

2024

Batı Anadolu Group of Companies
Sustainability Report





“

**WE TAKE OWNERSHIP OF OUR SHARED
HERITAGE AND UNITE IN TRANSFORMATION
FOR A SUSTAINABLE FUTURE.**

”



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ABOUT THE REPORT



ABOUT THE REPORT



“By embracing our common heritage, we are realizing sustainable transformation together and adding strength to the future.”

As Batı Anadolu Group of Companies, we are pleased to present our second 'Sustainability Report' this year, aiming to share our sustainability efforts with stakeholders while supporting progress in environmental, social, and governance (ESG) areas and pioneering best practices.

This report covers the all global activities of Batı Anadolu Çimento Sanayii A.Ş. and its subsidiaries under its direct or indirect control ('Batı Anadolu Group of Companies'). We have prepared this report in compliance with the Global Reporting Initiative (GRI) 2021 Standards, covering the reporting period from January 1 2024 to December 31, 2024. As a signatory to the United Nations Global Compact (UNGC), we have also shared our sustainability priorities and contributions to the United Nations (UN) Sustainable Development Goals (SDGs). In addition, we have taken into account International Financial Reporting Standards (IFRS) S1 and S2, as well as Turkish Sustainability Reporting Standards (TSRS 1 and TSRS 2), in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

In defining our sustainability priorities, we were guided by GRI Standards, the Sustainability Accounting Standards Board (SASB) 2023-12 Construction Materials Standard indicators, stakeholder insights, trends, megatrends, our strategic goals, and national and international sustainability developments. During the reporting period, we reviewed our materiality analysis, which reflects stakeholder insights on key issues, and presented it to you, our valued stakeholders.

In our report, we provide a detailed overview of our vision, strategic management approach, and best practices, aligned with our sustainability-focused activities and future goals. Our report has been prepared in both Turkish and English and has not undergone an external audit.

The insights and feedback from our valued stakeholders are of great importance to us on our sustainability journey. In this regard, we welcome any questions, comments, or suggestions regarding our sustainability efforts and report at info@baticim.com.tr.



Sabit Aydın
Chair of the Board of Directors

A MESSAGE FROM THE BOARD CHAIR

“Leaving a livable world for future generations is only possible through the decisive actions we take today.”

Esteemed Stakeholders,

Our world is at the heart of an era of transformation, reshaping the very balance of life. Global challenges such as climate change, the rapid depletion of resources, and social inequality have become the collective responsibility of all institutions and leaders, not just individuals. Leaving a livable world for future generations is only possible through the decisive actions we take today. In this process, a sustainability-focused vision will be the key to unlocking environmental, social, and economic solutions.

The United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs) set global standards for sustainable business models. On the other hand, the World Economic Forum's 2024 Global Risks Report identifies environmental risks and climate change as some of the biggest threats facing the business world. Likewise, the IPCC's Sixth Assessment Report clearly states that limiting the global temperature rise to 1.5°C is only achievable through urgent and comprehensive emissions reductions. These facts highlight that sustainability is no longer merely a choice, but has become a fundamental responsibility for organizations. As Batı Anadolu Group of Companies, we are committed to fulfilling this responsibility with determination.

A MESSAGE FROM THE BOARD CHAIR

In line with our sustainability vision, we are taking strong steps in the areas of environmental, social, and governance (ESG), while ensuring our operations comply with international standards. Through our projects aimed at increasing energy efficiency and promoting the use of alternative fuels, we aim to reduce our carbon emissions and accelerate our transition to low-carbon production processes. As of 2024, we have increased our sustainable cement production rate to 72.7%. We will continue to strengthen our climate-friendly production approach by further increasing this rate.

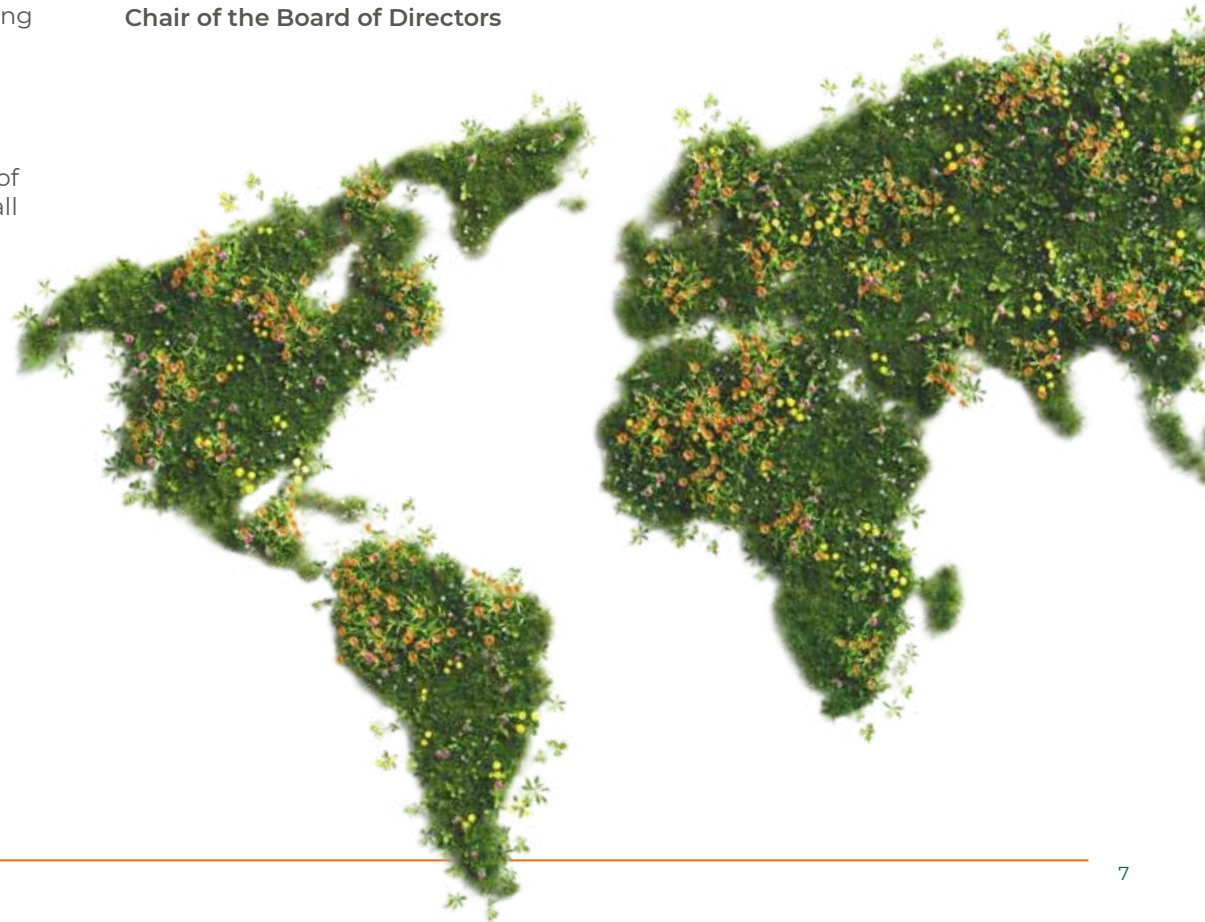
We view sustainability not only as an environmental responsibility, but also as a fundamental pillar of social development. By investing in the development of our employees, we enhance their competencies and focus on growing alongside local collaborations. As Batı Anadolu Group of Companies, we place the principle of 'stronger together' at the heart of all our business processes.

Under the guidance of our Sustainability Committee and its subcommittees, we review our strategic priorities annually and take decisive steps towards the future. We continue to pursue our goal of building a sustainable future through efforts to minimize our environmental impact, prioritize social benefit, and inspire the industry with innovative business models.

As we have done so far, we will continue on our journey with the vision of being a 'value-creating' community. We would like to thank all our stakeholders who have been with us on this journey and have generously contributed and supported us.

Sincerely,

Sabit Aydın
Chair of the Board of Directors





Gülant Candaş
CEO

A MESSAGE FROM THE CEO

**“We are One,
shaping the future together.”**

Dear Stakeholders,

The current period, with its rapidly changing dynamics, presents many opportunities and responsibilities. Global challenges such as climate change, energy crises, and social inequality demand not only individual actions but also institutional solutions. Accordingly, approaching the future with a realistic vision is only possible through a sustainable approach.

Sustainability trends require companies to transform not only environmentally, but also socially and economically. While issues such as global climate change and the depletion of natural resources pose major threats to the business world, these challenges also provide a crucial foundation for organizations to develop more sustainable and innovative solutions. As Batı Anadolu Group of Companies, while taking the necessary steps to address these threats and achieve our sustainability goals, we continue to develop proactive solutions in areas such as climate change and the low-carbon economy. In line with Türkiye's 2053 net-zero target, we are aligning our business processes with these goals. In this context, we implement projects aligned with global commitments and lead in areas such as energy efficiency, water management, and the circular economy.

MESSAGE FROM THE CEO

While many positive developments are taking place worldwide and in Türkiye with a focus on sustainability, we, as Batı Anadolu Group of Companies, pioneered new initiatives and carried out many successful projects in 2024. By increasing our use of alternative fuels to 8.6%, we reduced carbon emissions and took pioneering steps in the industry with our energy efficiency projects. In addition, by optimizing our water consumption through innovative practices in water management, we integrated the circular economy approach into our business processes through waste recycling projects. As a reflection of these efforts, Batıçim won the award in the Green Transformation Category at the Common Tomorrows Awards organized by the Turkish Confederation of Employer Associations (TİSK). Furthermore, Batıbeton won first place in the Environment Award competition organized by the Aegean Region Chamber of Industry (EBSO). The steps we have taken for a sustainable future with our principle of 'People First, Respecting the Planet, and Transformation' have been recognized with these prestigious awards.

We have also continued our investments in people and society, which are at the core of sustainability. By adding new projects that support a more inclusive approach to value creation, we reinforced our 'We are One, shaping the future together' philosophy with tangible efforts. In 2024, we organized 35,786 hours of training programs for our employees, continuing to enhance their competencies. As a reflection of all these efforts, we were thrilled to receive the first prize in the Learning Organization and Learning Agility category of PERYÖN's 'Value for People' awards, celebrating our work culture that benefits both people and society.

As Batı Anadolu Group of Companies, we consistently aim to create a sustainable ecosystem through our contributions to regional development and innovative projects. In this context, we strengthened our logistics processes through the infrastructure investments we made at Batılman in Aliğa, İzmir. By generating electricity from waste heat in our cement factories, we provided 13% of our total energy needs with green energy and

met 8.6% of our thermal energy needs with alternative fuels. To contribute to both environmental and economic sustainability, we have begun investing in a Waste Heat Recovery Plant and a Refuse-Derived Fuel Preparation and Feeding Plant in Batisöke.

These efforts, which highlight our Group's pioneering role in sustainability, also strengthen our commitment to the future. We continue to invest in innovative technologies, further reducing our environmental impact and enhancing social benefits. We believe that the steps we are taking for a sustainable future will strengthen not only our organization but also all of our stakeholders.

I would like to take this opportunity to thank all our stakeholders, valued business partners, and employees for accompanying us on our sustainability journey. I also want to reaffirm my belief that together we will build a stronger, more sustainable future.

Sincerely,

Gülant Candaş,
CEO



ABOUT BATI ANADOLU GROUP OF COMPANIES

ABOUT BATI ANADOLU GROUP COMPANIES

“We have been chasing our dreams for over 50 years...”

Established in 1966 in the Aegean region with **100% Turkish capital**, Batı Anadolu Çimento Sanayii A.Ş. today carries its industry and region into the future under the name of **Batı Anadolu Group of Companies**. With its **strong financial structure, deep-rooted corporate culture**, and **over half a century of experience**, it plays a pioneering role in Türkiye's industrial and economic history.

With its companies operating in strategic sectors such as **cement, clinker, ready-mixed concrete production, port management, energy production**, and **trade**, Batı Anadolu Group of Companies is positioned as **one of the leading industrial groups in the Aegean Region**. By complementing its expertise in clinker and cement production with its strength in the ready-mixed concrete sector, it focuses on customer satisfaction with innovative and high-quality products.

The Group's investment in Batılıman Liman İşletmeleri A.Ş. in Aliğa stands out for its contributions to the logistics infrastructure of both the region and the country. Its strategic location makes Batılıman one of the most important ports in the Aegean region.

Continuing to provide added value to the Turkish economy with its export network extending to **more than 30 countries on 3 continents** since its establishment, Batı Anadolu Group of Companies places the sustainable industry approach at the center of its business processes with its projects focused on **energy efficiency** and **low-carbon economy**.

Acting on the principle of '**We give back to these lands what we take from them**', the Group adopts **local development, social benefit, environmental sensitivity**, and **respect for humanity** as its core values, reflecting this understanding in all its fields of activity. It continues to be a strong player in Türkiye's development process, **with its commitment to ethical values, vision of continuous improvement**, and **eco-friendly investments**.

Batıçim Batı Anadolu Çimento Sanayi A.Ş. Subsidiaries

Trade Name	Company's Scope of Activity	Company's Share in Capital (%)	Type of Relationship with the Company
Batisöke Söke Çimento Sanayii T.A.Ş.	Clinker and Cement Production and Sales	74,62	Subsidiary
Batıbeton Sanayi A.Ş.	Ready-mixed Concrete Production and Sales	100	Subsidiary
Batılıman Liman İşletmeleri A.Ş.	Port Operations and Management	90	Subsidiary
Batıçim Enerji Elektrik Üretim A.Ş.	Electricity Generation and Sales	100	Subsidiary
ASH Plus Yapı Malzemeleri San. Tic. A.Ş.	Ash Production and Sales	100	Subsidiary

Today, Batıçim Batı Anadolu Çimento Sanayii A.Ş., together with its subsidiaries, continues to contribute to the development of both the Turkish industry and the Aegean Region. Batı Anadolu Group of Companies continues **to add value to the regional and national economy by increasing its investments in innovative technologies**.

We have been pursuing our dreams for over 50 years, shaping the future with the strength we draw from these lands.

VISION, MISSION, VALUES



VISION

Becoming a leading industrial group that adds value to the future of the region by standing out with innovation and sustainability.



MISSION

Adding value to regional development through stakeholder satisfaction and sustainability.

VALUES



Sincerity



Unity



Innovation



Continuous
Development



Equity



Courage

VISION, MISSION, VALUES

PEOPLE FIRST

At Batı Anadolu Group of Companies, we consider human resources as our most valuable capital. The well-being of our employees, their active participation in processes, and their overall satisfaction have always been our top priority. With this approach, we aim to create a sustainable ecosystem and enhance the quality of life in all areas where our Group operates. With our people-centered approach, we aim to enhance and transform our employees' living spaces.



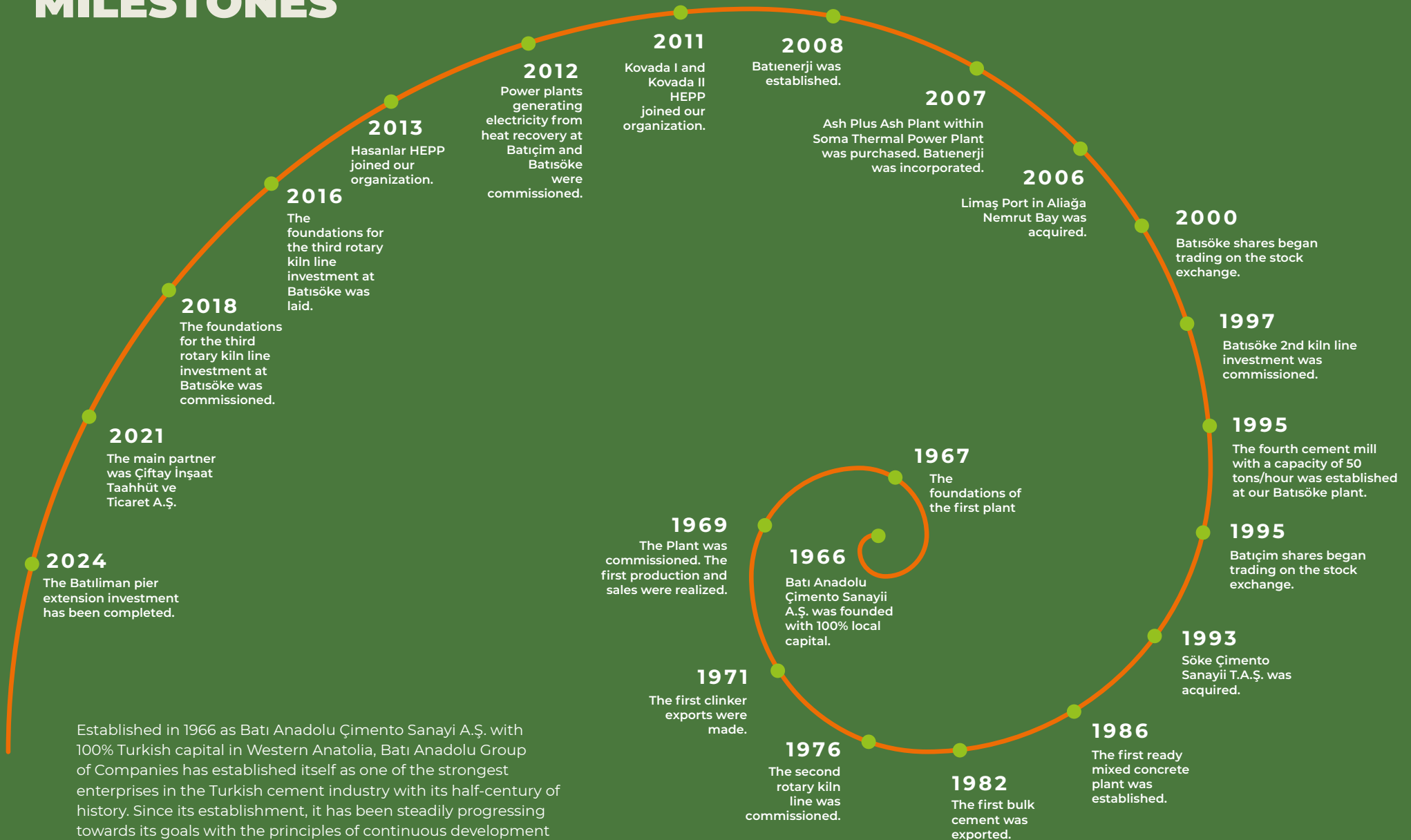
RESPECTING THE PLANET

In full alignment with our sustainability principles, we uphold our environmental responsibilities at the highest level through our environmental and energy management systems. Respect for nature and the prevention of environmental pollution are fundamental to our activities. With this responsibility, we take great care to protect nature in all our business processes and take steps to minimize our environmental impact. We continuously seek innovative solutions to support the balance of nature through our activities.

TRANSFORMATION

As Batı Anadolu Group of Companies, we view creating a sustainable ecosystem not just as a goal, but as a responsibility. In every process we engage with, we develop strategies to create and transform better living conditions for both people and the environment. With a commitment to continuous improvement and innovation, we continue our transformation processes without pause to ensure the environmental, social, and economic sustainability of our Group.

MILESTONES



MILESTONES



Established
in **1966**



4
different sectors



1000+
employees



26 production
facilities



exports to over
30 countries
across **3 continents**



\$80 million
in exports



exports, **second** in the
“**Company with the
Most Exports**” category
in the **clinker sector**;
and **fifth** in the
“**Company with the
Most Exports**”
categories in the general
cement and gray cement
sectors separately.

BATIÇİM

CLINKER
PRODUCTION
CAPACITY**1,370,000**
TON/YEARCEMENT
PRODUCTION
CAPACITY**1,800,000**
TON/YEAR

EXPORT

710,000
TON/YEAR

Since 1966, we have continued our operations in the cement industry with an innovative production approach and a commitment to reliable service, built on a structure founded with 100% Turkish capital. We continue to maintain our strong position in the industry with our eco-friendly products, sustainable production processes, and a business model that places customer expectations at the center.

Building our corporate values on the principles of '**Respecting the Environment - Progressing with Technology – Adding Value to Life**', we continue to be one of Türkiye's leading cement producers, fulfilling a significant portion of the country's clinker and aggregate needs.

We produce **1,370,000 tons of clinker** and **1,800,000 tons of cement** annually at our modern facilities. We prioritize quality at every stage of our cement production, developing products that deliver superior performance in various content and strength classes. While managing our production processes in accordance with international standards, we focus on ensuring efficiency and sustainability through our expert human resources.

With over half a century of experience and **our continuous improvement approach**, we continue to maintain our presence as a trusted brand in the global market. By **exporting over 700,000 tons of cement** annually, **we contribute to sustainable economic growth** through the employment we provide and the added value we create.

BATISÖKE

Founded in 1955 in Söke, Aydın, as one of the first cement factories of our Republic, Batisöke enhanced its production capacity and industry influence by becoming part of Batı Anadolu Group of Companies in 1993. Since then, we have continued to make significant contributions to the regional and national economy with our high volumes of clinker and cement production.

As with all companies in the Batı Anadolu Group of Companies, Batisöke continues its operations with a focus on continuous improvement. With the integrated cement production facility investment completed in 2018, **we have become one of the most modern cement, clinker, and aggregate production facilities in Türkiye.**

Combining our experience with developed production systems, we have reached a production capacity of **3,000,000 tons of clinker** and **4,000,000 tons of cement** annually. With our 'Quality First' approach, we produce high-quality and eco-friendly products, and consistently uphold quality standards at every stage through effective control systems and expert employees. We consider customer satisfaction as the primary goal of all our processes.

With over half a century of experience, our vision of continuous development, and the investments we have made, we meet a significant portion of Türkiye's cement demand. Since 1982, we have been expanding our export activities and **have the potential to export over 1,000,000 tons of clinker and cement annually.** While contributing to the national economy with our exports extending from the Aegean Region to the world, we successfully represent Türkiye's modern industrial identity in international markets.



CLINKER
PRODUCTION
CAPACITY
3,000,000
TON/YEAR

CEMENT
PRODUCTION
CAPACITY
4,000,000
TON/YEAR

EXPORT
750,000
TON/YEAR

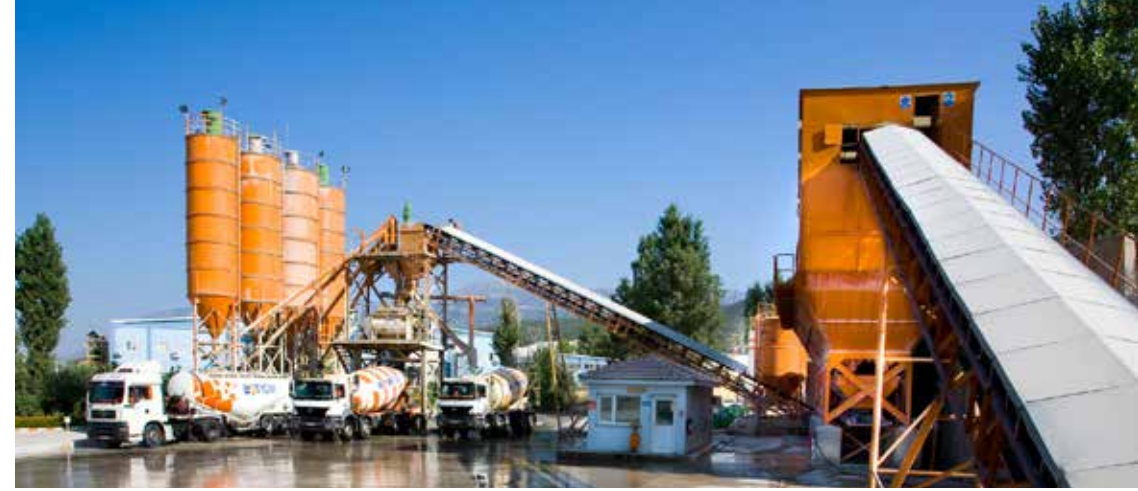
BATIBETON

Since day one, Batibeton has been renewing itself and keeping up with the latest technology, continuing to make a difference in the ready-mixed concrete sector with its quality.

As Batibeton, we have been serving for **nearly 30 years** with an approach that embraces current technology and continuous development, having started the production of high-quality, high-strength concrete in Bornova, İzmir, in 1986. With our expert and experienced team, and adopting a quality- focused service approach, Batibeton takes pride in being one of the leading companies in the ready- mixed concrete sector in the Aegean Region, with our '**Quality First**' principle and customer-oriented approach.

We conduct effective quality control activities from the production of concrete to its delivery, ensuring the fastest delivery to construction sites. With our strong vehicle fleet and trained team, we provide service with the same dynamism at any hour of the day.

With our advanced technology, the work conducted in our R&D laboratories, and the quality control laboratories in our facilities, we provide high-quality service by adapting to environmental, economic, and technological changes. We strengthen our strong position in the industry by producing at our **22 ready- mixed concrete** plants in İzmir, Balıkesir, Denizli, Manisa, Muğla, and Aydın.



As Batibeton, we accept customer needs and demands as a fundamental element of our production strategies; in addition to standard concrete, we have an **annual** production capacity of over **4,500,000 m3** with special concrete types such as Colored concrete, White concrete, Polypropylene concrete, Steel Fiber concrete, Light concrete, Heavy concrete, and Porous concrete. We prioritize minimizing our environmental impact and contributing to a sustainable future by enhancing resource efficiency in our production processes.

BATILIMAN

Since 2006, Batiliman has been continuing its operations in İzmir Aliğa Nemrut Bay as part of the Batı Anadolu Group of Companies. Located in a strategic position, the port has an infrastructure suitable for the berthing and departure of ships, as well as a railway connection extending to the highway and port area. Until 2011, Batiliman primarily handled the cement and clinker cargoes of Batıçim, one of the group companies. With continuous development, it has become one of the leading ports in the region, thanks to investments in equipment, piers, and the back area aimed at increasing its business volume.

Maritime transportation is one of the most important components of global trade. In this context, ports play a vital role in the sustainability of international trade and their contribution to the growth of industry and trade. Ports offer various value-added services in addition to cargo handling and storage services due to increasing technological capabilities and logistical innovations.

Freight mobility is increasing with the emergence of new markets and trade corridors in global trade. These developments require the transformation of ports into modern facilities with the capacity to serve larger ships. The size and service capacity of ports stand out as one of the important indicators of a country's economic power and competitive potential. The increasing number of ships and cargo volume has significantly boosted employment opportunities and the creation of added value in the port sector.

As Batiliman, we hold a strategic advantage due to the railway line extending to the port area. This location not only facilitates export and import processes but also makes a significant impact in reducing the carbon footprint through extensive railroad use. Located just 59 kilometers from İzmir, we are a preferred logistics hub with a wide hinterland that includes İzmir and surrounding provinces such as Manisa, Denizli, Balıkesir, and Aydın.

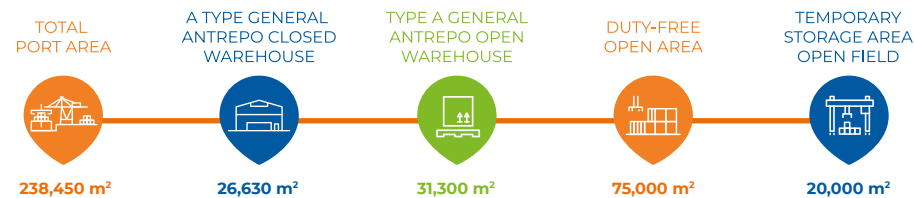


BATILIMAN

Batiliman's annual handling capacity varies based on the type and quantity of cargo, vessel sizes, and the capacity of the cranes used, with an average of 6,000,000 tons. Completed in 2024 and ongoing in 2025, the pier extension project has increased the total pier length to approximately 985 meters, and it is expected to reach an annual handling capacity of 10 million tons by 2030. Batiliman is one of the deepest ports in the region, with pier water depths reaching up to 34 meters. In addition, with the extension of Piers 2 and 3 by 100 meters each, the port now has the infrastructure to accommodate ships up to 200,000 DWT.

Operating every day of the week, 24 hours a day, with modern port equipment, we carry out logistics activities with high speed and quality in handling bulk cargo (feed-grain, coal, minerals, etc.), general cargo (iron and steel, bagged cargo, rolled sheet metal, etc.), and project cargo (wind turbines, transformers, factory equipment, etc.). We offer logistics facilities such as bonded or non-bonded storage for cargo handled in an area of approximately 155,000 m², as well as support services including ship accommodation, solid-liquid waste disposal, and water supply.

We offer warehousing services to our customers with approximately 100,000 m² of bonded and non-bonded open areas immediately behind the pier, as well as 21 closed warehouses with Type A General Warehouse status and approximately 31,000 m² of open storage area in a 67,000 m² facility located 3 km from the port.



Instant Access, Transparent Communication!

The [“Customer Portal”](#) on our website is an information platform open to all customers. This platform allows customers to view the real-time tonnage information of vessels handling their cargo. It also offers instant access to vessel-based and stock-based data. Customers can track all details, such as berthing times, start and end times, and real-time tonnage information. This ensures a more transparent and efficient communication and monitoring process.



BATIENERJİ

As Batienerji, we have been playing an active role in the Turkish Energy Market as part of the Batı Anadolu Group of Companies since 2008. We carry out operations in electricity generation with Batıçim Elektrik Üretim A.Ş. and in retail sales with Batıçim Enerji Toptan Satış A.Ş.

As a company, our primary goal is to increase our existing installed capacity through fully renewable energy investments. In this direction, Batienerji focuses on energy generation entirely from renewable resources and contributes to sustainable energy production with our two hydroelectric power plants.

• **Kovada 1 Hydroelectric Power Plant**, is located in Eğirdir district of Isparta province and has an installed capacity of 8.25 MW and an annual average electricity generation capacity of 8,000,000 kWh. It is the 814th largest power plant in Türkiye and the 6th largest in Isparta. Kovada 1 has a production capacity that can meet the electricity needs of 6,500 households, and its operating rights are held by Batienerji until 2060.



• **Kovada 2 Hydroelectric Power Plant**, is located in Eğirdir district of Isparta province and has an installed capacity of 51.2 MW and an annual average electricity generation capacity of 50,000,000 kWh. Kovada 2, the 235th largest power plant in Türkiye and the 3rd largest in Isparta, has the production capacity to meet the electricity needs of approximately 40,000 households. The operating rights of the plant are held by Batienerji until 2060.

Before 2011, Kovada 1 and 2 hydroelectric power plants generated an annual average of 35,000,000 kWh of electricity. However, following the maintenance and improvement works carried out by Batienerji after 2011, this figure has increased to an annual average of 60,000,000 kWh. This production capacity meets the entire annual energy consumption of the Eğirdir district and accounts for 8% of the annual energy consumption of Isparta province.

Our Kovada 1 and Kovada 2 hydroelectric power plants generate approximately 60,000 MWh of clean energy annually. In this way, we contribute to environmental sustainability by preventing **approximately 26.5 thousand tons of CO₂ emissions compared to fossil fuel power generation**. This amount is **equivalent to the carbon emissions that 1 million trees can absorb in a year**.

2024 SUMMARY OF OUR CHANGE AND TRANSFORMATION



Our Global Sustainability Commitment

Batıçim (Konsolidated), as a signatory to the United Nations Global Compact, has strengthened our international commitments on human rights, labor standards, environment and combating corruption.

Thanks to the projects we carry out in line with environmental, social and governance (ESG) criteria and our transparent reporting processes, we have been included in the sustainability index of the London Stock Exchange Group (LSEG) and **we were rated with a B+ grade.**

As a result of the ESG assessment conducted by CRIF Türkiye via Synesgy, a global sustainability assessment platform, we received a B score and were placed in the **“Good Level of Sustainability”** category.

2024 SUMMARY OF OUR CHANGE AND TRANSFORMATION

Resource Efficiency and Circular Economy



Waste Management and Industrial Symbiosis

- We have recovered **99.63%** of the waste generated in our own operations.
- We utilized **103,000 tons of waste within the scope of industrial symbiosis** and continued to use resources more effectively.

Sustainable Cement Production

- We increased the sustainable cement rate in our cement production to **72.7%**, thus increasing our contribution to low-carbon production.
- By obtaining Environmental Product Declaration (EPD) certification for our **ecoBATI CEM II/C** and **ASTM C150 TYPE IL products**, we have documented the environmental impact of our products in line with international standards.

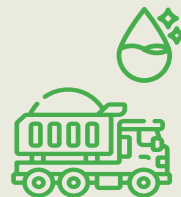


Alternative Fuels and Energy Efficiency

- By increasing energy efficiency in our cement plants, we recovered **13% of waste heat**.
- We increased our fuel diversity and met **8.6%** of our energy needs from **alternative fuels**.
- We have begun investing in a **Waste Heat Recovery Plant at BATISÖKE**, with the aim of increasing our energy efficiency and reducing carbon emissions.

Water Management and Waste Reduction

- At **BATIBETON**, we reduced the waste concrete sludge generated in 1 m³ concrete production to **57 kg**.
- At **BATIBETON facilities**, we increased our water efficiency by reusing approximately **25% of the wastewater** generated in production processes.



Growth and Infrastructure Investments



We Are Increasing Our Port Capacity

- With the **BATILİMAN Pier Extension Project**, we increased the efficiency of our logistics operations by reaching an annual handling potential of **10 million tons**.

- We have started investing in an **RDF (Refuse-Derived Fuel) Preparation and Feeding Plant at BATISÖKE**, aiming to reduce dependence on fossil fuels by increasing the use of alternative fuels.



During 2024, these transformation projects form the basis of the strategic steps we are taking towards

our 2053 net-zero target.

We continue to create environmental and economic value with a more sustainable, efficient, and low-carbon production model.

ACHIEVEMENTS AND AWARDS



Capital 500

Batıçim ranked 266th in the 'Capital 500' survey, which lists Türkiye's top 500 companies.



ISO Second Top 500 Industrial Enterprises

As Batıçim, we are proud to be ranked 42nd in the ISO Second Top 500 Industrial Enterprises List, one of the most prestigious and valuable indicators in the industrial sector, rising 296 places compared to the previous year.



Fortune 500

We are pleased to announce that Batıçim has risen 28 places to 186th in the Fortune 500 Türkiye Survey, which ranks Türkiye's largest companies.



ISO 500 List

As Batısöke, we are proud to be ranked 453rd in the ISO 500 List, one of the most prestigious and valuable rankings in the industrial sector.



Top 100 Industrial Enterprises of the Aegean Region

Batıçim ranked 43rd, and Batıbeton ranked 57th in the 2023 'Top 100 Industrial Enterprises of the Aegean Region' list by the Aegean Region Chamber of Industry (EBSO). We continue to move forward with a commitment to sustainable success and proudly announce the achievements of the Aegean region.

ACHIEVEMENTS AND AWARDS



Batı Anadolu Group of Companies Wins 3 Awards!

The Cement, Glass, Ceramics, and Soil Products Exporters' Association (ÇCSİB) has announced the 2023 champions of export.

. Our Group ranked second in the "Company with the Most Exports" category in the clinker sector; and fifth in the "Company with the Most Exports" categories in the general cement and gray cement sectors separately.

The **Corporate Governance Rating** score, provided by the independent rating agency **SAHArating**, was set at **8.72 in 2023** and has been increased to **8.86 as of 2024**. As Batıçim, with this increase, **we highlight our progress in corporate governance and our strong management approach**.

As a result of the assessment conducted by the independent credit rating agency **JCR Eurasia Rating**, the **credit ratings of** the companies within the Batı Anadolu Group of Companies **were upgraded**.

- Batıçim's credit rating was **upgraded from BBB to BBB+**.
- Batisöke's credit rating **was upgraded from BB+ to BBB-**.

“These rating upgrades reflect **our financial stability, effective risk management, and our approach to sustainable growth.**”

ACHIEVEMENTS AND AWARDS



PERYÖN Awards Batı Anadolu Group of Companies!

As Batı Anadolu Group of Companies, our 'Learning Organization' initiative, which we implemented to improve our work culture and enhance operational efficiency by centering our employees, was awarded the first prize in the

'Value-Creating Practices | Learning Organization and Learning Agility' category at the Human Value Awards organized by PERYÖN!

With the 'Learning Organization' practice we launched in October 2023, we prioritized the development of our employees, their participation in processes, and mutual respect. This practice has not only delivered significant profitability for our Group but also contributed to our sustainable growth targets.



We won first place in the Environment Award competition organized by the Aegean Region Chamber of Industry (EBSO)!

As Batıbeton Sanayi A.Ş., we are working toward a sustainable future. In this context, we are proud to share our contribution to nature through our 'Process Waste', 'Wastewater', and 'Rainwater Recovery System' in our production facilities:



Green Transformation Award to Batıçim!

We are proud to announce that Batıçim won the award in the Green Transformation Category at the Common Tomorrows Awards organized by the Turkish Confederation of Employer Associations (TİSK)!

The steps we have taken for a sustainable future with our principle of 'People First, Respecting the Planet, and Transformation' have been recognized with this prestigious award. On the path we have embarked on for a sustainable future, we are working with all our strength to contribute to nature and the ecosystem.

We will continue to shape the future together!



We have reduced
2,500 tons of waste
concrete sludge



We have saved
8,600 liters of fuel.



We have saved
11,000 liters of
water.



We have prevented
22,600 kilograms of
carbon dioxide (CO₂)
emissions.

We look to the future with hope, guided by our responsibility to the environment and our commitment to sustainability. This success is the result of our collective effort!

SUSTAINABILITY AT BATI ANADOLU GROUP OF COMPANIES

OUR SUSTAINABILITY GOVERNANCE MODEL

“As Batı Anadolu Group of Companies, we structure sustainability management with a participatory and strategic approach.”

As Batı Anadolu Group of Companies, we have established a Sustainability Committee that covers all our companies, placing sustainability at the center of our business strategy. We carry out our strategies and activities under the guidance of the committee.

