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**NUH ÇİMENTO INDUSTRY INC.  
ESG REPORT**

**2024**

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### **WATER EFFICIENCY STUDIES AND WATER TECHNOLOGIES**

In order to use water efficiently, water resources are managed sustainably. Groundwater is treated by coming to surface water treatment units and then used. In order to protect clean water resources, an RO system is established in our factory and water is purified from sea water and used in our factory.

#### **Sea Water Treatment Plant**

Our seawater preparation facility works with a reverse osmosis (RO) system and this system uses membrane filtration technology. The system is essentially the application of high pressure to remove or recover dissolved inorganic and organic substances from the water. With this feature, it differs from ion exchange processes (demineralization, water softening) using resin. Mineral-intensive water coming out of the sea water preparation facility located in the port operation of our factory is transmitted to the area where water is taken from the sea, from the westernmost part of the port.

In our treatment facility, 5400 m<sup>3</sup>/day of water is absorbed from the sea and 2700 m<sup>3</sup>/day is discharged into the sea. The parts of the facility are as follows.

- 1) Sea water intake structure
- 2) Coarse filtration system
- 3) Ultra filtration (UF) system
- 4) Reverse osmosis (RO) System
- 5) Deaerator unit
- 6) Purified water tank and clean water pump station

The water used throughout the factory evaporates and leaves the system. Therefore, no process-based waste water is generated in our factory. On the other hand, wastewater generated due to domestic use comes to the biological wastewater treatment plant. After being treated here, it is discharged into the sea. Field waters, such as rainwater, and car wash water, come to the physical

treatment plant. After the field water is treated in the physical treatment plant, some of it is recycled and fed to the process as cooling water, while some of it is discharged into the sea.

### **Biological Treatment Plant**

Domestic drinking water coming from factories and lodgings is treated at the biological package treatment plant. These waste waters, which are collected from factories and lodgings, first come to the pre-sedimentation pool of the treatment plant through a canal system, where the domestic wastewater collected is then transferred to the transfer pool (collection pool). The water coming here is collected and transferred to the balancing tank (Biological Reactors) with the help of a pumping pump.

The biological reactor operates in cycles consisting of four circuits. These phases are; the filling, reaction, settling and discharging phases. The settling time can also be adjusted automatically with the timer.

**Filling Phase:** It is activated with the start of wastewater entry into the reactor. This phase is called the filling phase.

**Reaction Phase:** The aerator continues to operate to supply the mixture and oxygen required for the reaction. This phase is called the reaction phase.

**Precipitation Phase:** At the end of the reaction phase, the aerators are stopped. Activated sludge is expected to settle. This phase is called the precipitation phase.

**Discharging Phase:** At the end of the 1-hour sedimentation period defined in the program, the valve is opened and the treated water in the biological reactor is taken to the discharge manhole following the sand filter. The water in this tank is chlorinated by dosing the sodium hypochlorite in the chlorine tank and disinfection is provided.

The treated water formed at the end of the treatment process is discharged to the discharge pool and then to the sea.



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### Treatment Units in the Facility

- Sedimentation Pool
- Transfer Pool (Collection Pool)
- Balancing Tanks (Biological Reactors)
- Discharge Pool
- Discharge Manhole

### Physical Treatment Plant

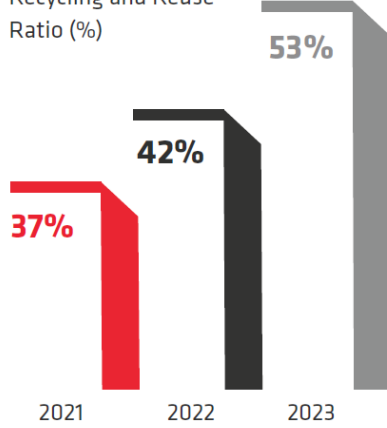
Rainwater accumulated throughout the factory is subjected to road irrigation water, vehicle washing water, and physical treatment. The accumulated water is collected and comes to the settling pool. The water collected here is pressed into the V pool with the help of 2 pumps. It is passed through oil traps and sand traps in the V pool and subjected to pre-treatment and taken to the raw water pool. Chemical precipitation is provided by transferring the raw water from the pool to the settling pool.

It is to ensure that the solid materials that may remain in the pre-treatment water by making chemical precipitation are settling to the bottom by agglomeration. In this way, the remaining water is transferred to the clean water pool. The transferred water is passed through sand filters to separate it from the existing inorganic substances. The water separated by passing through the filters is transferred to the filtered water pool. While some of the filtered water is used for field irrigation, the rest is passed through an automatic backwash filter and used as process water. Treated waters, which are not used for recycling purposes, are discharged into the sea.

### NUH ÇİMENTO AMOUNT OF RECOVERED WATER

#### Ratio of Water Discharged and Recovered from the Treatment Plant

Recycling and Reuse Ratio (%)



### WATER RECYCLED

WATER RECYCLED		
YEAR	TOTAL WATER USED (1000 m3)	WATER RECYCLED AND REUSED RATE (%)
2021	83,45	37%
2022	63,94	42%
2023	107,48	53%

### ENERGY EFFICIENCY STUDIES

In 2023, we continued the repair and modernization investments we make every year at Nuh Çimento with the aim of resource and production efficiency. These investments, which are important in terms of energy and material efficiency as well as energy and fuel savings of our employees, are as follows:

- ✓ Bakery 1-2 Modernization Investment
- ✓ Pneumatic Conveying Line Investment
- ✓ Bilge Boiler Investment
- ✓ WHR 12 MW Turbine Construction Investment

### Renewable Energy Production with Waste Heat Recovery Applications

The main purpose of the project is to collect the heat released from the chimneys, use the energy in it, produce electricity and reduce greenhouse gases with the renewable energy used. Nuh Çimento has the largest WHR (Waste Heat Recovery) facility among cement factories and in 2023, the highest renewable energy production and usage rate in our facility reached 23%.

### ELECTRICITY PURCHASED

ELECTRICITY PURCHASED	
YEAR	UNIT (MWH)
2021	405,684
2022	396,331
2023	385,251

### RENEWABLE ENERGY PURCHASED

Renewable Energy Purchased	
YEAR	UNIT (GJ)
2021	424,966
2022	441,453
2023	406,463

### EMISSION TARGET

As Nuh Çimento, in its emission targets, targets are followed over the ÇimentomsuCO<sub>2</sub> unit. According to Scope 1 and Scope 1+2, separate targets are followed. The base year for the reduction in targets was 2017. Since 2017 is the year that the greenhouse gas verification data started, this year is taken as the basis.

Our medium-term goal is to reduce our CO<sub>2</sub> emissions by 22% in 2030 compared to 2017, to 655 kg CO<sub>2</sub> (Scope 1+2).

Our long-term goal is to reduce our CO<sub>2</sub> emissions by 35% compared to 2017, to 561 kg CO<sub>2</sub> (Scope 1+2) in 2053, and to reach Net Zero by keeping 65 % of our remaining emissions with Carbon Capture technologies.



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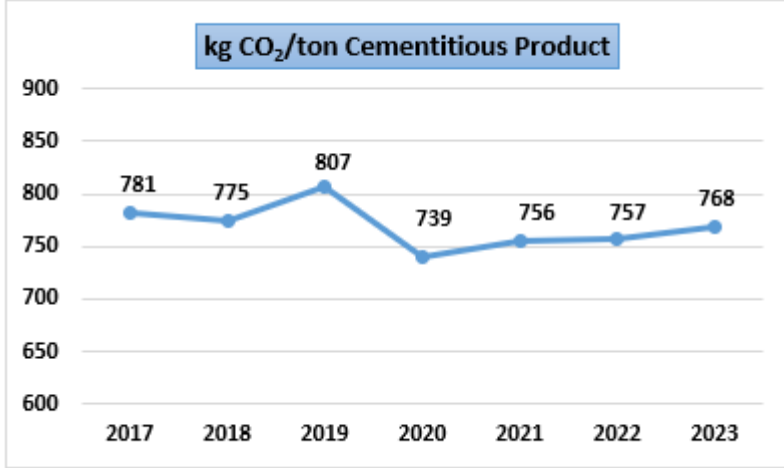
Burning Calories and efficiency, Electric Energy Production from Renewable Sources, Additive Cement Production and Carbon Capture methods will be followed in reducing emissions.

