste printer toner containing hazardous substances	Recovery	Other Waste	Hazardous	250	100	50
Used paraffin waxes and oils	Incineration (with Energy Recovery)	Other Waste	Hazardous	-	-	2,450
Used paraffin waxes and oils	Recovery	Other Waste	Hazardous	4,350	8,750	2,900
Other hydraulic oils	Recycling	Oil	Hazardous	21,900	30,950	25,500
Other engine, gear and lubricating oils	Recycling	Oil	Hazardous	1,450	2,850	3,400
Other fuels (including mixtures)	Incineration (with Energy Recovery)	Commercial and Industrial Waste	Hazardous	-	650	16,430
Paper and cardboard packaging	Recycling	Paper and Cardboard	Non-Hazardous	9,050	21,700	17,400
Plastic packaging	Recycling	Plastic	Non-Hazardous	43,650	25,850	20,650
Metallic packaging	Recycling	Metal	Non-Hazardous	-	-	450
Glass packaging	Recycling	Glass	Non-Hazardous	100	750	750
Packaging containing residues of hazardous substances or contaminated by hazardous substances	Incineration (with Energy Recovery)	Other Waste	Hazardous	3,900	8,140	15,590
Packaging containing residues of hazardous substances or contaminated by hazardous substances	Recovery	Other Waste	Hazardous	4,100	5,350	4,150

*In waste management, the unit of measurement for all types of waste mentioned is the metric ton.

Waste Management

Waste Name	Waste Treatment Method	Waste Type	Hazardous / Non-Hazardous Waste	2022	2023	2024
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by hazardous substances	Incineration (with Energy Recovery)	Other Waste	Hazardous	-	-	9,250
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by hazardous substances	Recovery	Other Waste	Hazardous	9,750	15,990	7,300
End-of-life tires	Recycling	Other Waste	Non-Hazardous	-	-	2,300
Oil filters	Incineration (with Energy Recovery)	Oil	Hazardous	-	-	50
Discarded equipment containing hazardous components other than those referred to in 16 02 09 to 16 02 12	Recovery	Electronic Waste	Hazardous	-	100	1,000
Hazardous components removed from discarded equipment	Recovery	Other Waste	Hazardous	2	-	50
Laboratory chemicals consisting of or containing hazardous substances, including mixtures of laboratory chemicals	Recovery	Other Waste	Hazardous	200	500	50

*In waste management, the unit of measurement for all types of waste mentioned is the metric ton.

Waste Management

Waste Name	Waste Treatment Method	Waste Type	Hazardous / Non-Hazardous Waste	2022	2023	2024
Lead batteries and accumulators	Recycling	Electronic Waste	Hazardous	1,428	688	872
Iron and steel	Recycling	Other Waste	Non-Hazardous	447,850	465,050	62,050
Insulation materials consisting of or containing hazardous substances	Recovery	Commercial and Industrial Waste	Hazardous	-	-	1,150
Wastes requiring special collection and disposal to prevent infection	Incineration (without Energy Recovery)	Other Waste	Hazardous	31	29	32
Textiles	Recycling	Textile Waste	Non-Hazardous	-	-	250
Fluorescent lamps and other mercury-containing waste	Recovery	Other Waste	Hazardous	500	200	150
Batteries and accumulators covered by 16 06 01, 16 06 02 or 16 06 03 and unsorted mixed batteries and accumulators containing these batteries	Recycling	Electronic Waste	Hazardous	15	-	32
Discarded electrical and electronic equipment containing hazardous components other than those mentioned in 20 01 21 and 20 01 23	Recovery	Electronic Waste	Hazardous	-	100	6,000
Used activated carbon (excluding 06 07 02)	Recovery	Commercial and Industrial Waste	Hazardous	-	1,300	-

*In waste management, the unit of measurement for all types of waste mentioned is the metric ton.

Waste Management

Waste Name	Waste Treatment Method	Waste Type	Hazardous / Non-Hazardous Waste	2022	2023	2024
Waste plastic	Incineration (with Energy Recovery)	Commercial and Industrial Waste	Non-Hazardous	-	16,050	-
Waste paints and varnishes containing organic solvents or other hazardous substances	Recovery	Other Waste	Hazardous	2,100	250	-
Metallic packaging containing hazardous porous solid matrices (e.g., asbestos), including empty pressure containers	Landfill	Other Waste	Hazardous	-	200	-
Transformers and capacitors containing PCBs	Recovery	Electronic Waste	Hazardous	-	3,250	-
Used activated carbon (excluding 06 07 02)	Recovery	Commercial and Industrial Waste	Hazardous	1,950	-	-
Hydraulic oils containing PCBs	Recycling	Oil	Hazardous	450	-	-
End-of-life tires	Recovery	Other Waste	Non-Hazardous	22,900	-	-
Other wastes containing hazardous substances	Recovery	Other Waste	Hazardous	3,050	-	-

*In waste management, the unit of measurement for all types of waste mentioned is the metric ton.

Social Performance Indicators

Employee Demographics

Indicator Description	Number of Employees	Unit	2023	2024
Represents the total number of female employees, including blue-collar, white-collar, full-time and part-time employees, within the Company during the reporting period. (#)	Female	Number	22	22
Represents the total number of male employees, including blue-collar, white-collar, full-time and part-time employees, within the Company during the reporting period. (#)	Male	Number	375	389
Ratio obtained by dividing the number of female employees by the total number of employees during the reporting period. (%)	Female Employee Ratio	%	5.54	5.35
Ratio obtained by dividing the number of male employees by the total number of employees during the reporting period. (%)	Male Employee Ratio	%	94.46	94.65
Represents the total number of employees, including blue-collar, white-collar, full-time and part-time employees, within the Company during the reporting period. (#)	Total Number of Employees	Number	397	411

Employee Demographics – Contractor Employees

Indicator Description	Number of Employees	Unit	2023	2024
Represents the total number of female employees working for contractors operating within the Company during the reporting period. (#)	Female	Number	7	10
Represents the total number of male employees working for contractors operating within the Company during the reporting period. (#)	Male	Number	228	225
Ratio obtained by dividing the number of female contractor employees by the total number of contractor employees during the reporting period. (%)	Female Employee Ratio	%	2.98	4.26
Ratio obtained by dividing the number of male contractor employees by the total number of contractor employees during the reporting period. (%)	Male Employee Ratio	%	97.02	95.74
Represents the total number of employees working for contractors operating within the Company during the reporting period. (#)	Total Number of Employees	Number	235	235

