

Big Group. Big Impact.

LİMAK GROUP OF COMPANIES
SUSTAINABILITY REPORT
2020-2021



Limak Group of Companies Sustainability Report 2020-2021



Please click on the chapter you would like to access.

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

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Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

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Sustainability Goals and Progress Performance



Message from the Chairperson of the Board

Dear Stakeholders,

2020 and 2021 have been a difficult period for the whole world. Due to the shocking effects of the COVID-19 pandemic, we have witnessed contractions not only in national economies but also in the global economic system. The basic dynamics of social life have come to a standstill, and social inequalities have deepened on a global scale.

As the uncertainty created by the pandemic conditions gradually started to disappear by the end of 2021, recovery gained momentum and the "new post-pandemic period" began to occupy the agenda both economically and socially. As an economy integrated into the global ecosystem, Turkey has undoubtedly been affected by this extraordinary period that the world has passed through. As a result of the policies implemented, economic activity maintained its liveliness and, our economy recovered quickly and strongly, rapidly, regaining its momentum for growth.

The pandemic acted as a warning for world.

We saw how the pandemic moved to the top of the global business world's agenda with considerable speed

creating a milestone in terms of discussions in this field. As a result we have seized an important opportunity in many areas such as creating an inclusive and circular economy, conserving biodiversity systems and combating climate change.

Within this framework, I believe that the pandemic was a wake-up call and that a sustainable world would be a significant achievement for the global and domestic business environment that has reviewed its mind-set and behaviour and made the necessary revisions or taken the necessary initiatives. However, I do not think that it

is right to call sustainability the "absolute winner of the pandemic period". For example, the positive momentum gained in terms of equal opportunities in recent years has taken a step backwards during the pandemic. Indeed, with the pandemic, each individual has developed new routines and rhythms in their lives. However, international studies point out that the pandemic has deepened and even fuelled existing inequalities in the labour market, especially in equality of opportunity, and the epidemic has had negative effects on the jobs, careers and incomes of women in particular. As a result, the 99 years' prediction for the closure of global gender inequality in the 'Global Gender Gap' report, which was published by the World Economic Forum (WEF) in April 2021, has been revised to 132 years in the report published one year later in May 2022. Emphasising that the pandemic fuelled inequality and social fragmentation in many fields, the report warns that the current crisis may not only remain as a health crisis in the medium and long term, but may also shake the foundations of economic and geopolitical stability.

As Limak, we seek to make our business more sustainable in our group companies.

are in search of making our business more sustainable in our group of companies. As Limak Group of Companies, we are in an absolute effort to make our business more sustainable and to take concrete steps in all our sectors. On the other hand, we aim to be able to carry out all processes more systematically and efficiently, including sustainability. By keeping our environmental, social and governance (ESG) performance at the centre of our business models under all circumstances, we strive to advance this process and be resilient.

In such a context, where sustainability is no longer a matter of preference but has become a corporate necessity following the pandemic, and where gains and losses are intertwined, we

We continue to do our job to the highest standards, with a sense of responsibility towards society and the environment; by increasing the number of women employees; by expanding and multiplying the sphere of influence of our social projects; and by sharing our knowledge and expertise with our industry and group companies in Turkey, within the framework of the commitments we make and without leaving anyone behind.

As we lay the foundation of our sustainable growth strategy within this framework, we present this report to all our stakeholders which shows how we have acted in response to the effects of global changes and environmental and social challenges.

We are transforming our passion for sustainability into corporate culture.

Our Sustainability Report for the year 2020-2021 is a summary of how we have transformed our inclusive understanding of, and passion for,

sustainability into our corporate culture; how we have tried to increase the collective impact in our current value chain; the challenges and opportunities we have encountered along the way, and the ESG performance of our companies.

Limak's approach to sustainability, which we see as a journey, is the result of the hard work and effort of a large family of more than fifty thousand people working in our country and in many different geographies, in order to create permanent value every day for our stakeholders and our world.

The fact that every employee of the Limak Group of Companies - regardless of which sector, position or job in which they work - has ESG performance targets on their agenda is an important indicator of how sustainability has been placed at the heart of our business - rather like "the DNA of Limak" over the years. Of course, this has not been easy and we still have many areas that require improvement.

I believe that the basis of our good performance as a company is our ability to integrate sustainability into our business models and corporate governance in a versatile way in a short time. Without a doubt, it is a very important achievement that sustainability is embraced and strictly followed within our Group at the Board of Directors level. The fact that it has been owned by all companies within the Group, in every department and at every level, is our biggest advantage.

It is a very important achievement that sustainability is embraced and followed closely at the Board level.

We have gathered our focus on sustainability under the headings of "Inclusive Development", "Social People" and "Healthy Planet". With the Sustainability Governance Platform, which we established in 2021, we have ensured that our processes are more organisational, efficient, inclusive, result-oriented, measurable and co-ordinated. Immediately following the creation of the Sustainability Governance Platform, we formed our Inclusive Development, Social People and Healthy Planet Committees. By implementing the Sustainability Office projects, we have brought sustainability management to a structure that is represented throughout the Group and at all levels, and where ESG performance can be effectively monitored.

Our adaptation to global initiatives and the world-wide sustainability agenda gained momentum as our committees spread their studies for sustainability to the entire Group. In this field, we have become a Group that not only follows the global agenda, but also in some cases contributes to it through the platforms of which we are stakeholders.

For the period 2020-2021, there are some issues that I would like to underline regarding our sustainability performance, full details of which you may find in this report:

- As one of the first companies in Turkey to sign the Women's Empowerment Principles (WEPs), co-ordinated by the United Nations (UN), we continue to implement our corporate policies and practices in all our sectors in a very comprehensive way.
- By implementing and participating in the UN Development Program's Global Program on Gender Equality in the Business World, Limak aims to be the first and only Turkish company to be entitled to receive a certificate of success.
- Following a ground-breaking agreement with four tourism companies operating within Limak Group in 2020 regarding the structure of gender-linked loans which are based on the equality of women and men in companies, and which was implemented as a first in the world by Garanti BBVA, we signed a new loan agreement as the second phase of the same project.
- A sustainability loan agreement was signed between Limak Construction and Garanti BBVA in 2021. In this loan agreement, which sets an example for the construction industry, we have defined two main performance criteria, namely a hot-line for whistleblowing and the development of occupational health and safety software.
- Having received a special invitation from the "Road-Belt Entry Sustainable Infrastructure Action Platform" which was implemented under the United Nations Global Compact, of which we are a signatory, we gained the privilege of being the only member company from Turkey which represents our country on this platform.

■ One of the first companies in Turkey to include the Stakeholder Capitalism Indicators of WEF, which were announced in 2020, we were among the top 100 companies globally committed to reporting within the framework of these principles.

■ LimakPort İskenderun Port added another success to its Green Port Certificate and became the first company to issue sustainability-linked green bonds from Turkey. This was the first bond issued project by a Turkish company in Turkey and the only example of this type of "sustainability-linked" bond.

■ Our Cement Group and Hamitabat Power Plant voluntarily participated in the Carbon Disclosure Project (CDP) Climate Change Program, the world's largest environmental reporting platform, where the governance structure, risks and opportunities, corporate strategy and targets for climate change are declared, thereby strengthening their leading roles in their sectors and in the world.

■ During the construction process of 1915 Çanakkale Bridge, which is one the flagship projects of our country, our Construction Group has implemented practices that set an example to the rest of the world for environmental sustainability and social development. In 2020, it won the gold award in the Building & Construction category as part of the Green World Awards for Environmental Best Practice.

■ We published the second report of our "From Speech to Action for a Better World" report, which includes the projects we implemented between 2015-2021.

■ The Limak Foundation launched the Engineer Girls of Turkey with great excitement almost 7 years ago and since then we have continued to work with the same excitement and enthusiasm, strengthening the future hopes of thousands of female students in our country.

We are now discussing and implementing plans to make the project global, opening it up to the world.

By expanding our ongoing cooperation between our Limak Foundation and the Atlantic Council, which is one of the world's leading global think tanks, we are carrying out significant studies in the field of migration, which is one of the most important issues facing not only our country but the whole world.

We keep our activities and strategies for sustainability under the guidance and integration of the UN Sustainable Development Goals.

In this context, in addition to the report we published in previous years, we prepared the documentary "Do Seagulls Migrate?", which tells the inspiring story of 4 Syrian women entrepreneurs who came from their countries to Turkey and built a totally new life for themselves and their families. Our documentary, which we shared with the public last year with special screenings in New York during the United Nations General Assembly, then in Washington DC, and in Istanbul, aims to combat prejudices and negative views about immigration, defining immigrants not as a 'burden' on societies but as a wealth for countries.

We continue to conduct our activities and sustainability strategies, of which I have mentioned a very limited part here and which are presented in much more detail in the following pages of this report, under the guidance and integration of the United Nations Sustainable Development Goals.

In addition to being proud of what we have achieved, we are aware that we have areas that require improvement, and we are determined to work tirelessly every day to constantly improve our ESG performance.

Once again, I would like to express my gratitude to my colleagues and all our stakeholders, who have continuously improved our ESG performance with their efforts. I am already excited to bring you even more good news about our Group, our community, and our planet in our next report.

We can build a more liveable future together. The larger we make the ecosystem, the higher our impact will be. Look forward to implementing more together in the future...

Best regards,

EBRU ÖZDEMİR
CHAIRPERSON OF THE BOARD



About the Report

This Sustainability Report presents: the Limak Group of Companies' progress towards sustainability goals in 2020 and 2021; ESG performance; future sustainability goals; and summary information about its inclusive sustainability culture.

You can find more detailed information on consolidated financial statements, stakeholder relations, and other areas relating to the sustainable management of the Limak Group of Companies in our previous reports.

For our previous years' reports and more, please visit our website:

www.limak.com.tr/sustainability

Being transparent about the sustainability goals of Limak companies and how we measure, manage and integrate these priorities into our business is an important part of our annual reporting process.

The Limak Group of Companies 2020-2021 Sustainability Report was prepared under the coordination of the Sustainability Office, with the participation of nearly one hundred people from all Group companies, the contribution of the Inclusive Development Committee, Social People Committee, Healthy Planet Committee members and the compilation of the Sustainability Governance Platform data, under the consultancy of SGS Supervise Gözetme Etüd Kontrol Servisleri A.Ş.

The report content was created in line with the "GRI Reporting Standards-Basic" indicators developed by the Global Reporting Initiative (GRI). In addition, the relevance and integration of the United Nations Global Compact (UN Global Compact) principles and the United Nations Sustainable Development Goals (UN Sustainable Development Goals) are included in the report.

Data such as financial data, produced and distributed economic values that are not within the scope of the report, can be accessed via Limak Group of Companies Annual Report documents for the years 2020 and 2021: www.limak.com.tr/corporate/annual-reports

The companies in the consortium and partnership structure were not included in the report, which focuses on the compliance to sustainability goals of the activities of the Limak Group of Companies between January 1, 2020 and December 31, 2021. For the report, which was prepared in Turkish and English, an independent external audit process was not applied.

We would like to express that we will be greatly pleased to think together, work collectively and share mutual experiences with you for the sustainability of human life and natural life on our planet.

You can contact us at the following e-mail and phone numbers to convey your suggestions and participation requests about our work or for cooperation opportunities.

sustainability@limak.com.tr

+90 212 290 37 10

Limak at a Glance

OUR VISION

Acquiring a leading position in all the sectors in which we operate

OUR MISSION

Aiming to create value for our stakeholders, using the guiding principles of sustainable growth, operational efficiency and continuous development.

OUR VALUES

- Honesty, Reliability and Responsibility
- Leadership
- Innovation, Creativity and being Open to Changes
- Efficiency and Effectiveness
- Quality and Result Orientation
- Equality of Opportunity
- Transparency
- Employee and Customer Satisfaction
- Teamwork
- Corporate Social Responsibility
- Sustainability
- Diversity and Tolerance
- Compliance with the Law

Establishment
1976

Number of sectors
operated **9**

Number of employees
53.065

Number of countries
operated **14**

* End of 2021

Group Structure

CONSTRUCTION

ENERGY

Energy Generation
Energy Distribution
Energy Sales & Trade

TOURISM

CEMENT

INFRASTRUCTURE

Airport Management
Port Management
High-speed Train Station Management
Bridge and Motorway Management

ENERGY ELECTRICAL AND MECHANICAL CONTRACTING

FOOD & BEVERAGE

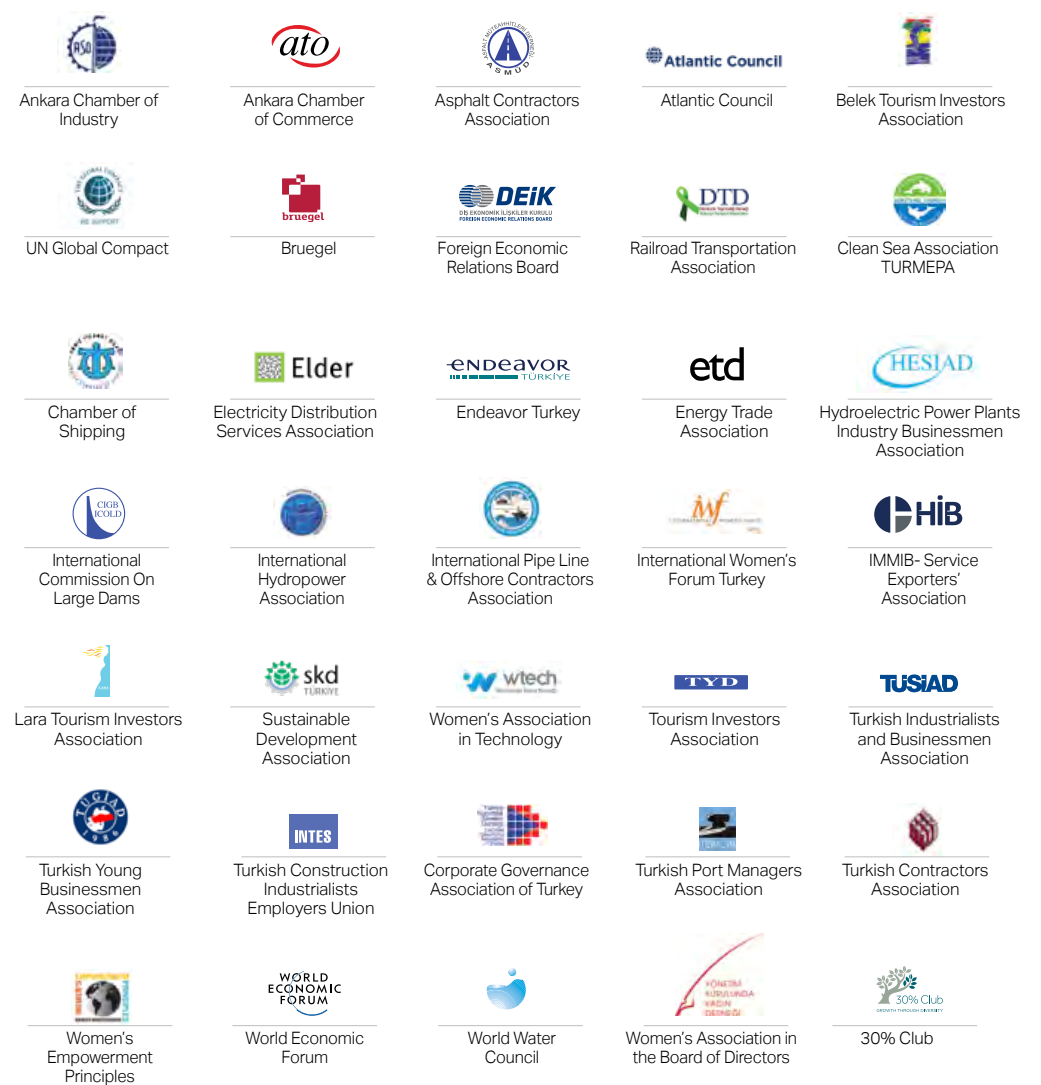
TECHNOLOGY

AVIATION

Our Global Collaborations



Our Memberships



■ Our Sustainability Approach

As the Limak Group of Companies, we have been prioritising our sustainability approach and focusing on our environmental, social and governance (ESG) performance in all our activities for a long time.

We believe that a strong ESG structure is necessary to manage a safe, responsible and sustainable business model.

Sustainability, which is embraced across the entire organisation and supply chain, starting from the top management, has become the corporate culture and way of doing business for Limak Group of Companies. This is because we believe that economic growth can only be achieved through an inclusive sustainability approach.

Within our sustainability approach, no action is more important than keeping our workforce and the people we impact safe and healthy, creating an inclusive and equitable culture, and conserving our resources for a liveable world.

Each and every member of Limak working in Turkey and in different parts of the world strives to ensure that the impact and results of every step they take are compatible with our sustainable business culture.



We believe that the liveable future of our world is possible only if the business world and its leaders are brave, collective and strong participants in a transformation aimed at sustainability. This is why we work to build an inclusive and transformative sustainability culture.

We encourage our employees to make sustainable business decisions by providing a healthy, peaceful and ethical environment.

Our sustainability goals focusing on climate, health and safety and diversity are an important part of our culture, our daily operations and our strategy. Our mission is to make the business life of our customers easier, more profitable and truly sustainable every day. We would like to contribute to a better society and create value for our stakeholders.

As the Limak Group of Companies, we are aware that the whole world should strive together

to ensure the healthy continuity of human existence on a sustainable planet, aligned with all the elements of nature.

With this understanding, we are a signatory to the United Nations Global Compact and we plan our sustainability studies to comply and integrate with the United Nations Sustainable Development Goals.

Given this approach, we evaluate our business in three dimensions across all our activities, taking decisions in this way and managing our value creation processes by paying attention to these dimensions.

The Limak Group of Companies Sustainability Policy, is a guide that Limak will refer to while carrying out all its activities. It has been prepared in harmony with our founding values, our basic working principles, our understanding of business ethics and our global goals, and acts as the business constitution of the group and guides our decisions. It has been prepared to include the global stakeholders it interacts with directly or indirectly and is at the centre of all our activities.

We continue our sustainability journey and we are determined to increase our performance every year.

■ Inclusive Understanding of Sustainability

As the Limak Group of Companies, we know how our daily actions can have an impact on creating a better future for society.

We aim to reduce our environmental and social impact by improving our sustainability performance in operations and developing innovative and sustainable solutions to enable future generations to live more sustainably.

We consider the development of our employees as important for managing our environmental and social impacts correctly, and we always

encourage our employees to make decisions in line with our efforts to build a better future.

We adhere to standards informed by ESG best practice in line with strong ethical principles.

Our management, compliance, health and safety procedures are modern, progressive and professional in character. Our organisational structure, our ways of working, our good governance policies and our precise processes allow us to undertake challenging and ambitious projects in different sectors.

While conducting efficient operations all over the world, we make maximum effort to reduce our environmental footprint and increase our social benefit and social impact.

As we strive to generate the energy we need for our operations, and make it accessible to everyone, we are also building the necessary infrastructure for a more sustainable planet.

Within the scope of our tourism and transportation services, we are laying the foundations for social and cultural interaction. Through the work of the Limak Foundation, we aim to contribute positively to societies by supporting projects in the fields of gender equality, education, innovation and culture.

Our business objectives and governance model are shaped around these sustainability goals for meeting today's needs, protecting our environment and ensuring a better future. We believe that sustainable economic growth requires an inclusive approach as well as high awareness of social and environmental issues. Therefore, in all our activities, we take tangible steps towards each one of the 12 main sustainability goals.