Nuh Çimento Carbon Reduction Targets					
			2023	2030	2050
Scope 1	Clinker	kg CO <sub>2</sub> /ton Clinker	870	739	696
	Cement	kg CO <sub>2</sub> /ton Cement	756	680	640
	Cementitious	kg CO <sub>2</sub> /ton Cementitious	768	618	561
	Reduction Rate Compared to 2017	%	2%	21%	30%
Scope 1+2	Clinker	kg CO <sub>2</sub> /ton Clinker	911	783	696
	Cement	kg CO <sub>2</sub> /ton Cement	792	720	640
	Cementitious	kg CO <sub>2</sub> /ton Cementitious	805	655	561
	Reduction Rate Compared to 2017	%	4%	22%	35%
	Reduction Rate Compared to 2017 (Including Carbon Capture)	%	4%	22%	100%
* Carbon net zero by capturing residual emissions with Carbon Capture in 2050 target has been set.					

### GHG EMISSION METHOD

2023 emission calculations have been calculated according to the GHG Protocol.

### EMISSION TARGET ANNUAL REDUCTION



### EMISSION STUDIES

#### Measures Taken to Reduce Emissions

##### KILNS

The emission source in the quarries is blasting and loading operations, and only dust emission is generated. A sprinkler (road irrigation truck) is provided for our quarry operation and road irrigation is applied throughout the day in the quarry area and roads. In this way, the humidity rate is increased, and the vehicles are prevented from removing dust from the ground. In addition, a pulverized irrigation system was installed on the crushers. In this way, the irrigation process is carried out and dusting is prevented by automation.

##### COAL STORAGE AREA

Our coal storage area is in our raw material quarry with the number İ.R.21033 (2787).

The wind effect is prevented by surrounding the warehouse area with the fences and tarpaulins. Trees have been planted around the fences. The exterior of the coal depot and hydrants were placed inside by installing a fire extinguishing system. In the road irrigation process, sprinkler trucks are also used. In order to prevent dust emissions, coal transportation and storage areas are kept moist and protected from wind effect.



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### PORT

During our port operation, advanced precautions are taken in our factory to prevent dust emission during the fill-and-empty operations. In this context, the product produced by establishing a pipe band transport system, which is a first in the cement sector in Turkey, is transported from underground to the port with a pipe band without any filling and unloading, and directly to the ships. as uploaded. Dust emission that may occur during unloading is controlled by a dedusting bunker, which is also a first in Turkey.

This bunker, which is surrounded by filters, provides air suction at the top during discharge and ensures that the dust is kept in the filters without spreading around. Thus, emissions are prevented by keeping dust from both the truck bed and the unloading bucket. In addition, 1 broom vehicle is constantly working in our port and performs the cleaning process.

Dust formation is prevented by installing an air suction system in the bellows that discharge to the ships.

Bag filters are used to prevent dust emission that will occur in belt spills in the port. Dust, which is captured by bag filters, is transferred back to the delivery line, and dust output is prevented.

### FACTORY GENERAL

The number of emission sources in our factory is 187, and 8 of these sources have dust+gas emission, and 176 of them only dust emission. We can list the measures taken in our factory, where many measures are taken to reduce and control emissions, as follows:

#### Particulate Matter Emission Reduction

##### Filter Systems

There are Cyclone, Bag Filter and Electrofilter as dust collection system in our factory.

Cyclones are equipment that provide dust recovery before the product dust formed in the process reaches the filter or before the air absorbed in the process is released into the

atmosphere. The geometry formed due to the position of the fan connected to the upper outlet and the suction throat creates cyclonic movements within the body, dusts heavier than air are thus separated from the air and precipitated into the lower conical, while the air purified from the dust is released to the atmosphere. In this way, environmental pollution and economic losses are prevented.

In the Bag Filter, dusty air is separated by providing dust-air filtration in the diaphragm, which we call a small porous bag inside the filter. As the clean gas comes out of the upper chamber, a flocked cake forms on the dust filter bag. The dust on the bag, which is shocked with compressed air, is recovered with the help of a cell wheel. The highly efficient bag filter has the ability to hold particles of very low size compared to their pore size.

The basic working principle of the electrofilter is to direct the dust particles to the plates by creating an electric field between the plates in the filter. The powders flocked on the plates are recovered by ramming depending on gravity.

### **Continuous Measurement (SEÖS)**

As Nuh Çimento, we calculate our emissions according to the Regulation on the Monitoring of Greenhouse Gas Emissions and the Communiqués on the Monitoring and Reporting of Greenhouse Gas Emissions. In our factory, the data of the three main process chimneys are continuously monitored and controlled by the legal authority with the continuous measurement system connected to the Ministry of Environment, Urbanization, and Climate Change online. Combustion gases and particulate matter are monitored online.

Parameters monitored online:

- ✓ O<sub>2</sub>,
- ✓ Chimney Temperature,
- ✓ Flow,
- ✓ CO<sub>m</sub>,
- ✓ NO<sub>xm</sub>,
- ✓ SO<sub>2m</sub>,
- ✓ TOC<sub>m</sub>,
- ✓ HF<sub>m</sub>,
- ✓ HCL<sub>m</sub> and
- ✓ It is in the form of DUST<sub>m</sub>.



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### **NOx Reduction Studies**

#### **SNCR System**

The SNCR System works on the principle of trapping NOx pollutants by spraying the liquid ammonia solution into the combustion gases at high temperatures. SNCR system has been installed in our factory to reduce NOx emissions in all our 3 production lines. NOx reduction is made by using 25% ammonia solution in the 1-2-3 transfer and calciner regions of the Rotary Kiln. With the set values entered by NOx monitoring from the control room, the SNCR system operates automatically, and emission control is provided.

#### **SOx Reduction Studies**

Because the raw materials used in the cement sector contain limestone, a reducing environment is formed in SOx gases as a result of the contact of the waste gases during the combustion with the raw materials due to the process. For this reason, the amount of SOx formed in our factory is far below the legal limits.

#### **Automation Systems**

In our process, which is the biggest source of gas emissions, high technology equipment has been installed and all of them have been automated. With the automation systems carried out with sensitive studies in our laboratories, combustion efficiency, fuel dosing, gas measurement, temperature, flow, and raw material analyzes are kept under control, and production is carried out with maximum efficiency and minimum emission output.

#### **Pulverized Water Systems**

State-of-the-art pulverized water lines have been installed in all of the crusher units where raw materials are broken, and dust escaping is prevented.

#### **Emission Reduction through Resource Utilization**

- ✓ Resource reduction activities are implemented by using alternative raw materials. For this purpose, waste materials such as aluminum-containing soils and cement sludge are used as alternative raw materials, thus reducing the use of natural resources.