The Sustainability Committee assists the Board of Directors in defining the sustainability strategy in the areas of environmental, social, and corporate governance; executing, monitoring, auditing, reviewing, improving, and developing sustainability policies, targets, and practices; identifying and evaluating the risks and opportunities faced by Batı Anadolu Group of Companies in corporate matters; and determining the necessary actions. A Member of the Board of Directors presides over the Sustainability Committee. The Committee consists of at least five members, at least one of whom must be a member of the Board of Directors, and who are appointed to the following positions:

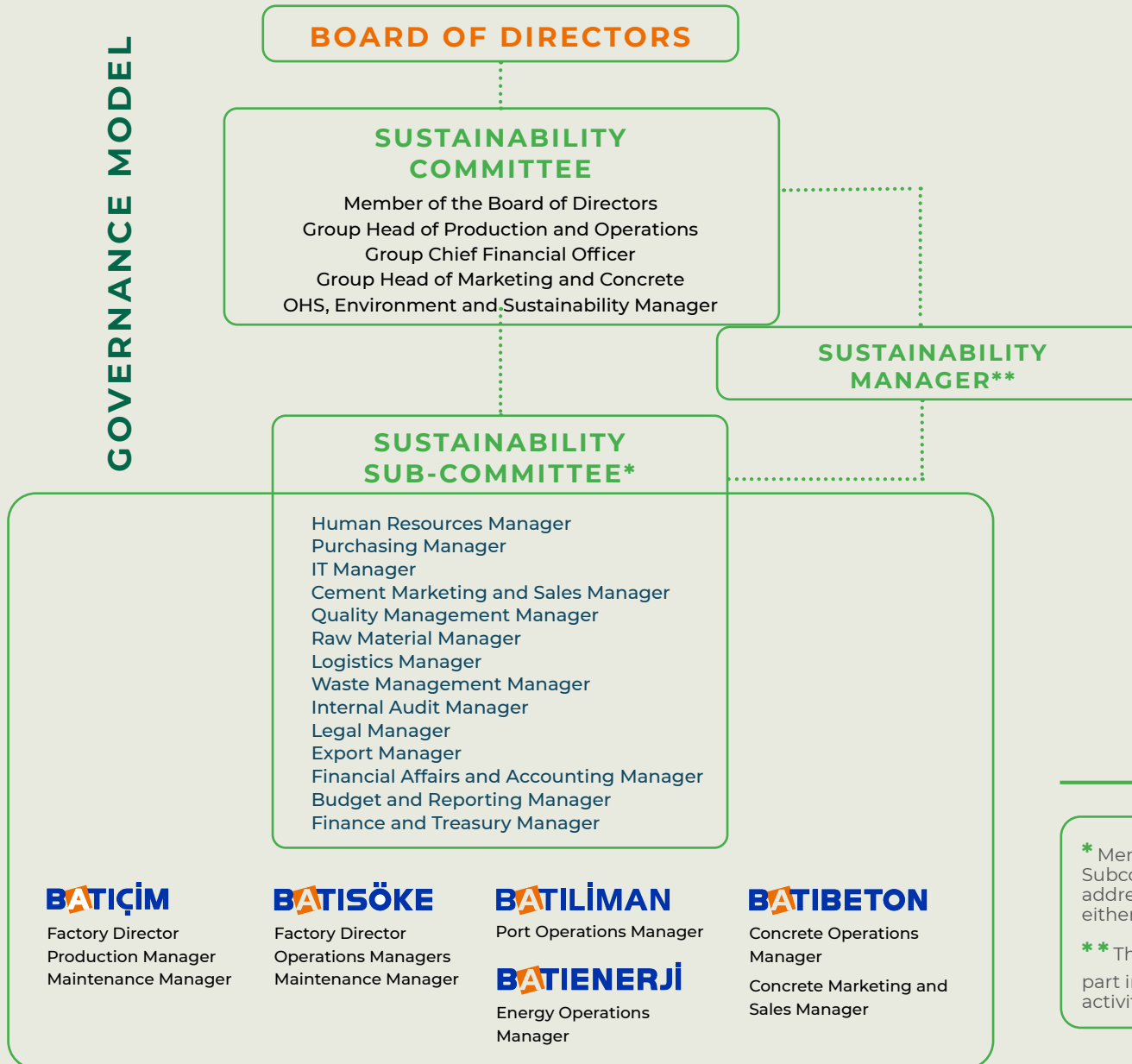
- . Member of the Board of Directors
- . Group Chief Financial Officer (CFO)
- . Group Head of Marketing and Concrete
- . Group Head of Production Operations
- . OHS, Environment and Sustainability Manager

You can access the Working Principles of the Sustainability Committee from the link below:

https://www.batianadolu.com/upload/pdf/yonetisim/politikalar-belgeler/surdurulebilirlik_komitesi_calisma_esaslari.pdf

As Batı Anadolu Group of Companies, we establish sustainability management within a participatory structure and carry out this process through the Sustainability Committee and the Sustainability Subcommittee. The Sustainability Subcommittee consists of department heads, who are the functional managers of the relevant companies. Our subcommittee effectively carries out activities focused on the sustainability strategy with the participation of various units and operates directly under the Sustainability Committee.

OUR SUSTAINABILITY GOVERNANCE MODEL




* Members of the Sustainability Subcommittee take part in projects that address the goals and strategic objectives, either temporarily or permanently.

** The Sustainability Manager takes part in all Committee and Sub-Committee activities to ensure coordination.



OUR SUSTAINABILITY GOVERNANCE MODEL

The working topics of the Sustainability Subcommittee have been determined under 3 main headings:



Environmental (E):

Energy and Climate Change:


Optimization of the company's energy use and reduction of carbon footprint.

Waste and Recycling

Developing waste management strategies and supporting recycling transformation programs.

Water and Natural Resources

Enhancing water use efficiency and managing natural resources sustainably.



Social (S)

Occupational Health and Safety


Protecting employee health and providing safe working environments.

Employee Rights and Human Resources

Respecting employee rights and promoting fair labor practices.

Community Engagement and Social Development

Creating community engagement and social development programs in the communities where the company operates.



Governance (G)

Transparency and Reporting

Increasing internal and external transparency, reporting ESG performance.


Ethics and Business Ethics

Complying with ethical standards and strengthening business ethics.

Board of Directors and Leadership

Strengthening the structure of the Board of Directors and encouraging sustainability leadership.

The Committee determines projects for sustainability goals and strategies and forms project teams from subcommittee members. A **'Project Leader'** is designated for each project. Project leaders in the Sustainability Subcommittee serve as full members of projects aimed at achieving sustainability goals. Subcommittee members participate in projects aimed at strategic goals, either on a temporary or permanent basis.



OUR SUSTAINABILITY GOVERNANCE MODEL



Through the collaboration of our Sustainability Subcommittee members and relevant units, we are implementing 6 projects in 2024 and 3 more in 2025, carrying out a total of **9 projects in line with our strategic goals**. You can find project details in the relevant sections of the report.

BeWell

Project Leader
Human Resources Manager

Objective
To carry out activities that enhance employee loyalty and sense of belonging.



Sustainable Supply

Project Leader
Procurement Manager

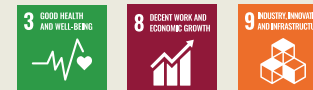
Objective
To identify social, economic, environmental, and ethical risks in the supply chain and collaborate with companies that adhere to these standards.



Safely Moments

Project Leader
OHS, Environment and Sustainability Manager

Objective
To implement industry-leading processes that will enhance our organization's OHS culture and increase best practices



Waste-to-Value

Project Leader
Waste Management Manager

Objective
To identify the needs and potential development areas for increasing the proportion of alternative fuels and raw materials.



OUR SUSTAINABILITY GOVERNANCE MODEL

GREN

Project Leader
Operational Manager

Objective

To identify short-, medium-, and long-term improvement opportunities related to energy efficiency and renewable energy.



ÜR-GE KAFASI

Project Leader
Quality Management Manager

Objective

To carry out product development activities aimed at designing sustainable products.



EKSEN: ESG Carbon Sustainability Integration

Project Leader
IT Manager

Objective

To implement integrated data validation processes that ensure the accuracy, reliability, and traceability of data, enable the auditability of data inputs, and provide a single validation process suitable for each reporting platform.



Strategic Stakeholder Management

Project Leader
Human Resources Manager

Objective

To improve the management and monitoring system for permanent subcontractor companies and their employees.



Damla Damla Geleceğe (Drop by Drop to the Future)

Project Leader
Maintenance Manager

Objective
























To improve efficiency in water consumption, identify areas for improvement related to water usage, take action, and implement it.



OUR VALUE CREATION MODEL



OUR VALUE CREATION MODEL

Type of Capital	Inputs (Resources)	Activities	Value Chain	Outputs (Value Generated)	Value Created	SDGs
Financial Capital	<ul style="list-style-type: none"> - Equity and capital - Sales revenue - Use of green loan (MIGA) program - Incentives and funds - Investments 	<ul style="list-style-type: none"> - Sustainable financial management - Digitalization and efficiency improvement projects - Risk management and strategic planning - Pricing, sales and marketing - Investment processes 	<ul style="list-style-type: none"> - Banks, investors, shareholders, suppliers 	<ul style="list-style-type: none"> - 13.440 million TRY income - % 19 decrease in income (net sales) - % 13 EBITDA - % 8 OPEX/sales (Operating Expenses/ Sales) - % 16 change in share price 	<ul style="list-style-type: none"> - Long-term economic sustainability - Strong and reliable financial structure - Improvement of investor confidence - Increasing financial support mechanisms for carbon reduction - ÇCSİB Champions of Export Awards (The 2nd place in Clinker, the 5th place in Cement) 	  
Generated Capital	<ul style="list-style-type: none"> - 2 cement production plants - 22 ready-mixed concrete production plants - 1 port / 985-meter pier - 155,000 m² storage area - 2 hydroelectric power plants (HEPP) 	<ul style="list-style-type: none"> - Modernization and capacity expansion - New logistics and storage systems - RDF system integration 	<ul style="list-style-type: none"> - Customers, suppliers, dealers, employees, investors 	<ul style="list-style-type: none"> - Cement production capacity: 5,800,000 tons - Clinker production capacity: 4,370,000 tons - Ready-mixed concrete production capacity: 4,500,000 m³ - Port handling capacity: 10,000,000 tons - Energy production (HEPP): 60,000 MWh 	<ul style="list-style-type: none"> - Operational excellence - More efficient logistics and supply chain - Energy and operational efficiency improvement 	   
Human Capital	<ul style="list-style-type: none"> - 1,000+ employees - Efforts to build a diverse and inclusive workforce - Budgets and resources allocated for employee development - Strong occupational health and safety (OHS) infrastructure - Initiatives to provide a good work environment and improve employee engagement 	<ul style="list-style-type: none"> - Comprehensive training programs (technical, personal development, leadership) - Occupational health & safety practices - Comprehensive training programs and learning organization practices for employee development - Business ethics, Human Rights, Diversity, inclusion, and equal opportunity policies - Employee engagement surveys - Effective leadership programs and career planning processes - Committee meetings - Employee benefits - Performance-based reward 	<ul style="list-style-type: none"> - NGOs, Academic institutions, international institutions/ organizations, employees, trade unions, educational institutions, investors, customers, suppliers 	<ul style="list-style-type: none"> - 35,786 hours of training - 3,539,496 TRY training expenditure - Employee engagement score: 57.5% - Participation in Anti-bribery, Anti-corruption, Business Ethics, Human Rights, Diversity & Inclusion trainings: 100% - Employee turnover rate: 18.8% 	<ul style="list-style-type: none"> - Long-term human resource strengthening - Happier and more productive employees - An organization that encourages innovation in business processes - Sustainable workforce management - Good and inclusive working environment - Health and safety of our employees 	  
Social and Relational Capital	<ul style="list-style-type: none"> - Social responsibility projects, activities, and events - Collaboration with national and international organizations - NGO memberships - Transparency and effective communication policies to strengthen stakeholder relations 	<ul style="list-style-type: none"> - Supply chain sustainability practices - Community support projects - Ethics and compliance processes - Solution center process - Customer and supplier portals - Audits and surveys for stakeholders - Training activities for suppliers - Donations and sponsorships 	<ul style="list-style-type: none"> - Stakeholders, NGOs, communities, public institutions, customer, supplier 	<ul style="list-style-type: none"> - Customer satisfaction: 94.12% - Supplier rate adopting the 'SupplierCode of Conduct': 80% - 15 corporate social responsibility projects - Index scores 	<ul style="list-style-type: none"> - Social benefit, - Sustainable social impact - Long-term stakeholder relations - Strong corporate identity - Increased brand value and customer trust 	     
Natural Capital	<ul style="list-style-type: none"> - Natural resources - Alternative raw materials, - Renewable energy sources (RES) 	<ul style="list-style-type: none"> - Energy efficiency and CO₂/emission reduction projects - Circular economy practices 	<ul style="list-style-type: none"> - Environmental authorities, public institutions, local governments, academic institutions, suppliers, customers, investors 	<ul style="list-style-type: none"> - Use of alternative fuels: 8.6% - Waste heat utilization: 13% - Waste heat recovery and Refuse-Derived Fuel (RDF) plant investments - Use of supplementary cementing materials (SCMs): 14% - Recovery of waste from our operations: 99.63% - 103,000 tons of industrial symbiosis - Waste concrete sludge reduction: 12% - Ready-mixed concrete recycling water usage rate: 23.2% 	<ul style="list-style-type: none"> - Approaching the long-term carbon-neutral target - More sustainable production processes - Responsible production and consumption - Promoting the circular economy - TISK Green Transformation Award - EBSO Environment First Prize 	     
Intellectual Capital	<ul style="list-style-type: none"> - R&D investments, - Digital transformation, - Sustainable product innovation 	<ul style="list-style-type: none"> - New product develop - Energy management projects 	<ul style="list-style-type: none"> - Academic institutions, technology centers 	<ul style="list-style-type: none"> - Digital transformation: 8x - 2 EPD-certified sustainable - Digital data tracking systems - 5,377,809 TRY R&D expenditure 	<ul style="list-style-type: none"> - Data-driven business process transformation - Competitive advantage - Faster and more agile ways of doing business - Enhancing innovation capacity - Industry leadership 	  

OUR SUSTAINABILITY STRATEGY

“Bati Anadolu Group of Companies integrates the Value Reporting Foundation’s (VRF) Six Capitals model into its business processes, analyzing sustainability risks and opportunities across each capital type. The insights derived from these analyses help shape the Group’s long-term sustainability strategies.”

As Bati Anadolu Group of Companies, we embrace an approach based on open communication, collaboration, and mutual trust with our key stakeholders to succeed in our fields of activity, enhance our processes, and ensure sustainable progress. We value the opinions, complaints, and suggestions of all our internal and external stakeholders and incorporate this feedback into our strategic decision-making processes.

In the 2024 Bati Anadolu Group of Companies Sustainability Workshops, we thoroughly addressed our vision, mission, and contributions to the Sustainable Development Goals with the participation of our Sustainability Subcommittee members and key employees. During the

workshops, we assessed our sustainability priorities, targets, and strategies, and analyzed sustainability-related risks, threats, and opportunities. The topics on the agenda of the workshop included green transformation regulations, circular economy, combating climate change, sustainable finance, R&D and innovation, digital transformation, information security, quality and customer satisfaction, sustainable supply chain, working environment, gender equality, occupational health and safety, collaborations, impact investing, and communication.

OUR SUSTAINABILITY STRATEGY



In the second quarter of 2024, we organized **our first workshop** to develop the 2024-2053 sustainability roadmap for our cement, ready-mixed concrete, port, and energy operations. Within the scope of the workshop, we thoroughly evaluated our current sustainability practices and defined our strategic directions for the future. Through a SWOT analysis, we identified action plans and priority areas for improvement. As a result, we have developed and implemented 6 projects in line with our sustainability targets.

To increase the effectiveness of our projects and ensure continuous improvement, we held regular bi-monthly review meetings with the Sustainability Committee. During these meetings, the progress of the projects was discussed in detail, and challenges and opportunities for improvement were evaluated. Based on the feedback received, steps were identified to ensure the projects make a stronger contribution to our sustainability strategy.

In the final quarter of 2024, we held our **Second Extended Sustainability Workshop**. In this workshop, we reviewed the progress of the 6 projects and analyzed the achievements and

areas for improvement. We also addressed current and future requirements in line with the sustainability reporting obligations under TSRS. As one of the key outcomes of the workshop, together with our Sustainability Subcommittee, we identified our material risks and opportunities by thoroughly scoring climate-related risks and opportunities within the scope of TCFD. Thus, we further strengthened the risk management process, which is one of the key components of our sustainability strategy. You can find our work under the heading 'Climate-related risks and opportunities.'

You can find the Sustainability policies applicable to Batı Anadolu Group companies

https://www.batianadolu.com/surdurulebilirlik/surdurulebilirlik_politikasi



OUR SUSTAINABILITY STRATEGY

Our Sustainability-Related Risks and Opportunities

As the Batı Anadolu Group of Companies, we are committed to identifying the material topics that will guide our sustainable growth, including sector standards, sectoral risks, industry trends, best practices, the risk forecasts set by the World Economic Forum (WEF) for the next 10 years as of 2024, the key criteria defined by the Sustainability Accounting Standards Board (SASB) for Construction

Materials (greenhouse gas emissions, air quality, energy management, water management, waste management, biodiversity impacts, occupational health and safety, product innovation, integrity, and transparency), as well as our corporate governance principles.



Our Sustainability-Related Risks and Opportunities

We assessed the environmental, social and governance impacts of material topics as follows:

DIMENSION	MATERIAL TOPICS	IMPACT ON BATI ANADOLU GROUP OF COMPANIES AND IT'S STAKEHOLDER	RISKS OF NON-COMPLIANCE	OPPORTUNITIES
Environmental	Combating Climate Change and Reducing Greenhouse Gas Emissions	Environmental sustainability is critical for stakeholder trust and regulatory compliance. Reducing the carbon footprint supports the transition to a low-carbon economy.	Rising carbon taxes, increased costs due to CBAM non-compliance, and loss of competitiveness in international trade	Cost advantage through low-carbon production, market leadership with innovative products, and access to national/international funds and incentives.
	Air Quality	The management of dust and gas emissions from cement production is critical for employee health, alignment with local communities, and legal obligations. The use of advanced filtration and emission reduction technologies improves environmental performance, strengthens stakeholder confidence, and provides a competitive advantage.	Failure to control emissions of particulate matter (PM) and gaseous emissions such as NOx and SOx can lead to legal sanctions, production shutdowns, costly fines, complaints from local communities due to air pollution, and reputational damage.	Achieving operational efficiency through the use of low-emission technologies and alternative fuels, generating additional revenue through access to carbon markets, gaining a competitive advantage in the international market through environmental certifications, and enhancing brand value through sustainable cement products
	Energy Management	Reducing energy costs and improving energy efficiency play a key role in reducing environmental impacts. Using alternative raw materials and waste to replace fossil fuels and natural resources reduces carbon emissions and costs.	Increased operational costs due to resource inefficiencies, non-compliance with carbon regulations, high energy costs, regulatory sanctions, and loss of competitiveness.	Reducing the carbon footprint through the use of renewable energy, achieving cost savings through energy efficiency, cost reductions with alternative fuels and raw materials, and standing out with 'green cement' and concrete products.
	Waste Management	Cement production, the recycling of waste concrete as alternative raw materials, and the sustainable management of port waste in cement plants enhance environmental awareness and reduce costs.	Non-compliance with environmental regulations, conflicts with local communities, and loss of reputation.	Energy generation from waste, enhancing environmental and economic benefits through recycling projects, and leadership in waste management.
	Biodiversity	The protection of natural habitats around the quarries from which raw materials for cement production are sourced is critical for maintaining ecosystem balance and ensuring harmony with local communities. Habitat rehabilitation and post-mining ecosystem restoration enhance environmental sustainability, strengthen stakeholder confidence, and support the continuation of long-term operational permits.	Risk of regulatory sanctions and closures due to habitat loss and harm to species, as well as the loss of social license and reputational damage resulting from backlash by local communities and environmental organizations.	Providing environmental leadership through quarry rehabilitation and the restoration of natural areas, enhancing competitiveness in the international market by obtaining sustainability certifications through biodiversity projects, ensuring operational efficiency through the continuity of ecosystem services, and strengthening brand value through environmental awareness initiatives.
	Water Management	The efficient and sustainable management of water used in cement production is critical for operational continuity, cost optimization, and environmental responsibility. Water recovery and the use of closed-loop water systems reduce the environmental footprint, enhance stakeholder confidence, and support the continuity of production processes.	Interruptions in production due to water scarcity, increased water costs, regulatory sanctions, and loss of environmental reputation, along with the risk of conflict with communities due to regional water stress.	Cost advantage through efficient water use, innovation through water recycling technologies, increasing brand value through sustainability certifications, and access to national/international water management funds.
Social	Occupational Health and Safety ('OHS')	Employee safety and well-being are critical to our operations	Financial losses due to occupational accidents and legal sanctions, physical damage to employees and/or employee assets at Batı Anadolu Group of Companies, decline in employee engagement, and loss of motivation.	Increasing employee satisfaction through high OHS standards, minimizing occupational accident risks with strong OHS practices, improving employee engagement, enhancing the image of a reliable employer in the industry, and ensuring compliance with international standards.
	Diversity, Equality, and Inclusion	Increasing the proportion of female employees and creating an inclusive work environment enhances social perception and fosters creativity in the workplace.	Weakened social perception and low scores in assessments of international Environmental, Social, and Governance ('ESG') criteria.	Promoting innovative ideas through diversity projects, enhancing employee satisfaction, and improving ESG performance.
	Relations with Local Communities	Ensuring social acceptance and supporting local development in its areas of operation are crucial for the sustainability of Batı Anadolu Group of Companies.	Social conflicts with local communities, operational limitations, and reputational damage.	Improving brand perception through social responsibility projects and facilitating operations with local support.
	Employee Training and Development	Increasing employee competencies is crucial, especially for adapting to digital transformation and sustainability practices.	Loss of operational efficiency due to competency gaps and high employee turnover rates.	Increased productivity through employee development and faster adaptation to sustainability projects.
Economic	Digital Transformation	Digitalization and the integration of robotic systems into production and logistics processes enhance efficiency and reduce costs.	Loss of competitiveness due to lagging behind in digitalization, increased operational errors, and high operational costs.	Achieving market leadership through digitalization, quickly responding to customer demands, and ensuring operational excellence.
	Sustainable Product Development	Eco-friendly cement and concrete products are crucial to meet the growing expectations of both national and international customers and regulators.	Loss of market share and penalties for non-compliance with environmental regulations.	Differentiating in the market with innovative products, achieving high scores in ESG performance, and opportunities to benefit from national/international incentives and funds.
Governance	Compliance with National and International Regulations	Compliance with environmental, social, and governance standards strengthens relationships with regulatory authorities and builds investor trust.	Legal sanctions, suspension of operations, and loss of reputation.	Attracting investors through transparent governance and compliance, access to international markets, leadership in sustainability reporting, and high performance in ESG assessments
	Ethics and Compliance Management	Compliance with ethical standards in the activities of Batı Anadolu Group of Companies fosters trust among employees and business partners.	Legal sanctions and reputational damage due to corruption and unethical practices.	Increased trust among business partners and employees through ethical practices, and high performance in ESG assessments

OUR SUSTAINABILITY STRATEGY



Short-term:
Medium-term:
Long-term:

Our Sustainability-Related Risks and Opportunities

As Batı Anadolu Group of Companies, we evaluate climate-related risks and opportunities from a comprehensive perspective, guided by TCFD. TCFD aims to manage the risks and opportunities arising from climate change at a global level, define how institutions manage these risks and opportunities to prevent disruptions to financial stability, and share their findings with their stakeholders. In this context, we view climate change not only as a risk factor but also as an opportunity to create sustainable value, and we transparently share the goals we set in this regard with our stakeholders. We analyze the impact of the transition to a low-carbon economy on our operations, business strategies, and financial structure. In addition, by structuring our reporting processes within the framework of the Turkish Sustainability Reporting Standard (TSRS 2), we present the financial impacts of climate risks with a holistic approach.

As Batı Anadolu Group of Companies, we guide our sustainability strategy by proactively managing risks in the areas of Environmental, Social, and Governance (ESG). Our Sustainability Committee, reporting to the Board of Directors, identifies the material sustainability topics to focus on and develops short-, medium-, and long-term goals, roadmaps, and policies. At the same time, our committee establishes the company's climate risk management framework and ensures the continuity of the risk management cycle by overseeing the processes of identifying, assessing, and mitigating risks.

We define climate risks and opportunities from the perspective of physical and transition risks in line with the recommendations of TCFD and TSRS 2. To better manage the impacts of these risks over time, we establish our maturity definitions as follows:

- Risks/opportunities likely to materialize within 3 years.
- Risks/opportunities likely to materialize between 3 and 10 years.
- Risks/opportunities likely to materialize in 10 years or more.

In our Extended Sustainability Workshop, in collaboration with our Sustainability Subcommittee, we identified our material risks and opportunities by thoroughly evaluating climate-related risks and opportunities within the scope of TCFD. We conducted comprehensive risk analyses by evaluating the likelihood and potential impacts of the risks. You can find our evaluations in this context in the table below:

Our Climate-related Risks and Opportunities

TRANSITION RISKS

Title	Subtitle	Risk Description	Maturity	Impact Level	Potential Financial Impact	Our Actions
Policies and Legal Processes	Carbon Border Adjustment Mechanism (CBAM)	Depending on the Emissions Trading System (ETS) expected to come into effect in Türkiye in the near future, and the carbon border adjustment mechanisms (CBAM) to be implemented in Europe during the export phase, significant financial and operational risks, such as cost increases, the risk of high carbon tax payments, legal non-compliance, and loss of competitive advantage, may arise.	Short	High	*Cost of emission allowances *Increased production costs	Established Management Systems: Environmental, energy, OHS, and quality management systems that have been established within the company for many years Corporate Values, Policies, ESG Approach, and Targets: Sustainability targets aligned with corporate values, policies, and the ESG approach UNGC Communication on Progress: Progress reports on commitments under the United Nations Global Compact (UNGC) Annual Greenhouse Gas Emissions Report (MRV): Greenhouse gas emissions reports submitted to the Ministry annually Carbon Footprint Calculation, Verification, and Audit Processes: Verification processes for Ministry reports and third-party carbon footprint verification processes Waste Heat Recovery Investment: Investments in waste heat recovery to enhance energy efficiency Use of Alternative Fuels: Use of alternative fuels to mitigate environmental impacts
	National Legal Regulations	New regulations promoting the use of low-carbon cement in public tenders may pose a risk of market loss. Failure to adapt to green cement production processes may lead to a loss of competitive advantage and the need for new investments.	Medium	Medium-High	*Risk of market loss *Need for new technology investment	R&D activities for low-carbon cement production: Research on alternative raw materials and new binding agent technologies. Reduction of carbon footprint in production processes: Use of alternative fuels, energy efficiency investments, and cement production with a low clinker content. Product certification: Environmental product declaration (EPD) certificates Sectoral collaborations and active communication with public authorities: Developing collaborations with public institutions and sectoral associations to shape the regulatory framework. Product development aligned with market demands: In parallel with the growth of the green cement market, the development of low-carbon cement varieties tailored to customer needs.
Technology	Transition to Low-Carbon Materials and Processes	With the increasing global demand for low-carbon materials, there is a risk that traditional cement production processes may become less favored due to their carbon intensity. Additionally, failing to transition to new technologies could lead to a loss of competitive advantage and a decline in market share.	Medium-Long	High	* The need for substantial capital investments due to the transition to low-carbon technology and R&D costs *Loss of market power and reduced revenue if delayed due to infrastructure issues, etc. *Transformation costs in alternative raw materials and supply processes	Research and use of low-carbon alternative raw materials: Evaluation of industrial by-products and alternative binding agents. Innovative production technologies for carbon reduction: Evaluation of innovative solutions such as low-clinker cement and biogenic additives. Expanding the range of low-carbon cement products: Developing new products to meet market demands. Investing in advanced production technologies: Improving production efficiency through digitalization, energy efficiency, and automation processes. Sustainable supply chain management: Optimization of alternative raw material procurement processes, digitalization in supplier operations, and sustainable procurement and supply policies.
	Changing priorities of usage	In the transition to a low-carbon economy, existing technologies may need to be replaced early on as they do not meet sustainability criteria. The mandatory conversion of equipment and processes that have not reached the end of their life may incur additional investment costs and negatively impact operational efficiency.	Medium-Long	Medium-High	*Early investment costs *Requirement for the replacement of existing equipment before the end of its economic life *Possible disruptions in production processes	Prioritization of resource-efficient improvements: Managing the transformation process through the optimization of existing equipment. Investment in digitalization and advanced monitoring systems: Developing data-driven management systems to enhance the efficiency of transitioning to new technologies. Utilization of sectoral funding and incentive mechanisms: Monitoring national and international support programs to minimize early investment costs. Repurposing obsolete equipment through circular economy models: Reducing costs through processes such as second use, recycling, or remanufacturing.

Our Climate-Related Risks and Opportunities

TRANSITION RISKS

Başlık	Alt Başlık	Risk Tanımı	Vade	Etkileme Düzeyi	Potansiyel Finansal Etkisi	Eylemlerimiz
Reputation	Challenges in Setting Science-Based Targets	Science-based emission reduction targets are expected to be established in alignment with global climate goals. However, due to industry dynamics and technical limitations, establishing and validating these targets can be challenging. Delayed or inadequate net-zero commitments may result in reputational damage and reduced investor interest.	Medium-Long	Medium-High	<ul style="list-style-type: none"> Decline in investor confidence Constrained access to sustainable financing opportunities Damage to stakeholder trust 	<ul style="list-style-type: none"> Setting emission reduction targets in accordance with the plan to join SBTi in 2025 Evaluating industry best practices to establish science-based targets Sharing emission reduction plans transparently with stakeholders Developing a roadmap for the net-zero strategy and conducting periodic reporting
	Increased Stakeholder Concerns Regarding Greenhouse Gas (GHG) Emissions	Stakeholders, customers, and regulators are increasingly demanding reductions in GHG emissions. Perceived poor environmental performance due to a high carbon footprint can damage brand value and lead to customer loss.	Short-Medium	High	<ul style="list-style-type: none"> *Decline in brand value *Loss of competitive advantage *Declining interest from investors and creditors 	<ul style="list-style-type: none"> Conducting verification processes for greenhouse gas inventory management in accordance with the ISO 14064 standard Developing emission reduction projects and exploring the utilization of renewable energy Preparing for transparent reporting on CDP, SBTi, and similar international platforms Strengthening sustainability commitments by maintaining regular communication with stakeholders
	Shifting Customer Behavior and Preferences	The demand for sustainable products and low-carbon materials is increasing rapidly. If traditional high-carbon products are avoided for environmental reasons, it could result in a loss of market share and a decline in revenues. Competitors are expanding their sustainable product ranges, necessitating swift action to meet customer expectations.	Short-Medium	High	<ul style="list-style-type: none"> *Decline in sales revenue *Risk of market loss 	<ul style="list-style-type: none"> Exploring additional investment needs for green products Efforts to develop low-carbon cement products and alternative binding agents Enhancing marketing and customer communication strategies for sustainable products Continuously improving the product portfolio by regularly analyzing customer expectations
Pazar	Rising Investor and Stakeholder Demands	With the rise in sustainability-focused investments, investors and stakeholders expect higher environmental and social performance. Companies that fail to comply with ESG criteria may struggle to access financing, lose competitive advantage, and face higher capital costs.	Short-Medium	High	<ul style="list-style-type: none"> Rising capital costs Challenges in accessing financing Risk of being excluded from sustainable investment funds 	<ul style="list-style-type: none"> Developing strategies to enhance ESG performance and strengthening access to sustainable financing instruments Meeting investor expectations by integrating with SBTi and other international platforms Meeting investor expectations by integrating with SBTi and other international platforms
	Challenges in the Procurement of Raw Materials in the Market	Access to certain raw materials may become more difficult or expensive due to regulations aimed at ensuring compliance with sustainability criteria in global and national supply chains. The shift towards alternative raw materials may lead to uncertainties in the supply chain and operational risks.	Short-Medium	High	<ul style="list-style-type: none"> Rising costs of raw materials Supply chain disruptions Disruptions in production processes 	<ul style="list-style-type: none"> Exploration of alternative and sustainable raw material sources Enhancing the use of waste-based raw materials through circular economy practices Enhancing sustainability criteria in the supply chain

Our Climate-related Risks and Opportunities

PHYSICAL RISKS

Acute					
Title	Risk Description	Maturity	Impact Level	Potential Financial Impact	Our Actions
Drought/ Water stress	A decline in water resources due to climate change and increased demand may cause water stress, leading to disruptions in production processes.	Medium-Long	High	<ul style="list-style-type: none"> *Decline in production capacity *Increase in operating costs *Significant long-term investment required for alternative sources *Increase in water supply costs 	<ul style="list-style-type: none"> *Projects aimed at monitoring and reducing water consumption *Feasibility studies on alternative water sources (such as recycling, rainwater harvesting, etc.) *Reusing wastewater in production processes at ready-mixed concrete plants *Rainwater harvesting basins for collecting roof and surface runoff *Industry-specific water efficiency benchmark studies *Analyzing our water risks through the WRI Aqueduct Water Risk Atlas
Chronic					
Reduced Access to Water	In the long term, there is a risk that water resources may be reduced due to the pollution or overuse of groundwater and surface water, and that production processes could be impacted by water use restrictions.	Long	High	<ul style="list-style-type: none"> *Production disruptions and decreased productivity *Increase in water supply costs *Risk of reputational loss among investors and customers 	<ul style="list-style-type: none"> *Projects aimed at reducing water consumption *Environmental and energy management systems that have been established within the company for many years *Reusing wastewater in production processes at ready-mixed concrete plants *Rainwater harvesting basins for collecting roof and surface runoff
Rising Temperatures	Heatwaves can decrease labor productivity, increase energy consumption, and pose technical challenges in production processes.	Long	Medium-High	<ul style="list-style-type: none"> *Decline in employee productivity *Rise in cooling and ventilation costs *Increase in maintenance and repair costs due to more frequent equipment breakdowns *Risk of increased insurance premiums 	<ul style="list-style-type: none"> *Energy-efficient cooling and HVAC systems *Environmental and energy management systems that have been established within the company for many years *Occupational health and safety measures to enhance working conditions *R&D activities focused on production processes and raw material formulations that are resistant to rising temperatures *Insurance policies to mitigate the financial impact of extreme weather events

Our Climate-related Risks and Opportunities

OPPORTUNITIES

Title	Opportunity Description	Maturity	Impact Level	Potential Financial Impact	Our Actions
Resource Efficiency					
Use of Alternative Raw Materials	Opportunity to reduce emissions by utilizing low- carbon raw materials (e.g., materials that reduce the clinker factor) and alternative binding agents	Short- Medium	High	*Reduction in production and raw material costs *Financial advantage from carbon border adjustment mechanisms *Ease of compliance with regulations	*R&D activities for alternative raw materials *Development of low-carbon cement and binding agents *Utilization of by-products in cement production *Partnerships with universities and industry stakeholders
Energy Resources					
Use of Alternative Fuels	Reducing dependence on fossil fuels by increasing the use of alternative fuels, such as waste-based fuels, biomass, and hydrogen	Short- Medium	Medium- High	*Decline in fuel costs *Lower carbon emissions *Faster adaptation to regulations	*Investments to increase the use of alternative fuels *Improving biomass and waste-based fuel supply processes *Integration into existing production systems
Products and Services					
New Product Development	Opportunity to cater to the sustainable construction industry through the production of low-carbon cement and concrete	Short- Medium	High	*Preferred choice for green building and sustainable infrastructure projects *Gaining access to new market segments *Gaining a competitive advantage	*Developing low-carbon cement and concrete formulations *Compliance with product certification processes (EPD, LEED, etc.) *Innovation and sustainable product range expansion
Markets					
Green Financing Opportunities	Benefit from low-interest loans and incentives from financial institutions for low-carbon projects	Short	High	*Securing a cost advantage through low- interest loans *Diversification of financing through green bonds	*Exploring green bond and sustainable financing opportunities *Collaborations with banks and financial institutions *Attracting investors by improving ESG performance
Resilience					
Digitalization and Data Management	Carbon footprint tracking, using digital solutions to increase energy and water efficiency in production processes.	Medium	Medium- High	*Enhanced operational efficiency *Reduced carbon and energy costs	*Development of sustainability data management platforms *Integration of IoT and artificial intelligence-based analysis systems in production processes

OUR SUSTAINABILITY STRATEGY

Our Sustainability Priorities and Strategic Compliance

Stakeholder Communication

By building a strong communication network with stakeholders, we ensure transparent information sharing at every stage of our operations, effectively manage risks, and progress toward our long-term sustainability goals.

By building a strong communication network with stakeholders, we ensure transparent information sharing at every stage of our operations, effectively manage risks, and progress toward our long-term sustainability goals.

Communication and engagement processes with stakeholders are conducted in accordance with the **Stakeholder Engagement Plan**. With this plan, we aim to foster effective and continuous dialogue with all stakeholder groups, strengthen cooperation, and manage expectations in alignment with corporate sustainability goals. We provide regular updates through our website, social media, email, phone, face-to-face meetings, and online platforms. We transparently share our company strategies, performance, and sustainability initiatives through annual reports. In addition, we continuously analyze stakeholder feedback through various tools such as customer satisfaction surveys, site visits, dealer meetings, and industry collaborations, and take appropriate action.