Stakeholder Relations

Strong and effective stakeholder relationship management is another key component of sustainability in the Limak Group of Companies. In this line, while the contribution processes are designed, the stakeholders are defined in a way that they are affected by or can affect activities while at the same time as people, communities or organisations that can be effective for reaching the global purposes and sustainability goals.

The Limak Group of Companies has a broad stakeholder map, when considered in terms of the sectors in which it operates. Therefore, our stakeholder priorities and communications vary between the Group's companies depending on the specific dynamics within their fields of activity.

Based on the studies carried out by the Sustainability Governance Platform, Social People Committee, Inclusive Development Committee and Living Planet Committee, stakeholder maps have been created by identifying key stakeholders in terms of economic, environmental and social impacts.

Group level key stakeholders for Limak have been determined by the Sustainability Management and Corporate Communications Management teams consolidating the stakeholder maps of all our constituent companies.

The Limak Group of Companies' employees, union representatives and senior management are defined as internal stakeholders, and all other relevant groups are defined as external stakeholders. Details regarding the communication platform and frequency for all stakeholders are given in the table named Stakeholder Communication Platforms.

STAKEHOLDER GROUP	DIALOGUE PLATFORM	COMMUNICATION FREQUENCY
EMPLOYEES	Limak Corporate Portal	Continuously
	Performance assessment meetings	Once a Year
	Social events	At least twice a year
	Occupational Health and Safety meetings	Monthly
	Satisfaction survey and sustainability assessment survey	Once a Year
	Digital channels	Continuously
CUSTOMERS	Satisfaction survey	Biweekly (Limak Tourism)
	Call center	Continuously
	E-mail	Continuously
	Seminars, congresses and fairs	A few times a year
	Digital channels	Continuously
SUPPLIERS, SUBCONTRACTORS	Surveys	Once a Year
	Face-to-face meetings	On demand
	E-mail	Always
	Digital channels	Continuously
VENDORS	Meetings	At least once a year
	Face-to-face meetings	On demand
	Digital channels	Continuously
LOCAL PEOPLE	Environmental Impact Assessment (EIA) Report process	Before starting the investment and during the construction period
	Social projects	During the project
	Digital channels	Continuously
CAPITAL PROVIDERS, CREDITORS	Monitoring reports and site visits	At least once a year
	Digital channels	Continuously
PUBLIC ORGANISATIONS	Meetings	On demand
	Forms, information reports	At least once a year
	Audits	At least once a year
	Digital channels	Continuously
SECTORAL ORGANISATIONS, NONGOVERNMENTAL ORGANISATIONS	Membership meetings	Always
	Seminars and exhibitions	A few times a year
	Surveys	Once a Year
	Digital channels	Continuously
UNIVERSITIES	Collaborations in the field of education	During the project
	Digital channels	Continuously
SOCIETY & MEDIA	Social responsibility projects	During the project
	Interviews	When necessary
	Digital channels	Continuously
INTERNATIONAL NGOS, UNIVERSITIES, N. GENERATIONS	Projects	Always
	Digital channels	Continuously

■ Sustainability Management in Limak

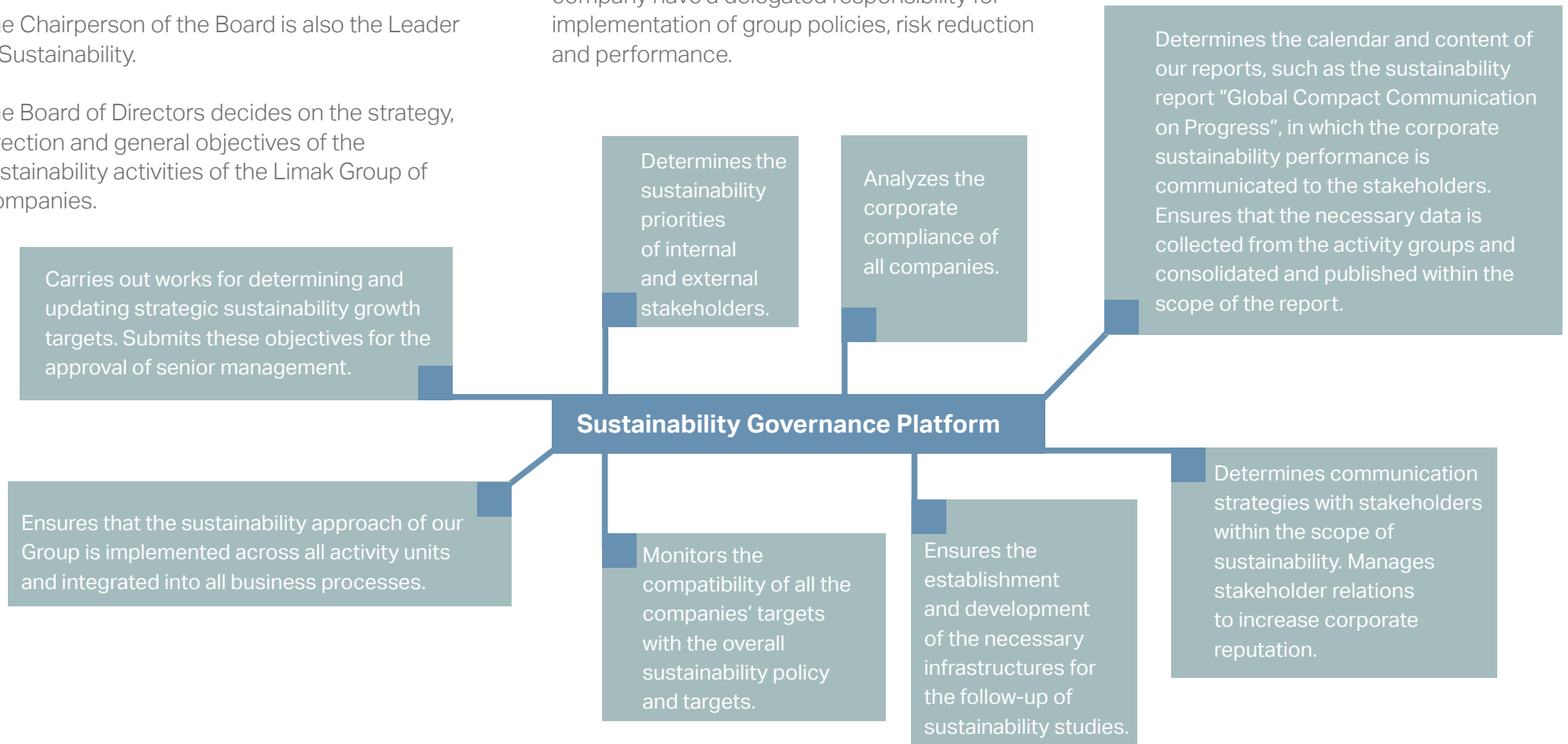
In the Limak Group of Companies, sustainability is designed as a set of systems that are embraced at the highest level and are at the centre of all activities and business models.

The Chairperson of the Board is also the Leader in Sustainability.

The Board of Directors decides on the strategy, direction and general objectives of the sustainability activities of the Limak Group of Companies.

The Senior Management Team also determines the sub-targets of the targets, customised for each Group company and for the various projects. Management teams in each company have a delegated responsibility for implementation of group policies, risk reduction and performance.

The Sustainability Governance Platform was established in order to ensure the coordination of sustainability activities at the level of all Group companies and management.



The main responsibilities of the Sustainability Governance Platform are:

- Providing the necessary support and priority to the group companies for sustainability-related activities
- Harmonising the activities of the companies with the sustainability policy of the Limak Group of Companies
- Creating values and thought patterns that guide and support sustainability-oriented behaviour in the business
- Providing information and giving recommendations to all companies on the identification, assessment and management of risks related to sustainability and social investment, especially climate change
- Reviewing representations on sustainability issues and monitoring the provision of sustainability information, guidance and thought leadership to members and other stakeholders
- Reviewing the sustainability-related strategies of the companies in the Limak Group of Companies, related targets and action plans at least once a year, and to provide information and suggestions regarding these.

The coordination of the Sustainability Governance Platform is carried out by the "Sustainability Support Office". The Sustainability Support Office was designed with a structure that contributes to informing decision makers in this field by constantly following the developments and changes in sustainability. The work of the Sustainability Support Office is under the responsibility of the Corporate Communications Directorate and Sustainability Management of the Limak Group of Companies.

Main responsibilities of the Sustainability Support Office:

- Following up with current developments in sustainability
- Identifying and updating corporate information needs
- Monitoring and reporting local and global opportunity analysis
- Monitoring and reporting global developments (literature and events)
- Planning and managing trainings for internal and external stakeholders

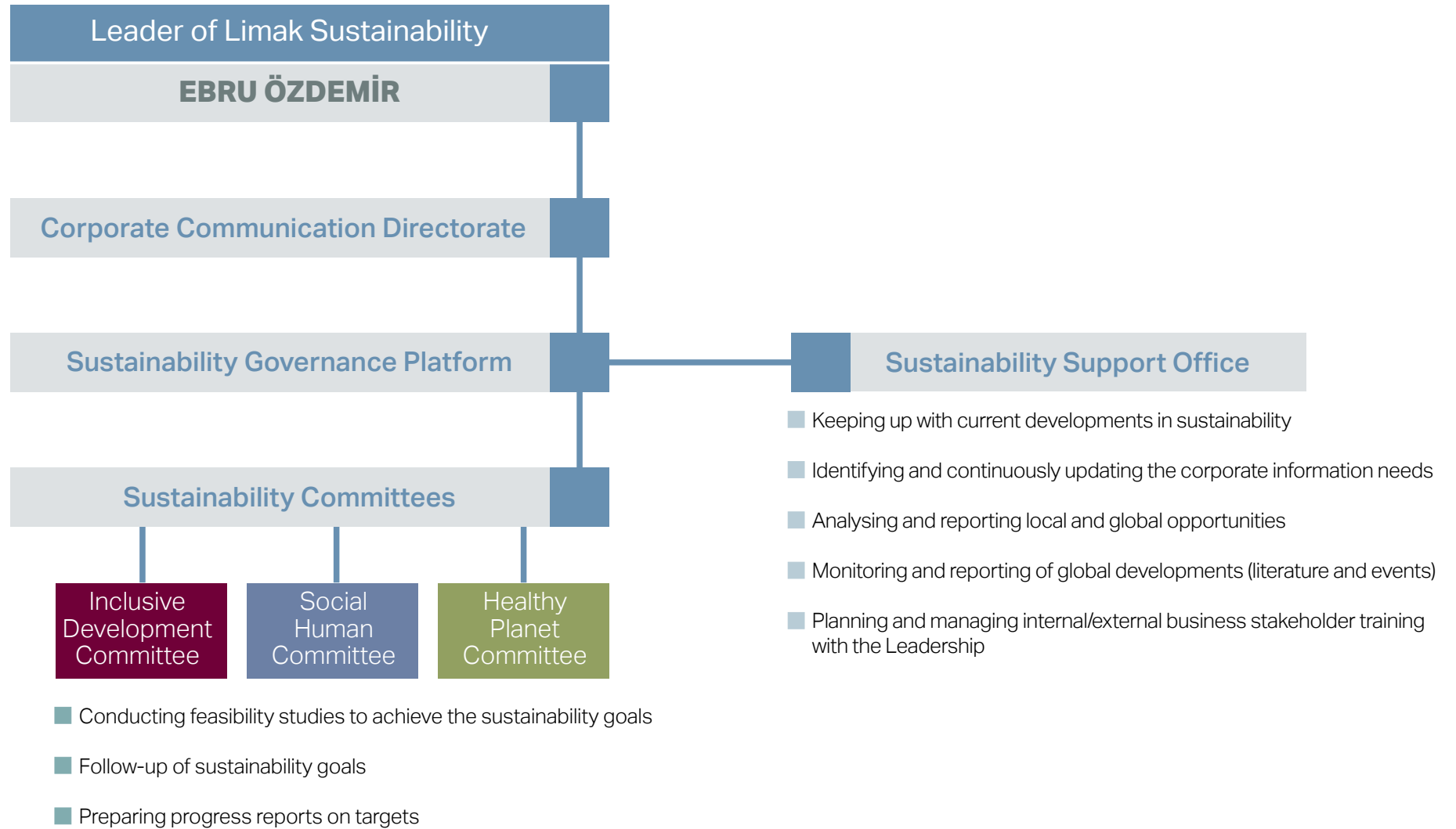
All the activities of the Sustainability Support Office are shared with the Limak Sustainability Leader and Sustainability Governance Platform by the Sustainability Management and Corporate Communications Directorate of the Limak Group of Companies.

The sustainability policy of the Limak Group of Companies was built on three focus areas that are directly related to each other. Three committees were established under the Sustainability Governance Platform to monitor and improve the work carried out in the focus areas: Inclusive Development Committee, Social People Committee and Healthy Planet Committee

Responsibilities of the Sustainability Committees:

- Conducting feasibility studies to achieve sustainability goals
- Follow-up of sustainability goals
- Preparation of progress reports on targets

Sustainability committees also work to ensure compliance with the Group's basic principles in its three main business focuses. These principles are managed together with the business focus and sustainability goals.



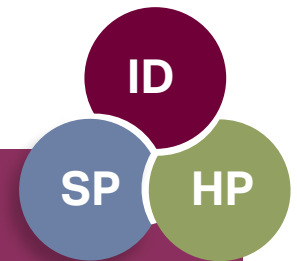
■ Business Approach Focuses in Sustainability Management

Inclusive Development Oriented Business Approach

The Limak Group of Companies, together with all its employees, business partners and stakeholders within every sector it operates, adopts a sustainable business approach that is compatible with global goals, and believes that economic development must be provided in a way that takes into account all elements of the planet along with all humanity.

The Limak Group of Companies:

- Carries out all its activities in accordance with the United Nations Sustainable Development Goals (UN SDG).
- Complies with the 10 Principles of the United Nations Global Compact, of which it is a signatory.
- Allocates resources to research and development studies in every sector in which it operates.
- Enables the use and development of innovative technologies that will contribute to sustainable development.
- Attaches importance to supporting stakeholder participation in decision-making processes, taking into account the wishes and expectations of its stakeholders.
- Tries to make the sustainability perspective a corporate culture and to raise awareness in this field both among employees and stakeholders.
- Is committed to conveying its sustainability studies and experience to all its stakeholders and the world through its international partnerships and active initiatives.
- Enables all kinds of work to be carried out to ensure sustainability in the supply chain.
- Takes improvement actions to reduce the negative effects by measuring and evaluating the economic, environmental and social impacts of all activities.
- Regularly publishes its sustainability report in line with international standards.
- Has a business approach that is transparent, in line with basic business ethics and fighting corruption.



Social People Oriented Business Approach

The Limak Group of Companies carries out all its activities and business processes based on the protection of human health, support of human development and equality of opportunity. It focuses on establishing innovative, reliable and accessible work and living environments that will enable human development to be sustainable. The Group believes that sustainability can be achieved through the development of social structures, as well as through corporate and individual employee commitment, and that an individual should understand all the elements of the society in which they live.

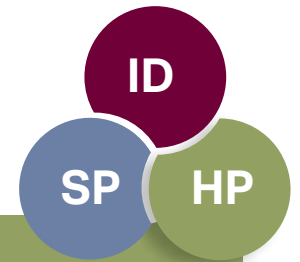


The Limak Group of Companies:

- Pays utmost attention to the issues of ensuring and protecting equality of opportunities – especially the dissemination of qualified education – and observing social health, in all areas and geographies in which it operates, with its sectoral and social initiatives.
- Considers it as a part of its business to develop and implement practices that will provide improvement in the field of occupational health and safety.
- Creates opportunities to develop social projects that will contribute to the social and economic development of the society and local stakeholders within its fields of activity, and to create partnerships that will contribute to local employment.
- Aims to increase the loyalty and well-being of its employees and creates conditions that will make the working environment more efficient.
- Prevents all kinds of discrimination and provides its employees with equal rights in matters such as employment, career management, remuneration and performance evaluation.
- Aims to increase women's employment at all levels by supporting the development of women's employment and their qualified active participation.
- Works actively for the personal development of its employees and the development of their awareness of global citizenship.

Healthy Planet Oriented Business Approach

While carrying out its activities, the Limak Group of Companies, together with all its business partners and stakeholders, makes the protection of all elements of the planet and the reduction of environmental impacts as an essential requirement. It considers carrying out all its activities with respect to the environment as its fundamental value, develops ways to identify and eliminate all possible negative elements of its environmental relationship in advance, and believes that R&D and P&D investments must be valued for this purpose.



The Limak Group of Companies:

- Measures and reports the environmental impact in all its fields of activity and takes improvement actions by setting sector-based targets.
- Enables the development and implementation of environmentally friendly products and services.
- Constantly monitors and develops energy efficiency studies, and works for creating the necessary infrastructure or renewing the existing one.
- Strives to increase the use of renewable energy sources (RES) in energy consumption.
- Develops projects to ensure the efficient use of water and to raise awareness in all stakeholders, starting with the employees.
- Calculates, verifies and monitors the emissions deriving from its activities for the purpose of combatting climate change.

Our Sustainability Goals

01 Working for the development of the understanding of sustainability in all sectors and supporting existing performances

Our Group of Companies will support work to develop the understanding of sustainability with at least one project each year.

4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS

ID SP HP

02 Supporting the development of women's employment and their qualified active participation. Increasing female employment at all levels

The rate of female employment will increase by **20%** by 2023 and **40%** by 2026.

5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH

ID SP

03 Transferring ethical principles and rules to the entire value chain in group companies, including suppliers

Will be transferred to the entire value chain by 2023.

8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

ID SP

04 Establishing feedback management systems for external stakeholders and regular monitoring and reporting thereof

Feedback mechanisms in all sectors will be updated and participation of all external stakeholders will be ensured by 2023.

8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ID

05 Reflecting the sustainability perspective to all suppliers

Training of all suppliers will be completed by 2026.

8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

ID SP HP

06 Developing and implementing practices that will provide improvement in the field of occupational health and safety and following up international performance criteria in this field.

"Zero Accident" is aimed at all companies by ensuring international standards.

4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH

ID SP

07 Monitoring and increasing employee satisfaction regularly

It is aimed to make employee satisfaction a minimum of **80%** in minimum every year.

ID
SP

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

08 Ensuring energy efficiency in all sectors. Monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one

An average of **25%** energy efficiency will be achieved across the group by 2026.

HP

7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION

09 Increasing the use of renewable energy sources in energy consumption

The use of these resources in total energy consumption will be increased to at least **30%** by 2030.

HP

7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION

10 Developing and supporting projects to ensure the efficient use of water and to raise awareness in all stakeholders, starting with the employees

28% water efficiency will be achieved by 2026.

HP

6 CLEAN WATER AND SANITATION
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

11 Developing practices and systems to reduce waste generation, raising awareness for consumption reduction

Studies for **"Zero Waste"** will be completed by 2026 in all branches of work.

HP

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

12 Reducing the emissions caused from our activities

Emission reduction studies will be carried out in all companies, and an average of **27%** reduction will be achieved by 2026.

HP

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION



Our Sustainability Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance

Sustainability Goals and Progress Performance



The background features a large, light blue stylized letter 'L' on the left side. To the right of the 'L' is a vibrant, multi-colored floral graphic with petals in shades of purple, pink, and blue, accented with small white and blue dots. The overall design is modern and artistic, with soft, flowing lines and a pastel color palette.