Total Number of Employees by Age Group

Indicator Description	Female	Unit	2023	2024
Represents the number of female employees under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	7	7
Represents the number of female employees between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	12	13
Represents the number of female employees over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	3	2
Represents the total number of female employees, including blue-collar, white-collar, full-time and part-time employees, within the Company during the reporting period. (#)	Total	Number	22	22
Indicator Description	Male	Unit	2023	2024
Represents the number of male employees under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	107	111
Represents the number of male employees between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	234	237
Represents the number of male employees over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	34	41
Represents the total number of male employees, including blue-collar, white-collar, full-time and part-time employees, within the Company during the reporting period. (#)	Total	Number	375	389

Total Number of Employees by Contract Type

Indicator Description	Permanent Contract	Unit	2023	2024
Represents the number of female employees working under permanent contracts within the Company during the reporting period. (#)	Female	Number	19	19
Represents the number of male employees working under permanent contracts within the Company during the reporting period. (#)	Male	Number	371	383
Represents the total number of employees working under permanent contracts within the Company during the reporting period. (#)	Total	Number	390	402
Indicator Description	Fixed-Term Contract	Unit	2023	2024
Represents the number of female employees working under fixed-term contracts within the Company during the reporting period. (#)	Female	Number	3	3
Represents the number of male employees working under fixed-term contracts within the Company during the reporting period. (#)	Male	Number	4	6
Represents the total number of employees working under fixed-term contracts within the Company during the reporting period. (#)	Total	Number	7	9

Total Number of Employees by Employment Type

Indicator Description	Full-Time	Unit	2023	2024
Represents the number of female employees working full-time within the Company during the reporting period. (#)	Female	Number	19	19
Represents the number of male employees working full-time within the Company during the reporting period. (#)	Male	Number	371	383
Represents the total number of employees working full-time within the Company during the reporting period. (#)	Total	Number	390	402
Indicator Description	Part-Time	Unit	2023	2024
Represents the number of female employees working part-time within the Company during the reporting period. (#)	Female	Number	3	3
Represents the number of male employees working part-time within the Company during the reporting period. (#)	Male	Number	4	6
Represents the total number of employees working part-time within the Company during the reporting period. (#)	Total	Number	7	9

Employee Tenure by Years of Service

Indicator Description	Female	Unit	2023	2024
Represents the number of female employees with 0–5 years of tenure within the Company during the reporting period. (Includes new hires. Employees with exactly 5 years of service are excluded.) (#)	0–5 years	Number	11	11
Represents the number of female employees with 5–10 years of tenure within the Company during the reporting period. (Employees with exactly 5 and 10 years of service are included.) (#)	5–10 years	Number	4	5
Represents the number of female employees with 10 years or more of tenure within the Company during the reporting period. (#)	10 years and above	Number	7	6
Indicator Description	Male	Unit	2023	2024
Represents the number of male employees with 0–5 years of tenure within the Company during the reporting period. (Includes new hires. Employees with exactly 5 years of service are excluded.) (#)	0–5 years	Number	129	155
Represents the number of male employees with 5–10 years of tenure within the Company during the reporting period. (Employees with exactly 5 and 10 years of service are included.) (#)	5–10 years	Number	116	85
Represents the number of male employees with 10 years or more of tenure within the Company during the reporting period. (#)	10 years and above	Number	130	149

Board of Directors

Indicator Description	Board of Directors	Unit	2023	2024
Represents the total number of female members serving on the Board of Directors during the reporting period. (#)	Female	Number	3	3
Represents the total number of male members serving on the Board of Directors during the reporting period. (#)	Male	Number	5	5
Represents the ratio of female members serving on the Board of Directors to the total number of Board members during the reporting period. (%)	Female Board Member Ratio	%	37.5	37.5
Represents the ratio of male members serving on the Board of Directors to the total number of Board members during the reporting period. (%)	Male Board Member Ratio	%	62.5	62.5
Represents the total number of members serving on the Board of Directors during the reporting period. (#)	Total	Number	8	8

Board of Directors by Tenure

Indicator Description	Female	Unit	2023	2024
Represents the number of female Board members under the age of 30 during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of female Board members between the ages of 30 and 50 during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	0	0
Represents the number of female Board members over the age of 50 during the reporting period. (#)	Over 50 years old	Number	3	3
Indicator Description	Male	Unit	2023	2024
Represents the number of male Board members under the age of 30 during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of male Board members between the ages of 30 and 50 during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	0	0
Represents the number of male Board members over the age of 50 during the reporting period. (#)	Over 50 years old	Number	5	5

Senior Management by Age Group

Indicator Description	Female	Unit	2023	2024
Represents the number of female senior managers under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of female senior managers between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	1	2
Represents the number of female senior managers over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	2	1
Indicator Description	Male	Unit	2023	2024
Represents the number of male senior managers under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of male senior managers between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	7	10
Represents the number of male senior managers over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	9	11

Senior Management

Indicator Description	Female	Unit	2023	2024
Represents the number of female senior managers under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of female senior managers between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	1	2
Represents the number of female senior managers over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	2	1
Indicator Description	Male	Unit	2023	2024
Represents the number of male senior managers under the age of 30 within the Company during the reporting period. (#)	Under 30 years old	Number	0	0
Represents the number of male senior managers between the ages of 30 and 50 within the Company during the reporting period (including ages 30 and 50). (#)	Between 30–50 years old	Number	7	10
Represents the number of male senior managers over the age of 50 within the Company during the reporting period. (#)	Over 50 years old	Number	9	11
Indicator Description	Senior Management	Unit	2023	2024
Represents the total number of female employees holding senior management positions within the Company during the reporting period. (#)	Female	Number	3	3
Represents the total number of male employees holding senior management positions within the Company during the reporting period. (#)	Male	Number	16	21
Represents the ratio obtained by dividing the number of female employees in senior management positions by the total number of senior managers during the reporting period. (%)	Female Management Ratio	%	15.79	12.50
Represents the ratio obtained by dividing the number of male employees in senior management positions by the total number of senior managers during the reporting period. (%)	Male Management Ratio	%	84.21	87.50
Represents the total number of employees holding senior management positions within the Company during the reporting period. (#)	Total	Number	19	24