Our Sustainability Priorities and Strategic Compliance

We have established a **Community Health and Safety Plan** to minimize the health and safety impacts of our activities on communities. With this plan, we aim to provide a safe environment for employees, contractors, visitors, and all communities impacted by our operations. We focus on protecting the health and safety of both our employees and affected communities, implementing control measures in line with human rights principles. We support this process through risk analyses, site audits, emergency planning, and awareness training. By conducting regular communication with stakeholders, we take measures to minimize potential risks and continuously improve safety standards.

Batı Anadolu Group of Companies places great importance on customer satisfaction and consistently delivers strong performance in this area. Based on the evaluations conducted, the customer satisfaction rate was measured at 94.12%. This result reflects the high quality of Batı Anadolu Group of Companies' customer-focused approach and the services it provides.

CATEGORY	SCORE
OVERALL CORPORATE IMAGE	93,33%
PRODUCTS & SERVICES	92,55%
SALES & AFTERSALES SUPPORT	95,29%
OVERALL SCORE	94,12%

Batı Anadolu Group of Companies carries out all processes related to stakeholder communication and community health within the framework of established policies, focusing on creating long-term value by adopting a responsible and sustainable business model.

Stakeholders identified through group efforts were evaluated by considering both their impact on the activities of Batı Anadolu Group of Companies and the mutual effects of these activities on the stakeholders.

In this process:

- 1. Stakeholder Importance:** The impact on the company's operations, strategic objectives, and sustainability performance has been considered.
- 2. Key Issues for Stakeholders:** Stakeholders' expectations, priorities, and critical areas related to our business processes have been analyzed.
- 3. Engagement Procedure:** The methods used to ensure effective and continuous communication with stakeholders (workshops, surveys, one-on-one interviews, reporting processes, etc.) have been identified.



Sustainability Priorities and Strategic Alignment

STAKEHOLDER	STAKEHOLDER IMPORTANCE	KEY ISSUES FOR STAKEHOLDERS	ENGAGEMENT PROCEDURE
Shareholders	It is a critically important stakeholder group that provides capital for the financial sustainability and growth of B.	Return on investment (ROI), risk management, transparent reporting, environmental initiatives, and social responsibility projects.	Annual ordinary and extraordinary general meetings, sustainability reports, annual activity reports, investor presentations, and regular financial reports.
Board of Directors	It is a critically important stakeholder group in making decisions on the long-term strategies, governance standards, and financial sustainability of Batı Anadolu Group of Companies.	Governance standards, sustainability investments, and risk management.	Board of Directors meetings, audit reports, and evaluation of investment projects.
Senior Management	It is a critically important stakeholder group in defining the strategic goals and steering the sustainability policies of Batı Anadolu Group of Companies.	Integration of strategic management, financial performance, the preservation of corporate culture, and sustainability targets.	Strategy meetings, performance reports, management of sustainability projects.
Employees	A stakeholder group of critical importance for ensuring the efficient and effective management of Batı Anadolu Group of Companies and for aligning business processes, risk, and performance indicators with the set targets.	Employee satisfaction, employee engagement, occupational health and safety, diversity, equality, training, and career development.	Employee engagement surveys, training and development programs, suggestion systems, internal communication platforms, social events, and performance evaluation processes.
Suppliers	A stakeholder group of critical importance for ensuring the continuity of production processes and creating a sustainable supply chain.	Supply chain sustainability, supplier code of conduct, occupational health and safety, and environmental compliance.	Sustainability-focused audits, regular meetings, training programs, and adoption of supplier code of conduct.
Customers	It is the key stakeholder group that ensures the continuity of the business. Increasing customer satisfaction with eco-friendly products and innovative solutions is the primary goal of Batı Anadolu Group of Companies.	Product quality, reducing carbon footprint, sustainable cement and concrete products.	Customer feedback surveys, eco- friendly product information, technical support, customer surveys, and customer meetings.
Local Communities	A stakeholder group of critical importance for ensuring social acceptance in our areas of operation and contributing to society.	Environmental impacts, local employment, and community projects.	Informational meetings, social responsibility projects, feedback mechanisms, and local employment opportunities.
Non-Govern Mental Organizations	A stakeholder group of critical importance that provides support for achieving sustainability targets by ensuring cooperation in environmental, community, and social responsibility projects.	Environmental protection, local development, and social projects.	Joint projects, aid and donations, regular communication, and cooperation meetings.
Legal Authorities	A stakeholder group of critical importance for ensuring compliance with legal regulations and sustainability of activities, and meeting legal requirements such as authorizations, permits, and licenses.	Legal compliance, environmental management, and occupational health & safety.	Regular audits, reporting, information sharing, and ensuring compliance with legal requirements.
Universities	A stakeholder group of critical importance that offers opportunities for collaboration in scientific research, innovative solutions, and human resource development processes.	R&D activities, sustainable production solutions, educational collaborations.	Joint projects, student internship programs, conferences, and seminars.
Audit Organizations	A stakeholder group of critical importance for ensuring the transparent performance of activities and compliance with legal and international standards.	Transparency, sustainability reporting, legal compliance.	Regular audits, independent audit reports, and audit results made available to stakeholders.
Media	A stakeholder group of critical importance in promoting the brand perception, sustainability efforts, and social projects of Batı Anadolu Group of Companies to a wider audience.	Transparent communication, promotion of social projects, and crisis management.	Press releases, media relations, active content sharing on social media platforms, and media briefings.

Sustainability Priorities and Strategic Alignment



Double Materiality Assessment

In 2024, we reassessed our priorities within the scope of our sustainability strategy. Taking into account stakeholder expectations, we identified our material matters (i.e., material topics) in line with the surveys and analyses conducted within the framework of **the double materiality recommendations of the European Financial Reporting Advisory Group (EFRAG)**. In this process, we considered both **the financial impact on our company's operations and the environmental and social impacts of our activities**.

Step 1: Identification of Material Matters

In the process of identifying material matters, we considered various criteria as follows:


Stakeholder Insights:

We evaluated the expectations of our internal and external stakeholders through surveys and direct feedback.


Regulatory Framework:

We reviewed compliance with regulations such as the European Union's **Corporate Sustainability Reporting Directive (CSRD)** and the **Turkish Sustainability Reporting Standard (TSRS)**.


Global Standards:

We analyzed the longterm impacts based on international guidelines such as the **GRI Standards**, the **United Nations Sustainable Development**

Goals (SDGs), and the **World Economic Forum's Global Risks Report**.


Sector Dynamics:

We reviewed industry-specific resources such as the **Global Cement & Concrete Association Guidelines** and the **SASB Industry Materiality Map**.



National Strategies: In line with **Türkiye's 2053 Long-Term Climate Strategy**, we aligned our material matters with nation-wide sustainability priorities.

Step 2: Financial and Environmental/Social Impact Assessment



The material matters identified have been analyzed in terms of their **financial impact on Batı Anadolu Group of Companies**.

At the same time, sustainability strategies were shaped by assessing **the environmental and social impacts of material matters**.

Step 3: Stakeholder Analysis and Top Management Insights

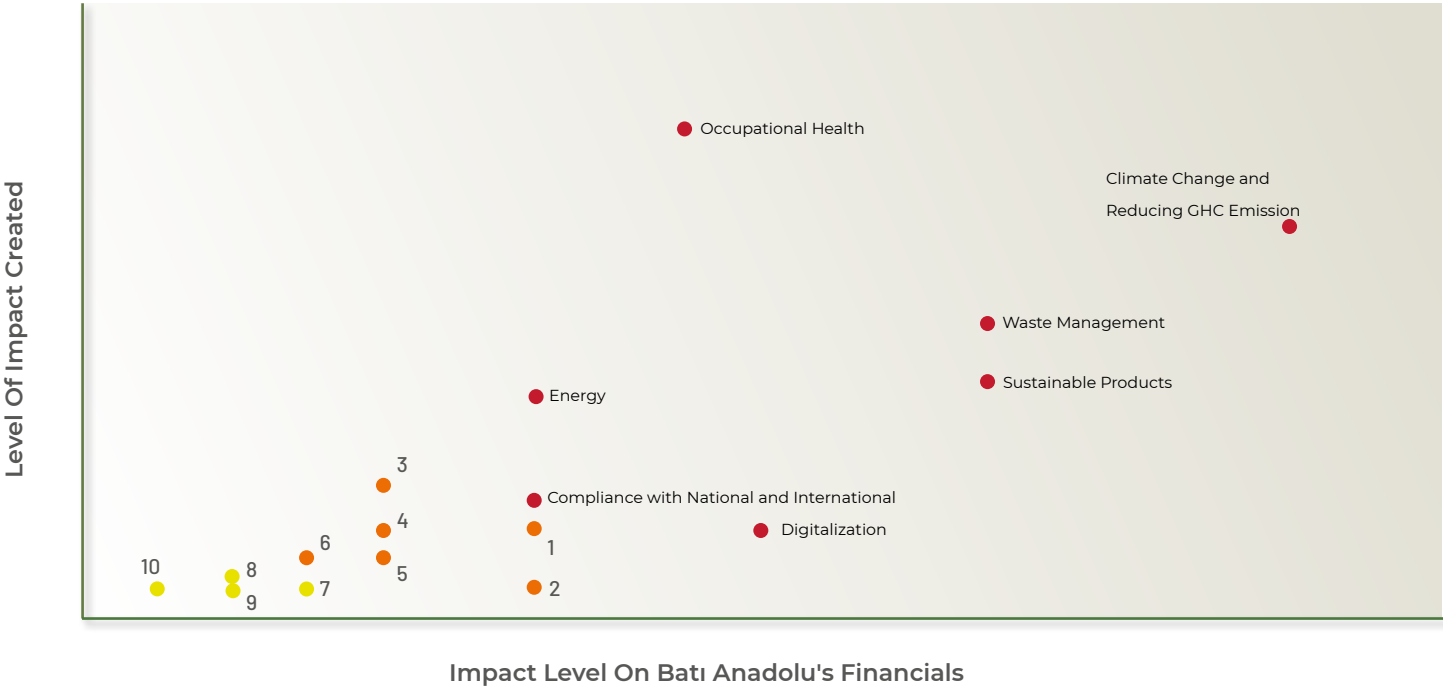


Surveys conducted with stakeholder groups constituted the main inputs of the process.

The final materiality matrix has been shaped based on **top management insights and opinions**.

Sustainability Priorities and Strategic Alignment

In this framework, we aim to enhance sustainability management **by grouping** our identified material matters **according to our strategic areas** and to **take proactive actions in climate change, environmental impact, and social responsibility** while ensuring **the long-term financial stability of our company**, thanks to the double materiality approach.



Material Matters of Top Priority

- Occupational Health and Safety
- Climate Change and Reducing GHG Emissions
- Energy Management Waste
- Management Sustainable
- Products Digitalization
- Compliance with National and International Regulations

Material Matters of High Priority

- 2 Water Management
- 5 - Biodiversity
- 7 Corporate Risk Management
- 8 Employee Development and Satisfaction
- 9 Air Emissions
- 10 Business Ethics

Material Matters









- 1 Human Rights and Fair Working Conditions
- 1 Diversity, Equality, and Inclusion
- 3 Information Security
- 4 Corporate Governance
- 4 Community and Social Responsibility Projects
- 6 Sustainable Growth and Income Generation

As Bati Anadolu Group of Companies, we contribute to **14 Sustainable Development Goals** and **30 targets**.










In parallel with our material matters, the **priority SDGs** where we have the greatest impact are as follows:



Sustainability Priorities and Strategic Alignment










Material Matters of Top Priority							
Related SDG	Occupational Health and Safety	Climate Change and Reducing GHG Emissions	Energy Management	Waste Management	Compliance with National and International Regulations	Sustainable Products	Digitalization
3 GOOD HEALTH AND WELL-BEING 	3.9. Reducing deaths and diseases caused by hazardous chemicals, as well as air, water, and soil pollution						
7 AFFORDABLE AND CLEAN ENERGY 			7.2. Increasing the global share of renewable energy sources				
8 DECENT WORK AND ECONOMIC GROWTH 	8.8 Protecting workers' rights and supporting safe working environments						8.2. Diversification, technology development, innovation, and improvements for economic productivity
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 						9.1. Developing sustainable, resilient, and inclusive infrastructure	
						9.4. Enhancing all industries and infrastructures for sustainability	
						9.5. Advancing research and improving industrial technologies	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 				9.1 Developing sustainable, resilient, and inclusive infrastructure			
				9.4. Enhancing all industries and infrastructures for sustainability			
				9.5. Advancing research and improving industrial technologies			
					12.6. Promoting sustainable practices and sustainability reporting among companies		
13 CLIMATE ACTION 		13.1 Strengthening resilience and adaptive capacity to climate-related disasters				13.2 Integrating climate change mitigation measures into policies and plans	
		13.2 Integrating climate change mitigation measures into policies and plans					
		13.3 Knowledge and capacity building for combating climate change					
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 					16.6. Establishing effective, accountable, and transparent organizations		
17 PARTNERSHIPS FOR THE GOALS 						17.16 Promoting and supporting partnerships between the public, private, and civil society sectors based on the sharing of experiences and resources	

Sustainability Priorities and Strategic Alignment

Material Matters of High Priority							
Related SDG	Occupational Health and Safety	Employee Development and Satisfaction	Business Ethics	Water Management	Air Emissions	Biodiversity	Corporate Risk Management
					3.9. Reducing deaths and diseases caused by hazardous chemicals, as well as air, water, and soil pollution		
	4.3 Equal access to affordable technical, vocational, and higher education						
	4.4 Significantly increasing the number of young people and adults with relevant skills, including technical and vocational skills						
	4.5 Eliminating gender inequality in education and ensuring equal educational access for vulnerable groups						
				6.3 Improving water quality, wastewater management, and safe water reuse			
	8.5 Full employment and decent work with equal pay for all						
		8.7 Ending modern-day slavery, human trafficking, and child labor					
					11.6 Reducing the environmental impacts of cities, including air quality and waste management		
						12.2. Sustainable management and utilization of natural resources	
					13.2 Integrating climate change mitigation measures into policies and plans		
						15.5 Conservation of biodiversity and natural habitat	
							16.6. Establishing effective, accountable, and transparent organizations
							16.7. The decision-making mechanism should be needs-sensitive, inclusive, and representative

Sustainability Priorities and Strategic Alignment

Material Matters

Related SDG	Diversity, Equality, and Inclusion	Human Rights and Fair Working Conditions	Community and Social Responsibility Projects	Sustainable Growth and Income Generation	Information Security	Corporate Governance
	4.5. Eliminating gender inequality in education and ensuring equal educational access for vulnerable groups		4.4 Significantly increasing the number of young people and adults with relevant skills, including technical and vocational skills			
	5.5 Ensuring equal opportunities for women to hold leadership roles in decision-making at all levels					
				8.1 Sustainable economic growth		
	8.5 Full employment and decent work with equal pay for all		8.2. Diversification, technology development, innovation, and improvements for economic productivity			
		8.7 Ending modern-day slavery, human trafficking, and child labor				
	8.8 Protecting workers' rights and supporting safe working environments					
					9.1 Developing sustainable, resilient, and inclusive infrastructure	
					9.4. Enhancing all industries and infrastructures for sustainability	
	10.2 Empowering everyone without discrimination and promoting social, economic, and political inclusion					
	10.3 Ensuring equal opportunities and ending discrimination					
			11.6 Reducing the environmental impacts of cities, including air quality and waste management			
			12.2. Sustainable management and utilization of natural resources			
						16.6. Establishing effective, accountable, and transparent organizations
					16.10 Ensuring the accessibility of public information and protecting fundamental freedoms.	
			17.16 Promoting and supporting partnerships between the public, private, and civil society sectors based on the sharing of experiences and resources			

Our Sustainability Target And Progress



Target	Unit	2022	2023	2024	2025 Target	2030 Target	2053 Target	Related Material Topic
Zero Occupational Accidents								Occupational Health and Safety
Reducing the accident frequency ratio	(number of accidents x 1,000,000) / working hours)	28.55	19.35	19.68	18	4.5	0.9	
Reducing the accident weight ratio	(number of lost days x 1,000) / working hours)	0.66	0.25	0.29	0.23	0.06	0.01	
Building Contractor/Contractor OHS & Environmental Training	person	-	-	Transformation began!	50	100	300	
Average hours of training per employee	hours/person	44.5	49.2	35	40	55	75	Employee Development and Talent Management
Technical skill development (average hours per person)	hours/person	2.96	3.01	4.77	5	6	10	
Individual competency development (average hours per person)	hours/person	0.88	1.88	2.19	3	5	10	
Employee turnover rate	%	7.5	10.6	11	9	5	3	
Employee engagement rate	%	-	Transformation began!	57,5%	65,0%	70	80	Employee Engagement and Satisfaction
Female employee rate	%	4.1%	4.3%	4.6%	5%	8%	20%	Diversity, Equality, and Inclusion
Employees who have received ethics training	%	-	Transformation began!	100%	100%	100%	100%	Etik ve Uyum
Corporate social responsibility (CSR) projects (number of projects)	number	-	-	15	15	20	30	Community & Social Responsibility

Our Sustainability Targets and Progress



Target	Unit	2022	2023	2024	2025 Target	2030 Target	2053 Target	Related Material Topic
Scope 1-2 greenhouse gas (GHG) emissions								Climate Action
Batıçım	(kgCO2e/ton, cement)	722	739	817	800	660	300	
Batisöke	(kgCO2e/ton, cement)	714	753	732	720	660	300	
Waste heat utilization (ratio to total electricity value)	%	18.0%	15.0%	13.0%	13.0%	20.0%	25.0%	
Use of alternative fuels (*note with license)	%	0.3	0.9	8.6	12	30	60	Circular Economy
Use of alternative components								
Alternative Raw Material (Cement)	%	8.1%	11.7%	8.1%	10.0%	15.0%	25.0%	
Alternative Binding Agent (Ready-Mixed Concrete)	%	1.2%	1.3%	1.2%	2.0%	5.0%	10.0%	
Use of SCM (Supplementary Cementing Material) trass, ash, slag, etc. utilization rate								
Batıçım	%	17%	18%	14%	15%	20%	40%	
Batisöke	%	22%	21%	19%	20%	25%	40%	Waste Management
Recovery of waste from our operations	%	99.46%	99.66%	99.63%	99.63%	100%	100%	
Waste concrete sludge generated in concrete production	(kg/m3)	60	65	57	55	50	40	
Specific water amount								Water Management
Batıçım	(m3/ton cement equivalent)	0.312	0.295	0.292	0.29	0.28	0.25	
Batisöke	(m3/ton cement equivalent)	0.509	0.445	0.339	0.31	0.28	0.25	
Recycled water usage rate in concrete production	%	27.8	28.0	23.2	27	32	35	
Clinker/cement ratio	%	0.75	0.76	0.78	0.75	0.7	0.5	Sustainable Products
Batıçım	%	0.77	0.77	0.80	0.76	0.7	0.5	
Batisöke	%	0.73	0.74	0.76	0.74	0.7	0.5	
Mining sites with biodiversity action plans	number	0	0	0	0	1	3	Biodiversity
Rehabilitated mine areas	ha	0	2.2	0	0	8	30	

Our Sustainability Targets and Progress



Target	Unit	2022	2023	2024	2025 Target	2030 Target	2053 Target	Related Material Topic
Share of sustainable cement in total cement sales percentage	%	77.3%	73.3%	72.7%	73	80	100	Sustainable Products
Batıçım	%	79.7%	73.0%	71.8%	72	80	100	
Batisöke	%	75.1%	73.7%	73.8%	75	80	100	
Supplier rate adopting the 'Supplier Code of Conduct	%	-	Transformation began!	80	85	90	100	Sustainable Procurement
Rate of transition to digital platforms in the supply chain	%	-	Transformation began!	80	85	90	100	
Sustainability-focused supplier audits	number	-	Transformation began!	30	90	150	200	
Enhancing cross-functional coordination of the sustainability strategy with alignment and integrity	number	-	Transformation began!	6	9	15	20	Corporate Sustainability Management
Transformation projects supporting sustainability	number	-	Transformation began!	5	8	15	30	
Digital Maturity Score	%	-	-	Transformation began!	60	80	90	Digital Transformation
Use of artificial intelligence (AI)	number	-	Transformation began!	3	5	10	20	
Integration with robotic processes	number	-	Transformation began!	5	10	20	30	
Participation rate in the learning organization	%	Transformation began!	5%	7%	10%	50%	90%	Employee Development and Talent Management
Participation rate of Sustainability Volunteers	number	-	Transformation began!	2%	3%	15%	30%	
Sustainability target weight in the Corporate Performance Management System	%	-	Transformation began!	16%	20%	50%	70%	

PEOPLE FIRST

“With the contribution of each of our employees, we shape not only today's but also tomorrow's business world.

Our employees' success is our success!”



“With our people-centered approach,
we grow and evolve together!”

At Batı Anadolu Group of Companies, we consider our employees our most valuable capital and acknowledge that their efforts and contributions are the foundation of our achievements. By investing in our human resources, we foster a business culture built on prosperity, growth, and merit. We consider the happiness, active participation in processes, and satisfaction of our employees as essential to our sustainable growth.

At Batı Anadolu Group of Companies, we implement the people-centered approach by aligning it with our values.

Accordingly, at Batı Anadolu Group of Companies, the **Human Resources Regulation** governs all processes, from recruitment and employee benefits

to working conditions and career development, ensuring they are open, transparent, and safeguard employees' rights.

As an employer brand, our '**Development and Merit**' philosophy not only empowers our employees to unlock their individual potential but also enhances the efficiency of our business processes. Developing our employees' competencies and providing them with a safe, fair, and respectful working environment are integral to our sustainability targets.

Our Values



Sincerity



Innovation



Equality



Unity



Continuous
Improvement



Courage



**WE ARE ONE!
SAFE TOGETHER!**

WE ARE ONE! SAFE TOGETHER!

Health and Safety is Our Top Priority!

In the medium and long term, with our vision of Zero Work Accidents and Occupational Diseases as part of our sustainable safety approach, we are creating a safe and sustainable work environment!

At Batı Anadolu Group of Companies, we prioritize the health and safety of our employees in all our activities. In this context, we allocate resources to continuously improve Occupational Health and Safety standards, develop innovative practices, and strive to build a strong Occupational Health and Safety culture.

At Batı Anadolu Group of Companies, **there have been no occupational disease cases in the last 5 years.** In addition, no **fatal work accidents** have been recorded. This success is the result of systematic efforts and proactive approaches to occupational health and safety.

Our Motto



**We are One
Safe Together**

While defining our motto on **Occupational Health and Safety at Batı Anadolu Group of Companies**, we considered the opinions of our employees and managers. We evaluated our Group through **the Bir'iz (We are One) platform, formed by five individuals working together towards a common goal.** While promoting the Occupational Health and Safety culture, we believe in the inclusiveness of the **'Individual,' followed by 'Team,' and ultimately 'Community'** approach. With this understanding, the motto **'We are One, Safe Together'** has emerged.

Work Accidents and Occupational Diseases: Zero Tolerance Principle

As Batı Anadolu Group of Companies, we view occupational health and safety not only as a legal obligation but also as the cornerstone of sustainable business success. Ensuring the safety of all our employees and stakeholders is one of our organization's primary objectives, and this approach is integrated into all business processes.

To sustain the Occupational Health and Safety culture, we organize continuous training, awareness- raising activities, and implement preventive measures. To prevent occupational accidents, we take corrective and preventive actions based on the data obtained from accident analyses.

The Company operates with the awareness that Occupational Health and Safety is the shared responsibility of all employees, not just specialized units.

Our employees at all levels adhere to a zero-tolerance approach when it comes to complying with safety rules.

As Batı Anadolu Group of Companies, we take a comprehensive approach to ensuring that occupational health and safety meet the highest standards. Our employees are regularly informed about the rules and instructions, and the necessary measures are implemented effectively. Occupational health and safety issues are addressed on all platforms, and prompt actions are taken based on suggestions from employees.

Under the leadership of the OHS-Environment and Sustainability Manager, a member of the **Sustainability Subcommittee**, we have launched a project named **Safely Moments**. The project aims to implement processes that are prominent in the cement industry and will enhance our organization's occupational health and safety culture, increase best practices, define emergency preparedness and response methods, and drive improvements in these areas. In addition, the aim is to design and implement processes for monitoring the OHS performance of our business partners (i.e., contractors) and tracking their occupational safety development post-employment. This project aims to contribute to the adoption of OHS best practices within our organization and the continuous improvement of occupational safety.

The initiatives we have implemented are listed below:

WE ARE ONE! SAFE TOGETHER!

Our Cultural Transformations

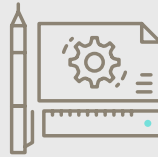
Our Occupational Health and Safety Management Model

Occupational Safety Empowered Through Training

Training activities are a key component of the occupational health and safety efforts of Batı Anadolu Group of Companies, which believes in the power of continuous development and improvement.

In 2024, the average annual occupational health and safety training hours per employee increased by 25% compared to 2023. Through training, we aim to enhance the knowledge level of our employees and raise awareness to prevent occupational accidents.

In addition to mandatory training, we also organize awareness-raising training sessions tailored to the specific needs of our employees. Also, through **Post-Accident Training**, we ensure the reinforcement of safe working habits by providing re-training for the accident victim and other employees exposed to the same risks.



Cultural Transformation

Advanced Driving Techniques Training

Advanced driving techniques training is organized to improve the safe driving skills of our employees using company vehicles and to prevent occupational accidents by increasing road and traffic safety. These training sessions focus on critical safety issues such as speed control, following distance, defensive driving, vehicle control on slippery surfaces, and reaction to emergency situations. The aim is also to ensure that our employees fully comply with traffic rules, minimize risks caused by distraction, and reinforce safe driving habits. Safe driving ensures not only individual safety but also the seamless and secure continuation of business processes. In this context, we aim to reinforce our occupational health and safety culture by ensuring that our employees behave more consciously and responsibly in traffic.

Vocational Training Activities

The Concrete Batching Plant Operator Level-3 Vocational Qualification Training provided by the National Vocational Qualifications Authority was delivered to our plant operators at our ready-mixed concrete plants. With this training, the professional skills and knowledge of our operators have been enhanced, leading to further improvements in the efficiency and safety of their work processes. Furthermore, with this step, Batıbeton aims to surpass industry standards by providing continuous development opportunities to our employees.



Cultural Transformation

Our Occupational Health and Safety Management Model

Site Safety Work Instructions:

Across Batı Anadolu Group of Companies, site safety work instructions have been thoroughly reviewed, and comprehensive written documents have been created to help employees learn safe working methods. These documents contain all the necessary information for employees to perform their work processes more safely. Training is

intended to be provided annually to all our employees, with content continuously updated to address evolving needs and emerging risks. This ensures that our employees remain consistently aware and prepared for site safety.



Cultural Transformation

Work Permit Processes

At Batı Anadolu Group of Companies, a comprehensive Training Package will be prepared to enhance the competencies of all employees who issue and receive on-site work permits at the workplaces on occupational health and safety matters. This training package will be further supported by specialized training provided by occupational safety experts to enable employees to manage their work permit processes more effectively. The training activities aim to ensure the safe and correct implementation of work permit procedures, minimize risks, and prevent potential accidents. This training program, to be implemented across Batı Anadolu Group of Companies, will contribute to making business processes safer by enhancing the occupational health and safety awareness of all employees. The training activities are planned to be held regularly every year with continuously updated content.



assigned to each department and operational area, and their duties will be clearly defined. With the implementation, the responsibility for occupational health and safety and environmental standards in each area will be delegated to designated employees, ensuring the effective management of processes. Responsible persons will be tasked with monitoring the risks that may arise in their areas, implementing preventive measures, and ensuring the safe operation of the processes. This practice aims to enhance the management and traceability of responsibilities within the organization.

Emergency Preparedness

To ensure preparedness for emergencies, emergency response teams undergo regular training. These training activities cover critical topics such as fires, chemical spills, natural disasters, and

evacuation processes, ensuring that teams are equipped to handle any scenario. In addition, equipment checks are conducted periodically to ensure that fire extinguishers, first aid supplies, evacuation equipment, and personal protective equipment are kept readily available for use.

Through planned and unannounced drills, employees' ability to act quickly and correctly in emergencies is enhanced, contributing to the creation of a safe working environment at our workplaces.

Area Responsibility Implementation

In order to clearly define area responsibilities, an initiative covering the responsibilities assigned to each area will be launched. In this context, responsible persons will be



Cultural Transformation

Our Occupational Health and Safety Management Model

At Batisöke;

In order to emphasize the vital importance of using Personal Protective Equipment (PPE), a prominent 5x5 meter banner has been placed at the entrance of the factory site. With its strong and impactful message, this visual aims to reinforce a conscious and safe work culture by continuously reminding all employees of the critical role of PPE in safety.

At Batıbeton,

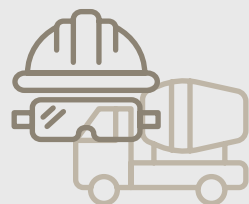
We have developed a special sampling platform for our Concrete Laboratory personnel to carry out sampling operations from aggregate trucks delivering raw materials to our facilities in an ergonomic and safe manner. By implementing this platform at our facilities, we have made the sampling processes more efficient and safer.

At Batılıman,

All legal requirements related to the handling and storage of dangerous goods are consistently met without fail. In this context, "Dangerous Goods Handling Guide" is available on our website. The purpose of the guide is to outline the procedures and principles

established for the safe handling of dangerous goods and to present the measures that must be taken to ensure the safety of life, property, and the environment in the event of emergencies at the coastal facility. The Guide covers the authorities responsible for dangerous goods to the port, and the coastal facility operator.

Additionally, we have occupational safety and health instructions for heavy and large vehicles operating at Batılıman. These instructions cover the occupational health and safety rules and precautions that must be followed by all heavy and large vehicle drivers, as well as their affiliated companies, who come to Batılıman Port Operations for loading, unloading, and operational activities. These documents are designed to protect the safety and health of our employees to the highest extent.



Cultural Transformation

Occupational Health and Safety Employee Scorecard Program

As Bati Anadolu Group of Companies, we aim to enhance our employees' awareness of occupational health and safety and to integrate this awareness as an essential part of our business processes. In this context, the **Occupational Health and Safety Scorecard Program** has been developed, allowing each employee to monitor and assess their individual Occupational Health and Safety performance.

In this program, the following can be monitored:

Individual Monitoring and Development:

We record our employees' Occupational Health and Safety activities, enabling them to assess their individual performance. Scorecards include employees' compliance levels with Occupational Health and Safety rules, training received, on-site feedback, and suggestions for improvement.

Training and Competence:

The data in the scorecard is used to identify employees' training needs and support their personal development. Through this system, we identify each employee's areas for improvement in Occupational Health and Safety and ensure they gain competence through

appropriate training.

Prevention of Occupational Accidents:

The Occupational Health and Safety Scorecard helps implement accident-preventive activities by anticipating potential hazards and risks. Employees' hazard reports and suggestions can be easily tracked through the scorecards.

Performance-Based Feedback: The results of employees' Occupational Health and Safety scorecards are shared through both individual and team-based feedback, fostering a culture of continuous improvement.

The OHS Scorecard is not only a monitoring tool but also a critical building block for Bati Anadolu Group of Companies in achieving its goal of zero occupational accidents. Through this system, we aim to ensure that our employees work in a safe environment and to promote the sustainable spread of the Occupational Health and Safety culture.



Cultural Transformation

Cultural Transformation

Competency Matrix and Training Planning

At Bati Anadolu Group of Companies, a competency matrix has been developed for our white-collar employees. In this matrix, the core competencies of each employee group in occupational health, safety, and environmental matters were defined, and potential areas for improvement were identified. Medium- and long-term training plans have been created, along with the necessary training content for each competency, and this process has been meticulously documented. This training planning aims not only to enhance employees' knowledge but also to create a safe and healthy working environment at the workplace. The training content has been designed to ensure that employees gain competence in occupational health and safety regulations, risk assessments, emergency procedures, the use of personal protective equipment, eco-friendly practices, and more.

With the competency matrix and training plan to be implemented in 2025, we aim to enhance our employees' Occupational Health and Safety awareness and practical skills, minimize occupational

accidents, and establish eco-friendly practices. Regular monitoring and updating of training will enable our employees to contribute to a sustainable occupational health and safety culture.

Orientation Practices

An Occupational Health & Safety and environmental orientation program has been developed for all blue-collar and white-collar employees who are newly hired or have been reassigned. In this context, the purpose of the prepared instructions is to ensure the adaptation of newly hired or reassigned employees to the workplace, inform them about the work routine, help them learn workplace rules and procedures through explanation, and enable newly hired employees to apply safe working methods by recognizing occupational safety risks, all with the aim of increasing motivation and productivity.

Employees are provided with information on Occupational Health and Safety practices, emergency organization structure and duties, work permit system practices, training and practices on safe working instructions, and

the employee OHS-Environment performance evaluation system.

At the end of the orientation program during the 2-month trial period for newly hired employees or those whose job location has changed, the evaluations conducted by the employee's immediate supervisor and manager are carried out in the form of written, oral, or practical exams and scored out of 100 points. At the end of the evaluation, the employee is expected to surpass the 75-point threshold.

Reducing Occupational Accidents-Learning Organization Implementation

Safety Work Team: 9 team members, 4 coaches, and 4 sponsors

The vision of the Learning Organization Team is zero occupational accidents today, tomorrow, and always.

The 'Safety Work Team' was established to reduce occupational accidents and enhance occupational health and safety practices. The team works to strengthen the safe work culture and develop proactive approaches to accident prevention. This practice

aims to share the experiences gained across Bati Anadolu Group of Companies and ensure that all employees benefit from these insights, adopting safer working habits. The implementation is planned to be completed by 2025, with processes integrated to create a broader impact.

Red Safety Helmet

When a new employee starts, changes their workplace, or has an occupational accident, it is mandatory for them to wear a Red Safety Helmet during the orientation process. This also applies to students working as interns or project students and visitors in the factory. The aim here is for individuals to recognize that they are not fully familiar with the hazards and risks of the site and that they have come to the site temporarily or as a guest. Our main goal is to ensure risk recognition, enhance visibility in the workplace, and increase awareness among employees. Both the employees themselves and those around them are expected to act with this awareness.



WE ARE ONE! SAFE TOGETHER!

Our Digital Transformations

Our Occupational Health and Safety Management Model

Notification Process and Softexpert Applications

At Batı Anadolu Group of Companies, a digital Notification Process has been developed using the Softexpert Document Management System to continuously improve occupational health and safety. This process enables all our employees to record the hazards, near-miss incidents, and other OHS-related improvement and development suggestions they identify at the workplace, creating a transparent feedback mechanism. Through the Notification Portal (Near-Miss, Hazard, Corrective/Remedial Action, Suggestion) in the Softexpert document system, all our employees can freely participate in the processes and document.

Steps of the Notification Process

- 1 Notification and Registration:**
Through the Notification Portal, employees can easily communicate any hazards, near-misses, nonconformities or areas that need to be improved. Notified incidents are digitally documented and can be monitored through the system.
- 2 Evaluation and Prioritization:**
Each notification is evaluated by Occupational Health and Safety specialists. Prioritization is made by taking into account the severity of the potential risks, and its impact on employees.
- 3 Root-Cause Analysis (RCA) and Solution Generation:**
A comprehensive root-cause analysis is performed to identify the underlying causes of nonconformities or incidents. Based on the analysis results, corrective and preventive actions are planned.
- 4 Monitoring and Feedback:**
The implementation process of the planned actions is closely monitored. Employees receive feedback on the actions taken and the results of their notifications.

Advantages



Continuous Improvement:

Notifications documented in the system provide opportunities for continuous improvement to prevent recurring problems.



Digital Access and Transparency:

Softexpert system enables all employees to view and participate in the processes. Notifications collected on the portal and actions taken can be tracked.



Data Security and Traceability:

All data in the system is securely stored and can be tracked retroactively.

Digital Transformation

More Efficient Notification Process Management with the Mobile Application!

We have started developing a mobile application to make our Occupational Health and Safety processes more accessible and effective. Thanks to this application, our employees will be able to quickly submit their notifications and receive feedback, whether they are on-site or away from the office.

Advantages targeted with the mobile application:



Instant Notification:

Employees can easily report hazards or non-compliances from anywhere.



Adding a Photo:

Employees will be able to add photos to notifications, providing a clearer explanation of the issue.



User-Friendly Interface:

With a simple and user-friendly interface, the process will be quicker and more accessible.



Instant Feedback:

Employees can track the status of their notifications through the mobile app.



Fast Action:

The mobile integration will accelerate processes and enable quicker resolution of issues.

Our Digital Transformation

Our Occupational Health and Safety Management Model

ISO 45001 Management System and Good Practices

We continuously improve our practices within the framework of the ISO 45001 Occupational Health and Safety Management System to achieve our goal of zero work accidents and occupational diseases. Below are some of our good practices;

Safety Touch: All our meetings start with the sharing of current events or experiences related to Occupational Health and Safety. In this way, awareness is created and areas where action needs to be taken are identified.

Safety Talk: On a weekly basis, information notes and our practices are shared in all units on a specific focus topic. Information on occupational accidents and precautions taken (Learning Lessons from Incidents), information on how to safely perform risky activities specific to the working day or week, and information about our general OHS practices are shared.

Hygiene Audits: In order to protect the health of our employees, regular inspections are carried out in bathrooms, toilets, dressing rooms and food preparation areas, and precautions are taken for situations that may pose a danger.

Safety Tours: We develop a safety-oriented approach by communicating directly with our employees during the supervision of field work.

Case Management Process: Following occupational accidents, the details of the accident are immediately examined and root cause analyses are conducted. Corrective actions are planned in line with the results obtained and shared with all employees.

Physical Improvements in the Field: Physical arrangements are made to identify risky areas and make them safe.