Limak Construction



Yusufeli Dam and HEPP

Limak Construction and Sustainability

Established in 1976, and having specialised in all infrastructure and superstructure projects including airports, ports, highways, dams, hydroelectric power plants, treatment plants, factories, industrial plants, food plants, pipelines, mixed-use complex structures and hotel constructions, Limak Construction, together with the world's leading construction companies, maintains its place at the top of the list of the first 250 international construction companies in the (ENR) Engineering News-Record. Limak Construction combines its technical competencies and experience gained over the years with an understanding of quality, speed, high technology, creativity and social responsibility. Working within the EPC (engineering, procurement and construction) model, numerous large strategically important projects are successfully completing before the anticipated date.

Construction Group has set four basic sustainability goals for ensuring the highest quality of labour and working conditions standards in all its activities: correct management of environmental and social impacts; increasing social benefit; a sustainability performance integrated with the sustainability approach of Limak Group of Companies; and an approach compatible with global trends. In addition to these goals, Limak Cement, which works to achieve the 12 common goals of Limak Group of Companies manages its ESG performance with the Inclusive Development, Healthy Planet and Social People Committees.

For further information on Limak Construction: www.limak.com.tr/sectors/construction

Limak Construction manages its sustainability goals and practices in accordance, and in an integrated manner, with the UN Sustainable Development Goals.

Development-oriented and large-scale investments implemented in different geographies of the world and in Turkey include projects that directly contribute to the sustainable future and social welfare of a population of nearly 1 billion people.

Limak Construction implements its business approach for all its projects at the highest level, in accordance with the sustainability goals of the Limak Group of Companies and the global initiatives and principles it is a signatory to.

Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as its basic approach, the Limak Construction also produces projects that are compatible with universal principles and the Limak Group of Companies Business Understanding Focuses in the sustainability projects it implements.

Taking an overview of the sustainability projects of Limak Construction, it can be seen that the Focus of Healthy Planet Business Approach comes to the fore. The basic reason of this is that environmental impact is the most important field for sustainability in the activities of the Construction Group.

Evaluating the sustainability projects of Limak Construction in terms of Stakeholder Capitalism metrics, which were shared by the World Economic Forum (WEF) with the whole world in 2020, it is seen that the pivotal axis of planet stands out.

Limak Construction

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

Unit energy consumption shall be reduced by 30% by 2026.

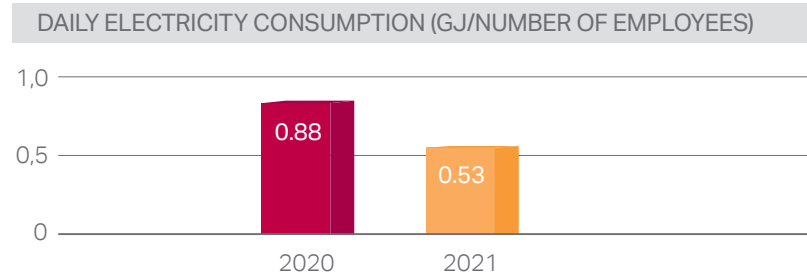
Daily electricity consumption per employee, which was 0.88 GJ in 2020, was reduced to 0.53 GJ in 2021 thus providing **40% saving.**

Limak Construction produces energy efficiency projects with a target of more than 25% by 2026, which is the common energy efficiency goal of the Limak Group of Companies, by means of providing energy efficiency in all of its projects, following up and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing infrastructure.

In all projects, energy consumption is pursued and location-based energy efficiency targets are implemented. Situation assessment, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency are developed in a way which is suitable for each project site.

Investments are made in operational efficiency and innovative practices to reduce energy consumption. In addition, training campaigns are executed to increase the awareness and consciousness levels of all employees about energy consumption.

Through joint studies of the Limak Construction project offices, the Limak Group of Companies Sustainability Office and the Healthy Planet Committee, energy efficiency opportunities are focused using data science, such as digital strategies and automation, researching new energy technologies and identifying alternative fuel sources such as waste, etc.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency:
Reducing the unit energy consumption by 30% by 2026.

Sustainability Project / Progress

Daily electricity consumption per employee was reduced by **40%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

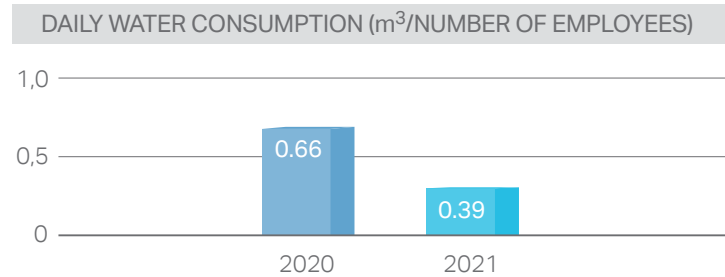
Unit water consumption shall be reduced by 30% by 2026.

In order to ensure the efficient use of water, Limak Construction develops projects that increase awareness for all stakeholders, especially its employees, and produces water efficiency projects with a target of more than 28%, which is the common water efficiency goal of the Limak Group of Companies by 2026.

Administrative and operational water consumptions are monitored in all projects. Great efforts are made for developing applications that will increase water efficiency, especially in locations where use of water is at high levels. Efforts are being made to raise awareness of employees, to use water-efficient equipment, and to establish rainwater collection systems.



Daily water consumption per employee, which was 0.66 m³ in 2020, was reduced to 0.39 m³ in 2021 thus providing **41% reduction.**



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency:
Reducing unit water consumption by 30% by 2026.

Sustainability Project / Progress

Daily water consumption per employee was reduced by **41%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 3

Reducing the emissions caused from our activities.

A reduction of 20% is targeted in emissions by 2026 by establishing emission monitoring systems at all construction sites.

Limak Construction carries out projects in such a way as to reach the common emission reduction target of 27% across the Limak Group of Companies by 2026. Together with the Healthy Planet and Inclusive Development Committees, Limak Construction continues to work on a roadmap for our emission reduction target. Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of Limak Construction.

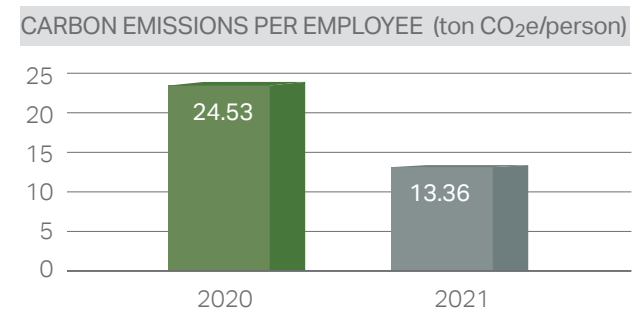
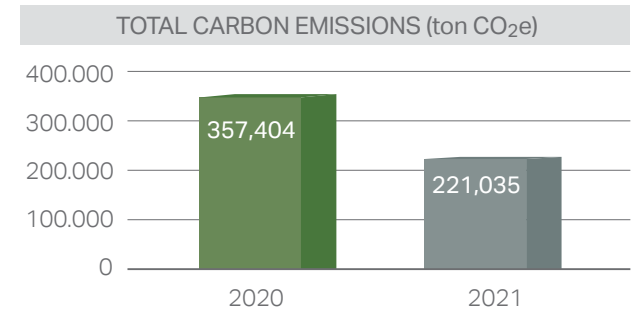
Emission monitoring systems have been established at all project sites, and emission sources have started to be monitored on-site. Necessary steps have been taken to choose high-tech and low-emission vehicles, by including machinery and equipment in the scope of the evaluation of supply chain emission effects. This approach has been reflected in the construction site designs, in particular considering the energy efficiency and low-emission fuel use in the layout plans and operation processes of the units in large-scale working areas.

In addition, efforts have been accelerated to monitor emission sources in all construction sites, to record them within the Sustainability Governance Platform system and to regulate emission reduction measures.

Total carbon emissions per employee, which was 24.53 tons of CO₂e in 2020, was reduced to 13.36 tons of CO₂e in 2021, resulting in a **reduction of 56%.**

Total emissions were reduced from 357,404 tons of CO₂e in 2020 to 221,035 tons of CO₂e, resulting in a **reduction of 38%.***

* The number of employees became 16,534 in 2021 while it was 14,570 in 2020.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission Reduction: Reducing emissions by 20% by establishing emission monitoring systems at all construction sites

Sustainability Project / Progress

Emission per employee was reduced by 56% and total emission by **38%** in the period 2020-2021.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.



GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

It is aimed to complete “zero waste” studies by 2026 for all companies.

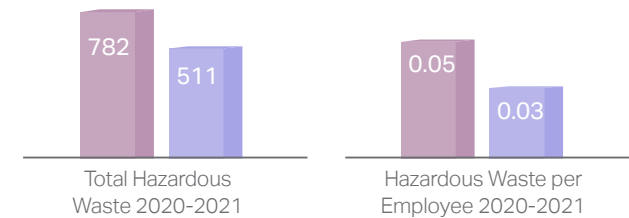
Limak Construction works with precision on such matters as reducing waste generation in its operations, effectively disposing or recycling waste at source and our Zero Waste Certificate. The processes for reducing waste generation, and our re-evaluation and disposal of waste by correct separation are monitored at all locations and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform. Due to the high number of employees in Limak Construction projects, intensive efforts are made on waste management. Effective waste management practices are implemented in all companies and systems are established to maximise economic and environmental benefits. In addition, social responsibility projects are developed with stakeholders to increase awareness and partnership on this matter. Numerous projects are implemented such as reducing disposable products in the working areas at the construction sites and facilities, purchasing materials made from biodegradable or recycled materials, and using organic waste such as food in animal shelters in cooperation with the local government authority.

In 2021, the total amount of non-hazardous waste per employee was reduced by **68%**, from 1.49 to 0.48 tons compared to the previous year. The total amount of non-hazardous waste in the same period was reduced from 21,848 tons to 8,099 tons.

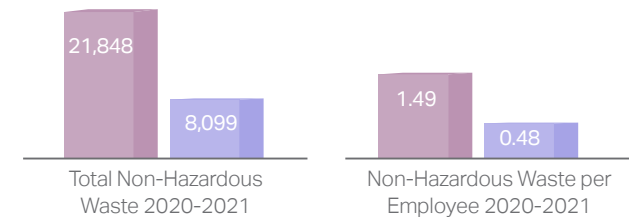
In 2021, the total amount of hazardous waste per employee was reduced by **40%**, from 0.05 tons to 0.03 tons compared to the previous year. In the same period, the total amount of hazardous waste was reduced from 782 to 511 tons.*

* The number of employees became 16,534 in 2021 while it was 14,570 in 2020.

REDUCTION IN HAZARDOUS WASTES (ton)



REDUCTION IN NON-HAZARDOUS WASTES (ton)



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste:
The target is "Zero Waste" by 2026

Sustainability Project / Progress

In 2021, the amount of hazardous waste per employee was reduced by 40%, and the amount of non-hazardous waste per employee was **reduced by 68%** compared to 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Limak Construction

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment

Limak Construction

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

It is aimed to increase the rate of our female employees at all levels by 40% by 2026, and to support women's projects related to our sector.

In spite of carrying out projects under difficult conditions in different geographies of the world, Limak Construction takes decisive steps to ensure gender equality and to increase women's employment.

Across all of the companies within the Limak Group of Companies, effective corporate initiatives and projects are developed and human resources processes and social programs adopting gender equality and preventing discrimination are implemented, in order to strengthen the place of women in employment and to eliminate gender discrimination.

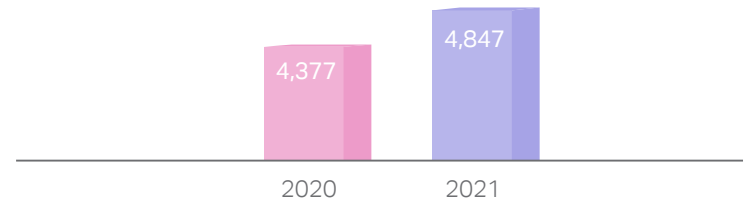
In order to support the development of women's employment and women's active participation in business life, and to ensure that all in-company practices are based on equality, all policies, procedures, communication activities and practices for all employee candidates and employees, starting from the recruitment process, are structured in line with gender equality.



11%

Increase in the number of female employees in the period of 2020-21

NUMBER OF FEMALE EMPLOYEES



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of female employees by 40% by 2026

Sustainability Project / Progress

The number of female employees increased by **11%** in the period of 2020-21.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.

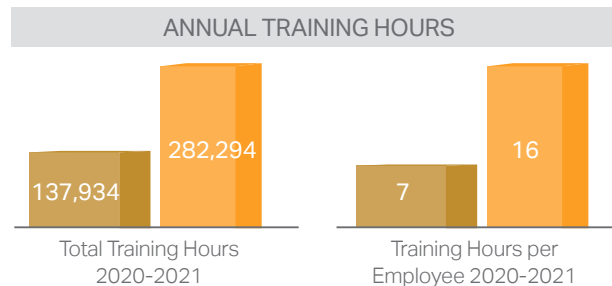


GOAL 6

The goal is zero accidents achieved by developing practices that will provide improvement in occupational health and safety and by providing international performance criteria and standards in this field.

In line with our zero accidents target, Limak Construction works in a way that prioritises the health and safety of its employees. While creating safe working environments, the mental and emotional health and well-being of the employees are also considered important.

Behavioural changes and compliance are constantly monitored through training and activities in occupational health and safety, which is an integral part of Limak's working culture. Limak Construction monitors the risk assessment, training and reporting activities in the working environment at the senior management level in order to achieve its target of zero accidents every year. The reporting of statistics to the top management of the Limak Group of Companies by both the occupational health and safety committees and the Social People Committee strengthens the opportunities for resource transfer and operational action. Due to health and safety risks being relatively higher in construction operations compared to other industries, the reporting processes applied daily, weekly, monthly and annually play an active role in planning and accident prevention.



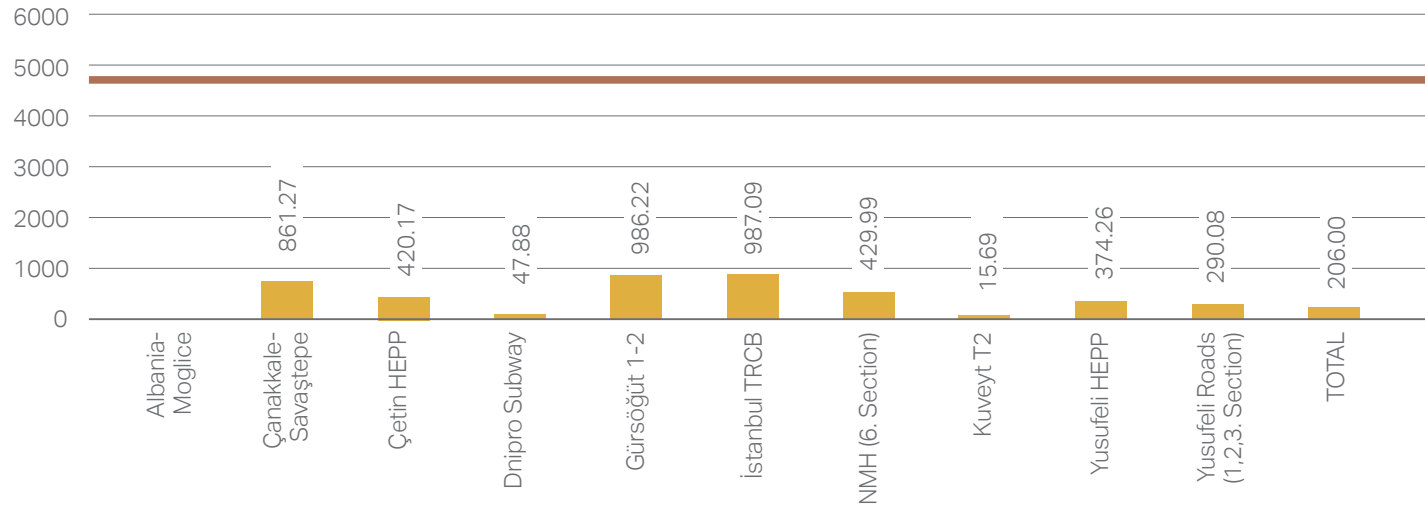
While the total duration of the training given to all employees in 2020 was 137,934 hours, the period of training per person reached 7 hours. Respectively, 282,294 hours and 16 hours were achieved in 2021.*

* The number of employees became 16,534 in 2021 while it was 14,570 in 2020.



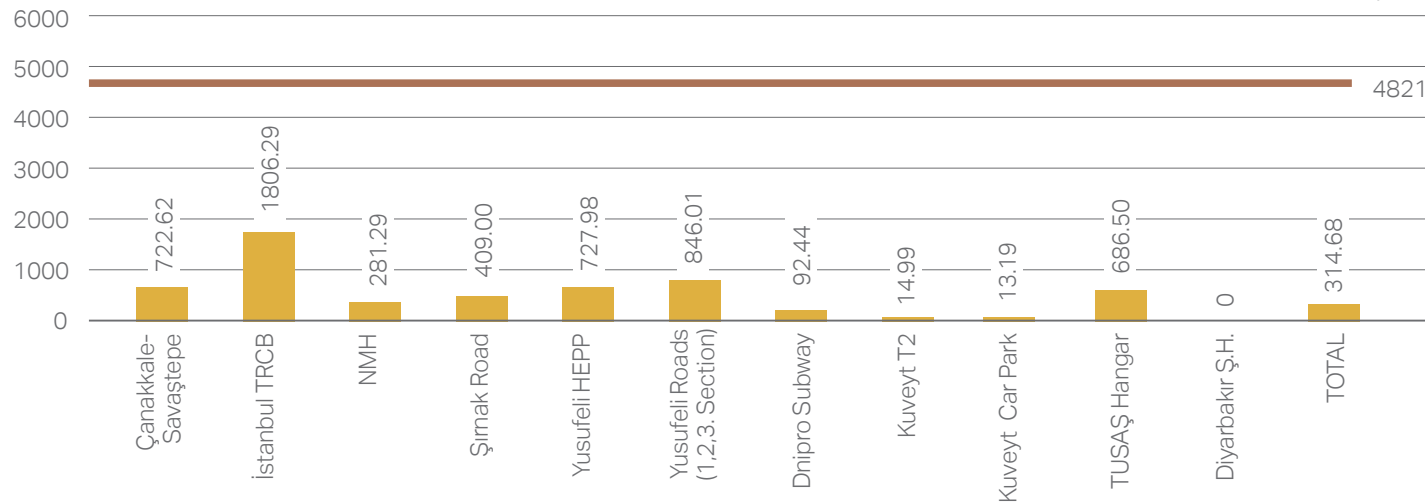
Rate of Occupational Accident per Hundred Thousand Persons: Limak - Construction Sector Comparison 2020

Reference: İSGÜM, 2020



Rate of Occupational Accident per Hundred Thousand Persons: Limak - Construction Sector Comparison 2021

Reference: İSGÜM, 2021



Limak Construction Occupational Accident Rate Per Hundred Thousand

Construction Industry Average in Turkey

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety:
The Goal is zero accidents.