- ✓ Studies are carried out on the use of resources by using alternative fuels, the reduction of solid waste, and the reduction of gas emission values. By using alternative fuels, the hazardous wastes in the market are eliminated, preventing their storage or inappropriate disposal, while making use of the calorific values of the wastes. We use less than our fuel, coal. Thus, we reduce the use of natural resources.
- ✓ The gas wastes of the 1st and 2nd production lines are used for heating with the help of recuperators. In this way, both waste gas reduction is achieved and the use of resources required for heating purposes is saved. Likewise, the gas wastes of our 3rd production line are used with the help of heat exchangers and the heat energy needed by our sludge drying facility is provided. Thus, by providing heat recovery, serious reductions are made in the use of resources.
- ✓ Dust wastes kept in all filter systems throughout the facility are fed back into the system. Thus, solid wastes generated as a result of the process are eliminated. In addition, the energy required to provide the amount of feedback is saved.
- ✓ Emissions are reduced by optimizing raw materials and all company vehicles.
- ✓ With the sapling cultivation activities, 10.000 saplings are grown annually and greening studies are carried out both in the factory and in the surrounding districts.
- ✓ By establishing a compensation system in the energy unit, the power factor was increased to 0.98, reducing the line losses and the rate of reactive energy drawn from the network, thus reducing the use of resources by providing savings in electrical energy.
- ✓ By making coal mill fans with frequency converters, 20% less electricity is used in the electrical energy used in this area.
- ✓ All bulbs in the road lighting system have been replaced, the use of led bulbs has been started and the use of resources has been reduced.
- ✓ In the field lighting system, a photosensitive photocell system was installed and unnecessary energy use was prevented.
- ✓ By using photocell faucets in washbasins, water usage savings are achieved.



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- ✓ 95% of the monitors have switched to LCD screens and energy savings have been achieved.

### Other Precautions

To control dust emissions throughout the factory, the factory floor is cleaned with 2 diffusers (road irrigation vehicles) and 2 vacuum cleaners. All roads in the factory have concrete floors. Greening activities are carried out by carrying out grass planting and afforestation activities in and around the factory. Points, where vehicles cannot enter, are kept under control for 24 hours by the cleaning team.

### OZONE – DEPLETING SUBSTANCES

Nuh Çimento uses only what's that refrigerant, which is R410A. 140 liters of R410A Gas was used in 2021, 180 liters in 2022, and 130 liters in 2023. Usage amount decrease to 130 liters.

OZONE-DEPLETING SUBSTANCES	
YEAR	TOTAL USAGE (tonnes)
2021	0,145
2022	0,187
2023	0,130
TOTAL	0,462

### WATER POLLUTANT EMISSIONS

DOMESTIC TREATMENT OUTPUT DISCHARGE VALUES							
Analysis Made	Unit	Average Value in 2021	Pollutant Weight (tonnes)	Average Value for 2022	Pollutant Weight (tonnes)	Average Value for 2023	Pollutant Weight (tonnes)
Suspended Solids (SS)	mg/L	34.6	2,28706	21.6	1,45	11.3	0,83
Biological Oxygen Demand (BOD)	mg/L	14.7	0,97	17.9	1,20	16.1	1,18
Chemical Oxygen Demand (COD)	mg/L	58.1	3,84	46.6	3,12	38.9	2,85
<b>Total</b>			7,7826		7,09914		5,76009

FIELD WATER SETTLEMENT POOL OUTPUT DISCHARGE VALUES							
Analysis Made	Unit	Average Value in 2021	Pollutant Weight (tonnes)	Average Value for 2022	Pollutant Weight (tonnes)	Average Value for 2023	Pollutant Weight (tonnes)
Suspended Solids (SS)	mg/L	7.5	0,59	6.9	0,31	7.5	0,17
ZSF (Fish Bioassay)	mg/L	<1		<1		<10	
Chemical Oxygen Demand (COD)	mg/L	24	1,90	19.4	0,87	15.5	0,36
Chromium (VI)	mg/L	0.1	0,007	0	0	0.02	0
pH	-	7.6		7.7		7.6	
Colour	Pt-Co	15		16.6		18.1	
Oil and Grease	mg/L	<10		<10		<10	
<b>Total</b>			2,50		1,18		0,53



Domestic Treatment Output Discharge Values and Field Water Settlement Pool Output Discharge Values (tonnes)	
2021 Ball.	9,6
2022 Ball.	6,95
2023 Ball.	5,40

### ACCIDENTAL SPILLS

Direct and accidental spills of oil and other hydrocarbons per thousand barrels ( kbls ):

From 2010 to this year, no spillage accident occurred. In case of any environmental accident, the emergency instructions are acted upon.

No environmental accident occurred in 2023.

### ECO-DESIGN PRODUCTS

At Nuh Çimento, we use wastes instead of primary raw materials in the production phase of our products. In addition to reducing greenhouse gases generated from the use of natural resources, our primary goals are to reduce the raw material costs associated with it.

Our annual target is to use at least 250 thousand tons of waste as raw materials. In 2023, we brought 256,613 tons of waste into the economy as alternative raw materials.

Iron Silicate, Gypsum, Marl, Limestone and Bauxite are used in cement production.

In the process of process;

- Replacing our need for iron silicate mineral with waste iron slag and grit materials,
- Plaster waste replacing our need for plaster,
- Our need for marl mines is replaced by concrete waste, waste brick, bleaching earth, drilling mud,
- Replacing our limestone mineral needs with calcite and lime waste materials,
- Our need for bauxite ore is replaced by bottom ash, sludge with aluminum content, fly ash and vitrified scrap

we substitute.

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According to the Circular Economy Report, the alternative raw material purchase table for 2023 is as follows.

<b>2023 ALTERNATIVE RAW MATERIAL PURCHASE TABLE</b>	
<b>Waste Type</b>	<b>Amount of Accepted Alternative Raw Material (Tonnes)</b>
Grit Waste (Fe <sub>2</sub> O <sub>3</sub> )	87,894
Concrete Waste	74,700
Flotation Waste	38,226
Vitrified Discards	14,212
Sludge With Aluminum Content	13,149
Drilling Mud	7,828
Fly Ash	6,409
Bottom Ash	5,414
Calcite	2,794
Waste Brick	2,274
Plaster Waste (SO <sub>3</sub> )	2,188
Bleaching Soil	1,239
Satina Sludge	241
Purification Sludge	43.8
<b>TOTAL</b>	<b>256,613</b>

<b>CLINKER CEMENT CHANGE DUE TO ADDITIVE CEMENT AND REDUCED GREENHOUSE GAS CALCULATION</b>		
<b>Description</b>	<b>Unit</b>	<b>2023</b>
Amount of CEM II/A-S 42,5 R produced	tonnes	743,844
Additive Difference of CEM II/A-S Cement Compared to CEM I	tonnes	<b>55,788</b> <b>(Approximately %7.5)</b>
Amount of CEM II/B-S 42,5 R produced	tonnes	705,647
Additive Difference of CEM II/B-S Cement Compared to CEM I	tonnes	<b>176,412</b> <b>(Approximately % 25)</b>
<b>Clinker Saved According to CEM I</b>	tonnes	<b>232,200</b>
Produced Ground Blast Furnace Slag	tonnes	248,357
<b>from Ground Blast Furnace Slag Sold</b>	tonnes	<b>182,791</b>
<b>TOTAL CLINKER SAVED</b>	<b>tonnes</b>	<b>414,991</b>
<b>2023 GREENHOUSE GAS REDUCTION</b>	<b>tonnes</b>	<b>361,402</b>

### RENEWABLE / CLEAN ENERGY PRODUCTS

In 2022, a combined total of 695 tons of well cement certified with API SPEC 10 A were sold to two companies involved in geothermal energy production, which generate electricity from geothermal sources.

In 2023, a total of 587 tons of Oil Well Cement was sold to be used in operations in Power Plants.

### TAKE – BACK AND RECYCLING INITIATIVES

The quality control of the cement is stored in silos that are separated according to their types and marked on them. Quality Control and Innovation If a nonconformity is detected according to the quality acceptance criteria in the inspection and test results performed by the Directorate at the exit of the cement mill and at the exit of the silo, according to the Quality Plans, the silo in which the nonconformity is detected is closed for sale or this product in the silo, with the



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approval of the relevant directorates and senior management, can be obtained from the customer, if necessary.