QR Code Identification on Documents: Instructions containing safe working methods have been digitized with QR codes. Our employees can easily access these documents in the field.



Cultural Transformation

Davranış Odaklı Emniyet Turu Dijital Platformu

A digital platform was created to create weekly safety tour programs and record the findings after the safety tour. White-collar employees who conduct Behavior-Oriented Safety Tours were enabled to set this process as a personal performance target.

Safety tours, which were first initiated in our cement plants, were expanded to include ready-mixed concrete plants and port operations.

Intenseye Platform

At Batı Anadolu Group of Companies, we continue to use the AI-based Intenseye platform to further strengthen occupational health and safety in our cement factories. This advanced technology works seamlessly with the camera systems in our factories to proactively detect security risks. Security violations, such as the failure to use personal protective equipment, vehicle-pedestrian safety issues, and distance violations, are detected instantly, and real-time alerts are sent to the relevant units based on these detections. This enables field employees and managers to act quickly and take preventive measures. In the future, we aim to expand its scope and enable rapid intervention for nonconformities on the site by adding proactive guidance through sound and light warnings. By integrating technology with occupational safety, we are making steady progress towards our zero accident goal.

Building Contractor/Contractor Document Platform

Across Batı Anadolu Group of Companies, a platform has been created where contractors and their employees can digitally upload the necessary Occupational Health and Safety documents for the equipment they use

before starting work. This platform enhances transparency in supplier management while saving time and resources by streamlining registration, approval, and monitoring processes. In addition, the platform has made documents easily accessible and has made processes more organized and traceable.

Building Contractor/Contractor Performance Assessment and Audits

By the end of 2024, building contractor/contractor occupational health and safety and environmental performance assessment audits, which started at Batıçim, will be implemented across the entire Group by 2025. In this process, a Procedure for OHS and Environmental performance will be developed, and criteria for performance assessment will be established. This will provide immediate feedback on compliance with occupational safety and environmental standards, adherence to contractual terms, and overall performance levels, enabling prompt action to be taken as needed. Furthermore, this system will ensure the integration of building contractors and subcontractors into the processes and enhance occupational safety awareness. By 2025, inspections will be fully conducted in a digital environment.

Thus, audits will be carried out more efficiently and quickly, while enhancing the traceability and transparency of processes.



WE ARE ONE, SHAPING THE FUTURE TOGETHER!



Our Human Resources Policy

Our Human Resources policy is shaped by a sustainable human resources management approach, prioritizing employee rights in all our activities.

Batı Anadolu Group of Companies provides its employees with fringe benefits within the framework of its Human Resources policy. Within the scope of the collective bargaining agreement, bonuses are paid four times a year, and regular social assistance payments are made every month. In addition, allowance payments are made for births, deaths, marriages, and natural disasters, and seniority incentive bonuses are paid based on employees' length of service. These practices aim to enhance employee motivation and improve their quality of life.

Our human resources strategies continue to be continuously improved and implemented to support the sustainable growth of Batı Anadolu Group of Companies and to create a work environment that adds value for our employees.

Basic Principles of Our Policy:

- Right Person, Right Job
- Fair and Happy Working Environment
- Protection of Employee Rights
- Corporate Culture, Belonging
- Continuous Development
- Environmental and Social Awareness

WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Right People, Right Job

We aim to find the right people, place them in the right jobs, and ensure the continuity of a productive workforce without discrimination based on religion, language, race, or gender, in line with the goals and strategies of our Group companies.

Performance Management and Competency Development: **WE ARE ONE**

Bati Anadolu Group of Companies places great importance on not only the development of human resources but also on performance evaluation and the effective management of talent processes.

Competency-based performance evaluation aims to contribute to the development of each employee within the organization by assessing them individually. This approach not only enhances individual performance but also increases the overall success of the organization and helps achieve the targets. At Bati Anadolu, we aim to achieve success across the entire organization by enhancing the knowledge and skills within the company.

To this end, we have launched the Next Generation Development Platform, We are One, which will measure both targets and competencies starting



in 2024. Thanks to We are One (Bir'iz), we have transitioned to a target- and development-oriented OKR (Objectives and Key Results) structure that encourages communication and the exchange of ideas. Our We are One platform provides a feedback environment where we can set our OKRs, track our targets throughout the year, and discuss our progress. This system aims to measure the expected level of competence for each position against the performance demonstrated by the person working in that role, and to take necessary actions if any discrepancies are found. In this way, employees are guided in accordance with their career plans, and continuous development is ensured.

Thanks to We are One digital platform, employees can view their targets, enter their progress towards them through the system, make revisions if necessary when targets need to be changed through the system, and view the targets of their colleagues. With this setup, we have created a more transparent and accessible platform. Thus, through target-based approaches, we aim to achieve sustainable success at Bati Anadolu Group of Companies and support our company's long-term growth by helping our employees achieve both their personal and corporate targets.



WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Fair and Happy Working Environment

We create a fair, safe, and happy working environment for our employees, offering them accurate career planning while supporting their personal and professional development.

Employee Wellness

At Batı Anadolu Group of Companies, we prioritize the well-being of our employees and offer wellness practices across all our companies. All our employees at all levels can receive healthy eating counseling twice a week under the guidance of a professional dietitian. This practice aims to support the physical and mental health of our employees by encouraging healthy living.

In addition, as Batı Anadolu Group of Companies, we continue to offer advantages that enhance the social lives of our employees. Our **'Batı Anadolu With You'** project allows our employees to benefit from discounted services through special agreements. These agreements are communicated to our employees through our digital application, where all discounted services are presented in detail.



Thanks to this practice, our employees gain more privileged opportunities in their professional and social lives. In this way, we aim to strengthen their loyalty to our community by ensuring they feel happier and more fulfilled not only at work but also in their personal lives.

Participatory Management

At Batı Anadolu Group of Companies, we value the opinions of all our employees by adopting a participatory and pluralistic management approach. Within the framework of an open door policy, we attach importance to providing an environment where employees at all levels can express their opinions. Our principle of 'Encouraging all our employees to think in a process-oriented, risk and opportunity-based manner' stated in our Management Systems Policy emphasizes how important the contribution of our employees to the processes is.

In this context, through the system supported by the Softexpert infrastructure, our employees can easily share their complaints, suggestions, and opinions about the processes, and these suggestions are systematically evaluated and resolved. This approach creates a more productive work environment by encouraging our employees to participate in process improvements.



WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Protection of Employee Rights

Our fundamental policies include the effective recognition of the right to freedom of association and collective bargaining, the abolition of child labor and the elimination of practices that violate human rights such as forced labor.

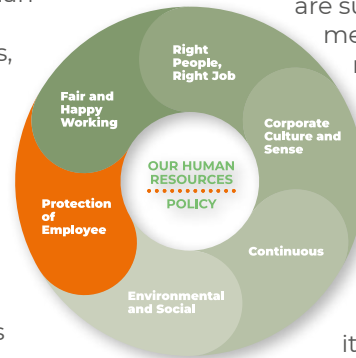
Human

As Batı Anadolu Group of Companies, we respect the human rights of everyone directly or indirectly affected by our activities, including our employees, shareholders, suppliers, subcontractors, business and solution partners, and customers, by adhering to the principles of the ILO Declaration on Fundamental Principles and Rights at Work. Through our Human Rights Policy, which was approved by the Board of Directors and came into effect, we enforce a zero-tolerance policy against all forms of discrimination and share this commitment with all our stakeholders.

Our Human Rights Policy adopts providing our employees with a peaceful, safe, transparent, equitable, honest, and fair working environment that upholds human dignity as a fundamental principle. In all human resources practices, from recruitment, promotion, and development processes to determining compensation and benefits, compliance with ethical principles and human rights is ensured.

Batı Anadolu Group of Companies applies a zero-tolerance policy towards human rights violations and refrains from being a party to such violations. It is strictly prohibited to discriminate based on explicit or implicit reasons such as race, nationality, color, religion, language, age, sect, marital status, sexual orientation, gender identity, philosophical or political beliefs, ethnic identity, health status, family responsibilities, economic status, union activities or membership, or physical disability.

You can access the [Human Rights Policy](#) implemented across Batı Anadolu Group of Companies here.



Right to Unionize and Freedom of Association: Batı Anadolu Group of Companies respects the right of its employees to unionize and their freedom of association, ensuring that they can freely exercise these rights. It allows trade unions and employee organization in accordance with legal regulations.

Employees can freely join trade unions and take part in their management without any pressure or fear. 62.7% of the employees at Batıçim and 73.8% at Batisöke are represented by independent trade unions or are covered by collective bargaining agreements. Employees at Batıçim and Batisöke are subject to collective bargaining, with blue-collar workers being members of the Çimse-İş Workers' Union, while the employer side is a member of the ÇEİS Employer Union.

Forced Labor and Child Labor: Batı Anadolu Group of Companies is firmly opposed to child labor. It rejects all forms of child labor that cause physical and psychological harm to children and deprive them of their right to education, and follows a zero-tolerance policy towards such practices. It also takes necessary measures to prevent forms of ill-treatment, such as forced labor, in recruitment processes and throughout the supply chain. By organizing in-house training on this issue, it raises awareness among its employees and aims to create awareness in society.

Human Rights in the Value Chain: Batı Anadolu Group of Companies prioritizes human rights criteria as a key evaluation factor in its supplier selection and monitoring processes. The Company mandates that all business partners in its supply chain operate in accordance with fundamental human rights, including freedom of association, the prevention of child labor, and the prohibition of forced labor. Regular performance assessments are conducted to assess suppliers' compliance with human rights, and if a situation contrary to human rights criteria is identified, the relevant supplier is first warned. If the necessary remediations are not made, the contract may be terminated.

Protection Of Employee Rights

Diversity, Equality and Inclusion

In addition to the applicable provisions of the Labor Law, Batı Anadolu Group of Companies follows international agreements, resolutions, and standards, such as the International Labor Organization (ILO) Conventions, the United Nations Universal Declaration of Human Rights, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and develops various systems to protect employee rights. With the 2024 Diversity, Equality, and Inclusion Policy, we aim to advance our efforts in this area even further. Creating a working environment where the rights of our employees are respected and discrimination in any form is not tolerated is not merely a goal, but a fundamental aspect of our corporate culture.

You can access the Diversity, Equality, and Inclusion Policy applicable across Batı Anadolu Group of Companies here.

As Batı Anadolu Group of Companies, which adopts equal opportunity as a fundamental principle in employment processes, we make it a priority to offer an equal and fair approach to all our employees, regardless of gender, age, or other differences. With the objective of 'Developing our effective human resources through egalitarian, innovative, and creative approaches, as well as prioritizing opportunities for women and individuals with special needs,' as stated in our Management Systems Policy, we solidify this commitment and aim to create an equitable working environment.

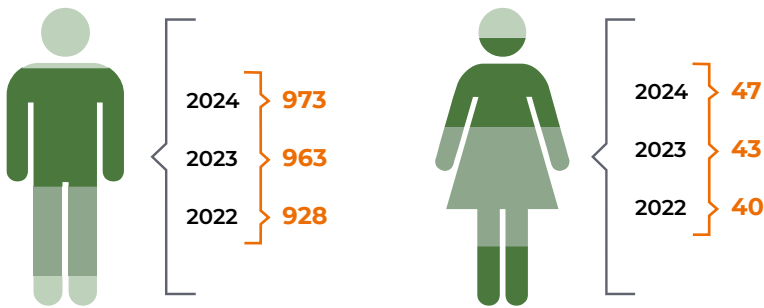
Although the sectors in which we operate are traditionally male-dominated, Batı Anadolu Group aims to increase the ratio of female employees each year. **As of 2023, the number of female employees at Batı Anadolu Group of Companies was 43, increasing to 47 in 2024. Thus, the number of female employees increased by 9%.** We aim to increase the number of female employees every year.

According to sectoral reports, the female employment rate in the cement sector (in ÇEİS-member employer companies) is 5%, while Batıçim's female employment rate stands at 8%. In line with our sustainability targets, we achieved a significant milestone by utilizing Eximbank's green loan (MIGA) program.

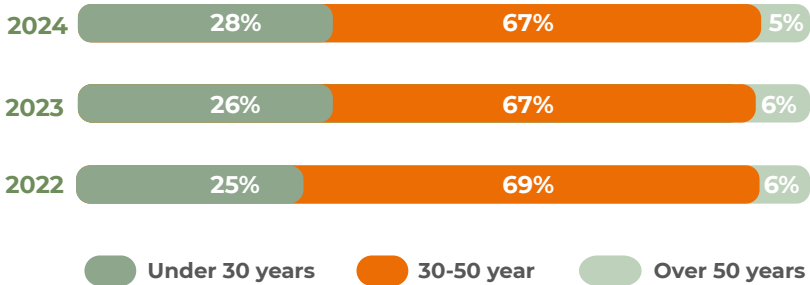
Thanks to our female employee and female manager ratios being above the industry averages, we have strengthened both our economic sustainability and social equality targets by benefiting from Eximbank's favorable interest rate sustainability-themed foreign funds.

We take a firm stance against gender-based discrimination and fully respect the maternity rights of our female employees. During the reporting period, no employees took maternity leave; however, 100% of the employees who took maternity leave in previous years have returned to work. For our female employees who are breastfeeding, we provide a 'Breastfeeding Room' to make their working environment more comfortable. We also offer flexible remote working options for our female employees returning from maternity leave on a departmental basis, if needed.

Number of Employees by Gender



At Batı Anadolu Group of Companies, we place great importance on treating our employees of all ages equally and providing the same opportunities to every age group. By avoiding discrimination, we support the development of all our employees in a fair and inclusive environment. Since the areas of activity across our Group of Companies are classified as 'Dangerous' and 'Extremely Dangerous,' the employment of individuals under the age of 18 is strictly prohibited.



WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Corporate Culture Belonging

In line with our corporate culture and values, we aim to create an employee family that is hardworking, honest and has a developed sense of belonging.

Employee

At Batı Anadolu Group of Companies, developing policies and practices to safeguard employee rights is one of our top priorities. One of the main objectives of our Human Resources strategies is to increase employee satisfaction and engagement. By valuing our employees in all our processes, we aim to strengthen their motivation and loyalty.

At Batı Anadolu Group of Companies, we launched the **beWell** project in 2024 under the leadership of the Human Resources Manager, a member of the **Sustainability Subcommittee**, with the goal of measuring the level of employee commitment and motivation, identifying areas for improvement, and enhancing productivity through these improvements.



In this context, we aimed to measure the level of employee engagement and motivation by conducting an 'Employee Engagement Survey.' According to the survey results, the overall engagement score was 57.5%. This result sheds light on the steps we will take to enhance employee engagement. The **beWell** project involves all Batı Anadolu employees and their families, guiding our efforts on employee engagement and fostering a sense of belonging. For 2025, we are undertaking comprehensive efforts to enhance **employee engagement** and sense of belonging. In this context, we establish development teams based on key focus areas and implement projects. In order to regularly monitor employee feedback, we are establishing a system that will enable us to conduct pulse surveys once a year.

We also increase employee engagement by ensuring that teams brief senior management on their progress and complete approval processes every two months. **With these efforts, we aim to make our employees feel valued and proud to be a part of Batı Anadolu.**



WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Continuous Development

We are implementing innovations in line with the goals and policies of our group companies by following all developments in human resources.

Training for Continuous

At Batı Anadolu Group of Companies, we attach importance to the technical, professional, and personal development of our employees and offer them various training opportunities throughout the year. We believe that investing in our human resources is fundamental to the sustainable success of our company. Therefore, it is a priority for us to contribute to the continuous development of our employees, prepare them for the future, and equip them with the latest skills.

In addition to technical training, we also place great importance on personal development training that helps our employees balance their work and personal lives. These training activities not only enhance our employees' productivity in their professional lives but also support them in achieving their personal goals.

At Batı Anadolu Group of Companies, we do not limit our training activities to enhancing vocational skills only. We also contribute to the development of key skills such as leadership, communication, teamwork, and decision-making. **2,238 hours of personal competency training were provided in 2024.**

Furthermore, **investments in technical skills development training increased by 120%, rising from 2,212 hours in 2023 to 4,859 hours in 2024.** This increase reflects our aim to ensure the development of Batı Anadolu's employees at all levels. These training activities not only help our employees understand current business processes but also equip them with the knowledge and skills needed to enhance organizational efficiency.

At Batı Anadolu Group of Companies, we prepare our employees for the future by expanding training and development opportunities, helping them achieve new successes in their careers. This approach is a key component of our company's robust and sustainable growth strategy.



At Batı Anadolu Group of Companies, we aim to raise our employees' awareness of occupational health and safety and integrate it as a fundamental part of our business processes. **In 2024, with a total of 35,786 hours of training, occupational health and safety training accounted for 46% of this time, highlighting our strong commitment to this area.** We continued this approach in 2025, as the safety and health of our employees are among the company's most valuable assets.

Occupational health and safety training not only fulfills legal requirements but also raises awareness among our employees about the potential hazards they encounter in their daily work processes.

These training activities play a critical role in creating safe working environments, promoting good safety practices, and equipping employees with the skills needed to handle emergencies.

At Batı Anadolu Group of Companies, we strive to strengthen the occupational health and safety culture. This is why our training activities not only aim to ensure workplace safety but also focus on developing long-term healthy work habits. We hope that the training our employees receive on this subject will positively impact not only their workplace but also every aspect of their lives. In this way, we aim to both comply with legal regulations and ensure the sustainability of the occupational health and safety culture.



In 2024, with a total of 35,786 hours of training, occupational health and safety training accounted for 46% of this time, highlighting our strong commitment to this area.

Continuous Development

In addition, all employees of Batı Anadolu Group of Companies are encouraged to participate in the training activities at the ÇEİS Academy, established by the Cement Industry Employers' Association (ÇEİS), which contributes to the industry. This academy offers a wide range of training activities to contribute to both the personal and professional development of employees.



The following training courses are offered within the ÇEİS Academy:

- Digitalization and Technology Course**
- Economics and Finance Course**
- Law Course**
- Human Rights Course**
- Personal and Professional Development Course**
- Leadership and Management Course**
- Operational Development Course**
- Sales and Marketing Course**
- Sustainability Course**
- Technician Development Course**

These training courses aim to enhance the competencies of Batı Anadolu employees and help them better adapt to the evolving demands of the industry. The fact that our employees take advantage of these opportunities to enhance their knowledge and skills further strengthens the sustainable success of our company.

Guidance Program

At Batı Anadolu Group of Companies, we implement a **Guidance Program** as part of the orientation process to help new employees quickly adapt to the company culture. Adjusting to a new work environment can be challenging, especially during the first few days and weeks. The Guidance Program is an effective support mechanism designed to help our new colleague understand their roles and responsibilities and integrate into the team.

Within the scope of the program, a **'Guide'** is an individual with at least 2 years of experience in their department, who provides guidance and advice to the new employee. This guidance process aims to facilitate the adaptation of the new employee to the company culture, business processes, and team during the first month. The guide plays a crucial role as the first point of contact for any issues that may arise during the orientation process.

Key Objectives of the Program:

- To accelerate the process of integrating the new team member into the team;
- To provide the new team member with a contact person, distinct from the manager, with whom they can communicate easily, ensuring a quick adaptation to the company and its culture;
- To resolve any issues the new team member may encounter without delay;
- To support the new team member, as needed, in setting both professional and personal goals.

This program provides benefits not only for the new employee but also for the individual selected as a guide, as well as for the company. The quick adaptation of the new employee boosts the team's efficiency and provides the guide with an opportunity to develop leadership and communication skills. At Batı Anadolu Group of Companies, **we strive to ensure the continuity of a strong corporate culture by enhancing the employee experience.**

Continuous Development

Cement Experience Workshop

The Cement Experience Workshop is a special event designed to allow our new colleagues to experience cement up close and keep the objects they create as souvenirs.

Our first workshop took place in November 2024, with the valuable contributions of our Quality Management Directorate. This event helped our new team members gain a better understanding of the industry and adapt quickly to our company. Such workshops aim to enhance our employees' industry knowledge while also strengthening communication within the team. **At Batı Anadolu Group of Companies, we value employee experiences and plan to continue these types of initiatives in 2025.**

**Journey in the Learning Organization**

At Batı Anadolu Group of Companies, we have embraced the **Learning Organization** philosophy to ensure continuous organizational development and enhance information sharing. This approach was developed by Peter Senge et al. at the MIT and is now taught at many universities. A learning organization focuses not only on teaching knowledge but also on employees sharing knowledge and learning together through interaction in the practical environment.

After an extensive preparation period, Batı Anadolu Group of Companies established a learning organization team, consisting of employees from its group companies, in the fall of 2023.

The team began working on the target project focused on 'Reducing Warehouse Inventories'. In this project, the goal was to optimize processes and reduce costs, with all team members actively contributing. The activities were successfully completed by the summer of 2024. We were awarded the **first** prize in the **Value-Creating Practices, Learning Organization, and Learning Agility** category at the **Peryön Human Value Awards** with our project efforts. This award further strengthens our success in organizational learning and development.



Continuous Development

In the new period starting in October 2024, Batı Anadolu Group of Companies continues its Learning Organization journey with three teams. This year's teams consist of 9 members each, and our teams also **include our blue-collar employees**. Last year's team members are coaching this year's teams, sharing their experiences and developing their leadership skills. This process aims to increase knowledge and experience sharing among our employees and strengthen organizational learning.

Our project topics in the new period are as follows:



- **Digital Transformation:** Reducing period closing and reporting times, creating a more efficient working environment by digitalizing business processes.



- **Safe Work:** Reducing occupational accidents, improving safe working conditions, and minimizing risks.



- **Smart Maintenance:** Reducing production losses due to breakdowns, optimizing maintenance processes, and enhancing production efficiency.



The projects focus on key concepts such as quality communication, teamwork, intellectual models, systems thinking, and problem-solving, aiming to achieve concrete results through a practice-oriented learning process. In such projects, belief and trust within the organization grow as individuals learn and develop together by working on real-world problems.

The projects aim to ensure that learning is reflected across all levels of the organization. Through 6 to 7 months of practical activities, employees not only enhance their knowledge but also acquire hands-on skills and strengthen their managerial capacity. By training Learning Organization Implementation Teams Coaches, in-house capacity replaces reliance on external resources.

Through these projects, we, at Batı Anadolu Group of Companies, aim to achieve the following corporate goals:



Strengthening Teamwork Awareness



Development of Social Relationship Networks



Increased Interdepartmental Dialogue and Collaboration



Development of Collective Intelligence



Strengthening the Sense of Belonging



Creation of a Continuous Learning Environment



Making Statements Based on Data



Developing Result Oriented Working Habits



Developing Coaching Skills of Managers



Personal Development

By adopting a learning organization approach, we not only improve our business processes but also foster a continuously evolving corporate culture by nurturing the leaders of the future.

WE ARE ONE, SHAPING THE FUTURE TOGETHER!

Environmental and Social Awareness

We are building a human resources structure that acts with sensitivity.

We are One with!

At Batı Anadolu Group of Companies, we continue collaborating with universities to support the development of young talents and contribute to our industry.

İzmir Institute of Technology (IZTECH) Protocol

Our Group has signed a CO-OP protocol with IZTECH. 'CO-OP,' which stands for '**Cooperative Education Program**,' is an integrated education model that connects the university with the business world. The objective of the CO-OP program is to seamlessly integrate education with working life. This model aims to offer students work experience while they continue their education.



company with an opportunity to closely evaluate potential candidates. The first participations will take place in the spring term of 2025.



Dokuz Eylül University Protocol

On January 15, 2025, a protocol was signed with Dokuz Eylül University to provide quotas for compulsory internships for university students and to carry out relevant projects related to graduation theses or master's theses in collaboration with Batı Anadolu Group of Companies. The projects will be developed under the guidance of responsible supervisors, and their results will be shared with both company managers and the university administration through a presentation open to general participation. This protocol supports the development of students and enables them to experience the practical application of the theoretical knowledge they have gained during their undergraduate studies in real business environments. The first participations will take place in the spring term of 2025.



The outputs obtained from the projects will be evaluated for their applicability in other companies of Batı Anadolu Group of Companies. In this way, we aim to enhance not only the success of individual projects but also the potential for value creation across the entire group.

Through these collaborations, we will continue to support the development of young talents and contribute to building a qualified workforce in the industry.

Technical Visit with University Students

As Batı Anadolu Group of Companies, we hosted the DEYAP Family at Batıbeton Gazıemir Ready-Mixed Concrete Plant. In this special event, we provided young engineering candidates with the opportunity to closely observe our concrete production processes. During the visit, we provided detailed information about the plant's operating principles and production stages, and shared our experiences with the latest technologies in the industry. This meaningful event aimed to contribute to the beginning of engineering careers by transferring practical knowledge to students.

Environmental and Social Awareness

Within the scope of the technical visit organized in February 2024, mining engineering students were introduced to our quarry sites, detailed information about site applications was provided, and technical presentations were delivered. These visits allowed students to integrate their theoretical knowledge of the mining sector with practical experience and played a crucial role in raising awareness of the sector.

Safety Helmet Presentation Ceremony

At the eighth Safety Helmet Presentation Ceremony organized by Dokuz Eylül University Construction Community (DEYAP), the first-year students of the Faculty of Civil Engineering and Architecture were gifted their first safety helmets, the symbol of their profession. As Batı Anadolu Group of Companies, we were delighted to participate in this meaningful and special event as Batibeton by supporting the safety helmet presentation. At the ceremony where young engineers and architects took their first steps into their careers, Batı Anadolu Group of Companies will continue to support young talent at the start of their careers and contribute to education..



Side by Side, We Are One Through Sharing!

At Batı Anadolu Group of Companies, our goal is not only to strengthen employee loyalty and engagement but also to create value for our community through social responsibility projects. Social initiatives are a core part of our corporate culture, encompassing various activities designed to foster meaningful interactions for both our employees and society. These activities enable us, as Batı Anadolu Group of Companies, to build strong connections with our stakeholders and local communities, while also raising social responsibility awareness among our employees.

Throughout 2024, we organized a wide range of activities, involving not only our employees but also university students, NGOs, and local communities, ranging from celebrating special occasions and raising environmental awareness to social solidarity activities and university visits.

At Batı Anadolu Group of Companies, we design our social initiatives with a broad perspective, aiming to boost the motivation of our employees, establish stronger bonds with communities, and build a more sustainable future.

March 8th International Women's Day

At Batı Anadolu Group of Companies, we celebrated March 8th International Women's Day with special events to honor the efforts and contributions of our female employees. While presenting surprise gifts to all our female employees, we gathered in our conference room for a pleasant conversation. On this special day, we took a brief break from our work to strengthen solidarity and unity.

We continue to highlight the power and importance of women in the workplace while fostering an equitable and supportive work environment.



Environmental and Social Awareness

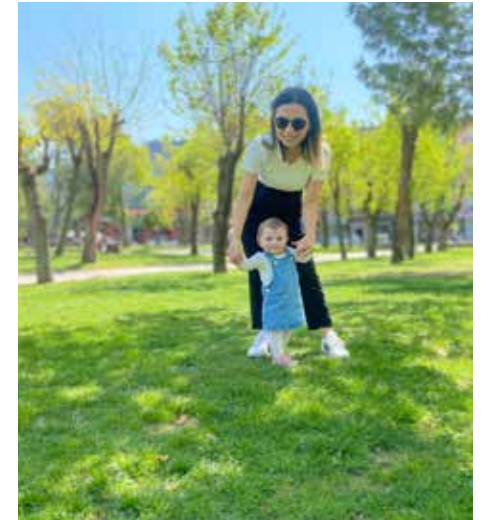
April 23rd Children's Festival

At Batı Anadolu Group of Companies, we enthusiastically celebrated April 23rd National Sovereignty and Children's Day with the children of our employees. On April 27, 2024, at our Batıçim plant (109 adults and 84 children), and on April 28, 2024, at our Batısöke plant (78 adults and 79 children), we organized fun activities for children in the 5-10 age group.

Throughout the festival, we offered various treats to the children and distributed surprise gifts through sweepstakes. We made sure they had a full day with fun games such as giant Jenga, four-in-a-row, tug of war, sack race, jumping game, and live foosball. We were very pleased to share in the happiness of our children, and we aim to make this event a tradition by organizing it every year.

**Mother's Day and Father's Day Celebrations**

At Batı Anadolu Group of Companies, we meaningfully celebrated Mother's Day and Father's Day for our employees. We created a special collage featuring photos of our employees with their children and shared these precious moments on our social media accounts. We aim to reinforce our family- oriented approach and build a strong workplace culture through this event, which we organize to show the value we place on our employees' families and celebrate this special day. With such events, we aim to support family unity while boosting the motivation of our employees.



Environmental and Social Awareness



Hello Summer - Meal Gatherings

In 2024, at the beginning of the summer season, we organized meal gatherings in green spaces at Batıçim and Batisöke plants. The gatherings were held over a 3-week period in May, and 750 people, including our employees and permanent subcontractors, benefited from the event. This time spent in nature helped reduce our employees' stress levels and provided

them with the opportunity to relax outside of their busy work schedules. Additionally, the gatherings fostered a social environment, enabling our employees to build closer relationships and strengthening team spirit.

Red Looks Great on You

In the event we organized with the motto 'Red Looks Great on You,' we, as Batı Anadolu Group of Companies employees, dressed in red. This event aimed to both boost motivation within the company and create a fun atmosphere. This event helped strengthen social bonds among employees, offering a fun break from work while also creating a memorable, vibrant experience.



Pedal for Education

We took part in the bike tour organized by Eçev to raise awareness about equal opportunities in education. This event reinforced our commitment to achieving equality in education and helped raise our employees' awareness of healthy living. The bike tour also provided a valuable opportunity to strengthen team spirit and support social responsibility projects.

Tree Planting Event

At the Tree Planting event organized in İzmir and Söke, our employees and their children gathered with students from Batisöke Secondary School and Batıçim Primary School. The event was organized to contribute to nature and fulfill our environmental responsibility. In total, we planted saplings with



62 children, contributing to the expansion of green areas. In addition to raising environmental awareness, this event offered our employees and their children the opportunity to spend time in nature.

Environmental and Social Awareness



IzQ Digital Experience Center

IzQ Digital Experience Center, launched by IzQ Entrepreneurship and Innovation Center, aims to make a difference in İzmir by combining the concepts of entrepreneurship and innovation. As Batı Anadolu Group of Companies, we contribute to this innovative project with the '**Batılıman Station Setup**'. Visitors have the opportunity to interact with the digital world by experiencing sections tailored to their interests. IzQ Digital Experience Center stands out as İzmir's first digital experience center, aiming to inspire children and young people.

The Center supports the creativity of children and young people aged 7-18 through training, workshops, and activities. The Center offers learning opportunities in a wide range of fields, from robotic coding and artificial intelligence applications to virtual reality experiences and digital technologies, allowing young individuals to experience future technologies and discover their potential.

Batılıman Station Setup

Then, the visitor will be able to approach the desired port on an interactive map and observe information such as the average daily traffic this area receives and the types of cargo ships it hosts.

Visitors will come across various topics on the port simulation and can begin their experience by selecting the one that interests them. Topics: Storage Area, Security System, Ship Types and Port Suitability, Types of Equipment Used, Energy System, etc.

The visitor will first encounter a simulation of world port traffic, which will be created with pre-existing data.

The visitor who passes the observation phase will encounter an interactive game. The visitor will have a maritime logistics process to solve here.

In the final phase, visitors will complete their experience by playing a game that demonstrates the contributions of innovations related to the selected topic to ports.

This game features objectives such as developing an innovative solution or optimizing a process to enhance port operations. Thus, participants experience the importance of contributing to Batılıman's operational processes by putting their knowledge into practice.

Environmental and Social Awareness



Bowling Tournament

We organized a fun Bowling Tournament to boost employee motivation and strengthen team spirit. 12 teams, made up of 96 participants, engaged in thrilling competitions. At the end of the tournament, we celebrated the success of the team that secured first place with the highest score and the player who achieved

the highest individual score. This event not only created enjoyable moments but also strengthened our employees' social bonds and fostered a lively atmosphere

LÖSEV Tangerine Harvesting and Packaging Event

We took part in the tangerine harvest at the LÖSEV Natural Life Center. We carefully packed the tangerines we collected during the event to ensure they would be delivered to children undergoing treatment. As Batı Anadolu Group of Companies, we aimed to contribute to social solidarity by supporting this meaningful cause. The event not only raised social responsibility awareness among our employees but also provided an opportunity to bring hope to children going through a challenging time.



Turkish Red Crescent Blood Donation Campaigns

As Batı Anadolu Group of Companies, we regularly participated in blood donation campaigns. The campaigns we organized in February and August, in collaboration with the Red Crescent, not only raised our employees' awareness of social responsibility but also enabled us to support blood donation, which is essential for health.



Nature Walk

At Batı Anadolu Group of Companies, we organize nature walks that are open to the participation of our employees and their families. These activities provide both physical and mental relaxation, allowing participants to create energizing memories from their time spent in nature. While enjoying the natural beauty, participants strengthen team spirit and have an enjoyable experience, away from the stresses of business life.

ENVIRONMENTAL AND SOCIAL AWARENESS

**Student Visits to Batıçım and Batisöke Plants**

We hosted 21 students from Batıçım Primary School and 21 students from Batisöke Cement Secondary School at our plants. Accompanied by their teachers and project experts, the children received safety training and toured the cement factory sites, wearing safety helmets and vests specially prepared for them. Our project was not just a trip, but also a significant

step toward **education, awareness, and sustainability**. Accompanied by project experts and occupational safety specialists, the students visited the site, observed the work of various professionals, and learned about cement production. After the site visit, the students also explored the office and working environment, meeting with experts from the Financial Affairs, Finance, and Budget departments to observe business processes and our working models integrated with sustainability targets. Before leaving the Batıçım and Batisöke plants, the students received specially prepared gifts and had the opportunity to interact one-on-one with professionals from various fields.

New Year's Dinner and Seniority Ceremony

On December 27, 2024, we held our traditional New Year's Dinner and Seniority Ceremony with the participation of 600 employees at the İzmir Kaya Thermal Hotel. On this special evening, we presented plaques to a total of 90 senior employees who have completed 5, 10, 15, 20, 25, and 30+ years of service. In this ceremony, organized to celebrate the long-standing contributions of our employees and honor their valuable efforts, we highlighted the impact of the years we have spent together on both our workforce and our achievements.

The Occupational Health and Safety (OHS) Competition, organized to raise awareness about workplace health and safety, was also part of the event. We aimed to strengthen the OHS culture by presenting various gifts to three employees who were selected through a draw from the competition participants. During the event, enjoyable moments were shared to both thank our employees and experience the New Year's excitement together in a fun atmosphere.



RESPECTING THE PLANET

COMBATING CLIMATE CHANGE

Climate change stands as one of the biggest environmental challenges threatening the future of our planet. As Batı Anadolu Group of Companies, we act with the awareness of our responsibility towards this global issue. We are implementing comprehensive strategies to reduce carbon emissions, improve energy efficiency, and prioritize renewable resources. We also actively contribute to the fight against climate change by complying with international climate policies and environmental regulations. With our principle of respecting the planet, we aim to create a more livable future by taking pioneering steps in the fight against climate change.

According to the Intergovernmental Panel on Climate Change (IPCC) Climate Change 6th Assessment Report (Climate Change 2023: AR6 Synthesis Report), the world is facing unavoidable multiple climate hazards with a global warming of 1.5°C (2.7°F) over the next twenty years. Even temporarily exceeding this level of warming would lead to some severe impacts, some of which would be irreversible. To prevent the increasing loss of life, biodiversity, and infrastructure, ambitious and accelerated actions are required to adapt to climate change while making rapid and deep cuts in greenhouse gas emissions.

As a representative of an energy-intensive sector, Batı Anadolu Group of Companies closely monitors the cement industry's targets in line with the Green Deal Action Plan, the Carbon Border Adjustment Mechanism (CBAM), and Türkiye's goal of achieving net-zero emissions by 2053. The CBAM aims to gradually eliminate the free allocations for carbon-intensive industrial sectors and implement the practice of charging carbon fees on products exported to the EU from these sectors. The work on this regulation accelerated in 2022, and as of October 1,

2023, the cement industry has been included within the scope of the CBAM and is now subject to the requirement for carbon disclosure. At Batı Anadolu Group of Companies, in line with these developments, we submit our CBAM reports for the cement industry every quarter and take the necessary steps to ensure compliance with the regulations. Starting from 2026, EU importers will begin paying a carbon fee to the EU, which will be an important factor that could impact our export processes. In this context, our company continues to make strategic preparations and integrate both internal and external processes into the new regulations.

COMBATING CLIMATE CHANGE

Batı Anadolu Group of Companies continues its risk, opportunity, and analysis activities to assess the potential effects of these new regulations on its financial performance and competitive strength. The results of these analyses are incorporated into decision-making processes and considered in strategic planning. In this context, under the leadership of the IT Manager, a member of the Sustainability Subcommittee, we at Batı Anadolu Group of Companies launched the **EKSEN (ESG Carbon Sustainability Integration)** Project. This project **aims to integrate** sustainability targets based on ESG (Environmental, Social, and Governance) criteria **with carbon emissions and taxes**. In addition to system integration and training activities, the EKSEN Project also encompasses **carbon tax risk projections, data integration, and verification processes**. Thanks to the project, we are enhancing data management to make it more reliable and efficient in achieving our sustainability targets. **This integration will enable the accurate tracking of carbon emissions and taxes, as well as the precise projection of future risks**. The EKSEN Project is a critical step in the successful implementation of our sustainability strategies and will make a significant contribution to fulfilling our environmental responsibilities.