Sustainability Project / Progress

While the average rate of work accidents in the Turkish construction sector was 4.82% in 2020, Limak Construction remained 23 times below the country average with a rate of 0.21%. We were 15 times below the country average in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



GOAL 7

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

73.2%
Employee Satisfaction
73.8%
Employee Commitment

Since it operates in different geographies and ever-changing challenging conditions, Limak Construction carries out its work on employee satisfaction with a high level of sensitivity. Along with the human resources processes, the construction site units, accommodation units and all physical elements in the project locations are planned in a way that takes into account the needs of the employees, increases employee satisfaction and strengthens belonging and commitment.

In order to prepare action plans for increasing employee satisfaction, the Holding Human Resources Department conducted the first Employee Satisfaction Survey in 2021, which followed a series of meetings initiated in 2020 with human resources departments in all companies and the Social People Committee representatives.

In the survey, the Construction Group surpassed the general rates of the Limak Group of Companies. While the employee satisfaction rate was 73.2% in Limak Construction, it remained at 71.7% in the Group as a whole. In addition, employee engagement was 73.8%, above the Group's average of 72%.

Following the survey, specific action plans for areas open to development on a project basis, were begun for each location based on the feedback of the employees.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first employee satisfaction survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

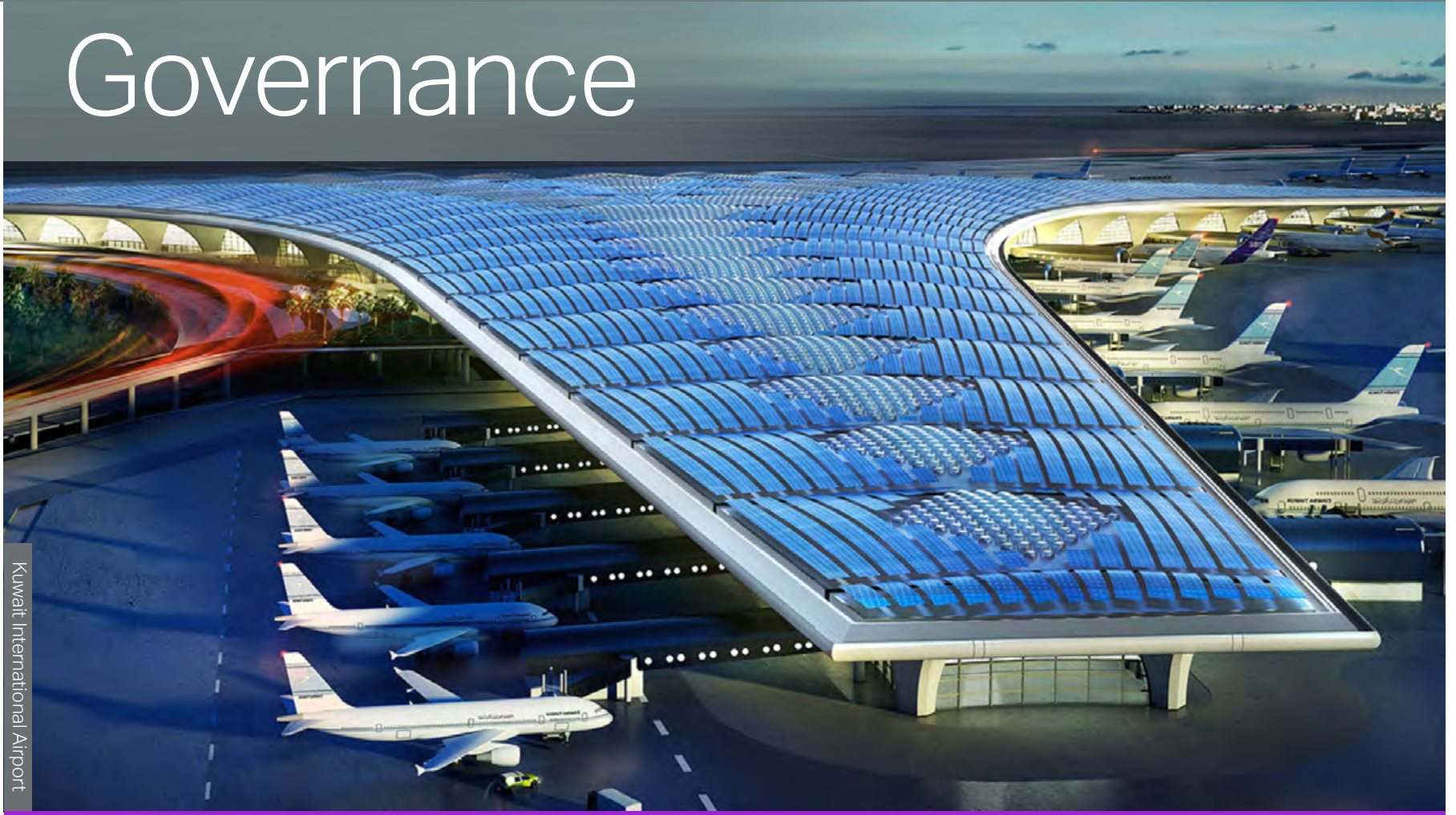
Principle 1: The business world must support and respect human rights.



Limak Construction

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



Kuwait International Airport

GOAL 8

Carrying out studies to improve sustainability.

It is aimed to support these studies with at least one project per year per company.

Investments and studies are carried out on sustainability priorities in all Limak Construction projects. Sustainability projects are designed in harmony with the activities of each location and in accordance with the ESG objectives of the Limak Group of Companies and are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office.

In order to maximise the positive impact of environmental, social and sustainability projects on development goals and processes, collaborations are also developed so that companies can benefit from local government leadership and their resources.



Yusufeli Dam Road Construction Biodiversity, Erosion Control and Afforestation Project



Yusufeli Dam Hydroelectric Power Plant Construction Wildlife and Stray Animal Protection Project



Kuwait International Airport Project Environmental Protection Project and World Clean Up Day Event



Central Bank of the Republic of Turkey Project Social Sustainability Studies

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year through all companies

Sustainability Project / Progress

Limak Construction supports the sustainability studies of the Limak Group of Companies with at least 5 projects every year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 9

It is aimed by 2023 to apply the ethical principles and rules which are in all of group companies to entire value chain, starting from the employees and including the supply chain.

Limak Construction carries out its works by considering the Limak Group of Companies Code of Business Ethics as the most important guide for showing ethical principles compatible with our corporate values in all of its projects.

In order to increase awareness and ownership of the ethical rules of Limak Group, inclusive activities have been started throughout the value chain, including with the Construction Group employees, suppliers, external stakeholders and customers.

The Limak Group of Companies Code of Business Ethics training for all employees in the companies of the Construction Group was started in 2020 and completed in 2021.



Necessary preparations have begun to accelerate extending the same training to individuals within the supply chain.

Studies have been initiated to ensure that the training of suppliers involved in all projects on this subject is not limited to ethical principles, but includes a wider sustainability perspective where ESG criteria are also evaluated.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Transfer of ethical principles to the value chain.

Sustainability Project / Progress

Business Ethics Rules training was completed by all employees in the companies of the Construction Group in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.



GOAL 10

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

Limak Construction effectively uses mechanisms such as customer surveys and complaint and suggestion forms within the scope of the Quality Management Systems for each project, to evaluate and monitor external stakeholders' feedback.

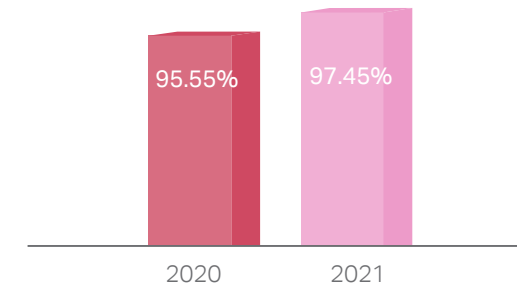
Limak Construction reports monthly on external stakeholder communication in all projects and evaluates these notifications under the coordination of the Management Systems and Corporate Communications Directorate. All companies of the Construction Group have an external stakeholder feedback system application integrated into the project activities. External stakeholder feedback processes are established within the scope of integrated management systems.

Limak Construction identified its internal and external stakeholders in 2020 within the scope of integrated management systems and conducted a prioritisation and risk assessment study for all stakeholders.

Feedback for external stakeholders is conducted through complaint and suggestion forms and monitored within the monthly quality and activity reports of each construction site. In addition, communication is established with the subcontractor and supplier stakeholders of each project through the channels determined by the location and by means of the relevant units, and regular evaluation and monitoring is carried out through commissions. In addition, studies on the online supplier portal application, the preparations of which were started in 2021, continue. The Customer Satisfaction Survey, which was initiated in 2020 and held once a year, evaluates whether each project and location has reached the customer satisfaction level in the annual management system performance targets.

Limak Construction, achieved a customer satisfaction rate of **95.55%** in 2020 and **97.45%** in 2021.

CUSTOMER SATISFACTION RATES



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementing the feedback systems for external stakeholders

Sustainability Project / Progress

In 2021, customer satisfaction rate increased up to **97.5%** compared to 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

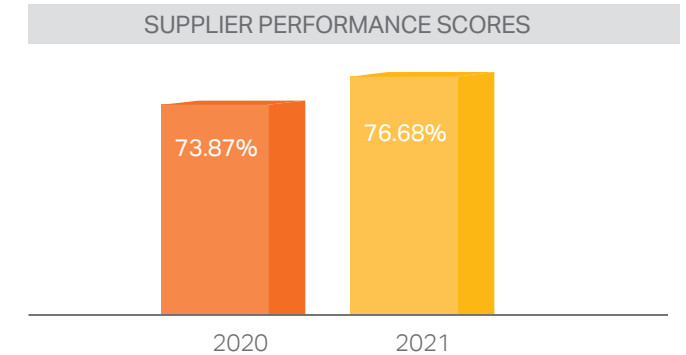
Principle 10: The business world must fight all forms of corruption, including bribery and extortion.



GOAL 11

It is aimed to bring a sustainability perspective to the supply chain and to complete the training of all suppliers by 2026.

Limak Construction supplier performance score rates increased from 73.87% to **76.68%** in 2021.



The Limak Construction Group regards a strong supply chain as the fundamental condition for the continuity of sustainable production in all circumstances. It considers the sustainability capacity and performance of its suppliers and business partners important, and takes steps to strengthen the sustainability approach of its stakeholders in the supply chain of all its projects.

Evaluation criteria have been established within the scope of sustainability performance studies for Limak Construction Group procurement and supply chains, together with the development of regular evaluation and monitoring processes.

In order to improve sustainability performance in the supply chain, evaluation criteria were created in 2021 under the headings of economic, environmental, social and governance, followed by a complementary Supplier Sustainability Commitment.

In addition, training materials were prepared to increase the sustainability capacity of the supply chain under the coordination of Limak Construction quality and purchasing units and the Inclusive Development Committee and the Sustainability Office. One of the priority goals for the projects is to bring a sustainability perspective to local suppliers. Location-based training and evaluation criteria are being developed to improve the sustainability approach and management performance of small businesses in local procurement.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Bringing a sustainability perspective to the supply chain

Sustainability Project / Progress

The supplier performance score **increased to 76.7%** compared to the 2020-21 period.

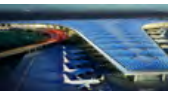
UN Sustainable Development Goals



UN Global Compact

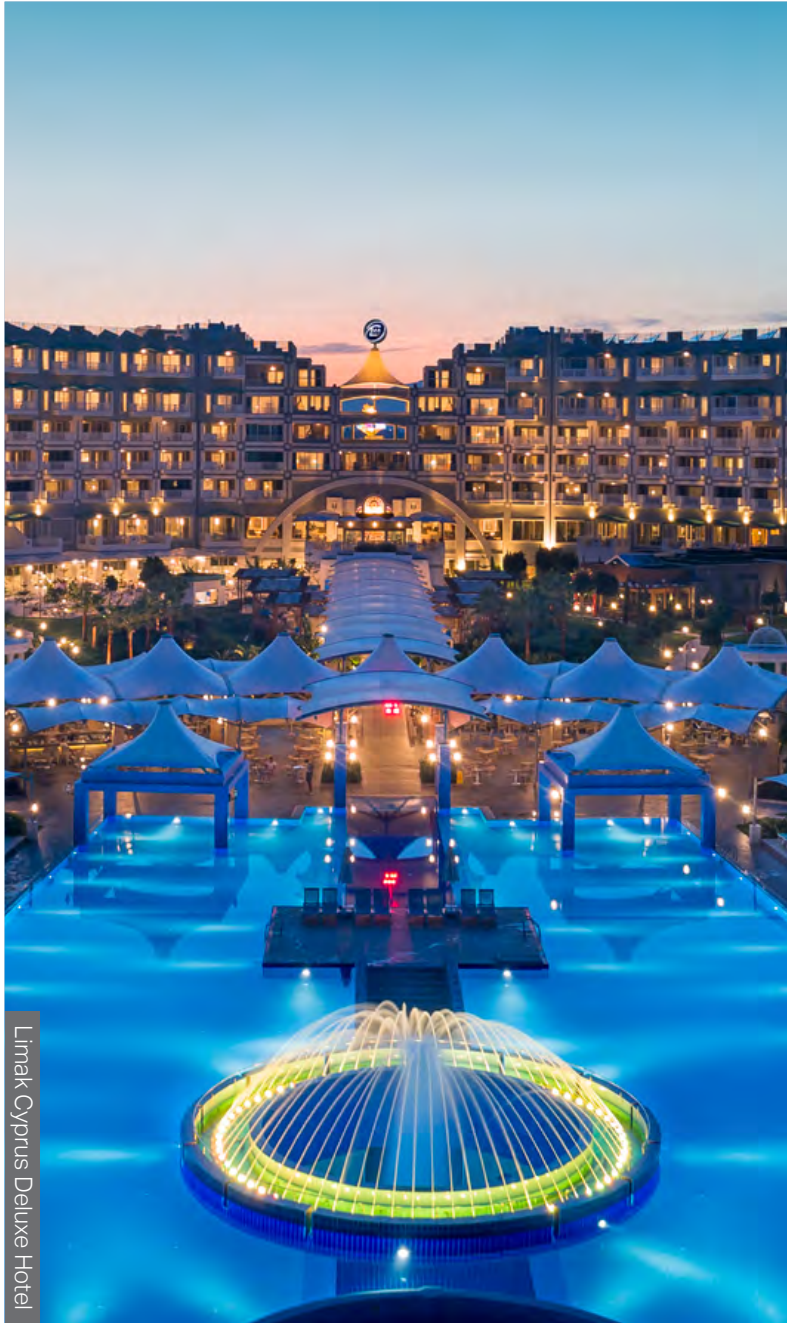
Principle 1: The business world must support and respect human rights.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.



The background features a large, light blue, semi-transparent letter 'T' on the left side. To the right of the 'T' is a vibrant, multi-colored floral or leaf-like graphic. This graphic has a central point from which various petals or leaves radiate outwards. The colors transition from deep red and purple on the left to bright blue and green on the right. There are also some smaller, lighter-colored floral elements and splatters scattered around the main graphic. The overall aesthetic is modern and artistic.

Limak Tourism



Limak Cyprus Deluxe Hotel

Limak Tourism and Sustainability

Having been operating in the tourism sector since 1995, Limak Tourism is a large hotel group that provides direct employment to nearly 3 thousand people with its 25 years of experience, and hosts nearly one million guests annually with its 9 hotels. The Limak Group of Companies, the owner and operator of one of Turkey's largest hotel chains, continues to expand its hospitality services on an international scale. With its decades of construction experience, Limak Tourism realises the design, construction and operation of hotels within its own structure, providing high savings in investment and cost areas, and providing a great cost advantage for sustainable profitability.

In addition to developing long-term cooperation with suppliers and service providers, Limak Tourism also supports local economies by creating employment in the regions where it operates. Limak Tourism provides contributions to regional economic development and social sustainable development processes by procuring 95% of its goods and services from local suppliers in the regions where its hotels are located.

Limak Tourism companies have four basic sustainability goals for ensuring the highest quality of labour and working conditions standards in all its activities: the appropriate management of environmental and social impacts; the provision of increased social benefit; the delivery of sustainability which is integrated with the sustainability approach of the Limak Group of Companies; and the adoption of an approach which is compatible with global trends. Limak Tourism, which works to achieve the 12 common goals of the Limak Group of Companies by means of its basic sustainability goals, manages its environmental, social and governance performance via the Inclusive Development, Healthy Planet and Social People Committees.

For further information about hotels within the body of Limak Tourism: www.limak.com.tr/sectors/tourism

Limak Tourism manages its sustainability goals and practices in accordance with, and integrated with, the UN Sustainable Development Goals.

The Limak Group of Companies implements its business strategy for all its projects at the highest level, in accordance with the sustainability goals of the Limak Group of Companies and the global initiatives and principles it is a signatory to. Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, Limak Tourism also produces projects that are compatible with universal principles and the Limak Group of Companies Business Understanding Focuses in the sustainability projects it implements.

Viewed as a whole, the core focus of Limak Tourism's sustainability projects is the Focus of Social People Business Approach. This is because the welfare of our employees and guests is the priority area for the Tourism Group's sustainability activities. The core topics of "human" and "welfare" emerge when Limak Tourism's sustainability projects are evaluated in terms of Stakeholder Capitalism metrics, which were shared by the WEF with the whole world in 2020.

Limak Tourism's priorities are to create positive impacts on climate change through the services provided, in addition to occupational health and safety, customer satisfaction and professional development, in line with its sustainability goals. At the top of Limak Tourism's sustainability goals are the reduction of emissions; the provision of high efficiency and savings in energy and water use; and a zero target for waste management.

While Limak Tourism ensures that environmental awareness is adopted not only by employees but also by guests and authorities, it also attaches importance to developing collaboration with local governments in order to implement environmental protection projects. The zero-waste target, which is seen as impossible to achieve in the tourism sector, also retains its place as one of the most important goals that Limak Tourism has implemented.

Limak Tourism

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to increase energy efficiency practices in all hotels, especially for guests, and to reduce electricity consumption per night by 10% by 2026.

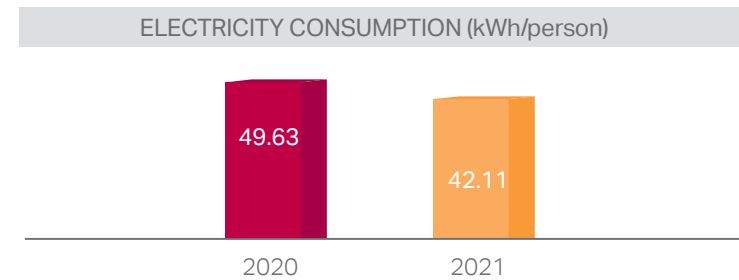
Electricity consumption per capita decreased by **15.2%** in 2021.

By ensuring energy efficiency in all its projects, by following and developing energy efficiency studies, and by renewing and creating the necessary infrastructure, Limak Tourism is aligned to the energy efficiency common goal that the Limak Group of Companies plans to reach by 2026.

Energy consumption is monitored in all projects and electricity consumption-based energy efficiency targets are implemented for hotels. Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training and awareness campaigns are delivered in order to increase the awareness and consciousness levels of energy consumption for all employees and hotel guests.

Energy consumption in all Limak Tourism hotels is monitored and reported on a daily basis. Due to an increase in the use of electrical devices and the internet during the pandemic period, electricity consumption in all hotels increased on average by 23%. Yet despite this, due to the revisions in the infrastructure and the measures taken, electricity consumption per capita decreased by 15.2% in 2021 compared to 2020; from 49.63 kWh to 42.11 kWh.