Senior Management by Tenure

Indicator Description	Female	Unit	2023	2024
Represents the number of female senior managers with 0–5 years of tenure within the Company during the reporting period. (Includes new hires. Employees with exactly 5 years of service are excluded.) (#)	0–5 years	Number	0	1
Represents the number of female senior managers with 5–10 years of tenure within the Company during the reporting period. (Employees with exactly 5 and 10 years of service are included.) (#)	5–10 years	Number	1	0
Represents the number of female senior managers with 10 years or more of tenure within the Company during the reporting period. (#)	10 years and above	Number	2	2
Indicator Description	Male	Unit	2023	2024
Represents the number of male senior managers with 0–5 years of tenure within the Company during the reporting period. (Includes new hires. Employees with exactly 5 years of service are excluded.) (#)	0–5 years	Number	5	7
Represents the number of male senior managers with 5–10 years of tenure within the Company during the reporting period. (Employees with exactly 5 and 10 years of service are included.) (#)	5–10 years	Number	3	5
Represents the number of male senior managers with 10 years or more of tenure within the Company during the reporting period. (#)	10 years and above	Number	8	9

New Hires

Indicator Description	Female	Unit	2023	2024
Represents the number of female employees under the age of 30 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Under 30 years old	Number	5	7
Represents the number of female employees between the ages of 30 and 50 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year (including ages 30 and 50). (#)	Between 30–50 years old	Number	0	2
Represents the number of female employees over the age of 50 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Over 50 years old	Number	0	0
Represents the total number of female employees who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Total	Number	5	9
Indicator Description	Male	Unit	2023	2024
Represents the number of male employees under the age of 30 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Under 30 years old	Number	69	40
Represents the number of male employees between the ages of 30 and 50 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year (including ages 30 and 50). (#)	Between 30–50 years old	Number	43	23
Represents the number of male employees over the age of 50 who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Over 50 years old	Number	24	3
Represents the total number of male employees who were hired by the Company during the reporting period and for whom an Employment Entry Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Total	Number	136	66

Employee Turnover

Indicator Description	Female	Unit	2023	2024
Represents the number of female employees under the age of 30 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Under 30 years old	Number	5	7
Represents the number of female employees between the ages of 30 and 50 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year (including ages 30 and 50). (#)	Between 30–50 years old	Number	0	1
Represents the number of female employees over the age of 50 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Over 50 years old	Number	0	1
Represents the total number of female employees who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Total	Number	5	9
Indicator Description	Male	Unit	2023	2024
Represents the number of male employees under the age of 30 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Under 30 years old	Number	18	20
Represents the number of male employees between the ages of 30 and 50 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year (including ages 30 and 50). (#)	Between 30–50 years old	Number	53	26
Represents the number of male employees over the age of 50 who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Over 50 years old	Number	38	6
Represents the total number of male employees who left the Company during the reporting period and for whom a Termination Declaration was submitted to the Social Security Institution (SSI) within the reporting year. (#)	Total	Number	109	52

Employee Turnover Rate

Indicator Description	Female	Unit	2023	2024
Represents the ratio of female employees under the age of 30 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group. (%)	Under 30 years old	%	71.43	100.0
Represents the ratio of female employees between the ages of 30 and 50 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group (including ages 30 and 50). (%)	Between 30–50 years old	%	0.00	7.69
Represents the ratio of female employees over the age of 50 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group. (%)	Over 50 years old	%	0.00	50.0
Represents the ratio of female employees who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of female employees. (%)	Total	%	22.73	40.91
Indicator Description	Male	Unit	2023	2024
Represents the ratio of male employees under the age of 30 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group. (%)	Under 30 years old	%	16.82	18.02
Represents the ratio of male employees between the ages of 30 and 50 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group (including ages 30 and 50). (%)	Between 30–50 years old	%	22.65	10.97
Represents the ratio of male employees over the age of 50 who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of employees in the same age and gender group. (%)	Over 50 years old	%	111.76*	14.63
Represents the ratio of male employees who left the Company during the reporting period and were reported to the Social Security Institution (SSI) through a Termination Declaration within the reporting year, to the total number of male employees. (%)	Total	%	29.07	13.37

The number of employees has been reported based on the workforce as of 31 December 2023. Employee turnover was higher in 2023 due to retirements under the Early Retirement Scheme (EYT). Employees whose employment contracts were terminated continued to work for the Company following their retirement

Positions Filled Through Internal Recruitment

Indicator Description	Number of Employees	Unit	2023	2024
Represents the number of female employees appointed to positions filled through internal recruitment during the reporting period. (#)	Female	Number	3	0
Represents the number of male employees appointed to positions filled through internal recruitment during the reporting period. (#)	Male	Number	3	6
Represents the total number of employees appointed to positions filled through internal recruitment during the reporting period. (#)	Total	Number	6	6

Parental Leave

Indicator Description	Number of Employees	Unit	2023	2024
Represents the number of female employees who took maternity leave during the reporting period within the periods specified under the Regulation on Part-Time Work Following Maternity Leave or Unpaid Leave. (#)	Maternity Leave	Number	1	0
Represents the number of male employees who took paternity leave during the reporting period within the periods specified under the Regulation on Part-Time Work Following Maternity Leave or Unpaid Leave. (#)	Paternity Leave	Number	15	20
Represents the total number of employees who took maternity or paternity leave during the reporting period. (#)	Total	Number	16	20
Indicator Description	Number of Employees	Unit	2023	2024
Represents the number of female employees who returned to work after maternity leave during the reporting period. (#)	Female	Number	1	0
Represents the number of male employees who returned to work after paternity leave during the reporting period. (#)	Male	Number	15	20
Represents the total number of female and male employees who returned to work after maternity or paternity leave during the reporting period. (#)	Total	Number	16	20