We Participated in the 17th TÜRKÇİMENTO International Technical Seminar & Exhibition

We actively participated in the **17th TÜRKÇİMENTO International Technical Seminar & Exhibition**, one of the most important meeting points of the cement industry, organized this year with the theme of **'Triple Transformation Integration in the Cement Industry'**

Technical and sectoral analyses of critical importance for the future of the cement industry were shared **in panels and technical sessions with the participation of Ministry officials, industry leaders, and international suppliers**. This event provided an opportunity to develop new visions and solutions that will contribute to the sustainable transformation of our industry.

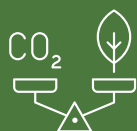
At Batı Anadolu Group Companies, **we will continue to closely monitor industry developments, create innovative solutions, and support sustainable growth in line with our sustainability principles of 'People First, Respecting the Planet, and Transformation**.

“As Batıçim (consolidated), we have made clear progress towards our sustainability goals by reducing our emissions by approximately 16%. ”

COMBATING CLIMATE CHANGE

Every year, Batıçim and Batisöke calculate their direct emissions (Scope 1) and submit them to the Ministry of Environment, Urbanization, and Climate Change in accordance with the regulations on National Greenhouse Gas Emissions Monitoring and Reporting, as well as the Verification of Greenhouse Gas Emission Reports, with independent auditors verifying the data. They also ensure that the Greenhouse Gas Monitoring Plans, prepared within the scope of these regulations, are uploaded to the Ministry's online information platform and manage the compliance processes with the Plan. Furthermore, starting in 2022,

we calculate our greenhouse gas emissions using the guidelines of the Intergovernmental Panel on Climate Change (IPCC) and in accordance with the ISO 14064-1 Greenhouse Gas Calculation and Reporting Standard. We calculate Scope 1, 2, and 3 emissions for all our companies and conduct verification processes by accredited organizations at the Batıçim and Batisöke plants to ensure the accuracy of this data. This process is of great importance to ensure the reliability of emission data and to achieve our sustainability targets.



		BATIÇİM			BATISÖKE		
		2022	2023	2024	2022	2023	2024
Emissions		3,354,80.41	1,757,271.55	1,510,048.96	2,663,686.44	2,438,009.69	1,955,525.26
Scope 1 Emissions	ton CO ₂ e	1,248,664.55	1,267,634.62	1,248,603.90	2,092,158.83	2,045,291.09	1,577,926.27
Scope 2 Emissions	ton CO ₂ e	56,357.12	59,516.18	60,385.82	90,524.43	95,712.29	83,174.57
Scope 3 Emissions	ton CO ₂ e	2,049,780.74	430,120.75	201,059.24	481,003.18	297,006.30	294,424.42
Direct Emissions	ton CO ₂ e	1,248,664.55	1,267,634.62	1,248,603.90	2,092,158.83	2,045,291.09	1,577,926.27
Indirect Emissions	kgCO ₂ e/ton clinker	896	917	975	922	965	910
	kgCO ₂ e/ton cement	690	706	780	673	714	692
	ton CO ₂ e	2,106,137.85	489,636.93	261,445.06	571,527.61	392,718.60	377,598.99
	kgCO ₂ e/ton clinker *	925	948	1,010	952	998	945
	kgCO ₂ e/ton cement *	722	739	817	714	753	732

* Based on scope 1 and scope 2 emissions.

COMBATING CLIMATE CHANGE

The Science Based Targets Initiative (SBTi), is a joint initiative of CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). This initiative helps companies set targets to combat climate change based on scientific data. As of 2024, we have been closely monitoring global and national climate change developments, taking proactive steps to address our environmental impacts, and

initiating our membership process for the United Nations Global Compact. Starting in 2025, we will begin sharing our progress report regularly. In addition, in 2025, as Batı Anadolu Group of Companies, we plan to initiate the CDP reporting process and set net-zero emission targets in line with the Science Based Targets Initiative (SBTi).

We also guide our activities to fulfill our environmental responsibilities and continuously enhance sustainable business processes in line with the United Nations Sustainable Development Goals (SDGs). With regard to climate change, our priorities include reducing carbon emissions, enhancing energy efficiency, and promoting the use of renewable energy in line with these targets.



COMBATING CLIMATE CHANGE


Energy Management

The International Energy Agency (IEA) publishes key reports on energy efficiency and sustainable energy policies at a global level. In particular, the World Energy Outlook 2024 report, published in 2024, emphasized the need to accelerate the transition from fossil fuels to renewable energy to limit global warming to 1.5°C.

At Batı Anadolu Group of Companies, we take responsible action against the effects of climate change by adopting strategies that focus

on selecting the right energy sources, using them efficiently, and transitioning to renewable resources. Energy efficiency is crucial in mitigating the effects of the climate crisis, and we are implementing all necessary changes to contribute to our efforts in this area.


Within the framework of the ISO 50001 Energy Management Systems established and maintained at Batıçim and Batisöke, we implement the following strategies:



Reducing energy use and greenhouse gas emissions by developing energy efficiency programs that cover the entire supply chain, starting from production areas;


Setting targets and regularly monitoring progress in areas such as energy efficiency, energy saving, and energy intensity;

Working in line with reduction commitments to achieve energy efficiency targets;




Strengthening the infrastructure for detailed data collection to analyze energy use with comprehensive data;

Conducting energy audits, analyzing the results, and identifying key areas to focus on;



Carrying out awareness-raising projects in cooperation with customers, suppliers, employees, and other stakeholders to promote efficient use of energy;



Raising awareness about energy use, the future of energy, and the shift towards renewable resources by engaging with stakeholders through relevant platforms; and

Conducting research on developments and new technologies in the field of clean and renewable energy and incorporating them into investment planning accordingly.

“ To implement these strategies, an Energy Management Unit has been established within the scope of the Energy Management System, and the achievement of implementation targets is being monitored. This approach aims to minimize environmental impacts by ensuring continuous improvement in energy efficiency. ”

Energy Management

“Batıçim has held the ISO 50001 Energy Management System Certificate since 2014, and Batisöke since 2015. As Batı Anadolu Group of Companies, since obtaining these certificates, we have been continuously advancing our energy efficiency efforts and taking steps to make our energy consumption more sustainable.”

In our port operations, we took a significant step towards energy efficiency by converting all our site lighting to LED technology. Thanks to this transformation, we not only saved energy by reducing our consumption but also contributed to an eco-friendly approach by lowering our carbon footprint.

We are also continuously developing innovative projects aimed at reducing carbon emissions in our port operations. In this direction, **we are planning investments in electric crane systems.** The use of electric cranes will enhance operational efficiency while providing a cleaner energy solution by eliminating the need for fossil fuels. With this project, we are advancing our energy efficiency targets further and maintaining our commitment to reducing our environmental impact.

Launched in 2024 under the leadership of the Operations Manager, a member of the **Sustainability Subcommittee**, the **GREN Project** is being carried out by a team of 12 experts.

The project aims to identify short-, medium-, and long-term opportunities for improvement in energy efficiency, as well as to pinpoint initiatives that can be implemented in the field of renewable energy. The projects we have implemented and those we are targeting in this context are outlined below.

To enhance operational efficiency and support employee development, our maintenance team has gained expertise in areas such as FMEA (Failure Mode and Effects Analysis), statistical data analysis methods, Pareto applications, and inventory management through training provided by Türk Çimento. Thanks to these training sessions, the team has gained the ability to identify potential failure modes in machines and develop preventive strategies, contributing to the optimization of operational processes.



Energy Management

**Batıçım****Projects completed in 2024;**

The hot gas ventilator of the coal mill has been modernized by replacing the traditional flap-controlled system with a speed-controlled system. The speed-controlled system uses only the required amount of energy,

offering both energy savings and long-term cost benefits. As a result of the modernization works, 579,895 kWh/year of savings were achieved (65.4% energy savings), leading to a reduction in carbon emissions of **approximately 256 tons of CO2e/year.**

In addition, the unintentional entry of raw meal into the coal mill along with hot gas has been prevented by using a screw conveyor system to remove it. By preventing raw meal from entering the mill, grinding performance has been improved, energy consumption has been optimized, and the life of the equipment has

been extended. Thanks to this improvement, the mill's ability to minimize downtime has been enhanced, operational continuity has been strengthened, and production interruptions have been minimized. As a result of all the system modifications, the annual electricity consumption of the coal mill has been reduced by 870,100 kWh/year, resulting in a carbon emission reduction of **approximately 385 tons of CO2e/year.**

Projects targeted for 2025;

Energy efficiency improvements are planned through a fan blade design change in the cooling tower of the Waste Heat Recovery Plant. The high-performance epoxy fiberglass fan blades to be used in the new system ensure long-lasting use without any loss of performance. Compared to conventional axial fans, they operate with significantly lower maintenance costs. In addition, aerodynamically optimized variable pitch axial flow impeller-type fan blades are designed to minimize energy consumption, enabling



These efforts, undertaken in line with our sustainability targets, have made a significant contribution to optimizing energy use, enhancing resource efficiency, and reducing environmental impact.

the use of a lower-power electric motor or reducing power consumption when using the same motor, thereby ensuring energy savings. With this improvement, it is aimed **to achieve** an annual energy saving of 270,600 kWh/year by reducing engine power **by 20%.** This will contribute to Batıçım's environmental sustainability targets by reducing carbon emissions by approximately **120 tons of CO2e/year.**

With the horseshoe design planned for the Kiln-1 cooling unit and improvements to be made in the AQC-1 suction pipe, the aim is to achieve an energy efficiency of 6,038,295 kWh/year, along with **a reduction of approximately 2,670 tons of CO2e/year.**

This modification aims to reduce production costs while contributing to environmental sustainability targets by optimizing energy consumption.

The conversion of the coal mill ventilator motor from the existing flap-controlled system to a speed-controlled system is planned. The speed-controlled system will prevent unnecessary energy use by ensuring the ventilator operates in a way that fully meets the required airflow.

As a result, we aim to achieve a carbon emission reduction of **approximately 770 tons** of CO2e/year and save 1,739,687 kWh/year (67% energy savings), thus optimizing energy consumption. This improvement will not only reduce energy consumption but also help lower maintenance costs by minimizing wear and tear on the equipment.

The renewal and overhaul of the cement mill's main drive motor is planned as an improvement to enhance system performance. The new motor will deliver the same performance with high energy-efficient technology and lower energy consumption. This improvement aims to increase the operational reliability of the system and prevent downtime due to malfunctions.

Preventing downtime will ensure production continuity and enable more efficient management of operational processes.

Energy Management

Batisöke'de Projects completed in 2024;

Through proper production planning in the rotary kiln unit, the process was optimized by assigning separate silos for different types of clinker produced. In this way, the need for internal transportation by truck has been eliminated, and operational efficiency has been improved by conducting the shipment solely through the conveyor belt systems, thus reducing truck movements to zero and streamlining logistics processes. With this optimization, operational efficiency has been enhanced, and significant fuel consumption savings have been achieved. A savings of 9,375,000 kWh/year was achieved, preventing **approximately 4,150 tons of CO2e/year** emissions.

The use of fuel oil in domestic water heating processes within the factory has been discontinued, and electricity has been adopted as the energy source. This transformation is part of our efforts to reduce carbon emissions and establish a more environmentally friendly production process. Starting from 2025, feasibility studies will be conducted to assess the possibility of sourcing electricity from renewable energy sources. In the last three months of 2024, a total of 441,000 kWh of energy was saved and **approximately 195 tons of CO2e** emissions were reduced.

Energy savings were achieved through operational optimizations in the cooling fans of the rotary kiln, resulting in 109,000 kWh of energy savings in just three months. This application has not only increased energy efficiency but also reduced our environmental impact. The energy savings achieved are equivalent to **approximately 48 tons of CO2e** emission reduction, and these savings in clinker production have contributed to reducing the energy intensity of our operations and creating an environmentally friendly production model.

Thanks to the optimization of the cooling bag filter operation in the rotary kiln cooling unit, compressor operating times have been significantly reduced. As of July 2024, this improvement has made it

possible to achieve a total energy savings of 115,050 kWh/year. Thus, **approximately 51 tons of CO2e/year** in emission reductions were realized.

Energy consumption has been reduced with the addition of a driver to the Rotary Kiln flame pipe Jet Air blower system and the implementation of a PID (Proportional, Integral, Derivative) system to operate according to the desired pressure. Thanks to this upgrade, this system is expected to provide an annual energy saving of 231,000 kWh/year and a reduction of approximately 102 tons of CO2e/year by 2025.

An alternative fuel feeding system with a capacity of 15 tons per hour has been installed in the Rotary Kiln unit for the use of alternative fuels.

In addition, the system was upgraded by adding PID control to the RDF scale system and drivers to the feed belts for speed optimization, thus **increasing the waste incineration tonnage capacity from 15 tons/hour to 21 tons/hour**. By increasing the feeding capacity, 146,124,000 kWh/year of energy savings will be achieved, along with a **reduction of approximately 64,590 tons of CO2e/year** in emissions in the future.

Thanks to the extensive optimization work carried out on compressed air line compressors throughout the factory, a significant improvement has been achieved in Line 1. With this option, a total of 2,310,000 kWh/year of energy savings was achieved on an annual basis, contributing to an emission reduction of **approximately 1,120 tons of CO2e/year**. In this way, an eco-friendly production process was created and energy efficiency was increased.

With the process optimization carried out in our factory's raw material sites, materials that were previously unusable and needed to be removed have been incorporated into production at appropriate mixture ratios following detailed studies. By sourcing feed from raw material sites closer to the crusher, the factory's clay requirement is now met from a distance of **2.5 km instead of 22 km**. Thus, logistics processes were optimized, and idle excavation material was repurposed for economic use. As a result of the project, 367,018 kWh/year of energy savings were achieved in 2024, reducing **approximately 166 tons of CO2e/year** emissions. In 2025, it is aimed to achieve 1,668,268 kWh/year of energy savings and prevent **approximately 737 tons of CO2e/year** emissions.



These efforts, undertaken in line with our sustainability targets, have made a significant contribution to optimizing energy use, enhancing resource efficiency, and reducing environmental impact.

Energy Management

Projects targeted for 2025;

The operating times of the fans and pumps in the technological pool were optimized using the PID (Proportional, Integral, Derivative) control algorithm. The technological pool is the point where water from the wells is conditioned and fed into the system. Thanks to this optimization, the 24-hour working time per day has been reduced to 12 hours. In line with the 2025 targets, this improvement is expected to result in a total energy saving of 118,000 kWh/year. This saving will contribute to preventing **approximately 52 tons of CO₂e/year** emissions.

The PID control algorithm will be applied to the 12 cooling fans in the Heat Exchanger unit used before the cooling bag filter. Thus, by optimizing the operation of the cooling fans based on the filter inlet temperature, energy efficiency will be improved. With this optimization, it is planned to achieve energy savings of 356,400 kWh/year and a reduction of **approximately 157 tons of CO₂e/year** emissions.

The number of downtimes in Cement Mill-6 rolls due to high vibration has decreased, and energy efficiency has increased by automating the mill vibration control. For 2025, the expected annual energy savings are 62,680 kWh/year, which will result in an emission reduction of **approximately 28 tons of CO₂e/year**.

Sectoral Contribution and Solidarity

In 2024, we continued to be a member of the **ÇEİS Energy Stakeholders Committee** as part of our energy efficiency and sustainability efforts. As part of the Committee's activities, regular meetings were attended, and information was shared regarding energy consumption and efficiency within the industry. In addition, sector-specific benchmarking tables were prepared, and continuous improvement was achieved through data comparison and idea exchange.



COMBATING CLIMATE CHANGE

Use of Alternative Fuels

At Batı Anadolu Group of Companies, we reduce fossil fuel consumption by increasing the use of alternative fuels in our cement production processes. In this way, we use energy resources more efficiently and contribute to the fight against climate change by reducing our carbon emissions. We are actively working to increase the use of alternative fuels at our Batıçım and Batisöke cement plants within the Group. With process optimization improvements at Batıçım, firing temperatures have been lowered, allowing the same amount of clinker to be produced with less coal. In this context, the use of alternative fuels in Rotary Kiln 1 has been increased, and the cooling system has been optimized. In addition, the coal system fed from the preheater was improved, and a cell wheel was added to the kiln feed point in the alternative fuel feed line to prevent air leakage, thereby increasing process efficiency.

As a result of these efforts, 44,230 tons of pulverized coal were saved in 2024, and the carbon footprint was reduced by approximately 104,000 tons of CO₂.

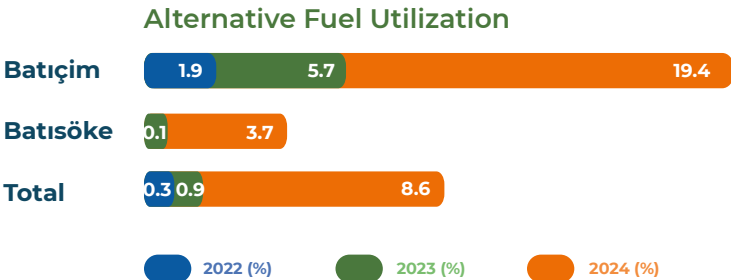
“The use of alternative fuels at Batıçım, which has been ongoing for many years, increased from 5.7% in 2023 to 19.4% in 2024 in a single kiln.

At Batisöke plant, we completed the Waste Incineration and Co-incineration Licensing processes in 2024 and switched to the use of alternative fuels, reaching alternative fuel utilization levels of up to 11.9%.

As of 2024, the total alternative fuel utilization rate in the waste incinerators at both plants has reached 8.6%. We aim to increase this rate in the coming years and reach a 20% alternative fuel utilization rate by 2030.”

To this end, we continue investing in infrastructure, improving our procurement processes, and strengthening our waste management practices in line with circular economy principles.

With the establishment of the Waste Management Department, alternative fuel management has become more systematic and efficient, and operational processes have been expanded. Thanks to this structure, procurement, storage, and utilization processes are managed more effectively, while supporting the sustainability-focused development of operations.



The integration of alternative fuels on-site has been strengthened, marking an important step towards reducing environmental impacts and enhancing resource efficiency.

In 2024, we launched a project called 'Waste to Value' under the leadership of the Waste Management Manager, a member of the Sustainability Subcommittee, to identify the needs and potential areas for development in increasing alternative fuel utilization rates. This project aims to develop a systematic approach to transform waste into valuable resources and create new opportunities for alternative fuel utilization.

In this context, we have begun investing in an RDF (Refuse-Derived Fuel) Preparation and Feeding Plant at the Batisöke Cement Factory. With this investment, we continue to work on the installation of systems for stocking, transfer, dosing, and feeding to the kiln. The RDF to be produced will contribute to the conservation of natural resources and reduce carbon emissions by replacing traditional fossil fuels used in cement production. In addition, this investment will create employment opportunities through a new team to work on-site and enhance the sustainability of operational processes. With these steps, we aim to minimize our environmental impact, enhance resource efficiency, and make valuable contributions to the industrial cycle by increasing the use of alternative fuels.

COMBATING CLIMATE CHANGE

Sustainable Products

At Batı Anadolu Group of Companies, we continue to add value to both the environment and our country through pioneering projects in the field of sustainability.

Batı Anadolu Group of Companies is actively working to increase the sustainability of its products and design innovative, eco-friendly products. The concept of sustainable products stands out in the EU market as a strategy aimed at reducing carbon emissions at every stage of production, applying circular economy principles, and creating an eco-friendly system by considering the entire product life cycle. Circular economy principles are an approach designed to ensure that products remain in the system for as long as possible, starting from the design phase, and through methods such as material substitution, recycling, reuse, and recovery, ultimately reducing waste generation by using resources more efficiently.

As of 2024, new regulations and standards aimed at promoting green products have been implemented in the EU and other international markets. Within the framework of the European Green Deal, new regulations aimed at reducing carbon emissions and minimizing environmental impacts are creating pressure to transform production processes, particularly in the construction and industrial sectors. In this context, criteria such as environmental impact assessments and life cycle analyses (LCA) have become crucial tools for ensuring that products comply with green standards. Moreover, the 'Green Public Procurement' (GPP) regulation, which came into effect in 2024, has made it mandatory for the public sector to choose environmentally friendly products, thereby increasing the demand for green products in the industry. Considering these new regulations and international standards, Batı Anadolu Group of Companies continues to enhance the sustainability of its products and develop green products. By designing sustainable construction materials and eco-friendly solutions, it supports the transformation of the industry and contributes to the EU's climate targets.



In this context, Batıçim has developed a new generation cement product named 'ecoBATI' with the CEM II C/M (L-W) 42.5 N formulation. Designed in accordance with the EN 197-5 standard, which came into effect in Europe in 2021, this product, **offers an eco-friendly alternative by reducing CO2 emissions by 30%, thanks to containing approximately 20% more additives.**

After its commercialization, ecoBATI meets customer demands in the market, being suitable for all types of structures, including industrial buildings, dams, water channels, coastal and port structures, residences, and social facilities. The product provides a solution that aligns with circular economy principles, while extending the service life of structures through its strength performance.

The life cycle analysis (LCA) conducted to quantify the environmental benefits of the EcoBATI product offers opportunities to enhance its sustainability performance and provides additional points in green building certification systems. In this context,

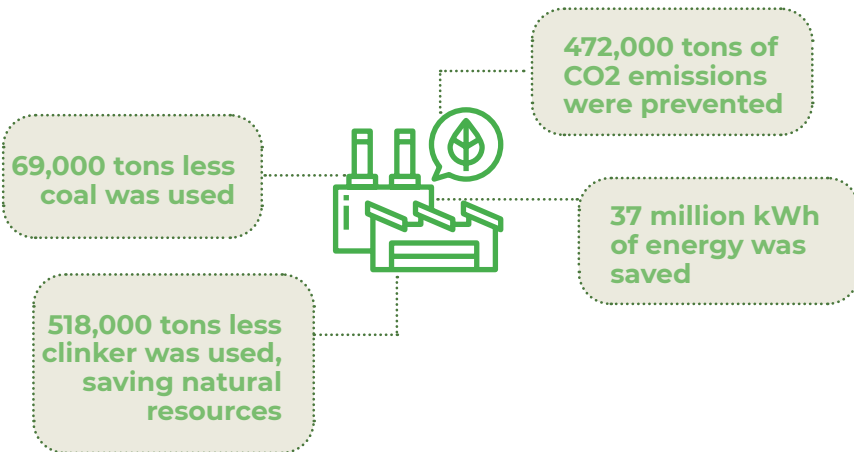
the Environmental Product Declaration (EPD) process was completed in 2023, and the EPD certificate for ecoBATI CEM II/C, valid until September 6, 2028, was obtained. In addition, the ASTM C150 TYPE II product also holds an EPD certificate valid until October 9, 2028, which demonstrates the environmental performance of the product.

Batı Anadolu Group of Companies continues to increase the market share of cement products with additives, such as CEM II /B-M, to enhance the importance of low-carbon products in the cement and concrete sectors. This strategy enables the minimization of environmental impacts by reducing natural resource use, lowering clinker consumption, and decreasing energy expenditure.

Sustainable Products

“As of 2024, Batıçim's total sales consist of 71.8% green products, while Batisöke has achieved a green product sales rate of 73.8%. This success contributes to the achievement of sustainable production targets and represents an important step in reducing environmental impacts.”

Batı Anadolu Group of Companies continues its efforts to increase the production and usage rates of cement products with additives, such as CEM II /B-M, to further emphasize the importance of low-carbon products in the cement and concrete sectors. In this context, the 'Green Cement Product' project developed by Batıçim supports an eco-friendly production approach by prioritizing the reduction of carbon emissions, as well as energy, clinker, and coal savings. The achievements over the last 3 years as a result of our project are as follows:



The project in question **was honored with an award** in the 'Green Transformation' category in 2024 in the award program organized annually by TİSK, where corporate social responsibility ideas compete. This award symbolizes both the progress we've made towards our sustainable production targets and our contributions to the transformation of the industry. **At Batı Anadolu Group of Companies, we continue to add value to both the environment and our country through pioneering projects in the field of sustainability.**



The continuity of R&D activities focused on sustainability and innovation is supported and developed by the Sustainability Committee, with the goal of introducing more eco-friendly products to the market.

At Batı Anadolu Group of Companies, in line with our environmental sustainability targets, we launched a project called 'ÜR-GE Kafası' (i.e., a product development think-tank) under the leadership of the Quality Management Manager in 2024. This project focuses specifically on the design of a new generation of low-carbon and eco-friendly cement products, aiming to increase the production of green products. To reduce environmental impacts in the cement industry, the goal is to develop more efficient and sustainable products through the use of alternative additives. In addition, this project aims to strengthen the R&D infrastructure and establish an R&D center for Batı Anadolu Group of Companies. The main objective of the project is to accelerate the green transformation by designing new products that support sustainable production processes and align with eco-friendly technologies.

As a member of Türkçimento's R&D, Quality, and Economic Enterprises Subcommittee, Batı Anadolu Group of Companies closely monitors the latest developments and innovations in the cement industry, tracks the steps taken to achieve the industry's sustainability goals, and integrates strategic and technological advancements in this field into its corporate policies.

COMBATING CLIMATE CHANGE

Air Quality Management

At Batı Anadolu Group of Companies, we undertake comprehensive efforts to control and reduce air emissions in our cement, concrete, and port operations, with the aim of minimizing environmental impacts and achieving our sustainability targets. **We prioritize continuous monitoring, measurement, and improvement activities at all our facilities to comply with national and international regulatory requirements.**



In 2024, Batı Anadolu Group of Companies did not exceed any emission limits in any of our operations.



At Batıçim and Batisöke plants, we effectively fulfill our environmental responsibilities through continuous monitoring using the Continuous Emission Measurement System (CEMS). These systems, with monthly and annual calibrations carried out by **authorized laboratories**, are monitored 24/7 by the **Ministry of Environment, Urbanization, and Climate Change and Provincial Directorates**. Dust and gas emissions from rotary kilns are continuously monitored using advanced gas and dust analyzers, and our environmental performance is constantly improved.

By replacing electrostatic filters with bag filters, we have effectively controlled our environmental impact over the last 10 years by preventing sudden dust emissions during power fluctuations and outages.

Batıçim'de

■ High-efficiency filters used in silo outlet conveying systems and filters added to the raw meal mill feed belt improve air quality both in the work area and the surrounding environment. In addition, new valves that enhance cleaning efficiency and save energy will be installed, replacing the old diaphragm pulse valves used in the bag filters. **With these modifications, the goal is to achieve 70% energy savings, resulting in an annual energy recovery of 188,500 kWh.** The carbon equivalent of this improvement is a reduction of approximately **91 tons of CO₂e** annually.

■ In order to control dust formation and minimize environmental impacts, advanced high-efficiency irrigation systems have been implemented in the **Aggregate Stock Area**. These systems not only contribute to the conservation of natural resources through efficient water use but also enhance air quality in and around the operational site by minimizing dust emissions.

■ The enclosure of the gypsum, trass, and limestone stock areas has been completed, effectively preventing noise and dust-related disturbances to the surrounding communities while strengthening environmental compliance standards.

■ In addition, **the entire production area of the Aggregate Production Plant has been enclosed**, significantly reducing environmental impact. The entire area where production activities are carried out has been enclosed within a closed structure to prevent dust and noise emissions to the environment. This initiative has prevented the spread of dust particles into the environment and minimized production-related noise. Thanks to the enclosed production area, production processes can now be carried out in a more controlled and efficient manner. This comprehensive improvement has enhanced environmental sensitivity and supported operational efficiency.

Enclosed stock and production areas have not only improved air quality in the working environment but also minimized negative impacts on the surrounding community. In addition, this practice ensured full adherence to environmental compliance standards and served as a step that strengthened our company's environmental responsibility.

Improvement of Raw Material Pathways at the Quarry:

At Batı Anadolu Group of Companies, we have realized surface-treated and concrete road projects in order to improve the infrastructure in the areas where we carry out mining operations. In order to prevent dust formation at the quarry sites and reduce road maintenance costs in the long term, a concrete road was constructed over a total area of **10,816 square meters** and a length of **1.5 kilometers**. In addition, a total of **38,600 square meters** of surface-treated road works were completed along the **5.5-kilometer raw material route**. In addition to improving environmental conditions, these projects have also contributed to more efficient site operations.

Concrete roads and surface-treated roads not only provide environmental

benefits but also offer significant advantages, particularly in terms of long-term sustainability. **Concrete roads significantly reduce dust emissions, improve air quality, and offer an eco-friendly solution.** They are also more durable, lowering maintenance costs, and require fewer resources due to their long lifespan.

Surface-treated roads are more cost-effective compared to hot asphalt roads, as they require less material and labor. They also significantly reduce greenhouse gas emissions by lowering

the energy and raw material consumption required for asphalt production. Surface-treated roads provide an eco- friendly solution by preventing dust formation, increasing water permeability, and reducing long-term maintenance needs. Both concrete roads and surface-treated roads play a crucial role in reducing environmental impact as eco-friendly, cost-effective, and sustainable infrastructure investments.

Batisöke'de

■ Additional filters were installed in the clinker collection gallery to reduce dust emissions. In this context, 3 filters were installed and put into operation in the clinker collection gallery area. As part of our dedusting projects, **2 more filters are planned to be added to the same area in 2025.**

■ A dust conveying system was installed and commissioned to manage the dust accumulated under the feed steel belt of the crusher unit, zreduce environmental impact, and create a cleaner working environment. This system enhances operational efficiency by recycling dust back into

the process while also ensuring a healthier working environment for employees.

■ In the Cement Mill, the return conveyor belt has been replaced with an air belt. This modification has created a cleaner working environment by preventing environmental pollution caused by material that fails to adhere to the rubber belt surface and spills over.

In order to prevent dust dispersion in open areas, bunker enclosure systems, vacuum sweepers, water trucks, and automatic irrigation systems have been commissioned. These initiatives help prevent dust formation around the plant and minimize environmental impacts..

Batibeton'da

At all Batibeton plants, units that may generate dust emissions during raw material storage and production processes (e.g., aggregate bunkers, raw material conveyor belts, and twin-shaft mixers) are operated with enclosed designs. Dust prevention measures are implemented using technologies such as pulverized water systems and jet filters. By reusing the raw materials collected in the filters, environmental benefits such as emission reduction, solid waste minimization, and resource conservation are achieved.

Batiliman'da

In our Batiliman operations, we implement various measures to minimize air emissions arising from processes such as loading and unloading ships, storing materials prone to dusting, and their transportation. During the unloading of materials that may cause dusting from ships and their storage in open areas, the cargoes are wetted with water. When transported by vehicles, the materials are covered with tarpaulins to prevent dust dispersion into the environment. In addition, dust accumulation is controlled by regularly watering vehicle entry and exit roads, minimizing negative impacts on both the environment and employee health

Regular measurements conducted by accredited laboratories at all our plants confirm that our emission levels are below the limits set by applicable regulations. In addition, we continuously enhance our environmental performance through monitoring and measurement activities to ensure compliance with national and international legal requirements.

At Batı Anadolu Group of Companies, we are committed to enhancing environmental sustainability through continuous improvements. These efforts not only help us achieve our goals of protecting nature but also provide a healthier environment for our employees and surrounding communities.

COMBATING CLIMATE CHANGE

Water Management

At Batıçim and Batisöke cement plants, the efficient use and conservation of water resources are prioritized. Closed-loop systems that enable water recovery in cooling processes are effectively utilized in production lines, thereby increasing energy efficiency and minimizing water consumption. With the awareness that every drop of water matters, rainwater harvesting basins have been installed to collect roof and surface runoff, and the collected water is then used for site irrigation processes.

In addition, new technologies are being explored to enhance efficiency by continuously monitoring water use, and areas where action is needed regarding water consumption are identified. By diversifying the measurement network, detailed analyses are conducted at each point of use, and water use efficiency is enhanced based on these analyses. The project called '**Damla Damla Geleceğe**' (Drop by Drop to the Future), implemented as of 2025, aims to ensure more efficient monitoring of water consumption, data reliability, and identification of areas for improvement to achieve water savings. More comprehensive analyses and improvements will be conducted to identify water loss and efficiency gaps in our operations. This will lead to more efficient water use and generate environmental benefits. Moreover, this project, which aims to achieve the best industry standards for increasing water efficiency, is taking significant steps toward the sustainable use of water resources. To reduce water consumption, new technologies are continuously being explored, and viable solutions are being assessed. **In this context, a project has been initiated in 2025 to reduce water consumption at the power plants generating electricity from waste heat.**

Within the framework of the ISO 14001 Environmental Management System, which has been implemented at our facilities for years,

water-related risks are continuously monitored, and preventive and corrective measures are taken to address these risks. This ensures a continuous improvement process in the efficient use of water resources and the minimization of environmental impacts. In the future, we will continue to achieve our sustainability targets by launching new projects aimed at increasing water savings and efficiency.

At Batibeton facilities, Wastewater Recycling Units approved by the Provincial Directorate of Environment, Urbanization, and Climate Change are used to ensure the effective and efficient use of water resources. In these units, operations such as pump and mixer cleaning are performed within the recycling systems, rather than outside the plant. This reduces the consumption of natural resources, such as water and raw materials, while enabling the reuse of wastewater. The concrete sludge resulting from washing is utilized as an alternative raw material in cement production, while the washing water is reintegrated into the concrete production process, minimizing water consumption.

At Batibeton facilities, **245,678 tons** of wastewater has been reused in production processes **over the past three years**, resulting in significant savings in the use of water resources. This initiative creates environmental benefits, such as preventing environmental pollution and reusing process wastes as by-products. In addition, two pilot plants have been selected to monitor water consumption at Batibeton facilities. At these plants, water consumption is continuously monitored using internal monitoring systems, and the infrastructure for the data systems necessary for water footprint analyses is being developed. With this project, Batibeton aims to minimize environmental impacts and conserve natural resources by making significant advancements in water recovery and efficient usage. The washing and water recovery processes not only strengthen the facilities' eco-friendly production approach but also make a significant contribution to achieving sustainability targets.

COMBATING CLIMATE CHANGE



The innovative production methods and technological advancements implemented at the Gaziemir Ready-Mixed Concrete Plant have made significant contributions to achieving sustainability targets. The plant has achieved remarkable results, including a **2,500-ton/year reduction in waste concrete sludge, 11,000 liters/year of water savings, 8,600 liters/year of fuel savings, and the prevention of 22,600 kilograms of carbon dioxide (CO2) emissions**. Thanks to these successful environmental practices, Batibeton has won the first prize as one of the most successful industrial enterprises making positive contributions to the environment at the Environmental Awards organized by the Aegean Region Chamber of Industry (EBSO). Efforts in waste recycling, as well as the recovery of wastewater and rainwater, have strengthened Batibeton's environmentally friendly production approach and commitment to sustainability.

At Batı Anadolu Group of Companies, we continue to develop innovative projects aimed at the efficient use of resources and the reduction of environmental impacts.

Biodiversity

Biodiversity loss ranked second among the most severe global risks for the next 10 years in the 2025 Global Risks Report, published annually by the World Economic Forum (WEF). This underscores the critical importance of preserving ecosystem health and sustaining biodiversity, both from an environmental and economic perspective. In this context, at Batı Anadolu Group of Companies, we continue our efforts to protect biodiversity to achieve our sustainability targets and are committed to fulfilling our environmental responsibility at every stage.

In 2024, no negative impacts on biodiversity were observed in the operations of Batı Anadolu Group of Companies.

At Batı Anadolu Group of Companies, we actively work to minimize the environmental impacts of our production and mining processes and adopt a nature-conscious approach. After the operations of the limestone quarries used in cement production are completed, necessary actions for land rehabilitation and the restoration of ecological balance are promptly initiated. In this process, we restore the lands for agricultural and forestry use by adapting the existing topography of the site to align with the natural landscape. Although there are no national parks, protected areas, or biodiversity-sensitive regions in the areas where our Company operates, all environmental and social impacts are analyzed, and necessary measures are taken as part of the Environmental Impact Assessment (EIA) process. With this approach, Batı Anadolu Group of Companies aims to minimize the environmental impact of its activities and fulfill its responsibility towards nature in the most effective way.

By 2053, we aim to develop 3 biodiversity management plans and rehabilitate 30 hectares of mining areas within our operations.

CIRCULAR ECONOMY

Use of Alternative Raw Materials

At Batı Anadolu Group of Companies, we focus on supporting environmental sustainability and enhancing resource efficiency by increasing the use of alternative raw materials in cement production processes.

Alternative raw materials are wastes generated during production that, due to their mineral properties, can contribute to the raw materials in cement plants. These raw materials help reduce clinker usage and contribute to the conservation of natural resources by replacing traditional resources used in cement production. The use of alternative raw materials also eliminates the environmental impacts that could arise during the extraction of raw materials in quarries. Raw material extraction can result in the destruction of natural areas and harm to ecosystems. By using alternative raw materials, we contribute to the more efficient use of natural resources and the protection of natural areas, while offering a key solution to mitigate environmental impacts. This approach enhances resource efficiency while supporting ecosystem sustainability.

At Batı Anadolu Group of Companies, we aim to minimize the environmental impact of cement production and sustainably develop production processes in accordance with circular economy principles.

Waste to Value Project supports these strategies aimed at increasing the use of alternative raw materials. Within the scope of the project, potential initiatives to increase the use of alternative raw materials are being identified, and their feasibility is being assessed. Activities such as evaluating current suppliers, exploring new potential suppliers, and building a source/supplier portfolio are also being carried out. Additionally, the sustainable raw material supply chain is being strengthened through the preparation of a comprehensive inventory of alternative raw materials. Through these efforts, we aim to reduce our environmental impact and implement the circular economy approach more effectively.

At Batıçim, we have increased our **alternative raw material utilization rate by 22% in 2024 compared to 2023.**

At Batı Anadolu Group of Companies, the alternative raw material utilization rate in our cement production stands at 8.1% as of 2024, and we aim to increase this rate to 15% by 2030.