With an additional 236 solar collectors installed at Limak Limra Hotel in 2020 and 250 solar collectors installed at Lara Hotel, the energy required for hot water needs in all hotels has been supplied from solar energy sources since 2020.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Increasing energy efficiency practices in all hotels, especially for guests, and reducing electricity consumption per night by 10% by 2026.

Sustainability Project / Progress

Electricity consumption per capita was reduced by **15.2%**.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to reduce water consumption by 20% by 2026.

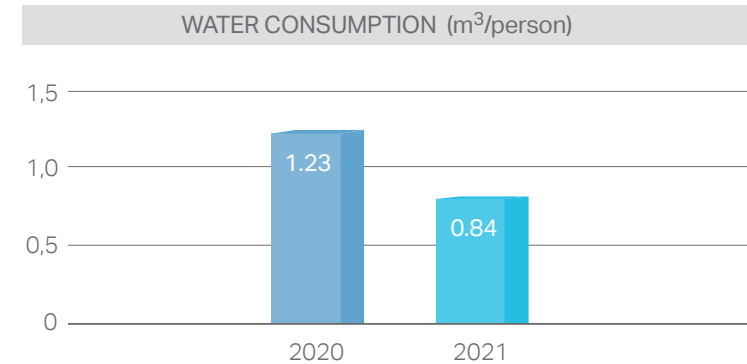
In order to ensure the efficient use of water in all of its hotels, Limak Tourism develops projects to raise awareness for both hotel guests and employees, and produces projects that, by 2026, will reduce water consumption per night by 20%.

All administrative and operational water consumption in all hotels are monitored, and great efforts are made for developing solutions that will increase water efficiency.

Structural investments are made to reduce water use in hotels and increase the efficiency of physical elements. These investments led to a reduction in wasted water. In 2021, faucets and shower heads in the guest rooms were fitted with sensors. As a result, 50% more water was saved as compared to 2019.

Reviewing the infrastructure and taking appropriate measures in 2021, resulted in a 32% decrease in water consumption per capita (from 1.23 m³ to 0.84 m³) compared to 2020.

Water consumption per capita was reduced by 32% in 2021.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency:
Reducing overnight water consumption by 20% by 2026.

Sustainability Project / Progress

Water consumption per capita was reduced by **32%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 3

Reducing the emissions caused from our activities.

It is aimed to establish emission monitoring systems in all hotels by 2023.

Limak Tourism develops projects in order to reach the common emission reduction targets of 27% of The Limak Group of Companies by 2026. Limak Tourism continues to work on the roadmap for our reduction target and establishment of emission-monitoring systems together with the Healthy Planet and Inclusive Development Committees.

Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of Limak Tourism. Works were accelerated to monitor emission sources in all hotels, record them within the Sustainability Governance Platform, and regulate emission reduction measures.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction: Establishment of emission monitoring systems in all hotels by 2023.

Sustainability Project / Progress

Tourism Group Climate Action Plan and emission monitoring roadmap studies were initiated.

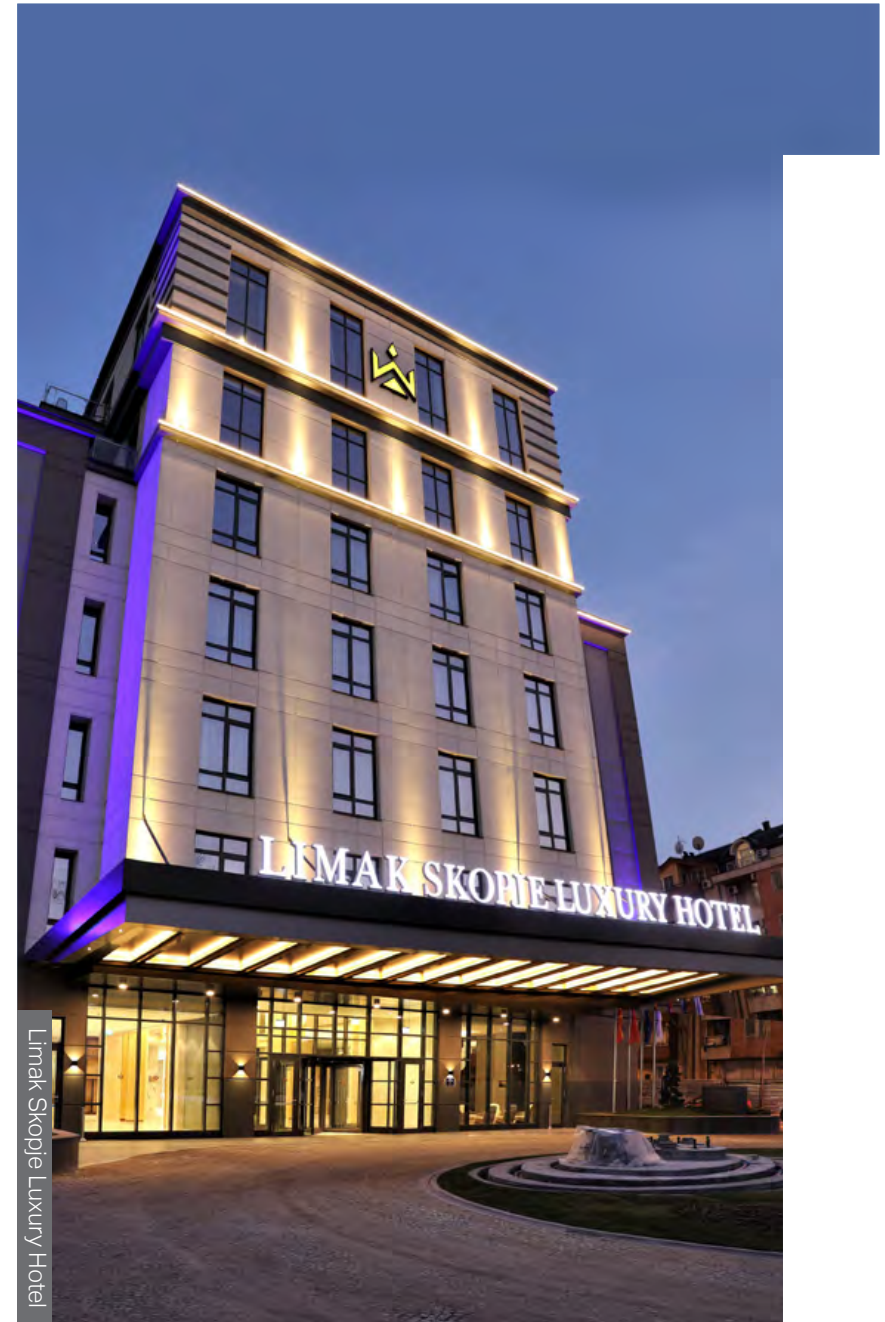
UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.



Limak Skopje Luxury Hotel



GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

It is aimed to complete zero waste studies by 2026 for all companies.

Limak Tourism works with precision to reduce waste generation in all of its hotels, effective disposal or recycling of waste at source and Zero Waste Certificate. The processes of reducing waste generation and re-evaluating waste disposal by correct separation are monitored in all hotels and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform.

In addition, Limak Tourism organises awareness-raising campaigns and social responsibility projects are carried out to increase the awareness and responsible behaviour of guests as well as employees on waste management. For example, Limak Lara Hotel ensures that more than 400 stray animals are given leftover food scraps every day.

Limak Tourism has 6 hotels that have acquired Zero Waste Certificates; one of which has the responsibility of being one of the leading actors in the sector. Limak Lara Hotel has become the first hotel to receive the zero waste certificate in Antalya, the capital of the country's tourism, while the Limak Ambassadeur Hotel has become the first boutique hotel of Ankara with a zero waste certificate.

Limak Tourism hotels achieved to be the first hotel in Antalya and the first boutique hotel in Ankara to receive the Zero Waste Certificate.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste:
The target is "Zero Waste" by 2026

Sustainability Project / Progress

6 hotels have a Zero Waste Certificate.

Limak Hotels became the first hotel in Antalya and the first boutique hotel in Ankara to receive the Zero Waste Certificate.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

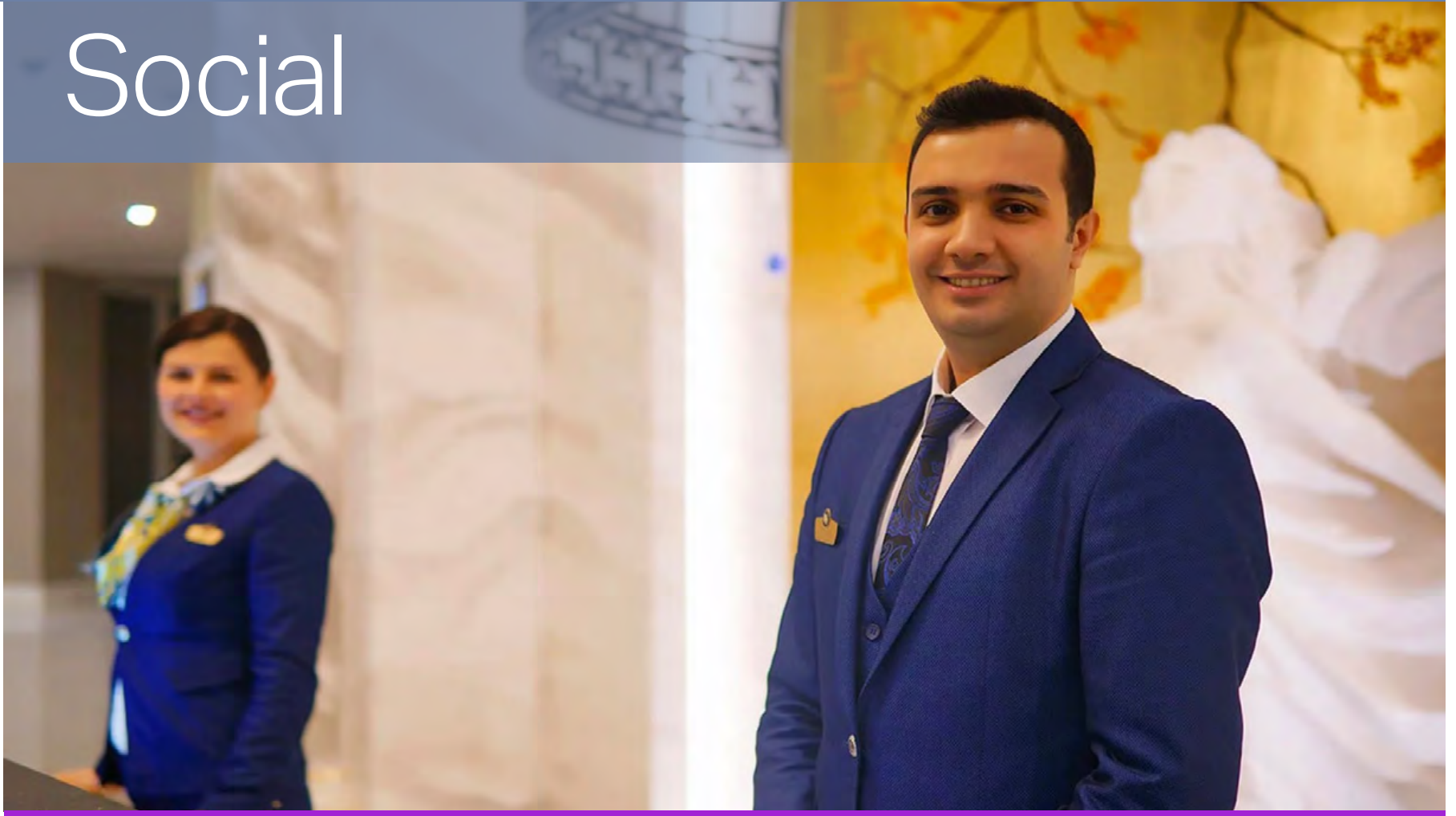
Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



Limak Tourism

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

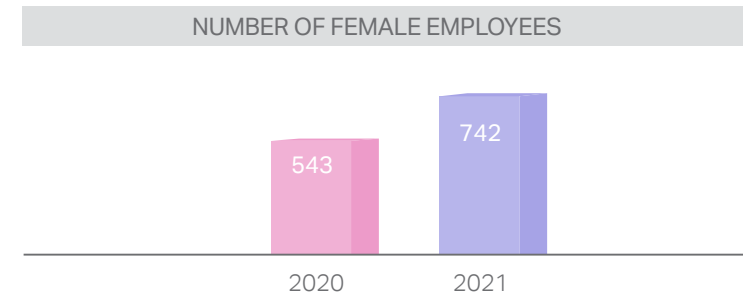
It is aimed to increase the rate of our female employees at all levels by 50% by 2026, and to support women's projects related to our sector.

The number of female employees **increased by 37%** in 2021.

In order to strengthen its leading role in the field of social benefit in the sector, Limak Tourism takes decisive steps to both ensure gender equality and increase women's employment. As in all companies of Limak Group of Companies, effective corporate initiatives and projects are developed, human resources processes and social programs adopting gender equality and preventing discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination.

All policies, procedures, communications and practices for all prospective employees and employees are structured in line with gender equality. All internal policies are geared to help support women's employment and engagement and start from the recruitment process.

Within this scope, and in cooperation with the United Nations Development Programme, the Global Program for Gender Equality in the business world, which was launched in Turkey in 2019 at Limak Investment, was moved to Limak Tourism in 2020. Thus, important steps were taken to reach the goal of increasing women's employment and to popularize gender equality. By means of the project, all policies, procedures and communication activities in human resources processes, as well as applications for all employee candidates and employees, starting from the recruitment process, were restructured in line with gender equality.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support the increase of women's employment:
Increasing the rate of female employees by 50% by 2026.

Sustainability Project / Progress

The number of female employees **increased by 37%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.



GOAL 6

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

Within the body of Limak Tourism, starting from the recruitment process, all accommodation units and all physical elements are planned in a way that takes into account the needs of the employees.

In order to prepare action plans for increasing employee satisfaction, following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives, Limak Holding Human Resources Department conducted the first Employee Satisfaction Survey in 2021.

In the Survey, the Tourism Group satisfaction rate was determined as 69%, which is slightly below the general satisfaction rate of 71.7% for the Limak Group of Companies. While the commitment rate was 72% in the Limak Group of Companies, it was measured as 69.2% in the Tourism Group.

For areas open to development on a project basis, action plans were started to be made based on the feedback of the employees respectively for all hotels.

The first projects launched in 2021 were psychological counselling support and personal development training packages.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first employee satisfaction survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Limak Tourism

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



Limak Atantis Hotel

GOAL 7

Carrying out studies to improve sustainability.

It is aimed to support these studies with at least one project per year per company.

In Limak Tourism hotels, projects regarding sustainability priorities and well-attended activities targeting guests are carried out.

These projects are designed in accordance with the environmental, social and governance objectives of the Limak Group of Companies and are implemented with the joint efforts of the Sustainability Committees and the Sustainability Office and of hotel staff and the participation of guests. In addition, cooperation is developed with local governments and non-governmental organisations in the regions where the hotels are located.

In the hotels within the body of Limak Tourism, more than 10 projects and events were implemented in 2020 and 2021. In particular, biodiversity projects such as environmental cleaning, environmental training, feeding stray animals, and protecting the eggs of the Mediterranean Turtle (*Caretta caretta*) that breed on the coasts were carried out with the participation of not only ten employees but also thousands of guests.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all our companies

Sustainability Project / Progress

More than 10 projects were implemented in Limak Tourism hotels in 2020-2021.

UN Sustainable Development Goals



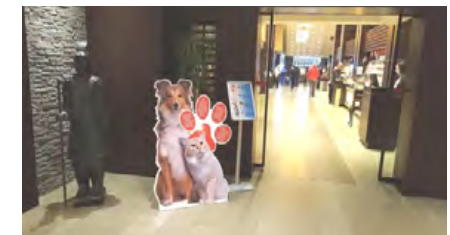
UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



Safeguarding measures for tortoise-spawning areas in Greece



Awareness studies on the care of stray animals



GOAL 8

It is aimed by 2023 to transfer the ethical principles and rules in all group companies to entire value chain, starting from the employees and including the supply chain.

Limak Tourism carries out all work in line with the Limak Group of Companies Code of Business Ethics, which is most important guide that reveals ethical principles compatible with our corporate values in all of its projects. In order to increase awareness and ownership of the ethical rules of the Limak Group of Companies, Limak Tourism has developed detailed stakeholder analyses to initiate multifaceted and inclusive activities throughout the value chain, including the Tourism Group employees, suppliers, external stakeholders and customers. The Limak Group of Companies Code of Business Ethics training for all employees in the hotels of Limak Tourism were started in 2020 and was completed in 2021. Necessary preparations have been started to accelerate the works and share the same training with the supply chain employees. Studies have also been initiated to develop responsible purchasing processes and to ensure that the training of suppliers is not limited to ethical principles, but incorporated within a wider sustainability perspective with environmental, social and governance criteria.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal	Sustainability Project / Progress	UN Sustainable Development Goals	UN Global Compact
Transfer of ethical principles to the value chain.	Preparations for responsible purchasing processes continue.	  	<p>Principle 1: The business world must support and respect human rights.</p> <p>Principle 7: The business world must support precautionary approaches to environmental problems.</p>

GOAL 9

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

Limak Tourism continuously and effectively uses means such as customer surveys, complaint and suggestion forms within the scope of Quality Management Systems, for evaluating and monitoring the feedback of hotel guests.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal	Sustainability Project / Progress	UN Sustainable Development Goals	UN Global Compact
Implementation of feedback systems for external stakeholders.	In 2021, customer satisfaction rate rose to 91.4% compared to the previous year.	  	<p>Principle 1: The business world must support and respect human rights.</p> <p>Principle 10: The business world must fight all forms of corruption, including bribery and extortion.</p>

Customer Satisfaction Rate
91.4 %





Limak Cement



Limak Cement and Sustainability

Limak Cement is one of the leading companies in the sector, with 11 cement factories, 27 ready-mixed concrete facilities and a BIMS block facility in Turkey, Mozambique, Ivory Coast and Dubai. With a production capacity of 9.6 million tons of clinker and 17.7 million tons of cement as of 2021, Limak Cement ranks second in the industry in terms of capacity.

While the cement and clinker production-sales and exports of Limak Cement for 2021 increased above expected levels compared to the previous year, clinker exports gained special momentum due to the increasing demand in Turkey and the world. In addition, the activities in the field of ready-mixed concrete, which are mainly carried out with the franchising model, continued in 2021 as well. While the Global Trading Company increased its annual trade volume by expanding its export markets, it enriched its current structure with the clinker, additives and petro-coke of which it carries out the foreign trading.

In the Champions of Export Award Ceremony organised by the Cement, Glass, Ceramics and Soil Products Exporters' Association in 2021, Limak Cement won two awards: the fourth prize in the "Companies with the Highest Volume in Exports" category and first prize in the "Company with the Highest Increase in Exports" category.

Limak Cement has set four basic sustainability goals for ensuring the highest quality of labour and working conditions standards in all its activities, correct management of environmental and social impact, increasing social benefit, and a performance integrated both with the sustainability approach of the Limak Group of Companies and with global trends. In addition, Limak Cement, which works to achieve the 12 common goals of Limak Group of Companies by means of its basic sustainability goals, manages its environmental, social and governance performance with the Inclusive Development, Healthy Planet and Social People Committees.