Parental Leave

Indicator Description	Number of Employees	Unit	2023	2024
Represents the number of female employees who returned to work after maternity leave and remained employed by the Company for at least 12 months from their return date. (#)	Female	Number	0	0
Represents the number of male employees who returned to work after paternity leave and remained employed by the Company for at least 12 months from their return date. (#)	Male	Number	15	20
Represents the total number of female and male employees who returned to work after maternity or paternity leave and remained employed by the Company for at least 12 months from their return date. (#)	Total	Number	15	20
Indicator Description	Rate of Employees Returning to Work After Maternity and Paternity Leave	Unit	2023	2024
Represents the ratio of female employees who returned to work after maternity leave to the total number of female employees during the same period. (%)	Female	%	0.00	0.00
Represents the ratio of male employees who returned to work after paternity leave to the total number of male employees during the same period. (%)	Male	%	3.86	5.14
Represents the ratio of the total number of female and male employees who returned to work after maternity or paternity leave to the total number of employees during the same period. (%)	Total	%	3.78	4.87

Total Training Hours

Indicator Description	Training Hours by Gender	Unit	2023	2024
Represents the total number of training hours attended by female employees during the reporting period. (hours)	Female	hours	822.5	472
Represents the total number of training hours attended by male employees during the reporting period. (hours)	Male	hours	9,276.27	6,831.28
Represents the total number of training hours attended by Company employees during the reporting period. (hours)	Total	hours	10,098.77	7,303.28
Indicator Description	Blue-Collar Employees	Unit	2023	2024
Represents the total number of training hours attended by female blue-collar employees during the reporting period. (hours)	Female	hours	0.5	0
Represents the total number of training hours attended by male blue-collar employees during the reporting period. (hours)	Male	hours	6,385.34	5,079.05
Represents the total number of training hours attended by female and male blue-collar employees during the reporting period. (hours)	Total	hours	6,385.84	5,079.05
Indicator Description	White-Collar Employees	Unit	2023	2024
Represents the total number of training hours attended by female white-collar employees during the reporting period. (hours)	Female	hours	822	472
Represents the total number of training hours attended by male white-collar employees during the reporting period. (hours)	Male	hours	2,890.93	1,752.23
Represents the total number of training hours attended by female and male white-collar employees during the reporting period. (hours)	Total	hours	3,712.93	2,224.23
Indicator Description	Training Hours by Age Group	Unit	2023	2024
Represents the total number of training hours attended by employees under the age of 30 during the reporting period. (hours)	Under 30 years old	hours	2,980.48	2,100.74
Represents the total number of training hours attended by employees between the ages of 30 and 50 during the reporting period (including ages 30 and 50). (hours)	Between 30–50 years old	hours	6,377.67	4,769.39
Represents the total number of training hours attended by employees over the age of 50 during the reporting period. (hours)	Over 50 years old	hours	740.62	433.15
Represents the total number of training hours attended by Company employees during the reporting period. (hours)	Total	hours	10,098.77	7,303.28

Number of Employees Subject to Performance Evaluation

Indicator Description	Blue-Collar Employees	Unit	2023	2024
Represents the number of female blue-collar employees subject to performance evaluation during the reporting period. (#)	Female	Number	0	0
Represents the number of male blue-collar employees subject to performance evaluation during the reporting period. (#)	Male	Number	0	0
Represents the total number of blue-collar employees subject to performance evaluation during the reporting period. (#)	Total	Number	0	0
Indicator Description	White-Collar Employees	Unit	2023	2024
Represents the number of female white-collar employees subject to performance evaluation during the reporting period. (#)	Female	Number	17	17
Represents the number of male white-collar employees subject to performance evaluation during the reporting period. (#)	Male	Number	72	88
Represents the total number of white-collar employees subject to performance evaluation during the reporting period. (#)	Total	Number	89	105

Number of Employees Trained and Training Hours by Training Topic

Environment and Sustainability

Indicator Description	Number of Participants	Unit	2023	2024
Represents the number of female employees who participated in training sessions provided by the Company on environmental and sustainability principles and practices during the reporting period. (#)	Female	Number	4	17
Represents the number of male employees who participated in training sessions provided by the Company on environmental and sustainability principles and practices during the reporting period. (#)	Male	Number	204	143
Represents the total number of employees who participated in training sessions provided by the Company on environmental and sustainability principles and practices during the reporting period. (#)	Total	Number	208	160
Indicator Description	Training Hours	Unit	2023	2024
Represents the total training hours provided to female employees by the Company on environmental and sustainability principles and practices during the reporting period. (hours)	Female	hours	2.5	17
Represents the total training hours provided to male employees by the Company on environmental and sustainability principles and practices during the reporting period. (hours)	Male	hours	186	95
Represents the total training hours provided to all female and male employees by the Company on environmental and sustainability principles and practices during the reporting period. (hours)	Total	hours	188.5	112

Training Costs

Indicator Description	Cost	Unit	2023	2024
Represents the total expenditure on employee training, tracked through the Company's accounting records system and purchase invoices during the reporting period, expressed in Turkish Lira (TRY). (TRY)	Total Training Cost	TRY	782,150.00	3,935,779.00
Represents the training cost per employee in Turkish Lira (TRY), calculated by dividing total training expenditures tracked through the Company's accounting records system and purchase invoices by the total number of employees receiving training during the reporting period. (TRY)	Training Cost per Employee	TRY	1,970.15	9,576.10

OCCUPATIONAL HEALTH AND SAFETY (OHS) INDICATORS – DIRECT EMPLOYEES

OHS Indicators	2024						
	Female			Male			Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Total Working Hours (person-hours)	0	60,390	60,390	748,476	332,901	1,081,377	1.141.767
Number of Fatalities	0	0	0	0	0	0	0
Number of Lost Time Injuries	0	0	0	18	0	18	18
Number of Lost Days	0	0	0	412	0	412	412
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	4.8	0	3.3	3.1
Lost Workday Rate (LWDR)	0	0	0	110.09	0	76.2	72.16
Number of Recordable Injuries	0	1	1	54	4	58	59
Number of Occupational Diseases	0	0	0	0	0	0	0