“We Support the Circular Economy through the Industrial Symbiosis Approach”

CIRCULAR ECONOMY

In line with this target, we aim to further reduce the clinker ratio and minimize natural resource usage by increasing the use of alternative raw materials. This strategy is crucial both for ensuring environmental sustainability and for promoting the recycling of waste back into the economy in line with circular economy principles.

Our Projects Implemented in 2024:

Fly Ash Storage and Stable Feeding Line Investment:

Fly ash sourced from other sectors has been effectively integrated into our production process through the newly established storage and stable feeding line investment. The new system ensures a homogeneous and controlled supply of fly ash, enhancing process efficiency and supporting production quality. The storage line enables the safe storage of incoming raw materials, while the stable feeding line ensures a consistent and uninterrupted flow, enhancing operational continuity. This investment enables fly ash sourced from different sectors to be utilized in a value-creating manner in cement production, in alignment with waste management and circular economy principles. In this way, by increasing the use of alternative raw materials in cement production, we not only reduce the consumption of natural resources but also contribute to achieving our sustainability targets.

As Batı Anadolu Group of Companies, we enhance resource efficiency by adopting the industrial symbiosis approach across our group of companies.

At Batiliman, we are one of the licensed ports in Türkiye that has established a waste reception facility for ships and provides services in this field. In line with this, we fulfill our responsibility to prevent marine pollution by recovering waste through our efforts. In addition, we monitor and treat the liquid waste from marine vessels moored at the port in accordance with legal requirements, and then reuse it as fuel in our Batıçim and Batısöke cement plants. In this way, we transform liquid waste from ships into fuel, creating added value instead of disposal, and contribute to **our sustainability targets** by establishing an integrated cycle within our operations.

Within the scope of the Industrial Waste Management Program implemented at Batibeton Facilities, the aim is to utilize all concrete sludge waste as alternative raw material. In this direction, thanks to the **industrial symbiosis we have established with our cement plants,**

approximately 290 tons of waste have been recovered over the last three years.

This process helps minimize the environmental impact of our production processes while reducing natural resource consumption through waste reuse. At the same time, by supporting the circular economy approach, we enable the recycling of waste into the economy and strengthen our commitment to sustainable production.

The by-pass material generated at our aggregate production facilities is used as an alternative raw material instead of limestone at our cement plant, serving as an example of the industrial symbiosis approach. This practice has allowed a material that could be considered waste within the company to be reintegrated into production processes, which is important for both the effective use of resources and waste management. By reducing the need for drilling and blasting, the use of by-pass material contributes to the conservation of natural resources and provides significant support for energy savings. As part of our sustainable production processes, this practice strengthens our efforts to reduce environmental impact, while also supporting a working model aligned with circular economy principles.

CIRCULAR ECONOMY

Zero Waste



Since 2005 at Batıçim plant, since 2008 at Batıbeton facilities, and since 2014 at Batısöke plant, the waste management system and waste hierarchy principles have been effectively implemented in line with the requirements of the ISO 14001 Environmental Management System. In this context, our key priorities include minimizing waste generation, utilizing unavoidable waste as raw materials or by-products, and ensuring recycling and energy recovery. Our waste management processes contribute to minimizing environmental impacts by supporting the efficient use of resources.

By implementing recycling and recovery-oriented waste management practices across all its operations in line with legal requirements, Batı Anadolu Group of Companies holds a **Zero-Waste Certificate issued by the Ministry of Environment, Urbanization, and Climate Change of the Republic of Türkiye**. Environmental activities are carried out continuously at the factories and ready-mixed concrete plants in compliance with the ISO 14001 Environmental Management System requirements, and sustainability principles are followed within the framework of the management system's policy. At Batı Anadolu Group of Companies, we contributed to the circular economy by recovering **99.77%** of the waste generated from our operations in 2024.

At Batıbeton, instead of considering unsuitable concrete as waste, we produce concrete blocks from these materials. Thanks to this approach,

we have achieved a
**9.32% reduction in waste
concrete sludge as of 2024.**

The concrete blocks produced are used in landfill walls, recycling ponds, retaining walls, boundary walls, and aggregate storage areas at environmental facilities, offering environmental benefits and making a significant contribution to the efficient use of resources. We aim to increase the aggregate recycling rate to 100% by installing a screw conveyor system in the recycling units, where transit mixers and pump vehicles are washed at Batıbeton facilities. With this system, we aim to reduce waste concrete sludge while conserving raw materials at the same time. As of 2025, we plan to implement this system in 5 more of our facilities.

At Batısöke, curbstones are manufactured using an environmentally friendly approach to recycle packaged cement that does not meet market standards. In the last 6 months, a total of 1,755 curbstones were produced, and these stones were laid across 6 different locations, **covering an average length of 800 meters**, helping to reduce environmental impact. With this production, **36.85 tons of curbstones** were cast, contributing to the conservation of natural resources. **In 2025, the aim is to continue concrete works on site roads and maintain eco-friendly practices.**



Zero Waste

At Batiliman, we have an agreement with an authorized, licensed company that is ready to respond immediately to level one marine pollution. Drills are conducted twice a year with the Regional Port Authority, other relevant public institutions, and neighboring port facilities to respond to marine pollution. In order to raise environmental awareness regarding the protection and cleanliness of our seas, seabed cleaning was carried out with the assistance of professional divers. The waste removed during the cleaning was displayed at a location easily visible to the employees at the pier, thereby raising awareness about environmental consciousness. **Our goal is to support environmental sustainability while also contributing to the strengthening of environmental protection awareness in society.**

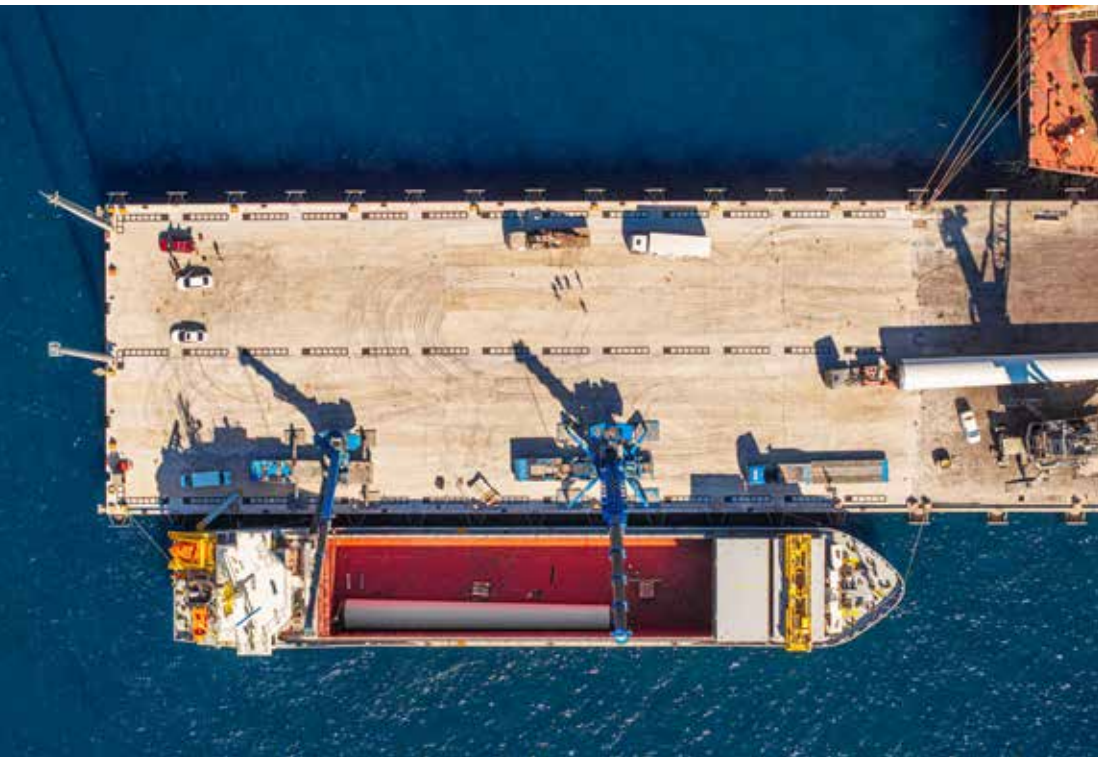


Taking Steps Toward a Sustainable Future

As Batı Anadolu Group of Companies, we participate in the **Industrial Symbiosis Synergy Workshops** organized by the İzmir Development Agency (İZKA). These workshops aim to bring together companies and institutions in the İzmir Region on sustainable and innovative resource use, encouraging the conversion of waste from a resource loss for one business into raw material for others. By adopting an industrial symbiosis approach, resources are utilized more efficiently and in a more circular manner.

By participating in the '**Circular Economy and Good Practices**' seminar organized by the EĞİAD Industry and Sustainability Commission, we contributed to spreading our company's sustainability vision and enhancing information sharing with industry stakeholders. At such events, discussions on the best circular economy practices and innovative solutions in the industry offer valuable opportunities for Batı Anadolu Group of Companies to contribute to our sustainability targets while shaping our future strategies.

As a result, these activities not only reduce our environmental impact but also play a key role in helping us take significant steps toward achieving our company's sustainability targets. These collaborations, with both local governments and other stakeholders in the industry, provide us with opportunities for development in terms of more efficient resource use and circular economy practices. **In this way, we are building a stronger foundation for a sustainable future and fulfilling our environmental responsibility.**



TRANSFORMATION

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

“Adopting a Sustainable and Responsible Approach in Supply Chain Management Through Strong Collaboration with Our Stakeholders! We Transform Together!”

At Batı Anadolu Group of Companies, we manage the supply chain with a sustainability-focused approach, ensuring environmental and social responsibilities are upheld at every stage of the value chain.

Continuous Transformation Steps in Supply Chain Management and Procurement in 2024

With comprehensive projects based on the principles of continuity and responsibility in supply chain management and procurement processes, Batı Anadolu Group of Companies aims to optimize not only operational efficiency but also its social and environmental impact. In this framework, launched in 2024 under the leadership of the Procurement Manager, a member of the Sustainability Subcommittee, the **Sustainable Supply Project** is being carried out by a team of 6 experts. The project aims to identify social, economic, environmental, and ethical risks throughout the supply chain, ensuring collaboration with companies that meet sustainability standards and effectively implementing the digital supplier platform.

1 Published in 2024, the Sustainable Procurement and Responsible Sourcing Policy has structured the sustainability approach in the value chain of Batı Anadolu Group of Companies in a more systematic manner. This policy reflects our commitment to transparency within our supply chain, adherence to ethical values, protection of labor rights, adoption of environmentally responsible production processes, and contribution to the well-being of local communities.

The Sustainable Procurement and Responsible Sourcing Policy ensures that Batı Anadolu Group of Companies adopts a business approach aligned with sustainability principles and values, while considering ethical, environmental, and social responsibilities in the supply chain. Our organization is committed to building honest, fair, and transparent relationships with our suppliers, while prioritizing labor rights,

environmentally friendly production processes, and the welfare of local communities. Additionally, compliance with the code of business ethics, contributing to environmental sustainability goals, and promoting diversity and inclusion are fundamental components of our supplier selection and auditing processes.

2 The supplier assessment criteria have been updated by adopting a sustainability-focused approach in procurement processes. Suppliers operating in line with international standards such as ISO 9001, ISO 14001, ISO 45001, and ISO 50001 receive additional points for each certificate, while **ESG (Environmental, Social, and Governance) criteria are now integrated** into the preliminary assessment processes to become an approved supplier.

3 Suppliers are informed in advance about all occupational health and safety, environmental management, and other issues that they are obliged to comply with within the scope of the contract in accordance with all legal requirements, including technical specifications communicated by the department commissioning or controlling the operations and applicable laws, bylaws, and regulations specified by the relevant departments, and are regularly monitored by the relevant teams. Batı Anadolu Group of Companies conducts Supplier Performance Assessments every three months to ensure that all suppliers have the opportunity to enhance their environmental, occupational health and safety, quality, and sustainability-based competencies, while also ensuring their internal practices meet the required standards. The supplier with poor service performance is initially warned and monitored by the relevant department personnel. If the supplier's organization does not take the necessary remedial actions, the relevant feedback is sent to the Procurement Department in the form of a letter attachment, and the contract is terminated, without waiting for the performance assessment results.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

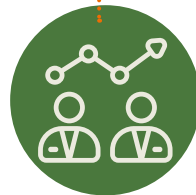
2024 was a transformative year in making our supply chain management and procurement processes more sustainable, transparent, and efficient. Below is an outline of these transformation steps:

By establishing an Approved Supplier Platform, we integrated ESG (Environmental, Social, and Governance) criteria into the preliminary assessments of our suppliers. With this step, we aim to closely monitor the sustainability performance of our suppliers.



The **“Supplier Code of Conduct Commitment”** has been signed with all of our approved suppliers. This document serves as a roadmap, ensuring that our suppliers operate in an environmentally conscious, ethical, and socially responsible manner.

Our supplier audit processes have been revised and digitized. A more effective monitoring mechanism has been established through new audit forms that include environmental and social sustainability questions. In 2025, the goal is to conduct supplier audits in a more transparent and effective manner. We also plan to conduct a more detailed analysis of our suppliers' performance and implement **a supplier rating system**. Through this rating, we will closely monitor the development of our suppliers by identifying opportunities for improvement.



1. Launched at Batibeton in 2023, the digital platform where supplier documents can be uploaded **was rolled out across all Batı Anadolu Group of Companies in 2024**. This platform has enhanced transparency and efficiency in supplier management.

2. Within the scope of the digital transformation of our procurement processes, the **tender application using robotic processes** through the PRATIS platform has begun testing. By 2025, the full implementation of this system is targeted. This innovation will ensure speed, transparency, and efficiency in our tender processes.

3. In 2025, the integration of supplier information into the system via the digital platform for the calculation of Scope 3 emissions is planned. This project will enable our suppliers to calculate their carbon footprint and contribute to improvement efforts in this area.

Additionally, as part of the **Strategic Stakeholder Management Project** SProject launched in **2025**, led by the Human Resources Manager, a member of the Sustainability Subcommittee, we are working on improving the management and monitoring system for permanent subcontractor organizations and their employees.

With this project, we aim to more effectively monitor the working conditions of subcontractors and their employees, contract management, occupational health and safety processes, and compliance checks. By leveraging digitalization and data analytics tools, **we aim to enhance transparency in subcontractor management processes, boost operational efficiency, and support sustainable working environments.**



Sectoral Contribution and Solidarity

At Batı Anadolu Group of Companies, we aim to broaden our sectoral collaborations to strengthen our supply chain and foster professional solidarity. **Through our membership in the Strategic Procurement Association (SSD)**, we continue our efforts to enhance the procurement culture and promote knowledge sharing within the industry..

Through our membership in the Aegean Region Procurement Managers and Professionals Association (EGESAYDER), we aim to strengthen regional solidarity and promote the principles of sustainable procurement management across the Aegean Region. The main goal of the association is to strengthen professional solidarity by fostering synergy and information sharing among our colleagues, as well as contributing to the spread of best practices in procurement management. At the General Assembly Meeting held in June 2024, our Procurement Manager was elected as an Alternate Member of the Board of Directors and has since begun actively contributing to the association's activities. We play an active role in projects aimed at increasing collaboration and information sharing with our colleagues within the association.

With its policies that support local suppliers, Batı Anadolu Group of Companies continues to make an economic contribution across all the regions where it operates.

As of 2024, our suppliers consist of 98% domestic suppliers.

This demonstrates the group's contribution to regional development and the importance it places on cooperation with local producers.

At Batı Anadolu Group of Companies, we prioritize environmental sustainability in our logistics operations and encourage our suppliers to adopt more efficient and eco-friendly technologies. In line with the agreement made with our supplier, the use of an aluminum trailer enabled an 8% increase in cement shipments with a lighter chassis. **This innovation has not only increased transportation capacity but also achieved an 8% reduction in emissions. As of 2024, the use of aluminum trailers has risen to 68%, increasing the efficiency of logistics processes by transporting more cargo with the same amount of fuel.** At Batı Anadolu Group of

Companies, we aim to provide both eco- friendly and cost-effective solutions by continuing to support our suppliers in upgrading their fleets when necessary.

Environmental concerns and global climate change have made it essential for companies and countries to develop sustainable transportation solutions. In this regard, promoting rail and maritime transport—both environmentally friendly and safe modes of transportation—and ensuring a balanced distribution among these transport methods are of great importance in alleviating the heavy burden on road transport. At Batı Anadolu Group of Companies, we are making significant investments to enhance the sustainability of our logistics activities by embracing this global trend. The investments made at the Batisöke plant to enhance the existing 700-meter-long double-track railway connection have improved the speed and efficiency of rail transportation. Thanks to this infrastructure,

approximately 450,000 tons of freight were transported by rail in 2024, leading to a significant reduction in transportation costs and a 70% decrease in emissions.

In 2023, 50% of our vehicle fleet used for bulk cement transportation was upgraded with new- generation vehicles featuring eco-friendly and efficient Euro 6 engines. Euro 6 engines not only offer cost advantages but also reduce their environmental impact, bringing emission levels below the limits set by the European Union. These vehicles have achieved a 45% reduction in Nitrogen Oxide (NOx) emissions, in particular. **As of 2024, with the increased number of upgraded vehicles, this rate has risen to 61%, further reducing our environmental impact.**

At Batı Anadolu Group of Companies, thanks to improvements in logistics processes and the adoption of environmentally friendly technologies, we not only increase operational efficiency but also make a significant contribution to reducing Scope 3 emissions, thereby minimizing our carbon footprint.

At Batı Anadolu Group of Companies, **we aim to ensure that at least one of the companies we receive transportation services from holds a Green Logistics Certificate by 2025.**

We manage our logistics processes in a digital environment, focusing on digitalization efforts to enhance efficiency and minimize environmental impact. Our 2025 targets include advancing digitalization further to increase the efficiency and traceability of our shipment processes.

DIGITALIZATION

Efficiency, sustainability, and speed come together through digitalization!

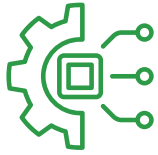
Digitalization has not only been a technological transformation for Batı Anadolu Group of Companies, but also a strategic driving force that has reshaped the way we do business, while strengthening our vision and values. In addition to gaining a competitive advantage in the rapidly changing business world, the digitalization process enables us to manage all our operations in a more efficient, transparent, and sustainable way. This transformation not only strengthens the technological infrastructure

but also ensures that each stage operates more quickly, accurately, and flexibly by redefining our business processes.

The digitalization strategy of Batı Anadolu Group of Companies aims to enhance internal efficiency, improve the business processes and experiences of our stakeholders, and optimize our operational efficiency. In this context, digitalization accelerates business processes while simultaneously contributing to our sustainability targets through more efficient resource use.

Digital transformation provides a roadmap that not only transforms the way Batı Anadolu Group of Companies conducts its business but also enables us to achieve our strategic goals and supports our sustainability vision. **We see this process not just as a technological innovation but also as a vision that shapes the future.**

DIGITALIZATION



Digitalization Projects and Improvements

In 2024, our organization successfully completed several digitalization projects and took significant steps toward its future goals. Some of these projects are as follows:

■ Solution Center:

A platform has been established through the website's communication section, allowing all employees, customers, business partners, and visitors to submit complaints, feedback, suggestions, satisfaction, and requests for solutions. Accelerating the resolution process enables transparency, traceability, and quicker feedback.

■ Objectives and Key Results (OKR) Process:

Internal targets are tracked through digital platforms with the OKR method, making them more systematic and transparent. This process supports employees and teams to focus on common targets by enabling more effective **target setting, monitoring, and performance tracking**.

■ Digital Human Resources Policy:

Employee payrolls and exit surveys have been managed digitally, eliminating physical signature processes and paper-based procedures. By integrating the National Electronic Notification System (UETS) notifications into the automatic Registered Electronic Mail (KEP) system, the **management and tracking of official documents** are carried out from **a single center**. This integration aims to accelerate the execution of legal processes, enhance the security of these processes, simplify document tracking, and improve operational efficiency.

■ Digitalization and Innovation in Maintenance Processes:

Digitalization efforts have been initiated in the maintenance processes at the Batıçim and Batisöke plants, with periodic control forms being transferred to the mobile platform for enhanced traceability. Real-time data monitoring is conducted using online vibration analysis sensors installed on machinery and equipment. Thus, while reducing the workload of employees, it ensures that manual quarterly inspections are replaced by a real-time and continuous monitoring system. This transformation reduces manual tasks, enabling swift actions in the digital environment and ensuring more effective monitoring of processes.

■ Mobile Production Portal:

In concrete production facilities, production processes are monitored via a mobile platform, allowing real-time data and operational activities to be tracked.

■ Raw Materials 4.0 Project:

Quality modeling of raw material sites has been conducted, and material grades obtained from drilling have been digitized. In this way, the material being crushed and its grade can be monitored digitally by identifying in advance which materials the machines break at specific points. This development enhances quality control in production processes, boosting efficiency and contributing to sustainability.

■ Financial Payment Tracking Platform:

The cloud-based collection program allows for online monitoring of bank and account transactions for all companies within the group on a single platform. Thanks to the system integrated with all banks, the need to log into internet banking separately has been eliminated, and all payment and account transactions can now be easily monitored in detail on a single screen.

■ Payment Order Approvals:

Orders that were previously sent to banks with original (wet) signatures are now sent electronically using e-signatures and mobile signatures, resulting in a 95% reduction in paper usage. Orders and other instructions are prepared digitally, sent electronically, and stored in the cloud.

■ Multi-Guarantee System:

It is a system that allows customers to provide guarantees to multiple companies and enables the management of collateral and risk tracking in a digital environment.

■ Procurement Technical Approval Process:

In procurement processes, technical approval and delivery checks have been digitized, accelerating processes and preventing errors.

DIGITALIZATION

Supplier Management Portal:

Suppliers are included in the pre-approval system via the digital platform and registered in the system. This process is managed more quickly and efficiently in a digital environment, and supplier audits will also be conducted through this system.

Building Contractor/Contractor OHS & Environmental Audit Portal:

Building contractor/contractor OHS and environmental audit processes have been digitized, enhancing the traceability of the audits.

Internal Audit Portal:

'Action Tracking,' a component of internal audit processes, has been digitized. As a result of the audit, the actions identified with the process owners are assigned to the relevant process owners through the Internal Audit Portal, ensuring more effective follow-up and reporting of the controls created and/or enhanced.

Board of Directors Resolution Request Forms

The Board of Directors' resolution request processes have been digitized, streamlining decision-making mechanisms for faster execution.

Export Order Request Form Digitization:

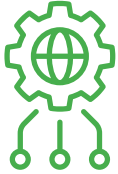
Export order request forms have been digitized with an approval mechanism, enhancing production planning and quality processes for greater efficiency.

E-Mine Application Integration:

It has enabled the automatic creation of a mine shipment receipt from our corporate ERP system. This system has minimized human error in processes by completely eliminating the risk of manual mistakes, while also reducing paper consumption.



DIGITALIZATION



Digitalization Projects Aimed for Implementation in 2025

In 2025, we will focus on projects that will advance our digitalization efforts even further. Through these projects, we will strengthen our digital infrastructure while also reinforcing our environmental and operational sustainability. The projects we aim to implement in 2025 are as follows:

ESG Carbon Sustainability Integration:

This project aims to integrate sustainability targets based on ESG (Environmental, Social, and Governance) criteria with carbon emissions and taxes. Along with system integration and training, the project will also include carbon tax risk projections, data integration, and verification processes. As a result, the data required to achieve the company's sustainability targets will be managed more reliably and efficiently.

Production and Downtime Planning Tracking System:

A portal will be created where all downtime plans can be managed on a single platform, allowing production planning to be optimized accordingly. In addition, maintenance and production downtime events at our ready-mixed concrete plants will be entered through the digital platform and the approval process will be initiated by the relevant units for each event. Thus, all downtime events will be recorded and approval processes conducted digitally, eliminating the need for manual tracking. Through this portal, maintenance and production processes will be integrated, enhancing operational efficiency, optimizing resource utilization, and minimizing downtime.

Electronic Letter of Guarantee System:

We transitioned to using electronic letters of guarantee through the Findeks system, digitalizing all guarantees and eliminating hard copy forms. In this way, we aim to reduce paper usage while accelerating processes.

Period-End Closing Platform:

A period-end closing platform will be created to track the period-end closing schedules of all companies through the system. Thanks to this platform, periodic closing processes will be streamlined, and financial processes will be completed more quickly in a digital environment.

Digitalization and Innovation in Maintenance Processes:

Real-time data monitoring is performed using online vibration analysis sensors installed on machinery and equipment at our Batıçim and Batisöke cement plants. In 2025, data from sensors will be monitored through a single system, enhancing predictive maintenance processes and enabling more accurate identification of machinery maintenance needs, supported by AI-powered models. In addition, the system will be further developed to create automatic work orders when needed and to integrate it with the existing asset management system. In this context, the digitalization of maintenance processes will significantly contribute to the creation of a sustainable infrastructure while also enhancing operational efficiency.

Notification Portal Mobile Application Project:

A mobile application version of the existing Dif Notification Portal will be developed to allow notifications to be made more quickly and efficiently. Thanks to the mobile application, users will be able to submit notifications from anywhere, enhancing both speed and accessibility.

Production Automation System:

In our ready-mixed concrete plants, a project to renew the Programmable Logic Controller (PLC) of the automation system was initiated. With this project, the capacity of the automation system's control points will be increased, and remote access will be enabled through the new-generation PLC system. This will allow for quick resolution of encountered issues and necessary updates. This innovative step will contribute to the faster and more efficient management of our production processes, with a focus on technology and efficiency.

DIGITALIZATION

Robotic Process Automation



At Batı Anadolu Group of Companies, we actively leverage Robotic Process Automation (RPA) solutions to enhance operational efficiency, accelerate business processes, and minimize human errors. This technology enables us to create a more efficient work environment by automating repetitive and time-consuming tasks with digital robots. RPA enhances speed and accuracy in operational activities such as data processing, reporting, and request tracking. The projects implemented are as follows:

■ Finance End-of-Day Balance Automation:

Bank end-of-day balances were retrieved through the Cloud Collection system, and automatic reports were generated in the specified format using robotic process automation. This system has eliminated the burden of manual processing by enabling the automatic calculation of end-of-day balances and email notifications based on the relevant accounts.

■ Customer Risk Reports Automation:

Customer risk reports are automatically checked every morning and updated data is instantly transmitted to the relevant managers via the system. In this way, manual reporting processes are eliminated, minimizing both time loss and human error.

■ Bid Evaluation Automation System:

The process, which was previously manually entered into the bid evaluation form after the tender was finalized, is now being automated. In this way, the goal is to automatically process the bids without manual intervention and accurately report the evaluated bids in the system.



Artificial Intelligence (AI) Integrations

Our projects planned for implementation in the production, maintenance, and raw materials business processes as part of the integration of RPA into our business processes in 2025:

■ AI-Powered S&OP Project:

As part of this project, the development of an AI-powered system is planned to enhance the efficiency of cement sales and operations planning (S&OP) processes.

■ AI-Powered Production and Maintenance Process Improvement Project:

Within the scope of this project, the goal is to implement AI-powered systems in the business processes of the production and maintenance departments. Artificial intelligence will enhance efficiency on production lines, predict breakdowns, and optimize maintenance processes. In addition, performance monitoring and reporting processes will be enhanced through data analytics, minimizing manual interventions. This project aims to enable faster, more efficient, and sustainable management of production and maintenance operations.

■ Image Processing Software:

We use the AI-based Intenseye platform to further enhance occupational health and safety at our cement plants. This advanced technology integrates seamlessly with the camera systems at our plants to proactively detect security risks. In addition, dispatch note processes have been transitioned to the digital platform using image processing software. In this way, shipment data stored in physical media is automatically processed, and the relevant units are immediately notified. By eliminating manual operations, processes are expedited, and the risk of errors is minimized.

INFORMATION SECURITY ENSURING SECURITY IN THE DIGITAL

“ We aim to ensure maximum security in the digital world by continuously improving information security! ”

In this era of rapidly expanding digitalization, ensuring data security has become more important than ever for companies. Batı Anadolu Group of Companies holds significant responsibility in the area of information security. In this context, our organization not only enhances efficiency by digitizing business processes through data security measures but also takes on the responsibility of safeguarding the security of all digital data to the highest standards. In this era of rapidly expanding digitalization, data security is not merely a technical measure; it is crucial for safeguarding a company's reputation, ensuring operational continuity, and maintaining customer trust. As part of this responsibility, Batı Anadolu Group of Companies adopts a robust and integrated information security strategy, aiming to maintain the highest level of data security across all business processes.

With the aim of exceeding the obligations set by national regulations to ensure high quality and security standards, Batı Anadolu Group develops its information security strategy and policies in accordance with the ISO 27001 Information Security Management System standard within the framework of central information systems management. Since obtaining the ISO 27001 Information Security Management System certificate in 2021, Batıçim has

successfully completed the audits conducted annually within this framework.

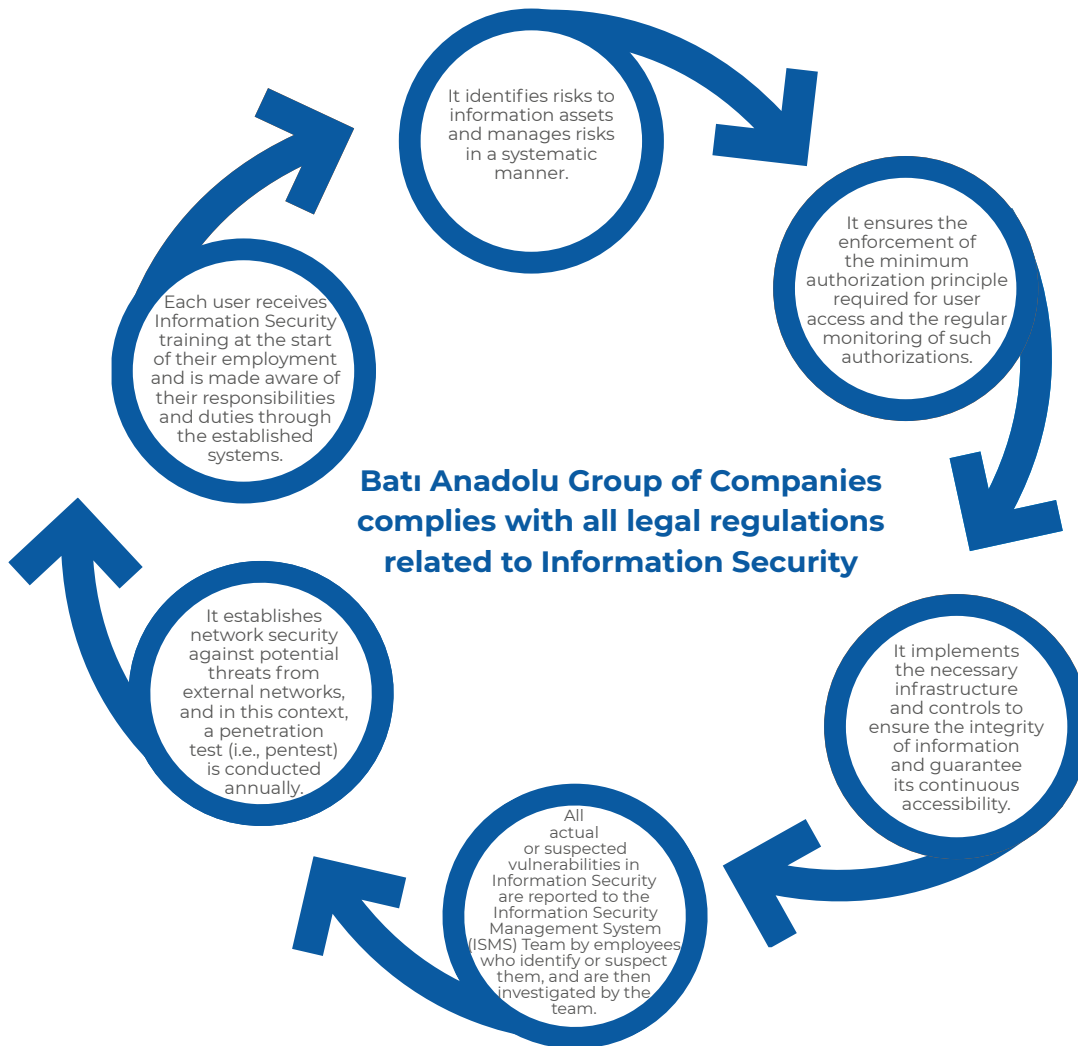
With the TS ISO 27001:2022 Information Security Management System:

1. We continue our operations on the basis of overseeing the development and regular updating of the control infrastructure for measures to ensure the confidentiality, integrity, and accessibility of data; and
2. Ensuring the security of all units using the information systems infrastructure, third-party users as well as service, software, and hardware providers who provide technical support to information systems.

You can access the details of the Batı Anadolu Group of Companies' Information Security Policy through the following link.

<https://www.batianadolu.com/upload/pdf/yonetisim/politikalar-belgeler/bilgi-guvenligi-politikas%C4%B1.pdf>

INFORMATION SECURITY ENSURING SECURITY IN THE DIGITAL



In addition, we instill a data security culture in all our employees, and through training and awareness programs, we ensure that every individual within the company takes responsibility for not creating security vulnerabilities in the digital environment. Data security is not just an IT issue; it is a shared responsibility across the entire organization. With this awareness, Batı Anadolu Group of Companies strives to create a secure digital business environment by providing information security training to employees at all levels. To build a strong defense against cybersecurity threats, we regularly inform all our personnel and provide internal training on the protection of personal data.

In addition, we prepare and share on our website the 'Personal Data Protection and Privacy Policy,' the 'Privacy Notice on the Processing of Personal Data,' to inform our employees and customers, whose personal data is processed, about the processing of their personal data, as well as the 'Cookies Policy' for data processed through the website. These documents provide detailed information on all matters related to personal data that are or may be processed by Batı Anadolu Group of Companies or its suppliers.

You can access the details of the Batı Anadolu Group of Companies' Personal Data Protection and

Privacy Policy through the following link. <https://www.batianadolu.com/upload/pdf/sosyal/politika/kisisel-verilerin-korunmas%C4%B1.pdf>

At Batı Anadolu Group of Companies, we conduct annual internal audits to ensure the continuous improvement of our information security and data protection processes. These audits enable us to evaluate the effectiveness of existing security measures and implement necessary improvements and updates. By continuously developing new strategies, we aim to maintain data security at the highest standards.

In 2024, internal training sessions were provided by the legal counsel serving as the Personal Data Protection Consultant, in accordance with information security and the Law on the Protection of Personal Data (KVKK).



INFORMATION SECURITY
ENSURING SECURITY IN THE DIGITAL



Information Security Projects and Improvements

The information security projects carried out in 2024 play a critical role in ensuring our company's safety in the digital world. Some of these projects are as follows:

Firewall Upgrade and System Security:

The existing firewall devices have been upgraded to enhance data security. In this way, the system is safeguarded against external threats, and the security level is enhanced. By migrating different network segments onto the firewall, isolation between networks was ensured, enhancing network performance, management, and security.

Email Server Security:

New email servers were installed, and a DAG (Database Availability Group) system was implemented, ensuring uninterrupted operation and redundancy of the email system.

VPN Protocol Security:

The VPN system used to connect to the corporate network over the internet was upgraded to a two-factor authentication (2FA) system, enhancing the security of access to the corporate network.

Internet Access Restrictions:

With the establishment of the APN system, mobile devices used in the production area were securely connected to the automation systems.

Commissioning of SIEM and SOC Services:

With the establishment of the SIEM (Security Information and Event Management) system, network and server systems are monitored 24/7, allowing for the detection of unusual events and potential threats unsurlar tespit edilebilir duruma getirilmiştir.



Information Security Projects Aimed for Implementation in 2025

In 2025, we will focus on projects aimed at further strengthening our company's information security infrastructure. These projects will contribute to building a more resilient framework against security threats in the digital world.

Network Access Control (NAC) Devices:

To ensure the security of the endpoints on the company's network, next-generation Network Access Control (NAC) devices will be purchased, and the security of the devices on the network will be enhanced. These devices will enhance security by detecting potential threats.

IT Security Structure Maturation Project:

With this project, the entire end-to-end infrastructure will be analyzed, security layers will be enhanced, and security policies will be developed. In addition, risks will be identified, and a traceable, reportable system will be established.

Hotspot Security and Access Restrictions:

Before connecting external devices to the company network, necessary security measures will be implemented, and access restrictions will be enforced. In this way, network security will be enhanced by preventing potential security vulnerabilities from external sources.

Data Sharing Restrictions:

The improper and uncontrolled use of portable storage devices (USB drives, portable hard disks, CDs/DVDs, etc.) is planned to be restricted, as it poses a threat to the organization's information security and can lead to widespread data leakage.

Deployment of the BitLocker System:

It is planned to activate the BitLocker system on the organization's computers. This will enable the encryption of disk data, ensuring its secure storage and preventing data leakage in the event of theft or loss of computers.

INTEGRATED MANAGEMENT SYSTEMS

“Management Representatives, appointed by the Executive Board, are responsible for the establishment and effective management of each management system, ensuring the successful implementation of these systems.”

At Batı Anadolu Group of Companies, senior management, consisting of Executive Board members, Executive Board assistants, and unit managers, leads the establishment and effective maintenance of integrated management systems.

Senior management is responsible for the functioning and success of the management systems implemented across the organization and sets an example for all employees by actively participating in these processes.

It is the responsibility of senior management to provide the necessary resources for the creation, development, implementation, and continuous improvement of management systems and to enhance the effectiveness of these systems. **Management Representatives are appointed by the Executive Board** to establish and effectively manage each management system within the integrated management system.