For further information on Limak Cement: www.limak.com.tr/sectors/cement

Limak Cement manages its sustainability goals and practices in accordance with the UN Sustainable Development Goals. The Limak Group of Companies maintains high business standards in all its projects in accordance with the sustainability goals of The Limak Group of Companies and the global initiatives and principles to which it is signatory.

Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, Limak Cement also spearheads projects that are compatible with universal principles.

The priority of Limak Cement is to ensure employee satisfaction and facilitate working environments where occupational health and safety is taken seriously. One of Limak Cement's sustainability goals is the development of qualified labour force practices, with stakeholders, in accordance with international legislation and certification principles.

With its continuous P&D activities, Limak Cement aims to make progress in the reducing production emissions and maintaining energy efficiency, in a way that will be valid not only for itself but also for the entire industry. Innovative products developed within this framework also coincide with global innovation and infrastructure improvement efforts, which also coincide with these targets.

With the awareness of gender-balanced development, Limak's work continues to ensure equal opportunities by increasing the employment of women at the managerial level. Limak desires to ensure their full and effective participation in decision-making processes.

Limak Cement

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to complete the certification processes by 2023 in factories that do not have the ISO 5001 Energy Management System, and to achieve 6.8% energy efficiency by 2026.

Limak Cement produces energy efficiency projects by means of providing energy efficiency in all of its projects, following up and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing infrastructure.

All projects aim to both reduce energy consumption and ensure that location-based energy efficiency targets are implemented. Situation assessment, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency are also implemented at each project site.

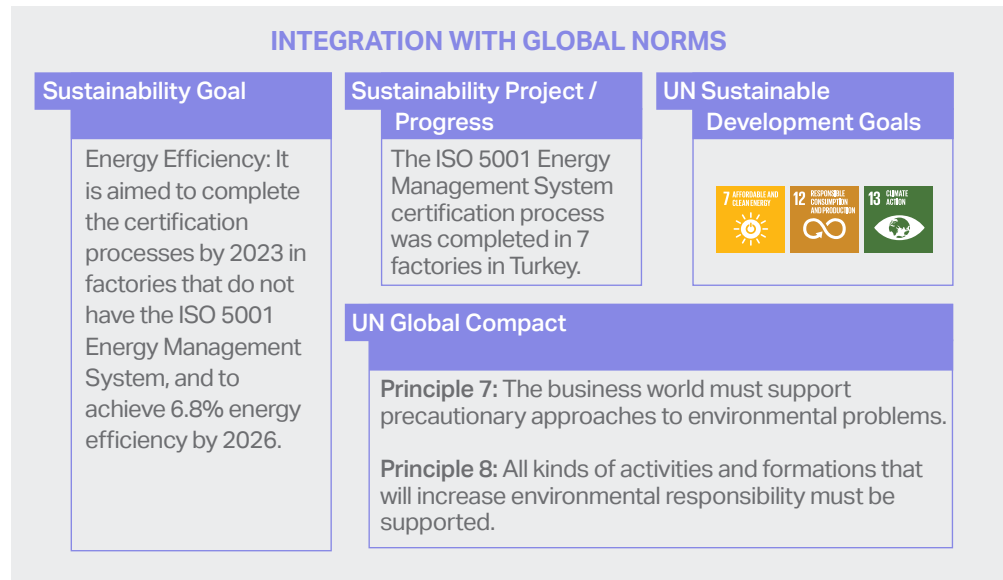
Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed in order to raise employees' about energy consumption.

With Best Available Techniques (BAT), Limak Cement factories are facilities that use the most energy in the cement industry globally. As of 2021, Limak Cement's 7 factories in Turkey have completed the ISO 50001 Energy Management System certification process.

According to the 2021 Benchmarking data of the Ministry of Energy and Natural Resources, Limak Anka Cement Factory ranked first in the "kWh/ton cement category" among 55 integrated cement factories. In addition, 4 more factories succeeded in being in the top five in the same list.

Thanks to the investments it has made since 2008, Limak Cement is the best performing company in the Turkish cement industry in terms of energy consumption.

Although it has the least energy consumption according to BAT, reducing the carbon footprint of electricity, which is called Scope-2, with renewable and clean energy investments such as solar, wind and WHR, is one of the primary focuses of Limak Group of Companies.



Anka Cement Factory ranked first in the **"Turkish Cement Industry Energy Benchmark"** study conducted by Turkey's Ministry of Energy and Natural Resources, Department of Energy Efficiency and Environment in terms of specific energy consumption for clinker burning and cement grinding in 2020 and 2021.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

Completion of the transition to the Water Footprint Standard in at least 30% of the factories, and to reduce the amount of water drawn from nature and added to the system by 15% by 2030.

Limak Cement develops awareness-raising projects for all its stakeholders, starting with its employees, and designs water efficiency projects in order to ensure the efficient use of water in all its projects.

Administrative and operational water consumption is monitored in all factories. Great efforts are made for developing solutions that will increase water efficiency, especially in locations where use of water is high. Studies are being made to raise employees's awareness and implementation of water-efficient equipment and rainwater collection systems.

Due to regulation at the factories, a high efficiency is achieved in water recovery by recycling wastewater.

In 2021, training, system installation and calculation studies were initiated in all factories within the scope of ISO 14046 Water Footprint Standard. In this context, trainings on ISO 14046 Water Footprint Standard were completed in 2021 at all factories of Limak Group of Companies.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Completing the transition to the Water Footprint Standard in at least 30% of the factories, and reducing the amount of water drawn from nature and added to the system by 15% by 2030

Sustainability Project / Progress

Within the scope of TS EN ISO 14046 Standard, Water Footprint training and evaluation report studies were completed.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

After the training, **Water Footprint Evaluation Report** studies were also completed within the scope of TS EN ISO 14046 standard, as part of the first step of the roadmap created for the goal of "continuously monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one", which is one of the sustainability goals.



GOAL 3

Reducing the emissions caused from our activities.

By 2026, a reduction of 24.3% in Scope-1 emissions and 5.8% in Scope-2 emissions is aimed.

Limak Cement, together with the Healthy Planet and Inclusive Development Committees, continues to work on the roadmap for the emission reduction target of the Limak Group of Companies. Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of Limak Cement. Greenhouse gas inventory, emission measurements and carbon footprint calculations at Limak Cement factories are among the main studies that have been carried out for a long time. Non-Catalytic Selective Reduction systems and waste feeding systems were installed to reduce factory emissions.

Existing measurement systems in all factories were adapted in order to align emission calculation and reduce methodologies with the Cement Carbon and Energy Protocol prepared by the Cement Sustainability Initiative of the World Business Council for Sustainable Development.

The process of and associated training involved in the Calculation and Reporting of Greenhouse Gas Emissions and Removal at Enterprise Level has been completed within the framework of the Corporate Carbon Footprint in all Limak Cement factories ISO 14064-1:2018 Standard.

Limak Cement leads the Healthy Planet Committee of the Limak Group of Companies.

There are ongoing and planned studies on sustainable and less carbon emission production methods at Limak Cement factories. These studies are performed on an international scale under the coordination of the Sustainability Office and the Sustainability Governance Platform, where the latest developments are followed and implemented by the Healthy Planet Committee, and participation is provided to senior organizations actively working on climate-related risks and sustainability.

The Climate Program of the Carbon Disclosure Project (Carbon Disclosure Project-CDP), which Limak Cement has been reporting voluntarily since 2020, comes in the first part of these works.

Among the planned works are investments in Anka Factory waste feeding system and Thrace Factory shredder investments. In addition, there is a plan to use waste-derived fuel in 2022 with an alternative fuel feeding system, which was invested in Anka Factory in 2021. Simultaneously, the Corporate Carbon Footprint reporting process was initiated in Anka Factory in 2021 within the scope of the standard ISO 14064-1:2018.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction: Reducing Scope-1 emissions by 24.3% and Scope-2 emissions by 5.8% by 2026.

Sustainability Project / Progress

ISO 14064-1 processes were initiated in all factories and the trainings were completed.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.



GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

All of our companies aim to complete zero waste studies by 2026.



Limak Cement works with precision on the matters of reducing waste generation in its operations, effective disposal or recycling of waste at source and Zero Waste Certificate.

The processes of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored at all locations and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform.

Effective waste management practices are implemented and systems are established to maximise economic and environmental benefits in all of our factories. In addition, social responsibility projects are developed with stakeholders to increase awareness and joint efforts on this matter.

Within the scope of industrial symbiosis projects it carries out with industrial establishments, Limak Cement evaluates the wastes produced by facilities from different sectors as alternative fuels in its factories. This evaluation process helps to identify areas where energy consumption can be reduced.

An investment into waste shredders has already been initiated in Limak's Thrace Factory. Other studies on the evaluation of waste and energy production are ongoing.

All factories of Limak Cement have acquired a Zero Waste Certificate.

Limak Cement factories have eliminated 150 thousand tons of raw material consumption by evaluating nearly 250 thousand tons of waste in the last 5 years.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

100% reduction of waste by 2026.

Sustainability Project / Progress

All factories of Limak Cement have acquired a Zero Waste Certificate.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



Limak Cement

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

It is aimed to increase the rate of female employees by 20% by 2026, primarily in Sub-Saharan African countries.

In spite of sectorial difficulties, Limak Cement takes decisive steps to both ensure gender equality and increase women's employment. As in all companies of Limak Group of Companies, effective corporate initiatives and projects are developed, and social programs adopting gender equality and preventing discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination.

In order to support the development of women's employment and women's active participation in business life and ensure that all internal practices are based on equality starting from the recruitment process, all policies, procedures, communication activities and practices for all employee candidates and employees are structured in line with gender equality.

The rate of female employees in factories abroad **reached up to 19%.**

The rate of female employees in factories in Turkey **increased by 21%.**

There are **21 middle and senior** female leaders in decision-making, including the C-Level as well.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Increasing the rate of female employees by 20% by 2026, primarily in Sub-Saharan African countries.

Sustainability Project /Progress

The rate of female employees in factories abroad was 19% in 2021.

The rate of female employees in factories in Turkey increased by 21% in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.



GOAL 6

The goal is zero accidents achieved by developing practices that will provide improvement in occupational health and safety and by providing international performance criteria and standards in this field.

In line with the zero accident target, Limak Cement works with an understanding that prioritises the health and safety of its employees. While creating safe working environments, the mental and emotional health and well-being of the employees are also considered important.

Behavioural changes and compliance are constantly monitored through training and activities in the field of occupational health and safety, which is an integral part of Limak Group of Companies' working culture. Each year, Limak Cement monitors the risk assessment, training and reporting activities in the working environment at the senior management level in order to achieve its target of zero accident. The reporting of statistics to the top management of Limak Group of Companies by both the occupational health and safety committees and the Social People Committee strengthens the opportunities for resource transfer and operational action.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety: The Goal is zero accident

Sustainability Project /Progress

Limak Cement Kurtalan Factory won an award with 1,349 work day of no accident with loss.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

As of 2020, the time that passed without a lost day accident in Limak Cement Kurtalan Factory was **1,349 work day**. The Cement Industry Employers' Union awarded the facility with the prize of **"Factory that worked the longest without a lost day accident"** award.



GOAL 7

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

Since it has a structure that operates in different geographies and ever-changing harsh conditions, Limak Cement carries out its works on employee satisfaction with a high level of sensitivity. Along with the human resources processes, all physical elements in the factories are planned in a way that takes into account the needs of the employees, increases employee satisfaction and strengthens belonging and commitment.

The Holding Human Resources Department conducted the first Employee Satisfaction Survey in 2021 in order to prepare action plans for increasing employee satisfaction. This was following a series of meetings initiated in 2020 with human resources departments across all companies and Social People Committee representatives. The satisfaction rate at Limak Cement was 70.2%, which is slightly below the general satisfaction rate of 71.7% for The Limak Group of Companies. On the other hand, commitment was identified at 70.2%, slightly below the general rate of 72%. Following the survey, specific action plans were initiated for each location based on the feedback of the employees.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Ensuring that employee satisfaction reaches a minimum of 80% every year.

Sustainability Project / Progress

Limak Cement has been measuring employee satisfaction for many years with an understanding far ahead of its industry.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Limak Cement

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



Limak Balkesir Cement

GOAL 8

Carrying out studies to improve sustainability.

It is aimed to support these studies with at least one project per year per company.

Investments and studies are carried out on sustainability priorities in all factories of Limak Cement. Sustainability projects are designed in harmony with the activities of each location and in accordance with the ESG objectives of the Limak Group of Companies and are implemented jointly across senior management, relevant units, Sustainability Committees and the Sustainability Office.

In order to maximise the positive impact of environmental, social and sustainability projects on development goals and processes, collaborations are also pursued so that companies can benefit from the local government's leadership and resources.

The projects implemented include: afforestation works, collaborations with non-governmental organisations, university internship and technical trip programs, as well as educational activities in local schools.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

At least one sustainability project was implemented across all factories.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 9

It is aimed by 2023 to apply the ethical principles and rules in all group companies to entire value chain, starting from the employees and including the supply chain.

Limak Cement carries out its works by considering Limak Group of Companies Code of Business Ethics as the most important guide that reveals ethical principles compatible with our corporate values in all of its projects. In order to increase awareness and ownership of the ethical rules of Limak Group of Companies, inclusive activities were started throughout the value chain, including the factory employees, suppliers, external stakeholders and customers.

Limak Group of Companies Code of Business Ethics trainings for all employees at Limak Cement factories were completed in 2021. Necessary preparations have been started to accelerate the works to share the same trainings with the supply chain. Studies have been initiated to ensure that the training of suppliers involved in all projects on this subject is not limited to ethical principles, but within a wider sustainability perspective where environmental, social and governance criteria are also evaluated.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Transfer ethical principles into the value chain

Sustainability Project / Progress

Business Ethics Rules trainings were completed by all employees across factories in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.



GOAL 10

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

In order to monitor and evaluate external stakeholder feedback, Limak Cement uses means such as customer surveys, as well as complaint and suggestion forms within the scope of Quality Management Systems of each project. External stakeholder feedback processes are established within the scope of integrated management systems.

Stakeholder Engagement Plan preparations were initiated in 2021 in order to create an institutional plan that determines Limak Cement's approach and commitments regarding stakeholder engagement and to comply with all relevant legal and regulatory commitments and good international industry practices.

All factories of Limak Cement conduct Customer Satisfaction Surveys every year. Actions on areas open to improvement are determined in line with the survey results, and action plans are prepared under the coordination of the Inclusive Development Committee and the Sustainability Office. Customer satisfaction surveys of the are generally very high in all factories. For example, according to the 2021 results, customer satisfaction rates were determined as high as 96.1 percent for Balıkesir Factory, 96 percent for Thrace Factory, and 88 percent for Kilis Factory.



Limak Trakya Cement

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementation of feedback systems for external stakeholders.

Sustainability Project / Progress

All factories implement the Customer Satisfaction Survey.

The Limak Cement Stakeholder Engagement Plan is being prepared.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.



GOAL 11

It is aimed to bring a sustainability perspective to the supply chain and to completely train of all suppliers by 2026.

Limak Cement regards a strong supply chain as the fundamental condition for the continuity of production in all circumstances. It also values the sustainability capacity and performance of its suppliers and business partners. Furthermore, Limak Cement also takes steps to strengthen the sustainability approach of its stakeholders in the supply chain.



Limak Anka Cement

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Bringing a sustainability perspective to the supply chain

Sustainability Project / Progress

All factories implement a supplier evaluation process.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.

Evaluation criteria have been established within the scope of sustainability performance studies for Limak Cement procurement and supply chain, and studies have been started to develop a regular evaluation and monitoring process by disseminating these criteria to the supply chain.

All factories implement an annual supplier evaluation process for their procurement and sustainability performance for the supply chain. At this stage, suppliers are evaluated and scored by the purchasing, production, environment, occupational health and safety and quality departments.





Pristina Adem Jashari International Airport (PIA)



PIA and Sustainability

Pristina Adem Jashari International Airport (PIA) was acquired in 2010 by Limak Kosovo, one of the key companies in Kosovo's economic development, under a 20-year construction, operation and transfer contract.

The construction of the airport's modern terminal, control tower, road and parking infrastructure began in 2011 and was completed within 2 years. With the investment of 130 million Euros in the infrastructure of the airport, the annual passenger capacity was increased from 2 million to 5 million.

As the first and only international airport of the rapidly developing Republic of Kosovo, PIA adds great value to the aviation sector of both Kosovo and the Balkan geography and all organisations serving this sector with the services it provides to approximately 2.5 million population in and around the country.

Pristina Adem Jashari International Airport has set four basic sustainability goals for a performance integrated with the sustainability approach of Limak Group of Companies and compatible with global trends. Achieving the 12 common goals of Limak Group of Companies by means of its basic sustainability goals, PIA manages its ESG performance with the Inclusive Development, Healthy Planet and Social People Committees.

For detailed information about Pristina Adem Jashari International Airport:

www.limak.com.tr/sectors/infrastructure-investments/infrastructure-projects/pristina-adem-jashari-international-airport

PIA manages its sustainability goals and practices in accordance and in an integrated manner with the UN Sustainable Development Goals.

Having a view at the sustainability projects of PIA, it is seen that the Focus of Healthy Planet Business Approach comes to the fore. The basic reason of this is that environmental impact is the most important field of sustainability method in the activities of the airport. Evaluating the sustainability projects of Limak Construction in terms of Stakeholder Capitalism metrics, which were shared by the World Economic Forum (WEF) with the whole world in 2020, it is seen that the main axis of planet stands out.

While the aviation security continues to be one of the most important sustainability issues, the importance of the environmental impact issues of energy and emissions is also increasing. Compliance with international standards established to ensure the effective management of all these issues has become the most important requirement of the way of doing business for PIA.

PIA, which is fully compliant with legal and sectoral requirements while continuing its activities, follows international management system standards as well as developed applications in order to standardise business processes. It maintains all its services in accordance with ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 10002 Customer Satisfaction Management System, ISO 27001 Information Security Management System and Airport Carbon Accreditation (ACA).

As a result of environmental studies, PIA has been awarded the Airport Carbon Accreditation Level +3 (Neutrality) certificate issued by the Airports Council International (ACI). With its annual environmental programs and continuous improvement methods, PIA continues all its services with zero emissions within the scope of Level +3.

Pristina Adem Jashari International Airport

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

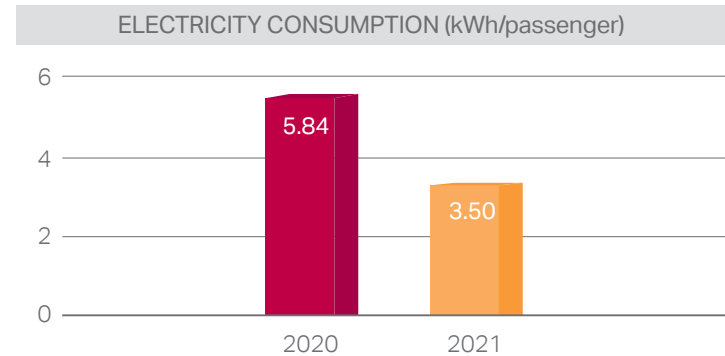
It is aimed to achieve an energy efficiency of 20% by 2026.