OHS Indicators	2023						
	Female			Male			Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Total Working Hours (person-hours)	2,745	57,645	60,390	825,144	318,091	1,143,235	1,203,625
Number of Fatalities	0	0	0	0	0	0	0
Number of Lost Time Injuries	0	0	0	15	2	17	17
Number of Lost Days	0	0	0	171	3	174	174
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	3.64	1.26	2.97	2,82
Lost Workday Rate (LWDR)	0	0	0	40.70	1.89	30.44	28,91
Number of Recordable Injuries	0	0	0	54	6	60	60
Number of Occupational Diseases	0	0	0	0	0	0	0

OHS Indicators	2024							Average Training Hours per Employee
	Female			Male			Total	
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	0	197.5	197.5	4,062	625	4,687	4,884.5	4.10
Number of Participants	0	43	43	1,018	133	1,151	1,194	

OHS Indicators	2023							Average Training Hours per Employee
	Female			Male			Total	
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	0	0	4,361	68	4,429	4,429	4,884.5	7.73
Number of Participants	0	0	551	22	573	573	0	

OHS INDICATORS FOR CONTRACTORS/SUBCONTRACTORS

OHS Indicators	2024						
	Female			Male			Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Total Working Hours (person-hours)	16,470	8,235	24,705	444,578	55,830	500,408	525,113
Number of Fatalities	0	0	0	0	0	0	0
Number of Lost Time Injuries	0	0	0	11	0	11	11
Number of Lost Days	0	0	0	138	0	0	138
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	4.95	0	4.40	4.19
Lost Workday Rate (LWDR)	0	0	0	62.08		55.16	52.56
Number of Recordable Injuries	2	0	2	62	1	63	65
Number of Occupational Diseases	0	0	0	0	0	0	0

OHS Indicators	2023						
	Female			Male			Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Total Working Hours (person-hours)	16,380	10,920	27,300	515,970	27,300	543,270	570,570
Number of Fatalities	0	0	0	1	0	1	1
Number of Lost Time Injuries	0	0	0	6	0	6	6
Number of Lost Days	0	0	0	105	0	105	105
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	2.33	0	2.21	2.10
Lost Workday Rate (LWDR)	0	0	0	41.70	0	38.65	36.81
Number of Recordable Injuries	0	0	0	77	0	77	77
Number of Occupational Diseases	0	0	0	0	0	0	0

OHS Indicators	2024							Average Training Hours per Employee
	Female			Male			Total	
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	126	108	234	5,586	528	6,114	6,348	7.36
Number of Participants	6	18	24	740	98	838	862	

OHS Indicators	2023							Average Training Hours per Employee
	Female			Male			Total	
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	132	294	426	5,253	273	5,526	5,951	7,29
Number of Participants	7	14	21	701	95	796	817	

OHS INDICATOR DESCRIPTION

Indicator Description

Total Working Hours (hours): Represents the total number of hours worked during the reporting period by Company employees and/or contractor employees, as tracked through the Company's Human Resources monitoring platform and attendance records.

Number of Fatalities (#): Represents the number of fatal occupational accidents involving Company employees and/or contractor employees that meet the definition of a "fatal occupational accident" under Occupational Health and Safety Law No. 6331 and were reported to the Social Security Institution (SSI), broken down by female and male employees during the reporting period.

Number of Lost Time Injuries (#): Represents the number of occupational accidents involving Company employees and/or contractor employees that resulted in recorded lost workdays ("lost time injuries") during the reporting period. Fatal accidents are excluded.

Number of Lost Days (days): Represents the total number of lost workdays incurred by Company employees and/or contractor employees due to work-related incidents that prevented them from returning to work on the next shift or working day. These incidents include fatalities, lost-time injuries, restricted work capability, and cases requiring medical treatment, as tracked through notifications submitted to the Social Security Institution (SSI), broken down by female and male employees during the reporting period.

Lost Time Injury Frequency Rate (LTIFR): Refers to the frequency rate of occupational accidents occurring during the reporting period that resulted in lost workdays or permanent incapacity (including accidents requiring medical treatment). This indicator covers the Company, its subsidiaries, and its contractors.

Lost Workday Rate (LWDR) (#): Represents the ratio of the total number of days lost due to occupational accidents to total working hours for the Company and/or contractor employees during the reporting period.

Number of Recordable Injuries (#): Represents the total number of lost-time injuries, medically treated injuries, and fatal occupational accidents incurred by the Company and/or contractor employees during the reporting period.

Number of Occupational Diseases (#): Represents the number of Company employees and/or contractor employees diagnosed with occupational diseases, as defined under Occupational Health and Safety Law No. 6331 and tracked through notifications submitted to the Social Security Institution (SSI) during the reporting period.

OHS Training Hours: Represents the total number of mandatory and non-mandatory Occupational Health and Safety (OHS) training hours attended by Company employees and/or contractor employees during the reporting period, as tracked through the Human Resources training platform and provided in accordance with hazard classifications under Occupational Health and Safety Law No. 6331.

Number of Participants in Training: Represents the number of Company employees and/or contractor employees who participated in mandatory and non-mandatory Occupational Health and Safety (OHS) training programs during the reporting period, as tracked through the Human Resources training platform and provided in accordance with hazard classifications under Occupational Health and Safety Law No. 6331.

GRI CONTENT INDEX

This Report has been prepared by Göltaş Goller Bölgesi Çimento Sanayi ve Ticaret A.Ş. in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.