Senior management commitments are defined in **Batı Anadolu Group of Companies' Management Systems Policy**, and within this framework, management targets are established and regularly monitored for each organization. **We provide safe and healthy working environments, foster a culture that supports management systems, and prioritize the effective functioning of health and safety committees.**

In addition, **we conduct regular management review processes** to ensure the continuous improvement of management systems, **implement relevant obligations, provide necessary resources, and ensure that management systems achieve their intended outcomes.**

You can access our Batı Anadolu Group of Companies' Management Systems Policy from the link below.

<https://www.batianadolu.com/upload/pdf/yonetisim/politikalar-belgeler/entegre-yonetim-sistemleri.pdf>

INTEGRATED MANAGEMENT SYSTEMS

At Batı Anadolu Group of Companies, **we regularly monitor the efficiency and continuity** of the management systems, and the relevant systems are **subjected to independent audits**.

We operate with the awareness that **quality, environmental performance, energy efficiency, occupational safety**, and product safety are the responsibility of all employees, and we provide the highest level of training to enhance the competence of our personnel in order to ensure the effective implementation of management systems.

Within the scope of Integrated Management Systems, **we conduct regular internal audits** to assess the current state, identify areas for improvement, and uncover opportunities for improvement. **Through these audits conducted by our employees holding internal auditor certification**, we thoroughly examine both the management systems and the operation of processes, identifying areas for improvement.

We share these findings with senior management at the annual Management Review meetings and assess action plans.

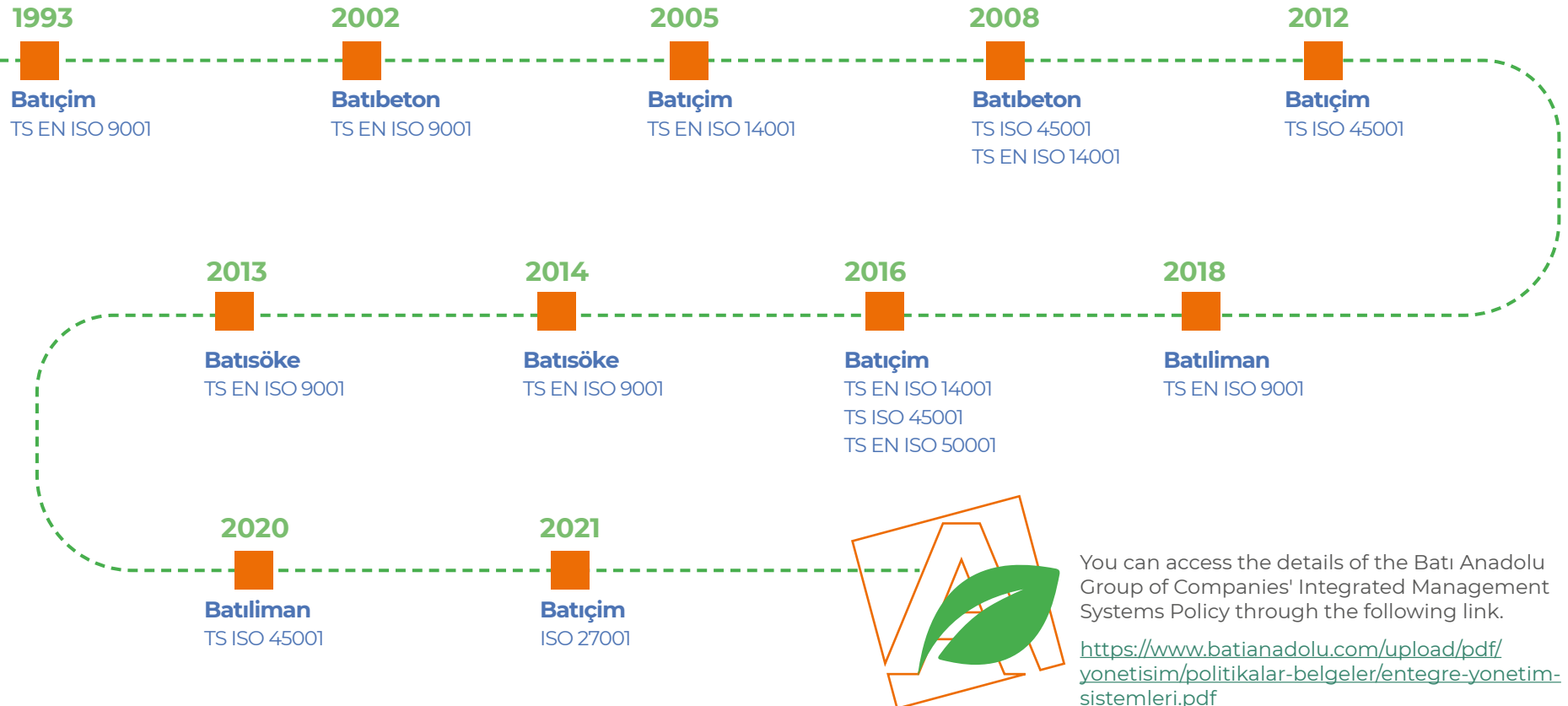
At Batı Anadolu Group of Companies, the management systems, including **Quality Management System, Environmental Management System, Occupational Health and Safety Management System, Energy Management System**, and **Product Safety Management System**, are implemented and operated in an integrated manner to the greatest extent possible. Although some of our companies do not have officially certified management systems due to our corporate responsibilities, the requirements of the management standards are largely fulfilled thanks to the common structure of the support and managerial processes within Batı Anadolu Group of Companies.

System Organization	TS EN ISO 9001	TS EN ISO 14001	TS ISO 45001	TS EN ISO 50001	TS EN/ISO IEC 27001
BATIÇİM	●	●	●	●	●
BATISÖKE	●	●	●	●	●
BATIBETON	●	●	●	●	●
BATIENERJİ	●	●	●	●	●
BATILİMAN	●	●	●	●	●

- Document received and standard applied
- Partially applying standard

INTEGRATED MANAGEMENT SYSTEMS

At Batı Anadolu Group of Companies, documented information related to the management systems is generally stored in the **Softexpert document program**. In this way, common goals and policies are implemented across the group through integrated management systems. Integrated Management Systems, implemented **with the risk-based thinking methodology**, which is one of the principles of management systems in processes such as quality, procurement, production, human resources, and sales, are applied in the following companies:



GOVERNANCE

“ At Bati Anadolu Group of Companies, we build our corporate structure on the principles of sustainability and long-term value creation. ”



CORPORATE GOVERNANCE

At Batı Anadolu Group of Companies, we build our corporate structure on the principles of sustainability and long-term value creation. Our corporate governance approach is determined by our governance principles based on fairness, transparency, accountability, and responsibility.

Our Board of Directors, the highest governing body within our Company, consists of a total of 7 members, including 3 independent members. The Board of Directors monitors the compliance of the Company's activities with applicable legislation, internal regulations, and established policies, while also overseeing the Company's risk management and growth strategies. The primary responsibility of senior management, led by the Chair of the Board of Directors, is to ensure the implementation of the strategic plan and corporate policies approved by the Board.

The remuneration of the members of the Board of Directors is determined by the General Assembly and is regulated in accordance with capital

markets regulations, in line with the principle of independence. It is also aimed to maintain a balanced structure within the Board in social, financial, administrative, and technical aspects. Members of the Board of Directors are elected by the General Assembly based on their professional experience and competencies.

This structure ensures the achievement of set targets without compromising business continuity while aiming to create long-term value for all stakeholders.

Detailed information about the Board of Directors and Senior Management of Batı Anadolu Group of Companies is available at

<https://www.baticim.com.tr/yatirimci-iliskileri/sirket-bilgileri> ve
<https://www.batisoke.com.tr/yatirimci-iliskileri/sirket-bilgileri>

CORPORATE GOVERNANCE

Board of Directors and Subcommittees

Batı Anadolu Group of Companies aims to fulfill the duties and responsibilities of the Board of Directors in a sound manner through the committees composed of members selected from non- executive Board members in compliance with capital market regulations. In this context, the Audit Committee, Corporate Governance Committee, and Early Detection of Risks Committee were established in 2013 within the framework of the Corporate Governance Principles.

With our committee structures, we aim to take key steps in line with sustainability principles while strengthening the company's management structure.

In line with the Capital Markets Board's Communiqué on Corporate Governance, the Corporate Governance Committee has also been entrusted with the responsibilities of the Nomination Committee and the Remuneration Committee. In addition, the Sustainability Committee was established in 2023 on a voluntary basis to support the Board of Directors.

	Corporate Governance Committee	Audit Committee	Early Detection of Risks Committee	Sustainability Committee
Scope	<ul style="list-style-type: none"> · To determine whether the corporate governance principles are fully implemented. · To determine the underlying causes if the corporate governance principles are not fully implemented. · To disclose conflicts of interest arising from discrepancies in the implementation of the corporate governance principles. · To present recommendations to the Board of Directors for rectifying this situation. 	<ul style="list-style-type: none"> · To ensure that financial reports are clear, transparent, and reliable. · To assess the effectiveness of internal controls. · To ensure the effective use of internal audit. · To monitor the effectiveness of independent audit. · To give an opinion to the Board of Directors on the selection of the independent audit firm. 	<ul style="list-style-type: none"> · To ensure the early detection of risks that may jeopardize the existence, development, and continuity of Batı Anadolu Group of Companies. · To implement the necessary measures related to the risks identified. · To carry out necessary efforts for risk management and provide suggestions and recommendations to the Board of Directors. 	<ul style="list-style-type: none"> · To determine Batı Anadolu Group of Companies' sustainability strategy in the areas of Environmental, Social, and Governance (ESG). · To implement, monitor, audit, review, improve, and develop policies, targets, and practices in the field of sustainability. · To identify and evaluate the risks and opportunities that Batı Anadolu Group of Companies faces in corporate matters. · To identify the necessary steps and present them to the Board of Directors for approval.
Meeting Frequency	At least once a year	At least 4 times a year, at least once every three months	Every two months and at least 6 times a year	At least twice a year, and whenever deemed necessary

CORPORATE GOVERNANCE

Corporate Risk Management

A comprehensive risk management approach is of great importance to Batı Anadolu Group of Companies. As part of our corporate risk management approach, we take a holistic view of environmental, social, governance, operational, strategic, financial, and compliance risks. In this context, the 'Internal Audit Department' proactively identifies operational risks with an integrated risk management perspective and manages these risks effectively by implementing preventive measures.

To maximize the value created by Batı Anadolu Group of Companies and ensure its sustainability, the Internal Audit Department ensures the early detection, measurement, and continuous monitoring of risks within the framework of corporate risk management. This process involves managing the risks prioritized in line with the strategic and financial objectives set by Batı Anadolu Group of Companies. Risks are addressed according to established strategies, including risk avoidance, risk transfer, risk mitigation, and risk acceptance.

The process is managed by the Executive Management Team, and the activities conducted are evaluated by the Board of Directors and the Early Detection of Risks Committee.

You can find details of our internal audit activities in [the relevant section](#) of the report.



CORPORATE GOVERNANCE

“ Etik kurallarımız, iş ahlakı standartlarımızı korurken, aynı zamanda şirketimizin itibarını güçlendiren ve sürdürülebilir başarıya ulaşmasını sağlayan sağlam bir çerçeve sunar. ”



Business Ethics

Batı Anadolu Group of Companies considers business ethics as the cornerstone of all its business relations and operations. By clearly defining expectations, standards, and ethical practices, our Code of Business Ethics helps prevent disputes and conflicts of interest, both internally and externally, strengthens our culture, and reinforces our credibility. The Code of Business Ethics clearly outlines the responsibilities of our employees and the attitudes and behaviors they should demonstrate in their business relationships.

These principles, built on universal ethical values such as integrity, fairness, respect, and accountability, contribute to fostering an ethical and transparent culture within our business environment. In this regard, Batı Anadolu Group of Companies has established and implemented the, '**Code of Business Ethics and Working Principles**'. These rules and principles, published with the approval of the Chair of the Board of Directors, guide all of our business processes and establish the fundamental principles that govern the operational activities of our company, as well as the relationships between our employees and with our business partners.

Our code of ethics protects our business ethics standards while simultaneously strengthening our company's reputation and providing a solid framework for achieving sustainable success. These rules and principles, which are binding for all members of the Board of Directors, managers, and employees of Batı Anadolu Group of Companies, also require all our suppliers, subcontractors, business partners, and other stakeholders to adhere to the same ethical principles.

Detailed information on the 'Code of Business Ethics and Working Principles' can be found at the following link. https://www.batianadolu.com/surdurulebilirlik/etik_ilkeler

Batı Anadolu Group of Companies reviews and updates these rules and principles annually, in line with evolving needs, changing conditions, and current practices, to ensure the effective implementation and continuity of the Code of Business Ethics. **The Ethics Committee** is responsible for the adoption and transparent implementation of the code of ethics. The Ethics Committee is responsible for ensuring that employees adhere to the principles of business ethics, evaluating ethical issues, and providing necessary guidance. It also organizes awareness-raising training sessions and provides guidance to prevent ethical violations and strengthen the ethical culture.

We inform our employees about the code of ethics and aim to raise their awareness through our comprehensive training programs, which involve our entire C-level management team.

In 2024, all employees of Batı Anadolu Group of Companies participated in business ethics training with 100% participation.

Business Ethics

Our employees, suppliers, contractors, business partners, and other stakeholders can report violations of the Code of Ethics to the following: the email address **etik@batianadolu.com**, the Ethics Committee Advisor of Batı Anadolu Group of Companies, the Batı Anadolu Group of Companies Headquarters at 0232 478 44 00, or via mail to the Ethics Committee.

These notifications are evaluated by the Ethics Committee, which operates under the Executive Board of the company, within the framework of confidentiality, and appropriate actions are taken. The fact that the Ethics Committee reports to the Executive Board ensures the direct integration of ethical decisions and practices into management, supporting **a robust internal audit mechanism and the principle of transparency**. In the event that an investigation is conducted regarding an action or statement by a member of the senior management of Batı Anadolu Group of Companies that violates the code of ethics, the final decision on the matter shall be made by the Board of Directors of the relevant Batı Anadolu Group of Companies, without the participation of the individual concerned.



Business Ethics Performance;

Number of notifications received by the ethics line: 11

Number of notifications received by the ethics line and resolved within the year: 11

As of 2024, the number of notifications received by the ethics line was 11, all of which were resolved within the year.



CORPORATE GOVERNANCE

Anti-Bribery and Anti-Corruption

As Batı Anadolu Group of Companies, we have established the 'Anti-Bribery and Anti-Corruption Policy' to ensure full compliance with ethical values and legal regulations, uphold business ethics standards, and prevent bribery and corruption. This policy aims to maintain fair and sound business relations with our employees and business partners, foster a transparent business culture, and protect and enhance our reputation.

The implementation and updating of the Policy are the responsibilities of the Board of Directors. The Policy is reviewed at least once a year to ensure Batı Anadolu Group of Companies' compliance with ethical, legal, and business developments and is updated as necessary.

Through our comprehensive training programs, which include our entire C-level management team, we inform our employees about

anti-bribery and anti-corruption practices and aim to raise their awareness. **In 2024, all our employees participated in these training programs with a 100% attendance rate.**

Our employees are required to report any witnessed violations of the policy or any suspected cases to the Ethics Committee through the designated communication channels. All reports are evaluated in accordance with the principle of confidentiality, investigated with respect for privacy, and necessary disciplinary actions are taken if a violation is detected.

You can access the details of the 'Anti-Bribery and Anti-Corruption Policy' at this link:

<https://www.batianadolu.com/upload/pdf/sosyal/politika/rusvet-ve-yolsuzlukla-mucadele.pdf>



Anti-Bribery and Anti-Corruption Performance;

Number of bribery/ corruption cases detected:

0

Number of disciplinary actions taken against employees for bribery/ corruption:

0

Number of public lawsuits filed against the company related to bribery/corruption:

0

CORPORATE GOVERNANCE

Reporting Mechanisms and Safeguards

“Within the framework of the principles of transparency and accountability, Batı Anadolu Group of Companies enhances process traceability and provides a solution-oriented communication platform for customer and employee satisfaction.”

At Batı Anadolu Group of Companies, we launched a new Solution Center process in the last quarter of 2024, aligned with the principle of sustainability, where feedback can be collected effectively. We have established a platform through the website's communication section, allowing **all employees, customers, business partners, and visitors to submit complaints, feedback, suggestions, satisfaction, and solution requests.**

Notifications received through this platform are integrated into the Softexpert (Corporate Governance Software Program) system, and the processes are managed through the system.

The 'Solution Center' can be accessed through separate links for each of our companies, as well as via the Batı Anadolu Group of Companies website.

<https://www.batianadolu.com/iletisim>

The process ensures that incoming notifications are automatically directed to the relevant unit managers. Relevant managers are required to take action within 24 hours of receiving the notification. In addition, users are allowed to submit **anonymous** reports, ensuring that feedback is shared confidentially. **This feature enables both employees and other stakeholders to report freely and with confidence.**



Solution Center

In the last 3 months of 2024

63 Solution Requests,

2 Satisfaction,

39 Suggestions,

Total 104 notifications were received and all of which were resolved.

CORPORATE GOVERNANCE

Internal Audit

The primary objective of the Internal Audit Department is to provide reasonable assurance to the Audit Committee by evaluating the organization's risk management, internal control, and corporate governance processes, and to offer recommendations for improving the efficiency and effectiveness of these processes. In this context, all financial and non-financial processes are evaluated within the scope of the audit, internal audit activities are continuously improved, and they help the organization achieve its goals effectively.

All employees of the Internal Audit Department are members of the Institute of Internal Auditing - Türkiye (TIDE). Our audit team actively participated in various training activities and seminars organized by Batı Anadolu Group of Companies and the Institute of Internal Auditing - Türkiye. In addition, our entire audit team participated in TIDE congresses, where professional practices and trends are evaluated on a global and regional scale, and professional members are kept up-to-date. These training activities and events support the professional development of our audit team and increase the effectiveness of our internal audit processes.

Scope and Objectives of Our Audit Activities

The Internal Audit Department conducts its activities in accordance with the annual Internal Audit Plan, which is approved by the Audit Committee reporting to the Board of Directors. The plan is reviewed during quarterly Internal Audit meetings, and a report on the activities carried out is prepared and submitted to the Audit Committee at the end of the year. The Internal Audit Department operates independently from the day-to-day activities of the organization and maintains its independence and objectivity in all its activities, with assurance from the Board of Directors.

The main objective of the Internal Audit Department, which operates under the Audit Committee composed of the members of the Board of Directors, is to provide assurance and develop recommendations on the following areas:

- Accurate identification of the organization's risks and effective risk management;

- Ensuring that key financial, governance, and operational data are accurate, reliable, and provided on a timely basis;
- Ensuring that all activities of the employees and management staff are in compliance with applicable laws, secondary legislation, internal policies, procedures, and regulations;
- Efficient utilization and proper protection of the organization's resources;
- Implementation of effective strategies to achieve the goals of the organization;
- Ensuring continuous improvements in the internal control systems to enhance their effectiveness; and
- Identifying potential material events that the organization may face in advance and taking necessary measures in this regard.

Internal Audit Portal

At Batı Anadolu Group of Companies, we have digitized 'Action Tracking' to enhance the speed and efficiency of our internal audit processes. Actions identified after the audits are assigned to process owners and tracked through the Internal Audit Portal. This platform enables us to quickly track the effectiveness of controls and easily monitor newly added ones. It also strengthens and enhances the efficiency of internal audit activities by enabling more transparent reporting of improvement processes.

Quality Assurance and Continuous Improvement

The audit activities carried out by the Internal Audit Department are aimed to undergo an independent assessment process every 5 years to ensure compliance with International Internal Audit Standards.

This approach ensures that we continue our internal audit activities in alignment with our goal of continuous improvement.

At Batı Anadolu Group of Companies, we continue to embrace the principles of sustainability and continuous improvement in our internal audit activities, as we do across all areas of our business processes.

You can access the 'Internal Audit Regulation' applicable at Batı Anadolu Group of Companies through the following link: <https://www.batianadolu.com/upload/pdf/yonetisim/politikalar-belgeler/ic-denetim.pdf>



MEMBERSHIPS

MEMBERSHIPS

ASSOCIATIONS AND CHAMBERS	COMPANY	REPRESENTING
UN Global Compact	BATIÇİM	Company Representative
Türk Çimento	BATIÇİM	Member of the Board of Directors
Cement Industry Employers' Association (ÇEİS)	BATISÖKE	Member of the Board of Directors
Central Anatolia Exporters Association (OAİB) Cement, Glass, Ceramics and Soil Products Exporters' Association	BATIÇİM	Member of the Board of Directors
EBSO-Cement, Lime, Gypsum, Concrete Products Manufacturing Industry Professional Committee	BATIÇİM	Member of the High Advisory Board
EBSO-Cement, Lime, Gypsum, Concrete Products Manufacturing Industry Professional Committee	BATIÇİM	Assembly Member
Corporate Treasury Managers Association	BATIÇİM	Member
Turkish Ready-Mixed Concrete Association (THBB)	BATİBETON	Member of the Board of Directors
Miners Association of Türkiye (TMD)	BATIÇİM	Association Representative
TOBB - Turkish Cement and Cement Products Assembly	BATIÇİM	Alternate Member
Türkçimento Environment and Climate Change Standing Committee	BATIÇİM - BATISÖKE	Member
ÇEİS	BATIÇİM - BATISÖKE	OHS Board
	BATIÇİM - BATISÖKE	OHS Committee
	BATIÇİM	Energy Stakeholders Committee



MEMBERSHIPS

ASSOCIATIONS AND CHAMBERS	COMPANY	REPRESENTING
Turkish Ready-Mixed Concrete Association	BATIBETON	Environment and Occupational Health & Safety Committee
	BATIBETON	
	BATIBETON	Technical Committee
Türk Çimento	BATIBETON	Concrete Roads Subcommittee
	BATIÇİM - BATISÖKE	R&D, Quality, and Economic Enterprises Subcommittee
İzmir Chamber of Civil Engineers	BATIBETON	Building Materials Commission
	BATIBETON	Company Representative
Port Operators Association of Türkiye (TÜRKLİM)	BATILİMAN	Member
Aliağa Chamber of Commerce	BATILİMAN	Member
IMEAK - Chamber of Shipping, Aliağa Branch	BATILİMAN	Member
Turkish Quality Association (KalDer)	BATIÇİM	Member
	BATIÇİM	
People Management Association of Türkiye (PERYÖN)	BATIÇİM	Corporate Member of People Management Association of Türkiye
Aegean Region Procurement Managers and Professionals Association (EGESAYDER)	BATIÇİM	Alternate Member of the Board of Directors
Strategic Procurement Association (SSDER)	BATIÇİM	Member

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

Employees Demographics		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total Number of Employees	number	968	006	1020	379	380	394	356	359	356	233	267	270
Female	number	40	43	47	27	30	37	9	9	6	4	4	4
Male	number	928	963	973	352	350	357	347	350	350	229	263	266
Building Contractor/Contractor Employees	number	309	285	289	135	105	107	146	149	151	28	31	31
Female	number	37	39	45	16	21	24	19	16	18	2	2	3
Male	number	272	246	244	119	84	83	127	133	133	26	29	28
Total Number of Employees by the Type of Contract	number	969	1.006	1.020	379	380	394	356	359	356	233	267	270
Indefinite Term Contract of Employment (Total)	number	969	1.006	1.020	379	380	394	356	359	356	233	267	270
Female	number	40	43	47	27	30	37	9	9	6	4	4	4
Male	number	929	963	973	352	350	357	347	350	350	229	263	266
Temporary Employment Contract (Total)	number	0	0	0	0	0	0	0	0	0	0	0	0
Female	number	0	0	0	0	0	0	0	0	0	0	0	0
Male	number	0	0	0	0	0	0	0	0	0	0	0	0
Total Number of Employees by Category	number	969	1.006	1.020	379	380	394	356	359	356	233	266	270
White-Collar	number	205	215	226	103	104	114	49	54	53	53	57	59
Female	number	35	37	40	24	26	33	7	7	4	4	4	3
Male	number	170	178	186	79	78	81	42	47	49	49	53	56
Blue-Collar	number	764	791	794	276	276	280	307	305	303	180	209	211
Female	number	5	6	7	3	4	4	2	2	2	0	0	1
Male	number	759	785	787	273	272	276	305	303	301	180	209	210
Total Workforce by Education Level	number	969	1.006	1.020	379	380	394	356	359	356	233	267	270
Primary School Graduate and Below (incl. Secondary School)	number	104	106	98	18	16	19	37	32	30	45	54	49
High School Graduate (including associate degree holders)	number	656	682	692	257	260	261	269	272	272	133	154	158
University Graduate and Above	number	209	218	230	104	104	114	50	55	54	55	59	63
Total Workforce by Age Group	number	969	1.006	1.020	379	380	394	356	359	356	234	267	272
Under 30 years	number	244	260	285	82	84	94	102	93	97	60	83	94
Between 30-50 years	number	668	687	679	273	276	272	231	241	239	164	170	158
Over 51 years	number	57	59	56	24	20	28	23	25	20	10	14	20

PERFORMANCE INDICATORS

Employees Demographics		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Employees by Seniority	number	969	1.006	1.020	379	380	394	356	359	356	233	267	272
Female	number	40	43	47	27	30	37	9	9	6	4	4	4
0-5 years	number	25	33	39	18	24	31	4	6	4	3	3	4
5-10 years	number	4	5	5	4	4	5	0	0	0	0	1	0
10 years and above	number	11	5	3	5	2	1	5	3	2	1	0	0
Male	number	929	963	973	352	350	357	347	350	350	229	263	268
0-5 years	number	325	486	531	99	158	184	137	165	168	89	162	177
5-10 years	number	292	307	274	113	109	86	97	130	134	81	69	56
10 years and above	number	312	170	168	140	83	87	113	55	48	59	32	35
Total Number of Employees Serving as Managers	number	92	99	107	44	50	55	21	23	24	27	26	30
Total Number of Senior Executives (Executive, Board of Directors, Director)	number	6	8	8	4	4	4	2	4	4	0	0	0
Female	number	0	0	0	0	0	0	0	0	0	0	0	0
Male	number	6	8	8	4	4	4	2	4	4	0	0	0
Total Number of Mid-Level Managers (Manager)	number	26	25	26	15	15	17	4	5	5	7	5	5
Female	number	1	2	3	1	2	3	0	0	0	0	0	0
Male	number	25	23	23	14	13	14	4	5	5	7	5	5
Number of First-Level Managers (Chief, Supervisor, Leader)	number	60	66	73	25	31	34	15	14	15	20	21	25
Female	number	6	5	7	3	3	6	2	1	1	1	1	0
Male	number	54	61	66	22	28	28	13	13	14	19	20	25
Board of Directors Number of Employees	number	Presented on the basis of production functions.			7	7	6	7	7	7	Presented on the basis of production functions.		
Female	number				1	1	1	1	1	1			
Male	number				5	6	5	6	6	6			
Executive Board Number of Employees	number				3	3	3	3	3	3			
Female	number				0	0	0	0	0	0			
Male	number				3	3	3	3	3	3			

PERFORMANCE INDICATORS

Employees Demographics		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Newly-Recruited Employees	number	344	434	348	108	128	152	128	134	54	108	172	142
Female	number	16	17	14	12	15	13	4	2	0	0	0	1
Male	number	156	200	160	42	49	63	60	65	0	54	86	70
Under 30 years	number	97	112	107	37	35	43	34	32	3	26	45	49
Between 30-50 years	number	67	95	63	13	28	31	29	31	3	25	36	20
Over 51 years	number	8	10	4	4	1	2	1	4	0	3	5	2
Employees Leaving the Company	number	276	422	312	108	136	120	102	180	64	78	128	132
Female	number	7	15	10	6	12	7	1	3	3	4	10	4
Male	number	131	196	146	48	56	53	50	87	29	35	55	62
Under 30 years	number	45	61	90	25	24	35	24	18	14	11	29	43
Between 30-50 years	number	80	116	61	22	33	24	23	53	15	25	28	20
Over 51 years	number	13	34	5	7	11	1	4	19	3	3	6	3
Positions Filled by Internal Candidates	number	14	24	11	3	16	6	8	3	2	3	4	3
Female	number	1	4	3		4	3	0	0	0	1	3	0
Male	number	13	20	8	3	12	3	8	3	2	2	2	3
Employee Turnover Rate	%	17,32	27,65	18,88	19,52	27,46	18,39	14,48	29,08	24,83	14,39	33,38	29,05
Female	%	20,14	35,23	22,64	25,44	40,45	20,95	13,95	33,64	40,91	-	-	-
Male	%	14,51	20,08	15,12	13,61	14,47	15,84	15,00	24,51	8,75	14,39	33,38	29,05
Number of Interns	number	76	68	74	59	52	58	11	7	6	6	9	10
Number of interns subsequently employed by the organization	sayı	2	6	5	2	4	5	3	1	0	0	1	0
Number of employees participating in the Learning Organization	number	-	49	71	-	32	44	-	13	18	-	4	9

PERFORMANCE INDICATORS

Social Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Occupational Health and Safety	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total Number of OHS Board Members	number	31	23	23	8	7	7	13	9	8	10	7	8
Number of Employee Representatives on OHS Board	number	29	27	24	3	3	3	7	3		20	22	22
Supplier Participation Rate	%	85,97	83,11	83,87	81,67	96,36	90	92,14	72,92	79,55	66,00	83,00	81,00
Total number of accidents with and without lost time		203	155	137	40	24	43	54	63	41	109	66	51
Direct Employment	number	70	51	80	32	14	39	31	29	26	7	8	15
External Firms	number	133	104	57	8	10	4	23	34	15	102	58	36
Number of Fatal Accidents		0	3	0	0	0	0	0	0	0	0	3	0
Direct Employment	number	0	0	0	0	0	0	0	0	0	0	0	0
Number of Accidents with Lost Time		106	86	69	31	12	22	48	52	29	27	22	18
Direct Employment	number	60	43	46	25	10	20	30	27	20	5	6	6
External Firms	number	46	43	23	6	2	2	18	25	9	22	16	12
Accident Frequency Ratio													
Direct Employment	(number of accidents x 1,000,000) / working hour)	28,55	19,35	19,68	30,84	11,88	23,67	41,03	35,28	24,42	9,69	9,76	9,04
Accident Related Absence													
Direct Employment	number	1383	561	674	642	82	190	712	368	442	29	111	42
External Firms	number	323	284	263	42	14	51	22	164	93	259	106	119
Accident Weight Ratio													
Direct Employment	(number of lost days x 1,000) / working hours)	0,66	0,25	0,29	0,79	0,10	0,22	0,71	0,48	0,57	0,06	0,18	0,06
Lost Working Day Ratio													
Direct Employment	(number of cases x 1,000,000) / working hours)	10,46	10,16	12,15	14,08	13,02	15,62	11,29	12,71	14,91	7,95	6,76	8,84

PERFORMANCE INDICATORS

Social Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Occupational Health and Safety	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Occupational Diseases													
Direct Employment	number	0	0	0	0	0	1	0	0	0	0	0	0
External Firms	number	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Diseases Ratio													
Direct Employment	(number of cases x 1,000,000) / working hours)	0	0	0	0	0	0	0	0	0	0	0	0
OHS Investments and Expenditures	million TRY	13,8	34,9	40,3	7,2	19,3	29,6	6,2	11,2	7,2	0,42	4,37	3,59
Employee Development	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Average Annual OHS Training Hours per Employee	hours/person	23,4	20,8	25,9	36,6	45,4	25,4	59,0	51,6	33,0	9,1	21,7	17,4
Average Annual Training Hours per Employee (All Topics)	hours/person	44,5	49,2	35,0	42,0	55,7	36,1	65,9	63,9	42,8	16,0	26,6	23,2
Training Activities	hours/person	43.126	49.542	35.786	15.925	21.176	14.262	23.485	22.828	15.252	3.742	7.064	6.272
OHS Compulsory	person.hour	12.734	14.158	13.624	6.094	5.604	5.232	6.048	6.312	6.016	592	2.498	2.377
OHS Non-Compulsory	person.hour	10.003	6.777	2.774	5.499	2.623	1.227	2.974	2.556	1.172	1.519	1.313	375
Technical Skills Development Training	person.hour	2.868	2.212	4.859	681	838	2.165	1.945	1.764	1.889	242	426	805
Personal Competency Training	person.hour	2.160	4.025	2.238	677	829	1.083	71	980	947	101	76	208
Training Activities on Sustainability (Including Environment)	person.hour	917	1.061	730	454	869	164	258	333	338	208	270	228
Other Training Activities	person.hour	14.444	21.309	11.562	2.521	10.413	4.393	12.189	10.884	4.890	1.081	2.482	2.280
Expenditure on Employee Training	TRY	866.808	1.860.381	3.539.496	500.496	1.320.657	2.431.564	276.206	401.800	698.719	90.107	137.924	409.213
	USD	51.290	77.034	91.201	29.615	54.686	143.880	16.344	16.638	18.004	5.332	5.711	10.544

PERFORMANCE INDICATORS

Social Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Employee Development	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employees Subject to Regular Performance Assessment	number	-	212	216	-	104	109	-	51	48	-	57	59
Female	number	-	37	36	-	26	29	-	7	4	-	4	3
Male	number	-	175	180	-	78	80	-	44	44	-	53	56
Employee Engagement Rate	%	-	-	57,5	-	-	52,6	-	-	59,6	-	-	62,3
White-Collar	%	-	-	63,6	-	-	64,6	-	-	61,4	-	-	64,7
Blue-Collar	%	-	-	55,5	-	-	45	-	-	59,2	-	-	60,0
R&D and Product Development	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
R&D and Product Development Budget	TRY	2.079.489	3.373.784	5.377.809	Data on R&D and Product Development expenditures are presented as consolidated data since the benefits provided on a group company basis are correlated.								
Diversity and Inclusion	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Employees on Maternity Leave	number	0	1	0	0	1	0	0	0	0	0	0	0
Number of Employees Working in Their Current Job for the Last 12 Months After Returning from Maternity Leave	number	0	1	0	0	1	0	0	0	0	0	0	0
Number of male employees on paternity leave	number	40	37	40	12	12	15	16	17	12	12	8	13
Number of male employees returning from paternity leave	number	40	37	40	12	12	15	16	17	12	12	8	13
Rate of Employees Covered by a Collective Bargaining Agreement	%	54,75	51,44	50,00	67,02	65,5	62,69	77,53	74,65	73,88	0	0	0
Ratio of female executive salaries to male executive salaries (mid-level)	%	109	54	102	106	55	104	-	-	-	-	-	-
Ratio of female executive salaries to male executive salaries (first-level)	%	102	103	105	96	105	106	125	100	96	-	-	-
Ratio of female employee salaries (non-managerial) to male employee salaries (non-managerial)	%	91	89	93	85	85	93	95	95	95	90	110	104

PERFORMANCE INDICATORS

Social Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Diversity and Inclusion	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Employees with Disabilities	number	23	24	28	8	7	10	10	10	12	5	7	6
Female	number	-	-	-	0	0	0	0	0	0	0	0	0
Male	number	23	24	28	8	7	10	10	10	12	5	7	6
Supply Chain Performance	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Suppliers	number	2.071	2.165	2.495	804	861	1006	832	872	870	418	416	590
Number of Domestic/Local Suppliers	%	98	98	98	98	98	98	97	97	98	100	100	100
Raw Material Suppliers - Assessed	number	312	353	317	60	67	90	74	92	86	178	194	141
Regular Suppliers - Assessed	number	804	757	756	237	236	223	276	225	248	291	296	285
Provisional Suppliers - Assessed	number	71	54	38	33	24	23	31	23	12	7	7	3
Total Number of Suppliers Assessed	number	1.187	1.164	1.111	330	327	336	381	340	346	476	497	429
Receiving an A score	number	559	1.945	1.872	587	571	563	668	578	595	769	796	714
Receiving a B score	number	577	522	575	186	147	180	190	152	185	201	223	210
Receiving a C score	number	42	41	32	10	18	3	6	23	13	26	0	16
Receiving a D score	number	9	5	0	1	0	0	3	2	0	5	3	0
Number of Suppliers Assessed by Environmental Criteria	number	1.187	1.164	1.111	330	327	336	381	340	346	476	497	429
Number of Suppliers Assessed by Social Criteria	number	1.187	1.164	1.111	330	327	336	381	340	346	476	497	429

PERFORMANCE INDICATORS

Social Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATICÖKE			OTHER SUBSIDIARIES		
Management Systems	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Share of Companies with an ISO 9001 - Quality Management System	%	67	67	67	100	100	100	100	100	100	Evaluated on the basis of Production functions.		
Share of Companies with an ISO 14001 - Environmental Management System System	%	50	50	50	100	100	100	100	100	100			
Share of Companies with an ISO 27001 - Energy Management System	%	17	17	17	100	100	100	0	0	0			
Share of Companies with an ISO 45001 - Occupational Health & Safety Management System	%	67	67	67	100	100	100	100	100	100			
Share of Companies with an ISO 50001 - Energy Management System	%	33	33	33	100	100	100	100	100	100			
Compliance	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of Incidents Reported to the Ethics Committee	number	0	0	11	0	0	0	0	0	11	0	0	0
Rate of completion of ethics training programs													
Code of Business Ethics	%	100	100	100	100	100	100	100	100	100	100	100	100
About Anti-bribery and Anti-corruption	%	100	100	100	100	100	100	100	100	100	100	100	100
Human Rights	%	100	100	100	100	100	100	100	100	100	100	100	100
Diversity, Equality, and Inclusion	%	100	100	100	100	100	100	100	100	100	100	100	100