Electricity consumption per passenger was **reduced by 40%** from 5.84 to 3.50 kWh.

Pristina Adem Jashari International Airport produces energy efficiency projects with a target of 20% energy efficiency by 2026, by means of providing energy efficiency in all of its projects, following up and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing infrastructure.

At all points at the airport, energy consumption is pursued and location-based energy efficiency targets are implemented. Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed in order to increase the awareness and consciousness levels of all employees and the passengers using the airport about energy consumption.

With joint studies of PIA, Limak Group of Companies Sustainability Office and Healthy Planet Committee, energy efficiency opportunities are focused on by means of data science by using digital strategies and automation. In addition, PIA researches new energy technologies and alternative fuel sources such as use of waste, etc., and has been working hard for years to always improve its environmental performance.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Achieving a 20% increase in energy efficiency by 2026.

Sustainability Project / Progress

Daily energy consumption per employee was **reduced by 40%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

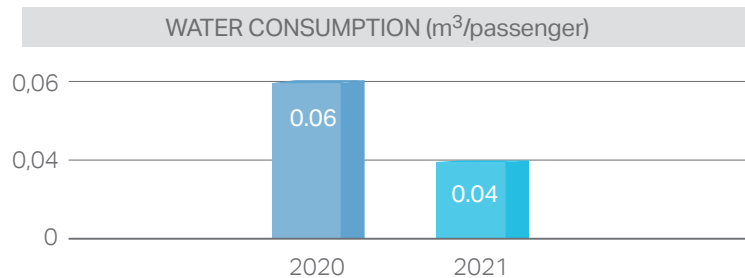
GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to reduce water consumption per passenger by 50% by 2026.

PIA develops awareness-raising projects for all its passengers and stakeholders, starting with its employees, in order to ensure the efficient use of water. PIA produces water efficiency projects with a target of more than 28%, which is in accordance with the 2026 deadline for common water efficiency outlined by The Limak Group of Companies.

All administrative and operational water consumption at the airport are monitored, and great efforts are made for developing solutions that will increase water efficiency. Studies are being made to raise awareness of the employees to prefer water-efficient equipment, and to establish rainwater collection systems. In supply of water, regular controls, services and consumption analyses are performed on the entire water system, from the source to the water distribution points.



Water consumption per passenger was **reduced by 37%** from 0.06 to 0.04 m³ in 2021 compared to 2020.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency:
Reducing unit water consumption by 50% by 2026

Sustainability Project / Progress

Water consumption per passenger was **reduced by 37%** in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 3

Reducing the emissions caused from our activities.

A reduction of 30% is targeted in emissions by 2026.

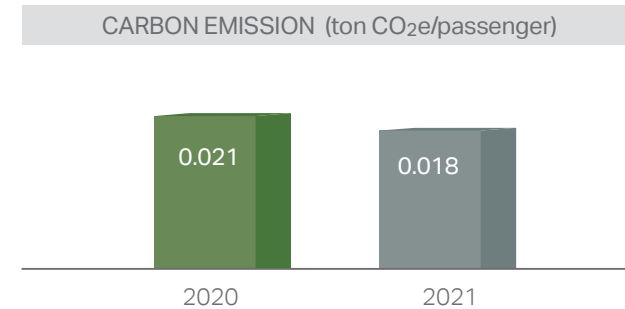
By 2026, PIA aims to reach the common emission reduction target of 27% set by The Limak Group of Companies by 2026. Together with the Healthy Planet and Inclusive Development Committees, Limak Construction continues to work on the roadmap for the emission reduction target.

Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of PIA.

In 2020, due to the pandemic, the validity of the Airport Carbon Accreditation Level 3+ Neutrality Certificate was extended until August 5, 2020, and in 2021, the accreditation continued with the Level 3+ Neutrality Renewal Certificate from Airport Carbon Accreditation (valid until August 5, 2021). In order for PIA to receive this certification, Scope 1 and Scope 2 reduced carbon emissions and offset the non-reduced residual emissions as well as Scope 3 emissions from staff business travel. The offset carbon credits used were selected from offsets from the United Nations - Carbon Offset Platform. PIA succeeded in offsetting 10,498 tons of CO₂e from a hydroelectric power plant.



The amount of carbon emissions per passenger was **reduced by 11%**, resulting in a decrease from 0.021 to 0.018 ton CO₂e.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission Reduction:
Reducing emissions caused by our activities by 30%

Sustainability Project / Progress

The amount of carbon emissions per passenger was **reduced by 11%**.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.

GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

It is aimed to complete “zero waste” studies by 2026 for all companies.

Pristina Adem Jashari International Airport (PIA) works with precision on the matters of reducing waste generation in its operations, effective disposal or recycling of waste at source. The processes of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored in the airport and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform.

Effective waste management practices are implemented and systems are established to maximise economic and environmental benefits. In addition, social responsibility projects are developed with stakeholders to increase awareness and joint efforts on this matter.

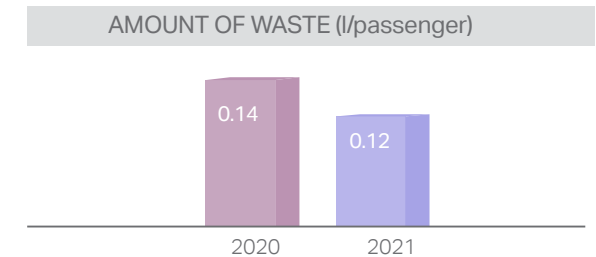
Numerous projects such as reducing disposable products at the airport, purchasing materials made from biodegradable or recycled materials, and using organic waste such as food in animal shelters in cooperation with the local government are implemented.

PIA aims at waste management, waste identification, control measures, reuse and recycling, measures to reduce waste volume, reduction of waste at the source of production, and awareness of employees and passengers on effective waste management.

PIA waste management is based on the following principles:

- Principle of prevention
- Principle of minimisation
- Principle of reuse
- Principle of recycling

The average amount of waste per passenger was **reduced by 18%** from 0.14 to 0.12 l per capita



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is Zero Waste by 2026

Sustainability Project / Progress

The amount of waste per passenger was reduced by 18% in 2021 compared to 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Pristina Adem Jashari International Airport

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

It is aimed to **increase the rate of female employees by 30% by 2026.**

PIA takes decisive steps to ensure gender equality and increase women's employment. As in all companies of Limak Group of Companies, effective corporate initiatives and projects are developed, human resources processes and social programs adopting gender equality and preventing discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination.

In order to support the development of women's employment and women's active participation in business life and ensure that all internal practices are based on equality, starting from the recruitment process, all policies, procedures, communication activities and practices for all employee candidates and employees are structured in line with gender equality.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of female employees by 40% by 2026

Sustainability Project / Progress

The female employee rate resulted as 25% in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.
Principle 6: Discrimination in recruitment and placement must stop.

GOAL 6

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first employee satisfaction survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

PIA also carries out its work on employee satisfaction with a high level of sensitivity, as it provides a service where high customer satisfaction and safety are very important. In order to prepare action plans for increasing employee satisfaction, following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives, the Holding Human Resources Department conducted the first Employee Satisfaction Survey in 2021. In the research, PIA satisfaction rate was determined as 73.6%, which is above the general satisfaction rate of 71.7% for Limak Group of Companies. Employee commitment rate was also found to be 74%, above the general commitment of 72%. For areas open to development on a project basis, specific action plans were started to be made based on the feedback of the employees.



Pristina Adem Jashari International Airport

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



GOAL 7

Carrying out studies to improve sustainability.

It is aimed to support these studies with at least one project per year per company.

Pristina Adem Jashari International Airport conducts investments and studies on sustainability priorities. Sustainability projects are designed in harmony with the environmental, social and governance objectives of The Limak Group of Companies. They are implemented across senior management, relevant units, and the Sustainability Committees and the Sustainability Office.

In order to maximise the positive impact of environmental and social projects on sustainable development goals and processes, cooperation is developed with local governments and relevant Ministries. With regard to wildlife and bird-watching, in 2020-2021 experts and technical personnel meticulously carried out monitoring for bird strikes and spraying activities in movement.

Monitoring and measurement audits were continued on aviation safety, biodiversity (especially birds) and community safety. In 2020-2021, a social responsibility project was also carried out in the field of public health with the Ministry of Health of the Republic of Kosovo.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

In 2020-2021, a project was carried out on biodiversity protection and public health.

UN Sustainable Development Goals



UN Global Compact

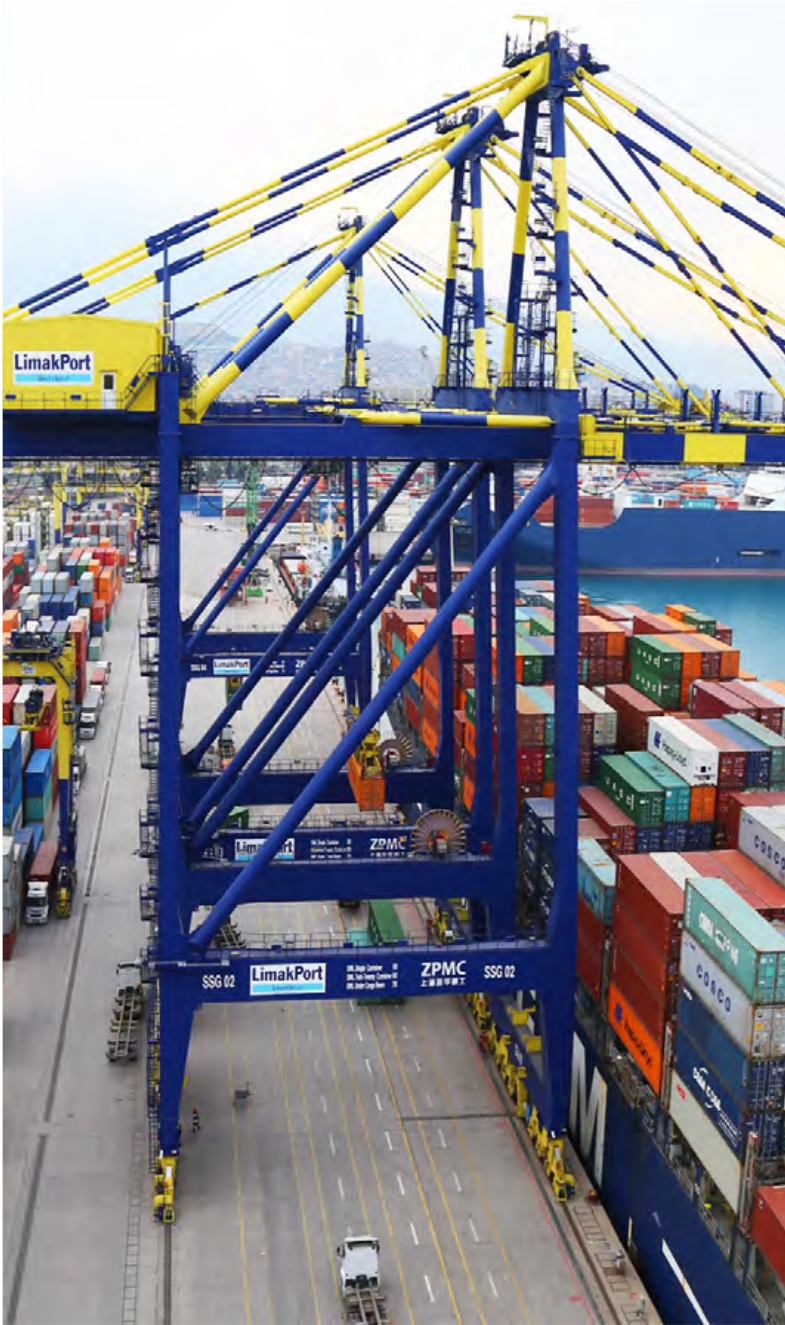
Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



LimakPort İskenderun





LimakPort İskenderun and Sustainability

LimakPort İskenderun International Port is one of the largest container ports in the Eastern Mediterranean region with a capacity of over 1 million TEU containers.

Operating on an area of 1 million square meters, the port has linear and long quay structures, a breakwater that provides full protection for adverse weather conditions. At 15.5 meters deep, LimakPort is considered a deepwater port, and it provides specially designed modern container handling equipment STS and RTGcranes. LimakPort is designed in a container-oriented way, but with the comprehensive and versatile investment made, it is also the most important port of the Eastern Mediterranean region in terms of Ro-ro, Ro-pax, project cargo, bulk cargo, general cargo and livestock load operations.

Investments for the transformation of İskenderun Port, for which 36-year operating rights were obtained in December 2011 by the Limak Group of Companies, into a modern container port, started in January 2012. As a result of investment works that lasted for 2.5 years, İskenderun Port has become a modern port serving the Middle East and Europe. It serves as the import and export gate of the Central Anatolia, Mediterranean, Eastern and South-eastern Anatolia regions. It offers important and advantageous port services for industrialists and exporters of a wide region from Konya to Şırnak, from Malatya to Kilis. With its location close to the border gates and suitable tariffs in the transit trade of the Middle East, especially Northern Iraq, LimakPort brings numerous advantages together for customers engaged in transit trade.

For further information about LimakPort İskenderun: www.limak.com.tr/sectors/infrastructure-investments/infrastructure-projects/limakport-iskenderun-en

LimakPort İskenderun manages its sustainability goals and practices in accordance with the UN Sustainable Development Goals.

The Limak Group of Companies follows a high business standard in all its projects in accordance with the sustainability goals of Limak Group of Companies and the global initiatives and principles it is a signatory to.

Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, LimakPort also produces projects that are compatible with universal principles and Limak Group of Companies Business Understanding Focuses in the sustainability projects it implements.

Having a view at the sustainability projects of LimakPort İskenderun Port, it is seen that the Healthy Planet and Social People Business Understanding Focuses comes to the fore.

Similarly, evaluating the sustainability projects of LimakPort İskenderun Port in terms of Stakeholder Capitalism metrics, which were shared by the WEF with the whole world in 2020, it is seen that the main axes of planet and human stand out.

LimakPort's central priorities are maintaining occupational health and safety practices, effective waste management, energy efficiency and protecting of marine biodiversity.

LimakPort İskenderun International Port has the "Green Port" certificate, which combines port operations, activities and management with environmentally friendly methods and integrates sustainable practices in operations.

LimakPort İskenderun

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to achieve an energy efficiency rate of 35% by 2026

With the lighting transformation project, saving of 55% is planned in electricity consumption originating from lighting. In 2023, **8% saving** is expected in total consumption.

LimakPort İskenderun International Port produces projects with a target of more than 25% by 2026, which is the common energy efficiency goal of The Limak Group of Companies, by constantly creating and developing studies and infrastructure that prioritises efficiency. In port operations and facilities, energy consumption is pursued and location-based energy efficiency targets are implemented. Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed in order to increase the keep employees informed about energy consumption.

LimakPort İskenderun Port, Limak Group of Companies Sustainability Office and Healthy Planet Committee focus on energy efficiency opportunities, and research renewable energy investment opportunities for domestic consumption. The LED Lighting Transformation Project, the feasibility studies of which are ongoing, is set for completion in 2024.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency:
Ensuring an energy efficiency of 35% by 2026

Sustainability Project / Progress

LimakPort plans to save of 55% in electricity consumption originating from lighting with its lighting transformation project.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

It is aimed to develop projects to preserve water.

LimakPort develops awareness-raising projects for all its stakeholders, starting with its employees, and designs water efficiency projects in order to ensure the efficient use of water.

Administrative and operational water consumption is monitored at the port, and plans are currently being made for developing initiatives that will increase water efficiency, especially in locations where there is a high use of water. Feasibility studies are being made to raise employees' awareness of the need to use water-efficient equipment and establish rainwater collection systems.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency:
Developing projects
to preserve water.

Sustainability Project / Progress

Feasibility study for
rainwater collection
systems was
initiated.

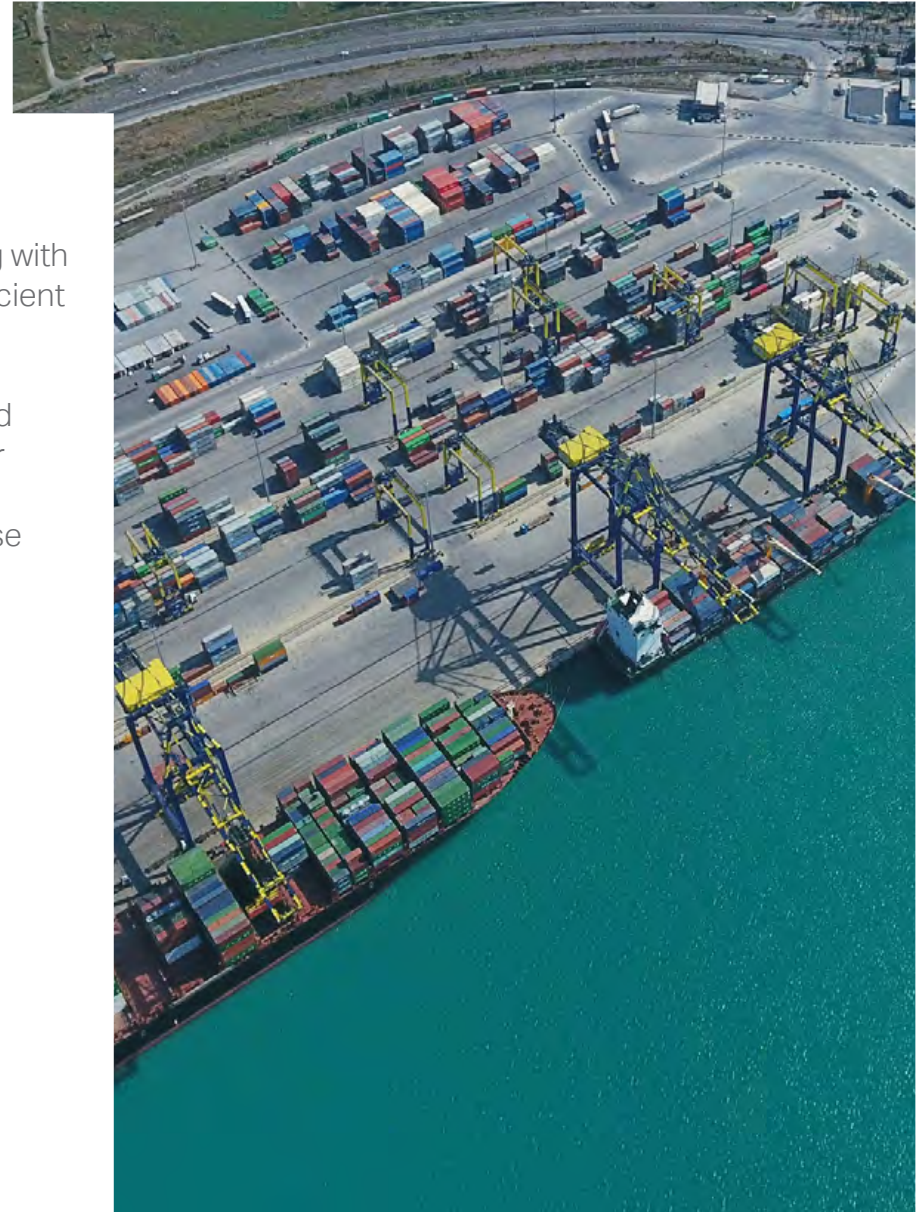
UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 3

Reducing the emissions caused from our activities.