It is also sold in lower strength class by being informed. CPA (Regulatory Preventive Action is opened to the Cement Production Directorate by the Quality Control and Innovation Directorate. The cement mills are intervened in a way to correct the quality (to bring the quality parameters to the acceptance range). As stated in the Production Quality Control Procedure, cement, production It is subjected to inspections and tests deemed necessary by the Quality Control and Innovation Directorate at the stage of the inspection and the results are evaluated according to the Quality Acceptance Criteria. cement mill, the silo is opened for sale in a controlled manner by the Quality Control and Innovation Directorate and the Cement Production Directorate. If it is detected, the product will be returned if necessary as a result of the evaluation of the General Manager, Quality Control and Innovation, SSKI, Production and Domestic Sales departments. and to customers is reported.

### Inappropriate product

- ✓ The action to be taken to eliminate the nonconformity,
- ✓ After being put up for sale with the approval of the customer, relevant directorates and senior management.
- ✓ Intervention by taking precautions to ensure that it is used in accordance with its main purpose of use.

### REVENUE FROM ENVIRONMENTAL PRODUCTS

CEM II/AP 42.5 R

CEM II/AS 42.5 R

CEM II/BS 42.5 R

CEM IV/B 32.5 R

CEM V/A 32.5 R

These product groups are considered as environmentally friendly product groups compared to conventional cement. The revenue share of these product groups was determined as 17% in 2021, 18% in 2022, and 31% in 2023.



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### EMS CERTIFIED PERCENT

Environmental Management System created in Nuh Çimento; It was established in accordance with the conditions and purpose of TS EN ISO 14001 "Environmental Management System" and its continuity is ensured.

Environmental documents created and followed in the Quality Documents Management System (QDMS) are managed in an integrated manner with other management systems documents.

### HSMS CERTIFIED PERCENT

The "OHS MANAGEMENT SYSTEM", which was established and maintained to meet the ISO 45001 Standard, legislation, the conditions and requirements of the organization we are a member of, is carried out in harmony with all other management systems; OHS Management System created in our organization; It has been established in accordance with the conditions and purpose of ISO 45001 "OHS Management System" Standards and its continuity is ensured. OHS documents created and followed in the OHS Documents Management System (QDMS) are managed in an integrated manner with other management systems documents. The scope of the OHS Management System; It includes the activities carried out at Nuh Cement.

Accordingly, the scope; It is defined as “production and sale of clinker, cement and ground blast furnace slag”. (100%)

### ENVIRONMENTAL MANAGEMENT TEAM

There is an environmental management team that carries out environmental compliance, legal legislation, control and audit activities. This team also has the Environment Management Unit Certificate from the Ministry of Environment, Urbanization and Climate Change.

Environmental Management Team; It consists of a total of 4 people, including 1 Sustainability and Environment Manager, 1 Climate Change and Environment Chief, 1 Senior Environmental Engineer and 1 Sustainability Engineer. All personnel in the team are engineering graduates. (4 Environmental Engineering) Sustainability Engineer and Sustainability Manager working to improve ESG performance.



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Environmental Management Team, compliance with legal regulations, waste management, zero waste, greenhouse gas, reduction of emissions, water management, sustainability, etc. takes an active role in the issues. It also takes an active role in the operation and continuous improvement of the ISO 14001 Management System owned by our company.

### **ENVIRONMENTAL PROVISION**

No environmental legal expenditure has been made.

### **SELF-REPORTED ENVIRONMENTAL FINES**

As Nuh Çimento in 2023 environment penalty did not exist.

### **TOXIC CHEMICAL REDUCTION**

Our Initiatives to Reduce, Reuse, Substitute, or Retire Toxic Chemicals or Substances:

Data on chemical substance use is collected at regular intervals and entered into the Major Industrial Accident Risk Reduction system (BEKRA). After the entries are made, the category of our factory is determined. As a result of the update made in 2022, our factory was determined as "Out of Scope". Optimum values were calculated to reduce the amount of ammonia used in the SNCR facility in 2022, and the amount was reduced by switching from 22% concentrated ammonia solution to 25% ammonia solution. It continued to be 25% in 2023.

The chemicals purchased throughout the factory are evaluated gradually, and products with low environmental impact are preferred.

### **LAND ENVIRONMENTAL IMPACT REDUCTION**

Nuh Çimento carries out rehabilitation activities in 2023 to minimize the environmental impacts. Rehabilitation efforts are good practices that appear to be an important part of environmental sustainability.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

As a result of the rehabilitation studies;

**Topsoil Storage and Conservation:** Within the scope of rehabilitation works, the topsoil belonging to the owner was taken from the area to be protected and stored. This is a step towards reducing soil erosion due to mining activities and maintaining soil quality.

**Security Measures:** The permission area was surrounded with a wire fence and basic security rules were taken. Such measures help prevent unauthorized access, increase occupational safety and reduce environmental risks.

**Inscriptions and Signs:** Appropriate inscriptions and signs have been placed around the permit area. This helps field workers and visitors understand specific risks and safety precautions.

**Regulation Compliant Behavior:** Local and national environmental regulations are complied with. This ensures compliance with environmental regulations and that activities are carried out in accordance with legal requirements.

**Aggregate Production and Material Storage:** Aggregate production is carried out in the field and the resulting materials are temporarily stored in non-forest areas. This helps protect the surrounding natural areas and ecosystems.

**Landslide Hazard:** There is no storage in the field against the landslide hazard. This is an important step towards minimizing environmental risks.

**Waste Management and Recycling:** The wastes generated during the activity are removed from the permit area by the recycling companies. This helps reduce the environmental impact of waste and ensures that waste is managed sustainably.

The above measures and activities reflect Nuh Çimento's commitment to environmental sustainability and compliance with legal requirements. Such practices are extremely important in terms of protecting natural resources, minimizing environmental impacts, and leaving a healthier environment for future generations.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

### **BIODIVERSITY IMPACT REDUCTION**

Activities to Mitigate Impact on Biodiversity:

Raw material site, factory site, etc. Editing the EIA Report or Project Description Files before putting production uses into operation. Biodiversity issues are also discussed in these reports. There is no environmental management facility that can produce quality data.

### **ENVIRONMENTAL PARTNERSHIPS**

Nuh Çimento is a member of SKD (Sustainable Development Association) in 2023.

### **ENVIRONMENTAL RESTORATION INITIATIVES**

On 20.12.2016, under the main sponsorship of Nuh Çimento, the "İzmit Bay Fishing Project", which is the project of Trabzon Fisheries Central Research Institute (SUMAE) affiliated to TAGEM, was started together with Kocaeli Metropolitan Municipality.

Within the scope of this project;

- increasing the numbers of native fish species
- reducing the effects of adverse environmental conditions on fish species
- conservation of species,
- development of angling

is targeted.

The broodstock were caught and reared in Trabzon Fisheries Central Research Institute. In 2023, 6,000 sea bream, sea bass and turbot fish were released into the sea, with a total of 42 thousand in the project.

In addition, waste collection activities are carried out at the sea and coastline at least once a year throughout the year. Marine Litter Activity Report is prepared and submitted to the Provincial Environment Directorate every 3 months. In 2023, 4 reports were submitted. The report describes the assessment of the level of pollution compared to one year ago and the reasons for the change.



### **CLIMATE CHANGE COMMERCIAL RISKS OPPORTUNITIES**

It reflects the risks and repercussions for the use and use of climate change related to greenhouse gas emissions. In this context, we have given a lot of space in the sections where risks are evaluated in the 2021, 2022 and 2023 Integrated Annual Reports.

With climate risks, the carbon burden will be a commercial burden. This will appear as ETS or a carbon tax. It will appear as green reconciliation tax on foreign sales. Incoming additional taxes will be reflected in the product prices and our customers will be directly affected.