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Raw Materials	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Gray Cement Raw Material Quantity													
Clinker Produced	million tons	3,63	3,49	3,16	1,38	1,38	1,38	2,25	2,11	1,78	-	-	-
Natural Raw Material Quantity	million tons	5,78	5,31	4,76	2,20	2,16	2,11	3,58	3,15	2,65	-	-	-
Alternative Raw Materials	million tons	0,19	0,34	0,17	0,04	0,12	0,14	0,15	0,22	0,03	-	-	-
Natural Additives (Added to Cement)	million tons	0,41	0,53	0,49	0,19	0,21	0,22	0,22	0,32	0,27	-	-	-
Alternative Additives (Added to Cement)	million tons	0,35	0,44	0,29	0,20	0,22	0,13	0,15	0,22	0,16	-	-	-
Ready Mixed Concrete Raw Material Quantity													
Fly Ash	thousand tons	38,4	52,2	51,7	-	-	-	-	-	-	38,38	52,22	51,74
Slag	thousand tons	-	-	-	-	-	-	-	-	-	-	-	-
Cement	thousand tons	465,0	590,0	622,5	-	-	-	-	-	-	465,00	590,00	622,55
Aggregate	thousand tons	2.793,0	3.459,0	3.545,6	-	-	-	-	-	-	2.793,00	3.459,00	3.545,36
Quantity of Raw Materials Obtained from Quarry	million tons	5,8	5,3	4,7	2,2	2,2	2,1	3,6	3,1	2,6	-	-	-
Use Percentage of Alternative Components													
Alternative Raw Material (Cement)	%	8,1%	11,7%	8,1%	1,6%	5,4%	6,6%	4,29	6,96	4,70	-	-	-
Alternative Binding Agent (Ready-Mixed Concrete)	%	1,2%	1,3%	1,2%	-	-	-	-	-	-	1,2%	1,3%	1,2%
Mine Sites													
Active Mine Site Area	ha	760,8	739,5	739,5	346,7	344,5	344,5	414,1	395,0	395,0	-	-	-
Mine Site Area with an Approved Rehabilitation Plan	ha	760,8	739,5	739,5	346,7	344,5	344,5	414,1	395,0	395,0	-	-	-
Mine Site Area Where Mining Activities Ended	ha	-	2,2	-	-	2,2	-	-	-	-	-	-	-
Rehabilitated Mine Site Area	ha	-	2,2	-	-	2,2	-	-	-	-	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Energy	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total Energy Consumption	MWh	4.320.386	4.040.192	3.538.461	1.607.293	1.700.972	1.516.844	2.713.092	2.339.220	2.021.618	-	-	-
	Total Energy Consumption	371.551	347.248	302.093	138.227,23	146.283,63	130.448,58	233.324,07	200.964,31	171.644,02	-	-	-
	Conventional Energy Consumption	15.242.292,60	13.882.132,80	12.647.030,40	5.475.157,80	5.460.940,80	5.460.638,40	9.767.134,80	8.421.192,00	7.186.392,00	6.167,52	7.034,32	7.021,48
Electricity Consumption	MWh	14.757	13.705	11.814	5.786,26	6.123,50	5.305,30	8.971,00	7.581,00	6.508,95	-	-	-
Total Electricity Consumption In Clinker Production	MWh	396.794	413.029	363.094	175.777,55	183.298,23	174.916,30	221.016,00	229.731,00	188.178,00	5.608,17	6.630,78	6.606,15
Total Thermal Energy Consumption In Clinker Production	Mcal	245.037	223.101	191.167	97.508,35	97.209,24	92.322,36	147.528,31	125.892,00	98.844,88	-	-	-
Total Energy Consumption	GJ	2.144.317.072	1.812.158.472	1.556.160.813	1.148.471,70	1.148.471,70	1.153.099,13	2.143.168.600,00	1.811.010.000,00	1.555.007.714,00	559,36	403,54	415,33
Percentage Of Grid Electricity	%	9%	10%	10%	0,8%	11%	12%	8%	10%	9%	91%	94%	94%
Percentage Of Alternative Energy	%	0,3%	0,8%	4,8%		1,8%	9,4%	-	0,1%	1,2%	-	-	-
Percentage Of Renewable Energy	%	1,7%	1,5%	1,36%	3,3%	2,8%	2,8%	0,7%	0,6%	0,2%	9%	6%	6%
Energy Consumption By Type Of Fuel	MWh	4.326.553	4.047.227	3.545.483	1.607.293	1.700.972	1.516.844	2.713.092	2.339.220	2.021.618	6.167,52	7.034,32	7.021,48
Electricity	MWh	402.961	420.064	370.116	175.777,55	183.298,23	174.916,30	221.016,00	229.730,97	188.177,99	6.167,52	7.034,32	7.021,48
Coal	MWh	2.753.609	2.082.822	1.483.756	1.240.678,37	1.140.651,41	814.199,32	1.512.930,71	942.170,33	669.556,62	-	-	-
Fuel Oil	MWh	11.602	11.360	5.364	2.404,60	1.387,70	1.004,83	9.197,75	9.972,17	4.359,55	-	-	-
Petroleum Coke	MWh	1.144.992	1.499.894	1.518.014	175.044,41	344.954,65	383.500,64	969.947,88	1.154.939,47	1.134.513,58	-	-	-
Alternative Fuels	MWh	13.388	33.087	168.233	13.388,41	30.680,50	143.222,80	-	2.407,00	25.009,80	-	-	-
Alternative Fuel Utilization Rate	%	0,3%	0,9%	8,6%	1,9	5,7	19,4%	0	0,1%	3,7%			
Renewable Energy													
Electric Power Generation By Heat Recovery (Waste Heat) Mwh	MWh	71.710,44	61.309,00	48.099,46	52.826,72	47.447,00	43.147,34	18.883,72	13.862,00	4.952,12	-	-	-
Electric Power Generation By Heat Recovery (Waste Heat) TJ	TJ	258,19	232,68	173,15	190,21	182,84	155,33	67,98	49,84	17,82	-	-	-
Greenhouse Gas Emission Reduction Due To Electric Power Generation By Heat Recovery	tons CO ₂ /year	14.839,44	13.381,79	11.113,98	10.938,83	10.515,01	8.935,05	3.900,61	2.866,77	2.178,93	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Energy	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Energy Savings											-	-	-
Total Thermal Energy Savings	TJ	-	-	40,87	-	-	0,19	-	-	40,68	-	-	-
Total Electricity Savings	MWh	-	-	11.964,65	-	-	53.46	-	-	11.300,56	-	-	610,63
Wastes & Circular Economy	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Waste generated	tons	71.089,33	117.309,29	111.536,71	59.151,47	104.133,30	534,69	10.451,90	11.808,33	19.364,46			
Rate of hazardous waste	%	1,8%	0,5%		0,0%	0,0%	2,7%	0,6%	0,3%	18,0%			
Rate of hazardous waste incineration	%				0,60%	5,70%	19,10%	-	1,60	2,70			
Rate of recycled waste	%	99,46%	99,66%	99,63%	99,74%	99,85%	99,82%	98,61%	98,76%	99,25%	99,87%	99,91%	99,90%
Total Quantity of Hazardous Waste (Waste sent by us)	tons	1.299	537	620	9	4	15	61	39	11	1.230	494	605
Energy Recovery	tons	1.212	480	594,71	-	-	-	-	-	-	1.212	480	595
Recovery	tons	86,86	57,58	25,72	8,52	3,88	14,62	60,87	39,37	11,10	18	14	11
Waste Disposal/Landfill Site	tons	0,12	0,05	0,03	0,08	-	0,01	0,05	0,05	0,02	0,003	0,004	-
Total Non-Hazardous Waste Quantity (Waste sent by us)	tons	69.790,21	116.771,98	110.916,25	59.142,88	104.129,42	90.619,60	10.390,98	11.768,91	19.353,34	68.723,23	114.828,85	104.013,46
Energy Recovery	tons	-	588,96	666,76	-	-	-	-	-	-	-	588,96	666,76
Recovery	tons	936,53	1.826,95	6.765,82	478,58	671,40	536,28	289,40	971,10	6.062,82	168,55	184,45	166,72
Waste Disposal/Diverted to Landfill Site	tons	386,80	400,85	414,93	154,18	154,58	160,28	144,82	146,04	144,82	87,80	100,23	109,83
Waste Recovery Rate	%	99,46%	99,66%	99,63%	99,74%	99,85%	99,82%	98,61%	98,76%	99,25%	99,87%	99,91%	99,90%
Quantity of non-hazardous waste recovered for energy purposes (Waste incineration)	tons	3.191,62	10.713,47	37.632,90	12,5642	3761,26	17926,17	3.179,06	6.952,21	19.706,73	-	-	-
Quantity of hazardous waste recovered for energy purposes (Waste incineration)	tons	15.891,42	25.577,95	42.447,93	2875,758	8112,49	16791,12	13.015,66	17.465,46	25.656,81	-	-	-
Industrial Symbiosis (Alternative Raw Materials)	tons	68.466,88	113.955,21	103.068,74	58510,119	103.303,44	89.923,04	9.956,76	10.651,77	13.145,70	68.466,88	113.955,21	103.070,15

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Water Management	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total water withdrawn	m³	1.470.808,00	1.520.365,40	1.580.989,67	534.325,00	555.058,00	533.655,00	616.466,00	581.572,00	626.695,00	320.017,00	383.735,40	420.639,67
Percentage of water withdrawn from areas with relatively High Baseline Water Stress (BWS)	%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%	100,00%
Total consumption	m³	1.314.047,06	1.343.507,66	1.409.104,62	512.471,00	530.417,76	508.011,00	581.496,00	547.972,00	590.995,00	220.080,06	265.117,90	310.098,62
Percentage of water consumption in areas with relatively High Baseline Water Stress (BWS)	%	89,34	88,37	89,13	95,91	95,56	95,19	94,33	94,22	94,30	68,77	69,09	73,72
Total Annual Water Withdrawal by Source	m³	1.470.808,00	1.520.365,40	1.580.989,67	534.325,00	555.058,00	533.655,00	616.466,00	581.572,00	626.695,00	320.017,00	383.735,40	420.639,67
Groundwater (Well Water)	m³	1.424.713,14	1.462.277,00	1.507.481,00	533.655,00	554.364,00	532.985,00	616.466,00	581.572,00	626.695,00	274.592,14	326.341,00	347.801,00
Mains Water	m³	44.970,00	54.798,00	62.810,00	670,00	694,00	670,00	-	-	-	44.300,00	54.104,00	62.140,00
Tanker Water	m³	1.124,86	3.290,40	10.698,67	-	-	-	-	-	-	1.124,86	3.290,40	10.698,67
Volume of Water Discharged by Source	m³	53.047,94	60.410,74	63.764,05	11.534,00	14.230,24	15.594,00	18.000,00	19.200,00	18.420,00	23.513,94	26.980,50	29.750,05
Receiving Body	m³	15.000,00	15.000,00	15.000,00	-	-	-	-	-	-	15.000,00	15.000,00	15.000,00
Wastewater Channel	m³	38.047,94	45.410,74	48.764,05	11.534,00	14.230,24	15.594,00	18.000,00	19.200,00	18.420,00	8.513,94	11.980,50	14.750,05
Recovered/Reused Water (including Rainwater)	m³	103.713,00	116.447,00	108.121,00	10.320,00	10.410,00	10.050,00	16.970,00	14.400,00	17.280,00	76.423,00	91.637,00	80.791,00
Specific Water Consumption	m3/ton cement equivalent	Presented on the basis of Production functions.			0,308	0,294	0,292	0,495	0,433	0,330	-	-	-
Specific Water Consumption	m3/ton Clinker equivalent				0,372	0,385	0,369	0,284	0,273	0,324	-	-	-
Specific Water Consumption	m3/m3 concrete equivalent				-	-	-	-	-	-	0,183	0,175	0,188
Product Innovation	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total accessible market and market share for products that reduce the impacts of energy, water, or materials during utilization or production	Percentage of Sales (%)	77,3	73,3	72,7	79,7	73,0	71,8	75,1	73,7	73,8	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
	Birim	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Emissions	tons CO ₂ e	6.731.495,67	5.003.528,12	3.636.818,11	3.354.802,41	1.757.271,55	1.510.048,96	2.663.686,44	2.438.009,69	1.955.525,26	713.006,83	808.246,89	171.243,89
Scope 1 Emissions	tons CO ₂ e	3.354.684,07	3.315.677,58	2.835.208,66	1.248.664,55	1.267.634,62	1.248.603,90	2.092.158,83	2.045.291,09	1.577.926,27	13.860,70	2.751,87	8.678,49
Scope 2 Emissions	tons CO ₂ e	149.653,99	158.493,05	146.755,82	56.357,12	59.516,18	60.385,82	90.524,43	95.712,29	83.174,57	2.772,44	3.264,58	3.195,43
Scope 3 Emissions	tons CO ₂ e	3.227.157,61	1.529.357,49	654.853,63	2.049.780,74	430.120,75	201.059,24	481.003,18	297.006,30	294.424,42	696.373,69	802.230,44	159.369,97
Specific (Scope 1 & Scope 2) Emissions*	kgCO ₂ e/ton, clinker	Evaluateda on the basis of Production functions.			925	948	1.010	952	998	945	-	-	-
	kgCO ₂ e/ton, cement				722	739	817	714	753	732	-	-	-
	kgCO ₂ e/m ³ ready-mixed concrete				-	-	-	-	-	-	10,50	3,22	6,66
Direct Emissions	tons CO ₂ e	3.354.684,07	3.330.307,64	2.835.205,66	1.248.664,55	1.267.634,62	1.248.603,90	2.092.158,83	2.045.291,09	1.577.926,27	13.860,70	17.381,93	8.675,49
Indirect Emissions	tons CO ₂ e	3.376.811,60	1.691.210,62	801.609,45	2.106.137,85	489.636,93	261.445,06	571.527,61	392.718,60	377.598,99	699.146,13	808.855,09	162.565,40
GHG emissions intensity	(tons CO ₂ e/ million TRY)	0,0011	0,0005	0,0003	0,0015	0,0006	0,0004	0,0012	0,0007	0,0005	0,0009	0,0003	0,0002
Net Sales Revenue	(TRY)	5.955.128.187,06	9.173.748.047,24	11.969.106.282,66	2.300.113.562,15	2.966.643.300,13	3.500.747.962,82	2.137.970.458,36	3.305.471.935,55	3.707.760.128,56	1.517.044.166,55	2.901.632.811,56	4.760.598.191,28

* We have updated our calculation methods as of 2024.

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Emissions	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Gross total Scope 1 emissions	tons CO ₂ e	3.354.684,38	3.315.677,58	2.835.197,95	1.248.664,55	1.267.634,62	1.248.603,90	2.092.158,83	2.045.291,10	1.577.926,27	13.861,00	2.751,86	8.667,78
Percentage of gross total emissions of Scope 1 greenhouse gas emissions under the emission-limiting regulation or program	%	95,2%	91,8%	99,2%	95,0%	95,3%	99,6%	95,9%	89,8%	99,4%	-	-	-
CO ₂ emissions from off-site transportation (Scope 1)	tons CO ₂ e	24.942,39	12.963,06	12.249,30	4.894,63	4.087,93	309,34	6.296,72	6.213,55	5.467,16	13.751,04	2.661,58	6.472,80
CO ₂ emissions from purchased fuels (Scope 3)	tons CO ₂ e	177.521,01	187.235,09	269.661,31	88.366,91	83.913,63	123.403,57	85.997,16	102.717,24	144.569,28	3.156,94	604,22	1.688,46
CO ₂ emissions from upstream and downstream transport and distribution (Scope 3)	tons CO ₂ e	1.172.264,86	376.109,53	30.435,68	898.502,82	290.687,41	9.444,52	176.534,31	52.411,83	16.637,10	97.227,73	33.010,29	4.354,06
CO ₂ emissions from processing of sold products (Scope 3)	tons CO ₂ e	122.970,84	92.557,93	5.276,79	41.519,13	47.210,35	1.311,49	74.396,92	38.292,79	1.802,68	7.054,79	7.054,79	2.162,62
CO ₂ emissions from investments (Scope 3)	tons CO ₂ e	-	-	14.880,80	-	-	23,11	-	-	1.037,38	-	-	13.820,31
Air Emissions	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total NO _x emissions	tons	2856,33	2512,28	4186,22	2264,06	1979,29	2211,17	592,28	532,99	1975,05	-	-	-
Specific NO _x emissions	g/ton, clinker	Evaluated on the basis of Production functions.			1644,64	1437,42	1605,75	488,08	467,66	1111,48	-	-	-
Total SO _x emissions	tons	59,50	60,42	151,47	7,13	13,30	47,09	52,37	47,12	104,39	-	-	-
Specific SO _x emissions	g/ton, clinker	Evaluated on the basis of Production functions.			5,18	9,66	34,19	43,15	41,35	58,75	-	-	-
Total pm ₁₀ emissions	tons	6,90	26,59	52,47	3,41	23,45	21,97	3,49	3,14	30,50	-	-	-
Specific pm ₁₀ emissions	g/ton, clinker	Evaluated on the basis of Production functions.			2,48	17,03	15,96	2,88	2,76	17,16	-	-	-

PERFORMANCE INDICATORS

Environmental Performance Indicators		BATIÇİM (CONSOLIDATED)			BATIÇİM (İZMİR PLANT)			BATISÖKE			OTHER SUBSIDIARIES		
Air Emissions	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total dioxin/furan emissions	tons	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	-	-	-
Specific dioxin/furan emissions	g/ton, clinker	Evaluated on the basis of Production functions.			0,00	0,00	0,00	0,00	0,00	0,00	-	-	-
Total VOC emissions	tons	67,82	85,12	119,21	32,33	53,18	49,84	35,49	31,93	69,37	-	-	-
Specific VOC emissions	g/ton, clinker	Evaluated on the basis of Production functions.			23,49	38,62	36,19	29,24	28,02	39,04	-	-	-
Total polycyclic aromatic hydrocarbons (PAHs) emissions	tons	0,06	0,01	0,17	0,05	0,00	0,04	0,01	0,01	0,13	-	-	-
Specific polycyclic aromatic hydrocarbons (PAHs) emissions	g/ton, clinker	Evaluated on the basis of Production functions.			0,04	0,00	0,03	0,00	0,00	0,07	-	-	-
Total heavy metals emissions	tons	0,93	0,59	0,29	0,30	0,02	0,15	0,63	0,57	0,14	-	-	-
Specific heavy metals emissions	g/ton, clinker	Evaluated on the basis of Production functions.			0,22	0,02	0,11	0,52	0,50	0,08	-	-	-
Total ODS emissions	ton	-	-	-	-	-	-	-	-	-	-	-	-
Specific ODS emissions	gr/ton clinker	Evaluated on the basis of Production functions.			-	-	-	-	-	-	-	-	-
Rate of clinker produced in kilns where all emissions are measured continuously or intermittently	%	100	100	100	100	100	100	100	100	100	-	-	-
Rate of clinker produced in kilns where dust, NOx, and Sox emissions are continuously measured	%	100	100	100	100	100	100	100	100	100	-	-	-
Environmental Investments and Expenditures	tons	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Legally Required Expenditures	million TRY	7,80	15,29	16,27	1,00	1,12	3,96	0,90	1,87	2,78	5,89	12,30	9,53
Non-Mandatory Expenditures	TRY	76,66	78,08	53,68	5,74	23,13	48,00	70,56	51,77	2,95	0,36	3,18	2,73
Number of Lawsuits Filed Due to Environmental Performance	number	-	-	-	-	-	-	-	-	-	-	-	-
Environmental Compliance Fines	number	-	-	-	-	-	-	-	-	-	-	-	-



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DECLARATION OF USE	BATI ANADOLU GROUP OF COMPANIES reported in accordance with the GRI Standards for the period between January 1, 2022 and December 31, 2023.
APPLICABLE GRI 1	GRI 1: Foundation 2021
GRI SECTOR STANDARD	/

GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
GENERAL DISCLOSURES				
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	Page: 5	
	2-2	Entities included in the organization's sustainability reporting	Page: 5	
	2-3	Reporting period, frequency, and contact point	Page: 5 01.01.2024-31.12.2024 Annual	
	2-4	Restatements of information	There is no restatement of the statement.	
	2-5	External assurance	No external audit service was obtained for the sustainability report.	
	2-6	The Company's activities, value chain (i.e., brands, products & services) and other business relationships	Page: 11	
	2-7	Employees	Page: 70; 132-134	
	2-8	Workers who are not employees (of the company)	Page: 132	
	2-9	Corporate governance structure and composition	Page: 120-121	
	2-10	Chair of the highest governance body	Page: 120	
	2-11	The role of the highest governance body in overseeing the management of impacts (of the company)	Page: 120	
	2-12	Delegation of responsibility for managing impacts	Page: 120-121	
	2-13	Role of the highest governance body in sustainability reporting	Page: 121	
	2-14	Conflicts of interest	Page: 28-29	
	2-15	Communication of critical concerns	Page: 123-124	
	2-16	Conflicts of interest	Page: 122	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
GENERAL DISCLOSURES				
GRI 2: GENERAL DISCLOSURES 2021	2-17	Collective knowledge of the highest governance body	Page: 121	
	2-18	Evaluation of the performance of the highest governance body	Page: 120	
	2-19	Remuneration policies	Page: 66-71	
	2-20	Process to determine remuneration	Page: 66-71	
	2-21	Annual total compensation ratio	Not applicable.	
	2-22	Statement on sustainable development strategy	Page: 6-9; 35-55	
	2-23	Policy commitments	Page: 36	
	2-24	Embedding policy commitments	Page: 35-36	
	2-25	Processes to remediate negative impacts	Page: 53-55; 84-87	
	2-26	Mechanisms for seeking advice and raising concerns	Page: 123-124; 126	
	2-27	Compliance with laws and regulations	There were no incidents of non-compliance with laws and regulations.	
	2-28	Membership associations	Page: 129-130	
	2-29	Approach to stakeholder engagement	Page: 44-48	
	2-30	Collective bargaining agreements	Page: 69	
MATERIAL TOPICS				
GRI 3: MATERIAL TOPICS	3-1	Process to determine material topics	Page: 47	
	3-2	List of material topics	Page: 48	

GRI INDEX

GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF TOP PRIORITY				
CLIMATE CHANGE ADAPTATION AND REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 84-99	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Page: 86	
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Page: 86	
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Page: 86	
	305-4	GHG emissions intensity	Page: 144-146	
	305-5	Reduction of GHG emissions	Page: 144-146	
	305-6	Emissions of ozone-depleting substances (ODS)	Page: 144-146	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 144-146	
OCCUPATIONAL HEALTH & SAFETY (OHS) APPROACH				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 58-64	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Page: 65-117	
	403-2	Hazard identification, risk assessment, and incident investigation	Page: 64	
	403-3	Occupational health services	Page: 59-65	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page: 59-65	
	403-5	Worker training on occupational health and safety	Page: 136	
	403-6	Promotion of worker health	Page: 59-65	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 59-65; 135-136	
	403-8	Workers covered by an occupational health and safety management system	Page: 59-65; 135-136	
	403-9	Work-related injuries	Page: 59-65; 135-136	
	403-10	Work-related ill health	Page: 59-65; 135-136	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF TOP PRIORITY				
WASTE MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page:48; 100-102	
GRI 306: Waste 2020	306-1	Management of material topics	Page: 100-103; 142	
	306-2	Waste generation and significant waste-related impacts	Page: 100-103; 142	
	306-3	Management of significant waste-related impacts	Page: 142	
	306-4	Waste generated	Page: 142	
	306-5	Waste diverted from disposal	Page: 142	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Page: 100-101; 140	
	301-2	Recycled input materials used	Page: 100-101; 140	
	301-3	Percentage of sold products packaging materials recalled by category	Sayfa: 100-101; 140	
SUSTAINABLE PRODUCTS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 94-95	
GRI 416: Customer/Consumer Health and Safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Page: 94-95	
	416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcome	There was no such non- compliance during the reporting period.	
GRI 417: Pazarlama ve Etiketler (2016)	417-1	Requirements for product and service information and labeling	100% of them are labeled in accordance with legal regulations.	
	417-2	Incidents of non-compliance with regulations or voluntary codes concerning	There was no such non- compliance during the reporting period.	
	417-3	Results of research measuring customer satisfaction	Page: 45	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF TOP PRIORITY				
ENERGY MANAGEMENT AND EFFICIENCY				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 89-93	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page: 141	
	302-2	Energy consumption outside of the organization	Page: 141	
	302-3	Energy intensity	Page: 141	
	302-4	Reduction in Energy Consumption	Page: 142	
	302-5	Reduction in Energy Consumption of Products and Services	Page: 142	
DIGITALIZATION				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 108-115	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was no such non-compliance during the reporting period.	
COMPLIANCE WITH NATIONAL AND INTERNATIONAL ENVIRONMENTAL REGULATIONS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 83-102	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF HIGH PRIORITY				
BUSINESS ETHICS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 123-126	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page: 125	
	205-2	Communication and training about anticorruption policies and procedures	Page: 125-126	
	205-3	Confirmed incidents of corruption and actions taken	Page: 125-126	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Page: 125-126	
CORPORATE GOVERNANCE				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 102-127	
WATER MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 98-99	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Page: 98-99	
	303-2	Management of water discharge-related impacts	Page: 98-99	
	303-3	Water withdrawal	Page: 143	
	303-4	Water discharge	Page: 143	
	303-5	Water consumption (total)	Page: 143	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF HIGH PRIORITY				
EMPLOYEE DEVELOPMENT AND INCREASING EMPLOYEE SATISFACTION				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 66-75	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page: 134	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page: 66	
	401-3	Parental leave	Page: 137	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page: 136	
	404-2	Programs for upgrading employee skills and transition assistance programs	Page: 68; 71-75	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page: 137	
BIODIVERSITY				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 99	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page: 99	
	304-2	Significant impacts of activities, products and services on biodiversity	Page: 99	
	304-3	Habitats protected or restored	Page: 99	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page: 99	

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GRI STANDARD	GRI STANDARDS	DISCLOSURES	INFORMATION CONTAINED IN	JUSTIFICATION FOR NOT PROVIDING THE RELEVANT INFORMATION
MATERIAL TOPICS OF HIGH PRIORITY				
AIR EMISSIONS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 96-97	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Page: 86	
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Page: 86	
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Page: 86	
	305-4	GHG emissions intensity	Page: 144-146	
	305-5	Reduction of GHG emissions	Page: 144-146	
	305-6	Emissions of ozone-depleting substances (ODS)	Page: 144-146	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 144-146	

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GRI STANDARDI	GRI STANDARTLARI	AÇIKLAMALAR	BİLDİRİM YERİ	VERİLMİYEN BİLGİNİN AÇIKLAMASI
MATERIAL TOPICS				
SUSTAINABLE GROWTH AND INCOME GENERATION				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 6-9; 15-21	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	The evaluation is made by the management in the evaluation meetings, it is not shared within the scope of confidential information in this report.	It is not shared within the scope of confidential information.
	201-2	Financial implications and other risks and opportunities due to climate change (for organizational activities)	Page: 39-43	
	201-3	Defined benefit plan obligations and other retirement plans (of the organization)	The evaluation is made by the management in the evaluation meetings, it is not shared within the scope of confidential information in this report.	It is not shared within the scope of confidential information.
	201-4	Financial assistance received from government	There is no financial assistance.	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page: 107	
INFORMATION SECURITY				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 113-115	
GRI 418: Information Security 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was no such non-compliance during the reporting period.	
CORPORATE RISK MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 122	
INVESTMENT IN PUBLIC SOCIAL RESPONSIBILITY PROJECTS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 76-82	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples (total number of incidents and actions taken)	There were no such incidents during the reporting period.	

GRI INDEX

GRI STANDARDI	GRI STANDARTLARI	AÇIKLAMALAR	BİLDİRİM YERİ	VERİLMEYEN BİLGİNİN AÇIKLAMASI
MATERIAL TOPICS				
INVESTMENT IN PUBLIC SOCIAL RESPONSIBILITY PROJECTS				
GRI 413: : Local Communities 2016	413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Page: 76-82	
	413-2	Operations with significant actual and potential negative impacts on local communities	There were no operations with negative impact during the reporting period.	
HUMAN RIGHTS AND FAIR WORKING CONDITIONS				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 69-70	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page: 69 There were no cases of forced or compulsory labor during the reporting period.	
EQUALITY, INCLUSION, AND DIVERSITY				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 48; 70	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page: 70; 132-134	
	405-2	Ratio of basic salary and remuneration of women to men	Page: 137	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the reporting period. There were no incidents of discrimination during the reporting period.	

APPENDICES

REPORTING GUIDANCE

The information contained in this report covers Batıçim Batı Anadolu Çimento Sanayii A.Ş. and its subsidiaries under its direct or indirect control ('**Batı Anadolu Group of Companies' or the 'Company'**). This report includes all operations carried out under Batıçim, Batisöke, Batiliman, Batibeton, and Batienerji business lines. The indicators that include subcontractors are specified separately in the corresponding sections..

The indicators included in this guide cover; **employee demographics, environmental, and social aspects**

General Reporting Principles

The following principles have been considered in the creation of this guidance document:

- In the creation of information - Emphasizing to users of information the basic principles of relevance and reliability of information;
- In reporting information - Emphasizing the principles of comparability/consistency of information with other data, including those related to the previous year, and the principles of comprehensibility/transparency providing clarity to users.

APPENDICES

<div>  <p>Employees Demographics</p> </div>	Total Number of Employees	Refers to the total number of employees of the Company in the reporting period. Interns and subcontractor's employees are excluded.
	Number of Employees by Age Group and Gender	Refers to the number of employees of the Company by age group, i.e., under 30 years, between 30-50 years, over 50 years, and the number of male and female employees of the Company for each age group during the reporting period.
	Number of Employees in Management Staff by Gender	Refers to the distribution of the number of women and men working in the management functions of the Company during the reporting period. The Company's first-level managers (i.e., immediate supervisors) hold the titles of 'Chief, Supervisor, Leader,' mid-level management includes those titled 'Manager,' and senior management comprises individuals with the titles '(Members of) the Board of Directors, Executive Board, and Director.'
	Number of Newly-Recruited Employees	Refers to the number of employees employed and declared by the Company to the Social Security Institution by the Statement of Employment during the reporting year and being monitored by gender and age groups (i.e., under 30 years, between 30-50 years over 50 years) during the reporting period.
	Number of Employees Dismissed	Refers to the number of employees declared by the Company to the Social Security Institution by the Statement of Dismissal during the reporting year and being monitored by gender and age groups (i.e., under 30 years, between 30-50 years, over 50 years)
	Employee Turnover Rate	Refers to the ratio of the total number of employees reported by the Company to the Social Security Institution through the Statement of Dismissal to the total number of employees during the reporting period.
	Number of Employees on Maternity Leave	Refers to the number of female employees of the Company who took maternity leave within the specified time periods pursuant to the applicable provisions of the Labor Law No. 4857 and the Regulation on Part-Time Work After Maternity Leave or Unpaid Leave during the reporting period.
	Number of Employees Returned from Maternity Leave	Refers to the number of female employees of the Company who returned to work after maternity leave within the specified time periods pursuant to the applicable provisions of the Labor Law No. 4857 and the Regulation on Part-Time Work After Maternity Leave or Unpaid Leave during the reporting period.
	Positions Filled by Internal Candidates	Represents the number of positions filled by internal candidates through promotions and lateral transfers within the Company during the reporting period.


APPENDICES



Social Indicators

Number of Occupational Accidents	Refers to the total number of incidents suffered by Company employees at the workplace or due to the execution of work, including deaths, lost time injuries, accidents with first aid response, accidents with property damage, limited incapacity, and medical treatment cases, as reported to and monitored by the Social Security Institution during the reporting period.
Number of Fatal Accidents	Refers to the number of Company employees who were victims of fatal accidents that fall within the definition of "occupational accident" under the Occupational Health and Safety Law No. 6331, resulting in death, and monitored through reports to the Social Security Institution during the reporting period.
Number of Occupational Diseases	Refers to the number of Company employees suffering from any disease that falls within the definition of "occupational disease" under the Occupational Health and Safety Law No. 6331, and monitored through reports to the Social Security Institution during the reporting period.
Accident Related Absence	Refers to the total number of lost workdays resulting from incidents suffered by Company employees at the workplace or due to the execution of work, including deaths, lost time injuries, and restricted work cases, as reported to and monitored by the Social Security Institution during the reporting period.
Accident Weight Ratio	Refers to the ratio of the number of absenteeism days due to occupational accidents to the total working hours of the Company during the reporting period. Subcontractor's employees are excluded.
Accident Frequency Ratio	Refers to the ratio of the number of occupational accidents to the total working hours of the Company during the reporting period. Subcontractor's employees are excluded.
Lost Working Day Ratio	Refers to the ratio of the number of non-working days (days not worked for various reasons, including annual leave, administrative leave, maternity leave, unpaid leave, temporary incapacity due to accidents and illness, etc.) to total working hours in the reporting period. Subcontractor's employees are excluded.
Training Hours	Refer to the total hours of training provided to the Company employees in the reporting period. Training is reported under the categories of Vocational Development, Personal Development, Occupational Health & Safety, Environmental, Sustainability, and Other Training. Subcontractor's employees are excluded.
Expenditure on Employee Training	Represents the total cost of training tracked by invoices as training expenditures in the Company's accounting records during the reporting period. Subcontractor's employees are excluded.
Average Annual Training Hours per Employee	Represents the ratio of the total number of training hours, including Occupational Health & Safety (OHS) and all other training hours, to the total number of employees during the reporting period.
Employee Engagement Rate	Refers to the internal employee engagement scores, monitored through a survey conducted among the Company's employees, prepared by a third party, and reported in blue-collar and white-collar breakdowns during the reporting period. Subcontractor's employees are excluded.

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 <p>Environmental Indicators</p>	Electricity (MWh)	This refers to the electricity purchased by the Company from external sources, as tracked through invoices during the reporting period.
	Coal (MWh)	This refers to the total amount of domestic and imported coal used for production and/or heating purposes, tracked through the Company's purchase invoices during the reporting period.
	Fuel oil (MWh)	This refers to the amount of fuel oil used as fuel, tracked through the Company's purchase invoices during the reporting period.
	Petroleum coke (MWh)	This refers to the amount of petroleum coke used as fuel, tracked through the Company's purchase invoices during the reporting period.
	Alternative Fuels (MWh)	This refers to the amounts of waste used as fuel, tracked through the Company's purchase invoices during the reporting period.
	Total Energy Consumption (MWh)	This refers to the amounts of electricity, coal, fuel oil, petroleum coke, and alternative fuels, tracked through the Company's purchase invoices during the reporting period.
	Renewable Energy Generation (MWh)	This refers to steam generation from waste heat recovery at the Company's cement plants during the reporting period.
	Energy Saving	This refers to the amount of energy savings achieved through energy efficiency projects realized by the Company during the reporting period.
	Scope 1 (tCO₂e)	This refers to the carbon dioxide equivalent of the total emissions resulting from the consumption of energy sources such as natural gas, LPG, diesel, propane, fuel oil, and gasoline, as well as emissions due to the use of refrigerant gases and fire extinguishers, and those arising from equipment leakage losses (e.g., pumps, compressors, valves, flanges, etc.), as calculated in accordance with the 'TS EN ISO 14064-1:2018' standard.
	Scope 2 (tCO₂e)	This refers to the carbon dioxide equivalent (tCO ₂ e) in metric tons of greenhouse gas emissions resulting from indirect energy consumption (i.e., outsourced electricity) during the reporting period, as calculated according to the 'TS EN ISO 14064-1:2018' standard.
	Scope 3 (tCO₂e)	These include emissions that occur outside the company's operations but are related to its activities, such as supply chain activities, business travel, employee commuting, transportation, purchased goods and services, waste management, and fuel, as well as indirect emissions related to energy during the reporting period. Calculated according to the 'TS EN ISO 14064-1:2018' standard, these emissions refer to the carbon dioxide equivalent (tCO ₂ e) in metric tons.

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**Environmental Indicators**

Well Water (m³)	This refers to the amount of water sourced from groundwater, as monitored through meter readings by the Company during the reporting period.
Mains Water (m³)	This refers to the amount of mains water purchased by the Company and tracked through purchase invoices during the reporting period.
Recovered/Reused Water (m³)	This refers to the total amount of wastewater recovered from wastewater treatment plants in the ready-mixed concrete plants and rainwater recovered from the cement plants during the reporting period.
Energy Recovery (tons)	This refers to the amount of waste recovered for energy from our cement plants, out of the hazardous/non-hazardous waste generated in our own operations, as monitored through MoTAT and Waste Disclosure Statements on the
Geri Kazanım (ton)	Company's portal of the Ministry of Environment, Urbanization, and Climate Change (Integrated Environmental Information System) during the reporting period.
Waste Recovery (tons)	This refers to the amount of waste recycled, reused, or diverted to waste recovery, out of the hazardous/non-hazardous waste generated by the Company, as monitored through MoTAT and Waste Disclosure Statements on the portal of the Ministry of Environment, Urbanization, and Climate Change (Integrated Environmental Information System) during the reporting period.
Waste Disposal/Diverted to Landfill Site (tons)	This refers to the waste diverted to landfill sites or subject to waste disposal, out of the hazardous/non-hazardous waste generated by the Company during the reporting period.
Industrial Symbiosis (Alternative raw materials) (tons)	This refers to the use of waste concrete sludges generated in the ready-mixed concrete plants during the reporting period as alternative raw materials in cement plants.
Waste Recovery Rate (%)	This refers to the ratio of the Company's total amount of waste to the total amount of hazardous and non-hazardous waste recycled, reused, or diverted to waste recovery during the reporting period.
Legally Required Expenditures (million TRY)	This refers to the legally required environmental expenditures during the reporting period, monitored through the Company's financial reporting system.
Non-Legally Required Expenditures (million TRY)	This refers to the non-legally required environmental expenditures during the reporting period, monitored through the Company's financial reporting system.

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