Statement of Use	GÖLTAŞ GÖLLER BÖLGESİ ÇİMENTO SANAYİ VE TİCARET A.Ş.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 14: Mining Sector 2024

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Our Company, Page 6			
	2-2 Entities included in the organization's sustainability reporting	About This Report, Page 3			
	2-3 Reporting period, frequency and contact point	About This Report, Page 3			
	2-4 Restatements of information	There are no restatements of information.			
	2-5 External assurance	No external assurance has been obtained, and it is not legally required.			
	2-6 Activities, value chain and other business relationships	About Göltaş Cement, Pages 5–13			
	2-7 Employees	Social Performance, Pages 42–49; Performance Indicators, Pages 64–73			
	2-8 Workers who are not employees	Social Performance, Pages 42–49; Performance Indicators, Pages 64–73			
	2-9 Governance structure and composition	Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27			
	2-10 Nomination and selection of the highest governance body	Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27			
	2-11 Chair of the highest governance body	Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27			
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27			
	2-13 Delegation of responsibility for managing impacts	Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27			
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Governance, Pages 26–27			

GRI STANDARD / OTHER
SOURCE

DISCLOSURE

LOCATION

Requirement(s) Omitted

OMISSION

Reason

Explanation

General Disclosures

GRI 2:
General Disclosures 2021

2-15 Conflicts of interest

Our Board of Directors and Senior Management, Page 16; Ethical Business Practices and Competitive Conduct, Page 21

2-16 Communication of critical concerns

Stakeholder Engagement, Page 24; Ethical Business Practices and Competitive Conduct, Page 21

2-17 Collective knowledge of the highest governance body

Our Board of Directors and Senior Management, Page 16; Our Sustainability Governance, Pages 26–27

2-18 Evaluation of the performance of the highest governance body

[Göltaş Gölle Bölgesi Çimento Sanayi ve Ticaret A.Ş. TSRS-Aligned Sustainability Report 2024](#)


2-19 Remuneration policies

Employee Well-being and Human Rights, Page 43

2-20 Process to determine remuneration

Employee Well-being and Human Rights, Page 43

2-21 Annual total compensation ratio

Annual total compensation ratios are classified as confidential.

2-21 a; 2-21 b; 2-21 c

Confidentiality Constraint

The annual total compensation ratio of the company within the reporting scope has been classified as confidential.

2-22 Statement on sustainable development strategy

Our Company, Page 6; Our Sustainability Governance, Pages 26–27

2-23 Policy commitments

Our Sustainability Performance, Pages 30–42; Social Performance, Pages 42–49

2-24 Embedding policy commitments

Our Sustainability Performance, Pages 30–42; Social Performance, Pages 42–49

2-25 Processes to remediate negative impacts

Economic Value Generated, Pages 22–23; Our Environmental Management, Page 31; Local Development and Social Responsibility, Pages 49–50

2-26 Mechanisms for seeking advice and raising concerns

Stakeholder Engagement, Page 24

2-27 Compliance with laws and regulations

Our Sustainability Performance, Pages 30–42; Employee Well-being and Human Rights, Page 43; Ethical Business Practices and Competitive Conduct, Page 21; Occupational Health and Safety, Pages 46–48

2-28 Membership associations

Our Memberships, Strategic Collaborations and Awards, Page 13

2-29 Approach to stakeholder engagement

Stakeholder Engagement, Page 24

2-30 Collective bargaining agreements

Our Memberships, Strategic Collaborations and Awards, Page 13; Occupational Health and Safety, Pages 46–48

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Materiality Assessment, Page 29			
	3-2 List of material topics	Our Materiality Assessment, Page 29			
Climate Change Adaptation and Greenhouse Gas Reduction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change Adaptation and Greenhouse Gas Reduction, Page 32-33			
GRI 14: Mining Sector 2024	14-3 Air Emissions	Air Quality and Management, Page 36; Biodiversity and Ecosystem Protection, Pages 39–41; Performance Indicators, Pages 60–64			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Indicators, Pages 60–64			
	302-2 Energy consumption outside of the organization	Performance Indicators, Pages 60–64			
	302-3 Energy intensity	Performance Indicators, Pages 60–64			
	302-4 Reduction of energy consumption	Energy Efficiency and Renewable Energy, Page 34			
	302-5 Reductions in energy requirements of products and services	Energy Efficiency and Renewable Energy, Page 34; Alternative Fuels and Raw Materials, Page 35			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33			
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33			
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33			
	305-4 GHG emissions intensity	Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33			
	305-5 Reduction of GHG emissions	Corporate Risk Management, Page 20; Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33; Energy Efficiency and Renewable Energy, Page 34			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Energy Efficiency and Renewable Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Efficiency and Renewable Energy, Page 34			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Indicators, Pages 60–64			
	302-2 Energy consumption outside of the organization	Performance Indicators, Pages 60–64			
	302-3 Energy intensity	Performance Indicators, Pages 60–64			
	302-4 Reduction of energy consumption	Energy Efficiency and Renewable Energy, Page 34			
	302-5 Reductions in energy requirements of products and services	Energy Efficiency and Renewable Energy, Page 34; Alternative Fuels and Raw Materials, Page 35			
Alternative Fuels and Raw Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Alternative Fuels and Raw Materials, Page 35			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Alternative Fuels and Raw Materials, Page 35			
	301-2 Recycled input materials used	Alternative Fuels and Raw Materials, Page 35			
	301-3 Reclaimed products and their packaging materials	Circular Economy and Resource Management, Page 38; Alternative Fuels and Raw Materials, Page 35			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Resource Management, Page 38; Alternative Fuels and Raw Materials, Page 35			
	306-2 Management of significant waste-related impacts	Circular Economy and Resource Management, Page 38; Alternative Fuels and Raw Materials, Page 35			
Air Quality and Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Air Quality and Management, Page 36			
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Corporate Risk Management, Page 20; Climate Change Adaptation and Greenhouse Gas Reduction, Pages 32–33; Air Quality and Management, Page 36; Energy Efficiency and Renewable Energy, Page 34			
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, Pages 46–48			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Pages 46–48			
GRI 14: Mining Sector 2024	14-3 Air Emissions	Air Quality and Management, Page 36; Biodiversity and Ecosystem Protection, Pages 39–41; Performance Indicators, Pages 60–64			
	14-10 Local Communities	Biodiversity and Ecosystem Protection, Pages 39–41			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, Pages 46–48			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, Pages 46–48			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, Pages 46–48			
	403-3 Occupational health services	Occupational Health and Safety, Pages 46–48			
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety, Pages 46–48			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, Pages 46–48			
	403-6 Promotion of worker health	Occupational Health and Safety, Pages 46–48			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Pages 46–48			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, Pages 46–48; Performance Indicators, Pages 71–73			
	403-9 Work-related injuries	Occupational Health and Safety, Pages 46–48; Performance Indicators, Pages 71–73			
	403-10 Work-related ill health	Occupational Health and Safety, Pages 46–48; Performance Indicators, Pages 71–73			
GRI 14: Mining Sector 2024	14-15 Critical Incident Management	Biodiversity and Ecosystem Protection, Pages 39–41			
	14-16 Occupational Health and Safety	Biodiversity and Ecosystem Protection, Pages 39–41; Occupational Health and Safety, Pages 71–73			
Employee Well-being and Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Well-being and Human Rights, Page 43			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Talent Development, Page 45			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Well-being and Human Rights, Page 43; Employee Training and Talent Development, Page 45			
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Well-being and Human Rights, Page 43			
GRI 411: Indigenous Peoples Rights 2016	411-1 Incidents of violations involving rights of indigenous peoples	Biodiversity and Ecosystem Protection, Pages 39–41			