We develop products with low carbon footprint to reduce these risks and turn them into opportunities. We are making new investments to reduce our process-related emissions.

### **ENVIRONMENTAL INVESTMENT INITIATIVES**

In 2023:

**Kiln Modernization Investment:** By increasing production and reducing malfunctions, thermal energy consumption and maintenance costs were reduced.

**Bilge Incineration Plant:** By burning bilge waste, alternative fuel use is increased, natural resource consumption is reduced and greenhouse gases are reduced.

**WHR Capacity Increase:** With additional investment, the amount of energy to be drawn from the grid was reduced.

### **ENVIRONMENT MANAGEMENT TRAINING**

Environmental trainings are given regularly every year. The trainings we provide at our factory include the importance of the environment and the consequences of environmental pollution, the management of wastes from the factory, the management policy of waste accepted at the factory, environmental legislation, sustainability and zero waste.

Trainings given in our factory; Annual trainings, on-the-job trainings, environmental aspects and risky jobs, post-occupational accident trainings and trainings are provided after field inspections.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

As educational material; Waste Management Plan, Procedures and Instructions, Environmental Audit Minutes, Environmental Aspect (Risk) Analyzes, Environmental Bulletins, examples and measures of environmental accidents in Turkey and in the World, presentations, exams, videos and documents are used.

Posters are hung in certain parts of the factory in order to raise awareness of the employees by creating visual awareness.

In 2023, 616 people were trained.

### ENVIRONMENTAL SUPPLY CHAIN MANAGEMENT

At Nuh Çimento, we choose our suppliers with the Preliminary Evaluation Form.

If we list the topics in this form:

- Compliance with Human Rights,
  - Finding Legal Permit and License documents,
  - Finding Environmental Management System documents,
  - Disclosure if there is an Environmental Accident,
  - Announcing if there is an Environmental Penalty,
  - Explaining the trainings given to employees on environment and waste separation,
  - Explaining the activities that reduce the use of natural resources,
  - Description of activities related to waste recovery or reduction of waste output,
  - Studies on greenhouse gas reduction,
- is in the form.

### Nuh Çimento Training Plan

It is the determination of the trainings that the employees need to receive in order to reach the level of knowledge, skills and behavior that the employees need to have in order for the company to achieve its goals. In this sense, training needs analysis is the process of measuring the difference between the requirements of the job and the competence of the employee in these requirements.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

In this context, “Training Needs Analysis Manager Questionnaire” is sent to all units at the end of each year. The feedback from the units contributes to the creation of the Annual Training Plan.

The training needs of the company are determined with the cooperation of the Human Resources Directorate and the departments. In December of each year, the Human Resources Directorate sends the General and Technical Training List and the Training Needs

Determination Form to the departments. While determining the training needs, the departments determine the training need by using the General and Technical Training List and fill the Training Needs Determination Form on an individual basis and send it to the Human Resources Directorate.

While determining the training needs, the trainings attended by the personnel, job description, annual performance and career are taken into consideration; The department manager determines the training needs of the department on a person-to-person basis by meeting with the employees reporting to him, if necessary.

In 2023, 41,393 hours of training were provided. We have created a variety of training programs that are open to the participation of all our employees, including personal and professional development and OHS issues, and have been created together with excluded ones such as Management Center Turkey, TürkÇimento, Siemens, YÖN HSE, Turkish Human Management Association Economic Enterprise, Boğaziçi University Lifelong Learning Center, and Bahçeşehir University. programs were implemented. We have carried out power outage and sectoral technical outage programs with this talent, 'Internal Training Program', 'Field Leadership Development Program for Technicians', 'Leadership and Teamwork', 'Giving Feedback', 'Intergenerational Communication', 'Professional Coaching' trainings.

In order to support health awareness, we introduced our employees to programs attended by experts in their fields, such as 'AIDS Awareness Seminar' and 'Parenting Seminar'. These seminars aimed to increase support for our employees regarding health and family life by combining health and family life. Training Plans include White Collar and Blue Collar.

The effectiveness of the trainings provided inside and outside the company in our company are evaluated. The effectiveness of the in-house trainings can be in the form of a post-training examination, an evaluation form of the training effectiveness of the person filled by the manager, or an e-mail notification to the Human Resources Department, depending on the type of training. The effectiveness of the outsourced trainings is provided by the exams held immediately after the training, the form in which the employees participating in the training are evaluated by the trainer or the forms in which the training is evaluated by the employees.

The training evaluation forms filled in by the employee receiving the training, the trainer providing the training and the unit manager and the feedback received include detailed information about the effectiveness of the next trainings, the determination of the topics to be selected, the training method, and the trainer. However, if a training evaluation report is prepared by the training company, these reports are accepted as training evaluation records. In the light of these training evaluations, the participants who need to attend the training again and/or if the training needs to be given by another trainer, the new trainer(s) are determined by the Human Resources by taking the opinion of the relevant department directorate.

Evaluation of the effectiveness of the trainings is also followed by Integrated Management Systems managers/responsibles through a number of field applications such as activities related to their own systems, internal audits, observations, data analysis results, audits and monitoring of processes. If any negative, poor performance or inefficiency signs are observed as a result of these monitoring and measurement studies, it is planned to give the training again.

### **FLEXIBLE WORKING HOURS**

At Nuh Çimento, we all know that the correct functioning of the business plan depends on a well-organized, programmed and disciplined leader. The reflection of work motivation to the entire team is the responsibility of the team managers, and we care about supporting this with motivating methods. Good planning and motivation will pave the way for good works. If you want colleagues in your own discipline as a good manager, you should set an example for your team. This is through healthy and open communication. In the home/remote working system, the employee is not expected to be at home, but to have a healthy workflow and be productive.

### WHAT ARE THE REMOTE WORKING CONDITIONS?

- It is necessary to work in an area where the internet is uninterrupted.
- Care must be taken to provide thermal comfort and sufficient fresh air for efficient operation.
- There should be no noise and distractions in the work area. Home, resort, hotel, etc. It should be a quiet space where you won't be distracted.
- The computer screen, its position and curtains should be adjusted to avoid glare.
- In cases where it is necessary to come to the office, the manager has to inform his colleague at least 1 week in advance.
- Employees should pay attention to information security and no one should see their screens.
- Meetings should not be held in crowded environments due to information security.

### OCCUPATIONAL HEALTH AND SAFETY IN REMOTE WORKING

- If possible, cabinets and shelves should be fixed so that they do not tip over.
- Cables should not be arranged in such a way as to cause snagging accidents.
- Heat sources near flammable materials, telephone and electrical cables should not be kept.
- there should be numbers with information about the emergency phone.
- Care should be taken to keep first aid supplies in the work area.
- Do not work with damaged or stripped cables.
- Flammable surfaces (cloth, etc.) should not be left on the chargers for a long time. Phones and laptops should be charged on hard surfaces.
- It should be avoided to use more than one power point from the device in order not to cause fire situations caused by overload.

### INTERNAL PROMOTION

#### **White Collar**

Assignment of the employee to a different field and/or position within the department is made by the General Manager or Group Director of the relevant company, by notifying the Human Resources Department. The General Manager or Group Director of the relevant company and the Human Resources Directorate come to an agreement by discussing the issue with the reasons and it is submitted to the approval of the CEO. Changes that are approved by the CEO are announced to all employees and units with a general announcement made by the Human Resources Directorate.

#### **Blue Collar**

Appointments and promotions in Nuh Cement Group are carried out within the framework of organizational change and vacancies, by adhering to the approved personnel budget and demand. The performance and potential of the employees are evaluated and approved one by one at the General Manager Norm Staff Meeting held every year with the relevant Department Managers and Human Resources Directorate. After the approved evaluations, the individual development needs and career opportunities of all employees are prepared by working together with the Relevant Department Managers and the Human Resources Directorate, and the Relevant Department Managers fill in the Career Path Appointment / Promotion Exam Request Form and initiate the signature / approval process within the specified process.

As Nuh Cement Group, we design and implement different development programs for field life and office life. We offer career exam applications and in-group employment opportunities for all group employees. Every year, at the end of the quota, we make career plans for department-specific field and office employees. We perform these parts through exams that measure the adequacy of the deficiencies. We determine employee and department requests by targeting organizational changes, staff structure and evaluation interviews. We support the necessary areas by identifying the personal development needs of the employees and their personal development that can be supported in the career field. Thanks to the performance management system, we evaluate the data and offer personalized training developments to our employees.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

For field personnel; In-departmental technical exam, occupational health and safety exam, talent exam are prepared and presented to career employees in the company.

For office workers; Assessment tools such as an English test, aptitude test and personality inventory are used.

We support the protection of overconfidence by conducting the evaluation phase by observing the principle of transparency. We shape the corporate culture together with this practice, which provides a consistent perspective in terms of contribution to processes, and this practice, which constantly contributes to people who are evaluated with a fair approach. All of our employees can quickly benefit from applications such as Nuh Academy, OKR, Competency Model in their career development.

### **NUH ÇİMENTO WAGE MANAGEMENT and BENEFITS**

Nuh Çimento Industry Inc. We are positioned based on an objective level structure by shaping the wage and fringe benefits structure of its employees on the basis of rank and title. In this structure, we make job evaluations and determine position levels, considering the job description of each position and its place in the organization. We consider market data, internal balances and company targets for each level and title structure while determining wage and benefits policies.

The rights granted to the employees may vary according to the position and title of the employee.

The rights provided by the Company do not constitute any other payment or vested interest regarding the rights and benefits. If the person leaves the job, these rights are taken back by the company.

### Nuh Çimento Wages and Salaries

Total wages and salaries paid for the employees are as follows:

	<b>2023 USD</b>
All Employees	24,588,981
Board Member Compensation	165,031
Total Compensation Officers ( <i>MoB + GMs + Deputy GMs</i> )	3,059,217
Highest Remuneration Package paid	291,902

### NUH ÇİMENTO EDUCATION SYSTEM

One of our goals is to determine the training needs of all personnel working at Nuh Çimento, and to determine the principles and procedures regarding the methods and responsibilities for their planning, realization, evaluation, and record keeping.

The people who will receive these trainings include all departments, suppliers, interns, and visitors within the body of Nuh Çimento. Employees, managers and trainers related to training have various responsibilities.

These responsibilities include:

- Identifying training needs,
- To ensure the preparation of training plans/programs and budgets,
- Ensuring that the trainings are recorded,
- To make interviews with the relevant units by making determinations related to the determination of the training frequency,
- Filling in the prepared forms related to the trainings and their evaluation after the training, etc. available.

First, it is necessary to determine some stages in education.



**Training Needs Analysis:** It is the determination of the trainings that the employees should receive to reach the level of knowledge, skills, and behavior that they need to have in order for the company to achieve its goals. In this sense, training needs analysis is the process of measuring the difference between the requirements of the job and the competence of the employee in these requirements. In this context, “Training Needs Analysis Manager Questionnaire” is sent to all units at the end of each year. Feedback from the units contributes to the creation of the Annual Training Plan.

**Annual Training Plan:** The training needs of the company are determined in cooperation with the Human Resources Directorate and departments. The General and Technical Training List and the Training Needs Determination Form are sent to the departments in December of each year by the Human Resources Directorate. While determining the training needs of the departments, they determine the training needs by making use of the General and Technical Training List. In determining the training needs, taking into account the trainings attended by the personnel, job description, annual performance and career; The department manager determines the training needs of the department on an individual basis by meeting with the employees when necessary.

**Training Request Management Process:** Training participation plans that are planned to be realized with internal trainers or external trainers within Nuh Group Companies or outside the company cannot be realized without the approval of the Human Resources Directorate. After the approval of Human Resources, external trainings are carried out with the help of expert and professional consultants / trainers.

**Evaluation of Training Efficiency:** The effectiveness of trainings given inside and outside the company is evaluated. The effectiveness of in-house training can be in the form of a post-training exam, a training effectiveness evaluation form filled by the manager, or an e-mail notification to the Human Resources Department, depending on the situation. Education Type.

The effectiveness of the trainings received from outside is ensured by the exams held immediately after the training, the form in which the employees participating in the training are evaluated by the trainer or the forms in which the trainings are evaluated by the employees.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

The forms are in the form of three headings:

- 1- Training Evaluation Form (Employee)
- 2- Evaluation Form of Training Participants (Instructor)
- 3- Training Effectiveness Evaluation Form (Manager)

The training evaluation forms filled in by the employee receiving the training, the trainer providing the training and the unit manager, and the feedback received include detailed information about the effectiveness of the next trainings, the determination of the topics to be selected, the training method and the trainer.

### **OUR SUSTAINABLE SUPPLY CHAIN**

#### **Our Responsible Marketing System**

In the organization, for the purpose of increasing customer satisfaction of the top management; All employees, especially senior management, domestic and foreign sales departments and the after-sales quality monitoring department act in coordination in order to meet customer requests and needs on time, with the desired quality and continuously. A survey is conducted every year at the end of the year to determine customer requirements. The survey results returned as customer complaints and suggestions are evaluated statistically and necessary corrective and preventive actions are taken by the concerned.

In accordance with our Company's Marketing Strategy, maximum efforts are made to promote and market products that are respectful to nature and people, and that benefit consumer health and safety, by considering them in the marketing processes. Customer confidentiality is essential, customer information is not shared with third parties other than legal authority. As a company, we always take a stance in favor of fair trade.

#### **Customer Health and Safety**

Our main aim:

- Meeting customer needs and requests as a result of the activities of all processes and measuring the realization rate of customer satisfaction



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

- Controlling the effects of processes on the environmental management system and environmental performance
- Implementing DÖF (Corrective and Preventive Actions) when necessary, providing resources and providing continuous improvement.

In our customer satisfaction rates, we aim for product quality, relations with customers, timely fulfillment of orders and sustainability of our sales.

Our survey is available. As a result of this survey, we evaluate myself under different headings every year.

### **Our Customer Satisfaction**

For the customers that are planned to work with, analyzes are made on issues such as compliance with corporate identity and continuity, and necessary actions are taken.

Customers are met on certain platforms and customer visits are made.

During the year, customer complaints are received verbally or via e-mail.

DÖF (Corrective and Preventive Actions) related to the complaint is opened on the QDMS system.

Customer complaints are evaluated and related departments (such as production, port, purchasing) are notified.

The customer is contacted verbally and via e-mail regarding the complaint. Customer visits are made.

Once a year, Customer Satisfaction Surveys are prepared and sent to customers.

Customer satisfaction surveys are uploaded to the QDMS system.

Customer satisfaction survey studies have been carried out by an independent firm since 2016.

Customer satisfaction survey; Product Quality was evaluated under the headings of Sales Team, Order, Payment, Invoice, Shipment and Communication.

Our overall customer satisfaction rate was 96% in 2023.

In 2023, 66 percent of our sales were exports. Our international customer satisfaction rate was 100% and our domestic customer satisfaction rate was 88.5%.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

### NUH CEMENT INDUSTRY INC. SUPPLIER MONITORING AND EVALUATION SYSTEM

As Nuh Çimento, we control our suppliers in the field with quality systems in a controlled manner.

We first provide Site Visit General Information for inspection. This information is very important in terms of the type of raw material we supply and the distance to the factory in transport and therefore Scope 3 emissions.