GRI STANDARD / OTHER
SOURCE

DISCLOSURE

LOCATION

OMISSION

Requirement(s) Omitted

Reason

Explanation

Corporate Risk Management

GRI 3: Material Topics 2021

3-3 Management of material topics

Corporate Risk Management, Page 20

GRI 201:
Economic Performance 2016

201-2 Financial implications and other risks and opportunities due to climate change

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GRI 205:
Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

Ethical Business Practices and Competitive Conduct, Page 21

205-2 Communication and training about anti-corruption policies and procedures

Ethical Business Practices and Competitive Conduct, Page 21; Employee Training and Talent Development, Page 45

205-3 Confirmed incidents of corruption and actions taken

Ethical Business Practices and Competitive Conduct, Page 21

Product Quality, Safety and Sustainability

GRI 3: Material Topics 2021

3-3 Management of material topics

Product Quality, Safety and Sustainability, Page 54

GRI 301: Materials 2016

301-1 Materials used by weight or volume

Alternative Fuels and Raw Materials, Page 35

301-2 Recycled input materials used

Alternative Fuels and Raw Materials, Page 35

301-3 Reclaimed products and their packaging materials

Circular Economy and Resource Management, Page 38; Alternative Fuels and Raw Materials, Page 35; Product Quality, Safety and Sustainability, Page 54

GRI 416: Customer Health and
Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories

Product Quality, Safety and Sustainability, Page 54

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

No incidents of non-compliance or penalties related to the health and safety impacts of products and services occurred during the reporting period.

GRI 417: Marketing and Labeling
2016

417-1 Requirements for product and service information and labeling

Product Quality, Safety and Sustainability, Page 54

417-2 / 417-3 Incidents of non-compliance concerning product and service information and labeling, and marketing communications (including advertising)

No incidents of non-compliance or penalties related to labeling or marketing communications occurred during the reporting period.

Water and Wastewater Management

GRI 3: Material Topics 2021

3-3 Management of material topics

Water and Wastewater Management, Page 37

GRI 303: Water and Effluents
2018

303-1 Interactions with water as a shared resource

Water and Wastewater Management, Page 37; Biodiversity and Ecosystem Protection, Pages 39–41

303-2 Management of water discharge-related impacts

Water and Wastewater Management, Page 37

303-3 Water withdrawal

Water and Wastewater Management, Page 37; Performance Indicators, Pages 60–64

303-4 Water discharge

Water and Wastewater Management, Page 37; Performance Indicators, Pages 60–64

303-5 Water consumption

Water and Wastewater Management, Page 37; Performance Indicators, Pages 60–64

GRI STANDARD / OTHER
SOURCE

DISCLOSURE

LOCATION

Requirement(s) Omitted

OMISSION

Reason

Explanation

Circular Economy and Resource Management

GRI 3: Material Topics 2021

3-3 Management of material topics

Circular Economy and Resource Management, Page 38

GRI 306: Waste 2020

301-1 Materials used by weight or volume

Circular Economy and Resource Management, Page 38; Alternative Fuels and Raw Materials, Page 35

306-1 Waste generation and significant waste-related impacts

Circular Economy and Resource Management, Page 38

306-2 Management of significant waste-related impacts

Circular Economy and Resource Management, Page 38

306-3 Waste generated

Circular Economy and Resource Management, Page 38; Performance Indicators, Pages 60–64

306-4 Waste diverted from disposal

Circular Economy and Resource Management, Page 38; Performance Indicators, Pages 60–64

306-5 Waste directed to disposal

Circular Economy and Resource Management, Page 38; Performance Indicators, Pages 60–64

Biodiversity and Ecosystem Protection

GRI 3: Material Topics 2021

3-3 Management of material topics

Biodiversity and Ecosystem Protection, Pages 39–41

GRI 101: Biodiversity 2024

101-1 Policies to halt and reverse biodiversity loss

Biodiversity and Ecosystem Protection, Pages 39–41

101-2 Management of biodiversity impacts

Biodiversity and Ecosystem Protection, Pages 39–41

101-3 Access and benefit-sharing

Biodiversity and Ecosystem Protection, Pages 39–41

101-4 Identification of biodiversity impacts

Biodiversity and Ecosystem Protection, Pages 39–41

GRI 14: Mining Sector 2024

14-4 Biodiversity

Biodiversity and Ecosystem Protection, Pages 39–41

14-8 Closure and Rehabilitation

Biodiversity and Ecosystem Protection, Pages 39–41

Ethical Business Practices and Competitive Conduct

GRI 3: Material Topics 2021

3-3 Management of material topics

Ethical Business Practices and Competitive Conduct, Page 21

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

Ethical Business Practices and Competitive Conduct, Page 21

205-2 Communication and training about anti-corruption policies and procedures

Ethical Business Practices and Competitive Conduct, Page 21; Employee Training and Talent Development, Page 45

205-3 Confirmed incidents of corruption and actions taken

Ethical Business Practices and Competitive Conduct, Page 21

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Ethical Business Practices and Competitive Conduct, Page 21

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Stakeholder Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement, p. 24			
Sustainable Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain Management, Pages 52–53			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management, Pages 52–53			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management, Pages 52–53			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management, Pages 52–53			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainable Supply Chain Management, Pages 52–53			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainable Supply Chain Management, Pages 52–53; Ethical Business Practices and Competitive Conduct, Page 21			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain Management, Pages 52–53; Ethical Business Practices and Competitive Conduct, Page 21			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management, Pages 52–53			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management, Pages 52–53			
Customer Satisfaction and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Satisfaction and Safety, Page 55			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality, Safety and Sustainability, Page 54; Customer Satisfaction and Safety, Page 55			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance or penalties related to the health and safety impacts of products and services occurred during the reporting period.			
GRI 418: Müşteri Gizliliği 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Satisfaction and Safety, Page 55			
Digital Transformation and Technological Adaptation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Digital Transformation and Technological Adaptation, Pages 57–58			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Satisfaction and Safety, Page 55			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Local Development and Social Responsibility					
GRI 3: Material Topics 2021	3-3 Management of material topics	Local Development and Social Responsibility, Pages 49–50			
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Four senior managers were hired in 2024. None of the recruited managers were hired from the local community.			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Local Development and Social Responsibility, Pages 49–50			
	203-2 Significant indirect economic impacts	Sustainable Supply Chain Management, Pages 52–53; Local Development and Social Responsibility, Pages 49–50			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management, Pages 52–53			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Biodiversity and Ecosystem Protection, Pages 39–41; Local Development and Social Responsibility, Pages 49–50			
Diversity, Equity and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity and Inclusion, Page 44			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, Equity and Inclusion, Page 44; Performance Indicators, Pages 64–73			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being and Human Rights, Page 43			
	401-3 Parental leave	Employee Well-being and Human Rights, Page 43; Performance Indicators, Pages 64–73			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion, Page 44; Performance Indicators, Pages 64–73			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion, Page 44			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical Business Practices and Competitive Conduct, Page 21			
Employee Training and Talent Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Training and Talent Development, Page 45			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Talent Development, Page 45; Performance Indicators, Pages 64–73			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Talent Development, Page 45			
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Indicators, Pages 64–73			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, Equity and Inclusion, Page 44; Performance Indicators, Pages 64–73			

LEGAL DISCLAIMER

This report has been prepared by Göltaş Çimento Sanayi ve Ticaret A.Ş. ("Göltaş Çimento") for informational purposes only.

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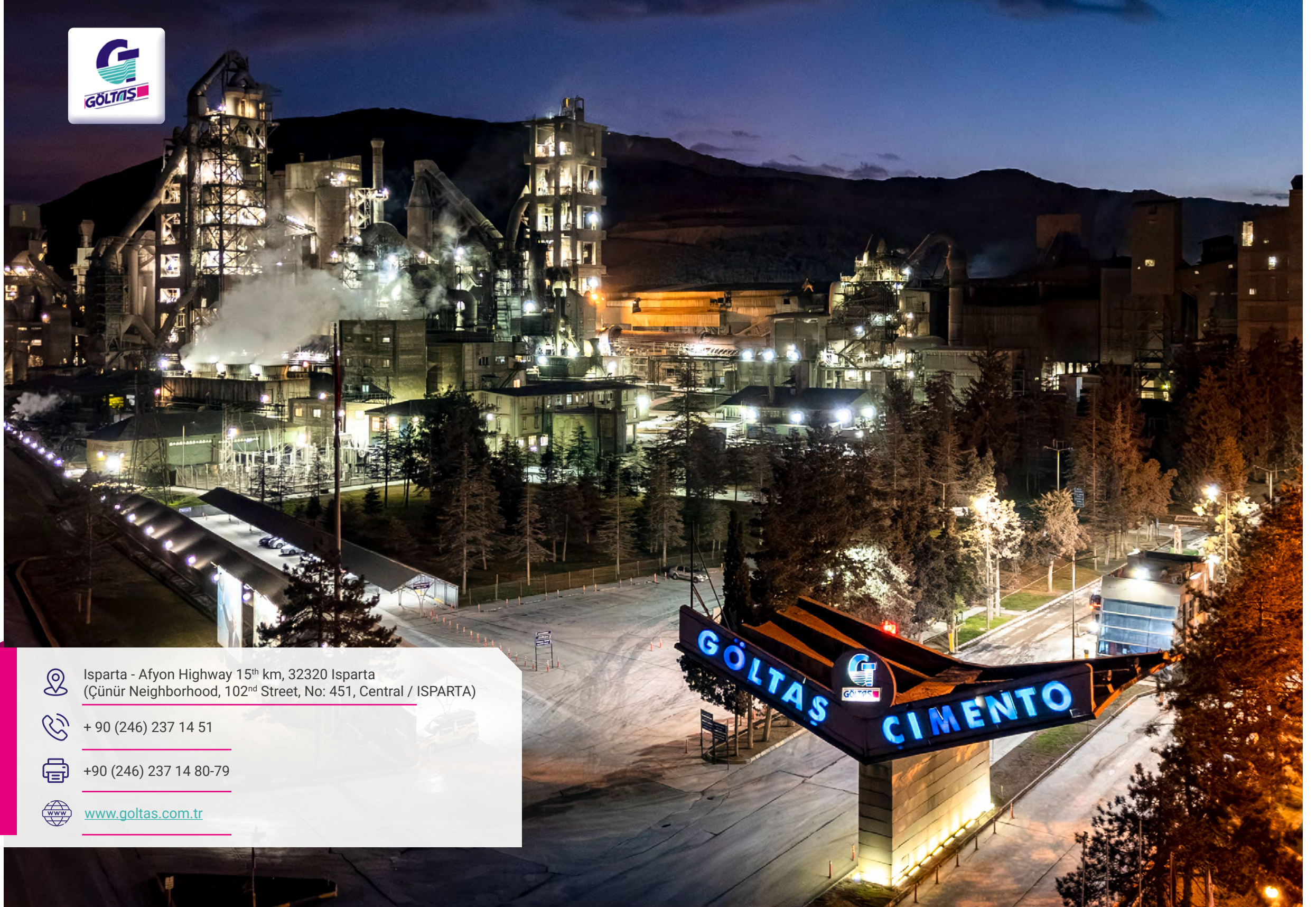
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