By examining the existing Management System or product documents, we analyze the product we supply in the next stages. As a result of these analyzes, we test the suitability of the product we supply for our production.

Finally, we prepare our report on the subject and share the results with the supplier company.

As Nuh Çimento Sanayi A.Ş., our main goal is:

It is to ensure that the goods and services we need are purchased from suppliers that provide service under the most suitable conditions, and to support the improvement of our service quality by identifying the development areas of our suppliers.

In this process, we evaluate our Critical Suppliers in our Supplier List every year and our other suppliers every two years.

The supplier selection and evaluation system is as follows:

We continue to work with suppliers in A (Platinum), B (Gold) categories.

It continues to operate after the non-conformities regarding the supplier classified in the C (Silver), D (Bronze) category (Corrective Actions) are closed.

Nonconformities and/or Corrective Actions are forwarded to the supplier by the Purchasing Unit.

E (Basic) supplier; The "Nuh Çimento Supplier Selection Survey" form is sent to suppliers with whom little or no work has been done before. Information is received.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

If the order is successful, after the order is delivered, after the evaluation of the relevant people (purchasing, demand and warehouse), a score is created for the company and placed in the appropriate categories.

It is to ensure that the goods and services we need are purchased from suppliers that provide service under the most suitable conditions, and to support the improvement of our service quality by identifying the development areas of our suppliers.

In this process, we evaluate our Critical Suppliers in our Supplier List once a year and our other suppliers every two years.

If any supplier undergoes major changes in social, environmental or economic terms, the audit periods may be increased from once a year or once every two years, with the initiative of the Purchasing Unit.

Our supplier evaluation is based on Leadership, Planning, Support, Operation, Performance Evaluation, Improvement etc. in the "Nuh Çimento Supplier List and Evaluation Form". We make questions that include subject headings.

According to the scores obtained from the evaluation results, we continue to work with suppliers suitable for our company.

### **Our Contractors Working Rules**

Before starting to work, contractor companies should obtain the list of necessary documents from the Human Resources Management and prepare the documents in the list.

The contractor company should undertake to comply with all the policies, procedures and instructions of Nuh Çimento by making a Risk Assessment in terms of OHS before the job, regarding the works to be carried out in the company.

The contractor company should provide all its employees with training on OHS rules, environment and waste management rules, and energy efficiency rules before starting work and submit the records to the Human Resources Management, Occupational Safety Manager, Sustainability and Environment Directorate.

The trainings on OHS and environment should be repeated periodically, and records should be kept for measurement and evaluation. Periodic health examination forms (at the latest once a

year in very hazardous works) must be submitted to the Company on a regular basis once a year.

The Contractor Company must ensure that its responsible personnel are conscious of the environment, occupational health and safety. It should organize various meetings on this subject and submit the meeting minutes to the Environmental Engineer and Occupational Safety Directorate of the company.

Employees of the contractor company must be suitable for the job for which vocational qualification training is carried out. (for example: welder's certificate to be obtained from accredited institutions and organizations in special welding works such as pressure vessels or special productions, operator certificates of those who will use the work machines), the contractor has the right to request a certificate of mastery, testimonial, diploma, certificate of the personnel of the contractor company. Company officials have the right to stop the work and receive training in case they observe the contractor company employees exhibiting unsafe behavior in the field.

The training hours given for the Contractor Company are given below

Year	Danger Dimension	Personal Number	Total Contractor Employees	Total Training Hours	Average Training Hours
2021	Less Dangerous	56	516	5472	10,60
	Dangerous	298			
	Very Dangerous	98			
2022	Less Dangerous	136	837	7736	9,24
	Dangerous	503			
	Very Dangerous	198			
2023	Less Dangerous	198	1044	10152	9,72
	Dangerous	522			
	Very Dangerous	324			

Company officials and Environmental Engineer - Energy Manager - OHS Specialist audit the contractor companies at different intervals according to their working areas; shares the findings with the contractor company. The contractor company must correct these nonconformities.

## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

Corrective and preventive actions taken are notified to the Company in writing by the company. If the nonconformities threaten the occupational health and safety of other employees, the work of the contractor company is stopped until the nonconformities are eliminated. In this process, the material and moral losses that the Company will suffer can also be compensated from the contractor company. For non-compliances that are not corrected or recurring despite the warnings, the equivalent of the Administrative Fines detailed in Article 26 is applied by deducting the company's progress payment according to the OHS Law No. 6331.

They are obliged to provide personal protective equipment in accordance with the relevant TSE or EN standards regarding the work they will work, to keep the test and EC Conformity reports of the personal protective equipment and to deliver them to their personnel as embzzled.

It is mandatory to have the CE mark on the Personal Protective Equipment. Personal Protective Equipment should not be used if it is damaged or has expired.

The Contractor Company Representative and its employees are responsible for all kinds of work accidents, injuries, serious incidents, fatal accidents, suspicious accidents, process accidents and environmental accidents, damage to the plant or material, and near-miss events, in case a dangerous situation cannot be brought under control. has to notify and report to the factory authorities without wasting time. Company officials will be informed immediately of the events and a detailed written accident report will be sent within 24 hours.

The contractor company will comply with the company's EKED (Tag, Lock, Secure and Try) system, which is used as a de-energizing method applied in closed areas and moving equipment.

In this regard, the representative of the contractor company is obliged to ensure full coordination with the representative of the company and to comply with the instructions.

Portable ladders and all ladders to be used by the contractor must comply with the "Health and Safety Regulations for the Use of Work Equipment". Unsuitable ladders will be replaced by the contractor company. Metal ladders shall not be used when working near electrical sources or lines. When going up and down stairs, shoes must be cleaned of slippery materials such as oil and mud, and one will go up and down the stairs by holding onto it with both hands, face-down.

Loads shall not be carried on stairs. In this regard, the instructions of the company officials will be followed. If the person who will work on the ladder, parachute type safety belt will be used, the parachute type safety belt will be fixed to a solid point. Barricades and markings will be made around the stairs when necessary.

In case of welding works, fire extinguishers will be available; There will be no flammable or combustible materials around.

The contractor company is obliged to have the material safety data sheets (MSDS) of the chemical materials to be used; should inform employees and company officials.

Smoking is strictly prohibited in the following places and situations within the factory boundaries:

- In all closed areas,
- While working,
- In warehouses (especially in paper bag warehouses),
- In places where flammable materials such as paper are stacked in the field,
- Near the battery room,
- In laboratories,
- In business areas,
- In the oil shop,
- Near oxygen and pressure cylinders (while welding),
- In the unit where coal stock areas and coal mills are located,
- At ATY Facility,
- In WHR Facility,
- Next to fuel oil, gasoline, natural gas, and diesel tanks and stations,
- In offices,

smoking is prohibited.





## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

### NUH ÇİMENTO INDUSTRY INC. SOCIAL RESPONSIBILITY STUDIES

At Nuh Cement Group, we carry out studies in this context by prioritizing sensitivity in the corporate culture. With the aim of raising individuals who are sensitive to the world we live in, we act with the awareness that well-being is a part of the whole. The sensitivity we show to the environment and society is among our values as a major part of the company climate. In this context, we see the organizations we organize not as an act of helping, but as an effort to share and improve together. We aim to contribute to the improvement of our common future and our country in these future-oriented studies in fields such as education, nature and environment.

We plan these future studies under the umbrella of Nuh Cement Group and Nuh Cement Education and Health Foundation. In the field of education, we offer scholarships to university students by determining a certain number of quotas per year. We provide permanent support in education by building schools in our city. Apart from this, we implement projects in which we include our employees. We support children to meet science at an early age by donating science kits to disadvantaged schools in the region. In the field of health, we are building hospitals in our region and establishing special units within existing hospitals. We design and implement support programs such as food, clothing, hygiene materials, transportation and housing support projects for earthquake zones.

We implement nature support projects to make the world we live in a better place. With the fisheries project, we aim to revive the life in the seas. We contribute to the increase of forests in different regions with afforestation projects. We carry out shelter works for the revitalization of the area within the company and the protection of the living spaces of the creatures living here. We support the revitalization of the area we live in, with works such as bird house workshop and cat house area.

We introduce participants to art and encourage them to become spiritually and mentally stronger through events such as the Concrete Object Workshop, Cloth Bag Painting Event, Stone Painting Wall Panel Workshop, Painting Workshop held on October 29, and String Art Workshop held during working hours.



## NUH ÇİMENTO INDUSTRY INC. ESG REPORT

These activities we carry out together with our employees play a major role in increasing employee motivation and employee loyalty.

As part of employee engagement, we offer our employees products that contribute to motivation on special days. In order to support holistic well-being, we offer services such as dietitian and mini check-up for health and wellness within the company to our employees. We support employee loyalty and attach importance to competence and personal development by creating special training calendars every year to provide trainings and development opportunities that support the career journeys of our employees. We take action by communicating directly with our employees through different feedback tools. In this way, we set common goals, progress rapidly in company development, and shape corporate culture together.

### **NUH ÇİMENTO GROUP EMPLOYEE ENGAGEMENT AND CONTINUOUS DEVELOPMENT APPROACH**

#### **CONTINUOUS DEVELOPMENT**

Nuh Cement Group; supports the development of its employees and offers all the tools necessary for continuous development. Employee development plans; It is designed considering both employee expectations and demands and sectoral requirements.

The concept of continuous development is considered as a comprehensive process that carries the person forward in both business and social life and should be continuous. In this context, first of all, the training needs that will contribute to the professional competence of the employees are analyzed, and according to these needs, the trainings that meet the expectations at the highest level are offered to the employees.

While primarily meeting the needs of employees and companies in the field of professional competence, it is aimed to bring the employees to the best level not only within the company but also, on a sectoral basis by following the sectoral trends in these fields. Nuh Cement Group sees the continuous development process for each employee as a career development plan and continues to contribute to the personal development of all employees with training and development activities in behavioral and professional competency categories.



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Within the scope of continuous development, In addition to behavioral and professional competence development areas, the development of leadership skills, which will play an important role in the career development of all employees, also plays an important role. It is aimed that each training plan, carefully created under the heading of leadership and management skills, will raise awareness in the career and social life of the employees and take strong steps towards their goals.

Nuh Çimento Group continues to support the personal development of its employees in both business and social areas and to create value by bringing together appropriate tools within the scope of continuous improvement.

### **DIGITAL DEVELOPMENT**

Nuh Çimento Group sees digitalization opportunities in all business functions and implements projects that are suitable for this. In the work structure, where the use of digital tools is prioritized as the first step in every area of contact with employees, additional resources are also created for the integration of these tools into daily life. A separate roadmap is followed for each business process transferred to the digital platform, and joint action is taken with training-development plans in order to develop employee skills in this regard.

In Nuh Cement Group; Many applications, which are important building blocks of human resources management, especially applications such as Performance Management, Talent Management, Training and Development Management, and Job Application Process are carried out on completely digital platforms. The data and reports obtained by the digitalization of these processes create transparent and reliable outputs for the development and career plans of the employees. With Integrated Business Process solutions developed and digitized in Human Resources, Production,

Quality, Accounting and field applications, Nuh Cement Group aims to contribute both to the development of digital competence of employees and to making their way of doing business plain and simple.

Nuh Cement Group; By applying digital transformation in all possible business processes in line with its vision and mission, it will continue to move forward in line with its goal of being



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an efficient company that develops sustainably for all its employees, business partners, customers, and shareholders.

### **EMPLOYEE ENGAGEMENT**

Nuh Cement Group has been continuing its existence since 1966 with its leadership that continuously produces, shares and adds value to the society and the business world. It is always underlined at every opportunity that the most important factor in this sustainable success is the loyalty of the company employees. Acting with the awareness that the components of ensuring and maintaining this commitment are to contact and understand employees, Nuh Cement Group adopts the principles of "inclusiveness" and "diversity" while ensuring this commitment.

In the company structure, where all employees are covered by the philosophy of "inclusion" and where it is aimed to create an employee culture compatible with the company's mission; A bridge is established between company purpose and employee productivity.

Nuh Çimento Group follows a transparent and sensitive way, to share the common goals of the company, and to understand the mission and vision definitions by all employees. Reports are made to measure employee loyalty.

### **VOLUNTARY SERVICES PROVIDED TO EMPLOYEES / DAY CARE SERVICES**

#### **Workplace Social Opportunities**

- "Hello Summer Picnic" event,
- Motivational Meals (Seniority Incentive Ceremony, Iftar, etc.)
- Once a month, a surprise special day in the cafeteria (menu contents specific to different cultures and geographies)
- Severance Ceremony,
- A Social Facility and A la carte menu option open to all employees within the factory
- Dietitian support at work,
- Gym, basketball and football fields at work
- Nuh Çimento Hereke Rowing Club Facilities Sports Complex, which is also open to employees

### **Social Support**

- Clothing support for the technical team,
- Clothing support for the sales team,
- Asynchronous Online Training support open to all employees (including English trainings, open to MY participation.)
- New Year gift,
- Ramadan food card,
- Gold gift to the employee who gets married,
- Sending individual congratulatory messages to employees via SMS on special days such as birthdays and seniority years,
- Providing support to employees and their relatives in education and health issues according to criteria through Nuh Çimento Education and Health Foundation.
- Providing a 4-year non-refundable scholarship to children of employees who meet the criteria for university education through the Nuh Çimento Education and Health Foundation.

### **Supporting Female Employees**

- Determining KPIs to increase women's employment and implementing them in recruitment processes,
- Determining KPIs to increase the number of women in the management team,
- Flexibility in maternity leave for female employees and offering various support until their children's school term,
- Active participation in gender equality projects
- Organizing special health seminars and activities for women



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### NUH ÇİMENTO QUALITY MANAGEMENT SYSTEMS

Nuh Çimento Management Systems are as follows and you can find the details on our web page.

<https://www.nuhcimento.com.tr/en/integrated-management-systems-2/>

### MANAGEMENT SYSTEMS STANDARDS

- ✓ TS EN ISO 9001
- ✓ TS EN ISO 14001
- ✓ TS EN ISO 45001
- ✓ TS EN ISO 50001
- ✓ TS EN ISO 27001
- ✓ API SPEC Q1

### PRODUCT STANDARDS

- ✓ ASTM C-150
- ✓ ASTM 590
- ✓ NF-002
- ✓ SII S1
- ✓ DS/INF135
- ✓ TS EN 197-1
- ✓ TS EN 197-2
- ✓ TS EN 15167
- ✓ TS EN ISO 10426

### EPD CERTIFICATES

- ✓ Cement Clinker
- ✓ ASTM Type I/II
- ✓ ASTM Type III
- ✓ ASTM Type IL
- ✓ CEM I 42,5 R
- ✓ CEM I 42,5 R SR5
- ✓ CEM I 52,5 N
- ✓ CEM II/A-S 42,5 R
- ✓ CEM II/B-S 42,5 R
- ✓ CEM II/A-LL 42,5 R
- ✓ CEM V/A (S-P) 32,5 N
- ✓ Oil Well Cement

Measure Name	2022	2023
Employee Engagement Volunteer Work	TRUE	TRUE
Crisis Management Systems	TRUE	TRUE
Donational Total	9.096.921,96 TL	28.866.084 TL
Political Contributions	0	0
Lobbying Contribution Amount	0	0
Community Loans and Investments	9.910.000 TL	32.161.779 TL
Corporate Responsibility Awards	TRUE	TRUE