A reduction of 30% is targeted in emissions by 2026.

LimakPort supports initiatives that will help The Limak Group of Companies to reach the common emission reduction target of 27% by 2026. Together with the Healthy Planet and Inclusive Development Committees, LimakPort continues to work on the roadmap for the target of an emission reduction of 30% in port operations. Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of LimakPort İskenderun Port. For this purpose, LimakPort aims to reduce unit energy consumption on the basis of equipment and machinery per volume (ton) handled and to increase the usage of electrically powered cranes.

LimakPort is committed to taking more measures to increase the number and use of electrical equipment in its operations. By 2026, 15% of the terminal trucks, total forklifts and vehicles used by port personnel will be converted to electric vehicles instead of fossil fuel vehicles. One of the most important projects in emission reduction is the conversion of fossil fuel vehicles used in intermediate transportation operations to electric vehicles. In addition, feasibility studies of automation systems that will reduce the Scope-3 emissions were initiated with improvement investments in transition and waiting areas. While addressing the challenges posed by climate change, LimakPort gives importance

to complying with the standards and targets set by international organisations and international organisations.

With the Solar Power Plant Project, which will have a significant impact on reducing emissions, most of the energy need in domestic consumption will be supplied with zero emissions. The feasibility study of the investment is planned to be completed in 2023.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction:
Reducing emissions caused by our activities by 30%

UN Sustainable Development Goals



Sustainability Project / Progress

As part of the sustainability-linked Green Bond, transition integration to electric vehicles is planned from 2026.

Feasibility studies for the Solar Power Plant project have also been initiated.

UN Global Compact

Principle 8:
All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9:
Development and dissemination of environmentally friendly technologies must be supported.



First Sustainability-Linked Bond from LimakPort İskenderun

LimakPort İskenderun International Port added another success to its Green Port Certificate and became the first company to issue sustainability-linked green bonds from Turkey. Thus, it is the first market project bond issued by a Turkish company in Turkey and the only example of this type of “sustainability-linked” bond.

The Sustainability-Linked Bond Principles (“SLBP”), managed by the International Capital Markets Association (“ICMA”), are voluntary process guidelines that outline best practices for financial instruments. They incorporate forward-looking sustainability results and promote integrity in development.

In the Sustainability-Linked Bond market, LimakPort İskenderun Port Sustainability-Linked Bond Framework is compliant with the five key components of SLBP:

1. Selection of Key Performance Indicators (KPI)
2. Calibration of Sustainability Performance Targets (SPT)
3. Characteristics of Sustainability-Related Securities
4. Reporting
5. Verification

LimakPort İskenderun became the first market project bond issued by a Turkish company in Turkey and the only example of this type of **sustainability-linked bond.**



LimakPort İskenderun

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 4

Supporting the development of women's employment and engagement.

It is aimed to increase the rate of female employees at all levels by 40% by 2026.

Despite operationally difficult and dangerous working conditions, LimakPort İskenderun takes decisive steps to ensure gender equality and steps to increase women's employment.

As in all of Limak Group of Companies, effective corporate initiatives and projects are developed, such as human resources processes and social programs adopting gender equality and preventing discrimination. This is being done with the aim of strengthening the place of women in the workplace and to eliminate gender discrimination. In order to support this direction, we're working on ensuring that starting from the recruitment process, all policies, procedures, communication activities and practices for all candidates and employees are structured in line with gender equality.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of female employees by 40% by 2026

Sustainability Project / Progress

The rate of female employees was 9% in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.

GOAL 5

The goal is zero accidents achieved by developing practices that will improve the occupational health and safety policies and provide international performance criteria and standards in this field.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety: The Goal is zero accident

Sustainability Project /Progress

No fatal accidents happened in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

In line with the zero-accident target, LimakPort works with an understanding that prioritizes the health and safety of its employees. While creating safe working conditions, the mental and emotional health and well-being of the employees are also considered important

LimakPort İskenderun Port monitors the risk assessment, training and reporting activities in the working environment at the senior management level in order to achieve its target of zero accidents every year.



GOAL 6

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

LimakPort İskenderun International Port carries out its work on employee satisfaction with a high level of sensitivity.

Following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives, the Holding's Human Resources Department conducted the first Employee Satisfaction Survey in 2021. This survey was conducted to prepare action plans for increasing employee satisfaction.

As a result of the survey, the LimakPort satisfaction rate was found to be 69.8%, which is slightly below the general satisfaction rate of 71.7% for Limak Group of Companies. On the other hand, the commitment rate was 71.6%, very close to the general rate of 72%. Following the survey, action plans were initiated based on the feedback of the employees.



Employee satisfaction rate is **69.8%**

Employee commitment rate is **71.6%**

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

Employee Satisfaction Survey has been conducted since 2015.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



LimakPort İskenderun

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



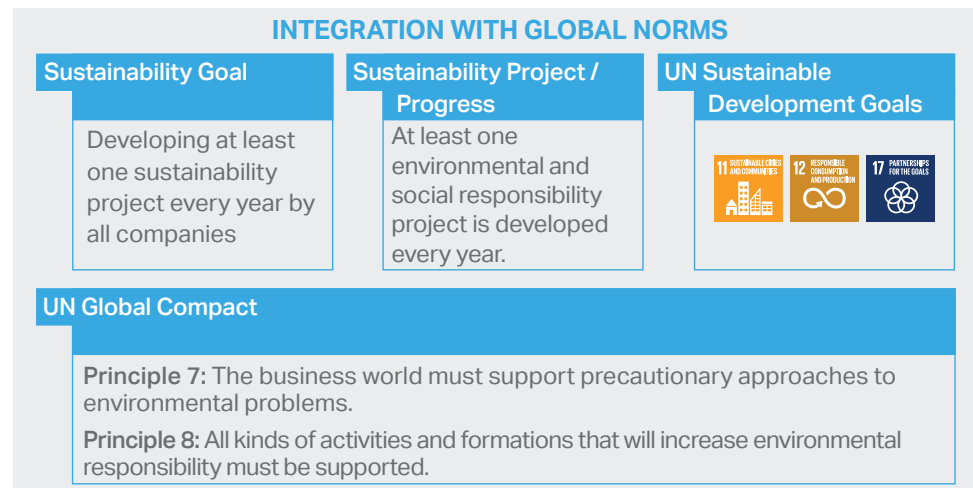
GOAL 7

It is aimed to carry out studies to improve the understanding of sustainability in the sectors in which we operate, and to support these studies with at least one project per year for each company.

Investments and studies are carried out on sustainability priorities to cover all operations at LimakPort.

Sustainability projects are designed in harmony with the Green Harbour Certification criteria and Sustainability Associated Bond commitments and in accordance with the environmental, social and governance objectives of the Limak Group of Companies. They are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office.

Collaborations are developed, to maximise the positive impact of the environmental, social and sustainability projects on development goals and processes, so that companies can benefit from local government leadership along with their resources.



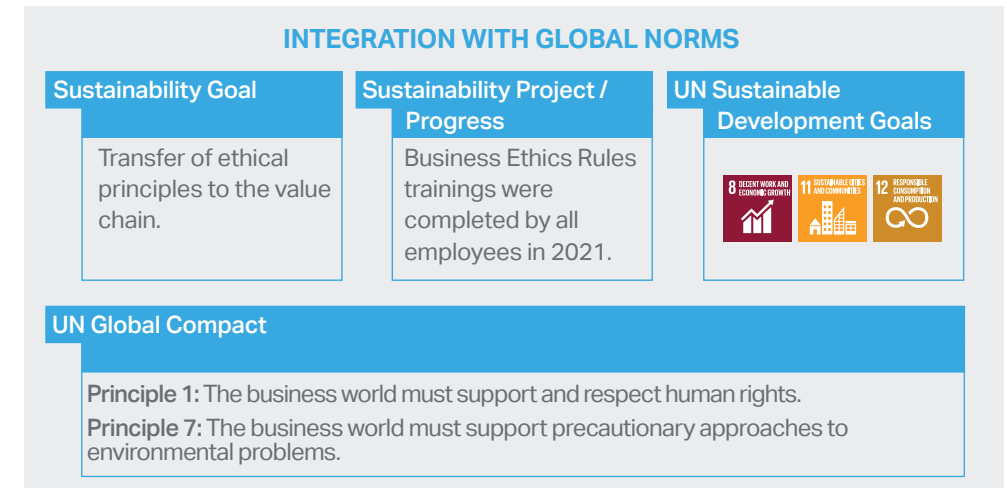
GOAL 8

It is aimed by 2023 to transfer the ethical principles and guidelines in all the Group's companies to entirely new value chains, starting from the employees and the supply chains.

LimakPort İskenderun International Port carries out its operations by considering Limak Group of Companies Code of Business Ethics as the most important guide that outlines the ethical principles compatible with our corporate values.

In order to increase awareness and ownership of the ethical rules of Limak Group of Companies, inclusive activities were started throughout the value chain, including the port employees, suppliers, external stakeholders and customers.

In 2020 the Limak Group of Companies Code of Business Ethics training was conducted for all employees and completed in 2021. Necessary preparations have begun to accelerate the works to share the same training within the supply chain.



GOAL 9

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

LimakPort Iskenderun effectively uses means such as customer surveys, complaint and suggestion forms within the scope of Customer Satisfaction Management System for the evaluation and monitoring of feedback from external stakeholders.

The Customer Satisfaction Survey, which was initiated in 2018 and occurs once a year, evaluates whether each project and location has reached the customer satisfaction level in the annual management system performance targets.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementation of feedback systems for external stakeholders.

Sustainability Project / Progress

In 2021, customer satisfaction rate increased up to 84.8% compared to the previous year.

UN Sustainable Development Goals

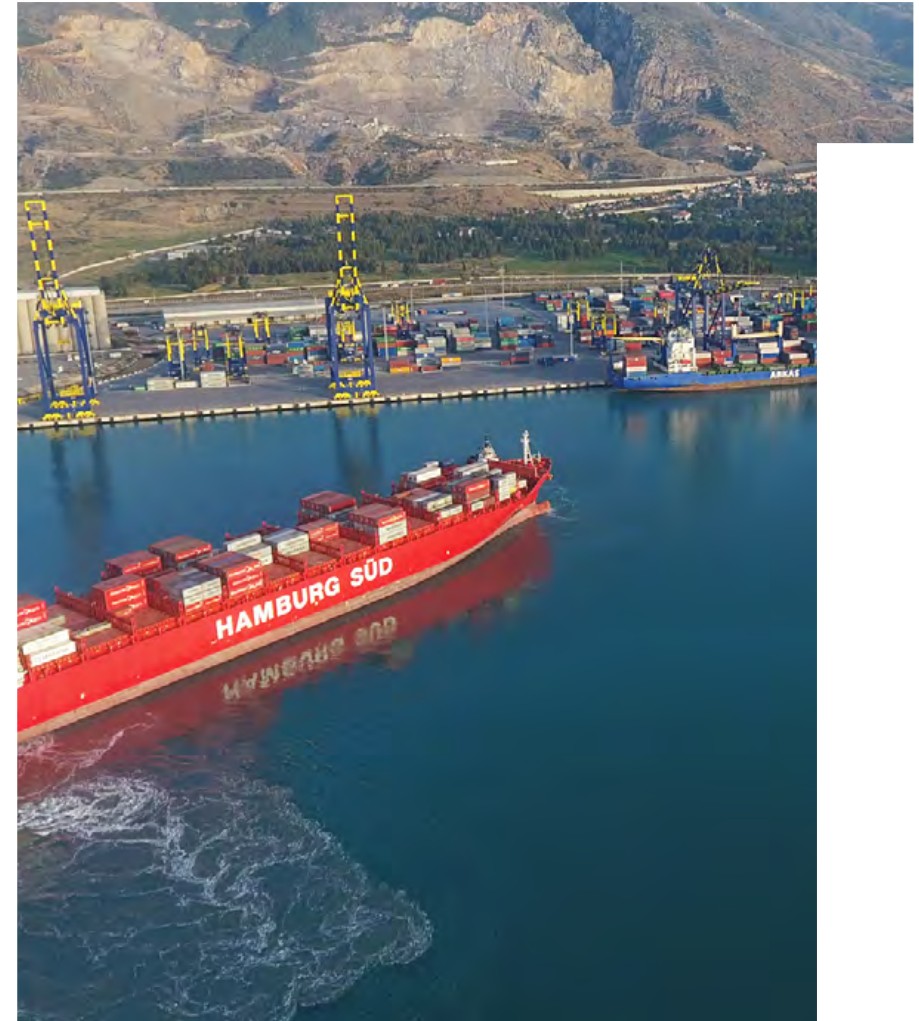


UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.

Customer satisfaction rate increased up to **84.8%** from 83.6%.



GOAL 10

It is aimed to bring a sustainability perspective to the supply chain and to complete the training of all suppliers by 2026.

LimakPort regards a strong supply chain as the fundamental condition for the continuity of production in all circumstances. In terms of sustainability performance, it considers the overall sustainability capacity and performance of its suppliers and business partners. Steps are actively taken to strengthen the sustainability approach of its stakeholders in the supply chain in all its projects.

Evaluation criteria have been established within the scope of the sustainability performance studies for the port's procurement and supply chains. An ongoing evaluation and monitoring process is also being established by disseminating these criteria to the supply chain. Sustainability, environment and occupational health and safety criteria are applied in the supplier pre-assessment and final evaluation stages.

Specific evaluation criteria to improve ESG principles in the supply chain were developed in 2021 in addition to a Supplier Sustainability Commitment document.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Bringing a sustainability perspective to the supply chain

Sustainability Project / Progress

Regional purchasing and supplier evaluation studies are continuing.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.

Efforts to increase the capacity of “regional purchasing” is one of the priorities of LimakPort İskenderun. Most of the operational goods and services are purchased from local businesses in the region.

In addition, training contents are prepared to increase the sustainability capacity of the supply chain under the coordination of the Inclusive Development Committee and the Sustainability Office. Showcasing the value of sustainability to local suppliers is a priority. Training and evaluation criteria are being developed to improve the sustainability approach and management performance of small businesses in local procurement.





Hamitabat Natural Gas Combined Cycle Power Plant (HEAŞ)

HEAŞ and Sustainability

Since the start of operations in 1986, Hamitabat Natural Gas Combined Cycle Power Plant (HEAŞ) is the first natural gas combined cycle power plant in Turkey. In 2013, it was acquired by Limak Group of Companies through privatisation tender. Following an investment of 520 million Euros in 2015, a renovation project was undertaken for the installation of the world's most efficient technology. The newly renovated power plant was designed to meet the requirements of local legislation and international standards. Following the completion of the renovation project in 2017, the power plant had an installed power capacity of 1,156 MW. HEAŞ is among the few power plants of both Turkey and Europe within the scope of providing the construction time, efficiency and environmental standards. The power plant provides assurance of energy supply in the Marmara Region. Due to its strategic location, high reliability and availability, the power plant's installed power supply was increased to 1220 MW in 2018. On the other hand, the production amount in 2021 was 7,349 billion kWh.

HEAŞ's main goal is to continue its operations with high efficiency and environmental awareness in the coming years. HEAŞ continues to support the economic and social development of the surrounding provinces and districts and to meet the energy needs of Turkey.

HEAŞ has set four basic sustainability goals to ensure the highest quality of labour and working conditions standards in all its activities. The reduction of environmental and social impacts, increased social benefits, integration with the sustainability approach of Limak Group of Companies and compatibility

with global trends are the key goals of the HEAŞ team. Achieving the 12 common goals of Limak Group of Companies through its basic sustainability goals, HEAŞ manages its ESG performance with the Inclusive Development, Healthy Planet and Social People Committees.

For further information about HEAŞ:
www.limak.com.tr/sectors/energy/energy-generation/hamitabat-power-plant

HEAŞ manages its sustainability goals and practices in accordance with the UN Sustainable Development Goals. HEAŞ implements these goals in all its projects at the highest level, in accordance with the sustainability agenda of Limak Group of Companies and the global initiatives and principles it is a signatory to. Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, HEAŞ is compatible with universal principles and Limak Group of Companies Business Understanding Focuses in the sustainability projects.

Having a view at the sustainability projects of HEAŞ, it is seen that the Healthy Planet and Social People Business Understanding Focuses comes to the fore. The basic reason of this is that environmental impact is the most important field of sustainability method in the activities of HEAŞ.

HEAŞ regularly monitors the opinions of internal and external stakeholders and attaches importance to all developments related to its field of activity.

HEAŞ sustainability priorities have been updated based on surveys and workshops held with the sustainability team and senior management. The results have been evaluated under the following categories:

- Occupational health and safety
- Efficiency production availability
- Reducing environmental impacts (energy, emission, water and waste management)
- Public relations
- Employee commitment and satisfaction

As in all Limak Group of Companies, maintaining high standards in the field of occupational health and safety in HEAŞ is a high priority. HEAŞ focuses on efficiency in energy production with both renovation projects and the use of technology.

The power plant manages its social impacts in a transparent way by minimising the water, air, greenhouse gas and noise emissions and waste that occur at every stage of its activities, by encouraging recycling activities and with the participation of its stakeholders.

Significant efforts are being dedicated to increase the economic, social and environmental awareness of the local people, non-governmental organisations and all other stakeholders that may be affected by the power plant's activities. HEAŞ regularly monitors employee commitment and satisfaction with the awareness that its employees are the most important component of both economic and social performance.

HEAŞ 1220 MW Renewal Project

The most advanced technologies were used in the renovation project of HEAŞ following its acquisition by Limak Group of Companies. It is now one of the most efficient and environmentally friendly power plants in the world, with highest priority being placed on the human and environmental health as well as sustainability goals.

Siemens SGT5-8000H turbines, which received the Industry Innovation Award after the renovation works, consume approximately one-third less fuel per unit electrical energy generated when compared to conventional turbines used worldwide.

With the new generation gas turbines, the total combined cycle efficiency to be achieved at the power plant reached the value of 61%.

Due to its technology and design, it is among the top power plants of the world with low flue gas emissions.

HEAŞ RENEWAL PROJECT

Thanks to the advanced technology water recovery system, 200 thousand tons of water consumption is prevented every year.

With the renewal of the water treatment unit, use of chemicals were minimised.

Thanks to this high efficiency level, natural gas imports amounting to 250 million dollars will be prevented every year by burning less natural gas.

Since the dry type cooling system is used, the effect of the power plant on water resources became zero.

Hamitabat Natural Gas Combined Cycle Power Plant (HEAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is to realise the maximum design efficiency value corresponding to a minimum of 95% production amount on an annual basis.

In all operations of HEAŞ, energy conservation measures and location-based energy efficiency targets are implemented. Continuous situation assessment, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency are developed.

Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed in order to increase the awareness and consciousness levels of all employees about energy consumption.

In 2015, during the reconstruction of the power plant, energy efficiency and sustainable resource management were the foundations of the transformation story of HEAŞ. A new combined cycle block with a 61% efficiency level was installed in the electrical plant.

In 2021, ISO 50001 Energy Management System installation works were started.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency: Realisation of the maximum design efficiency value corresponding to the production amount at least 95% on an annual basis

Sustainability Project / Progress

The renewed combined cycle block operates with an efficiency of 61%.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Following the new investments, HEAŞ took its place among the leading power plants not only in Turkey but also in Europe in terms of energy efficiency. Existing turbines were replaced with turbines that consume approximately one-third less fuel per unit of electrical energy when compared to conventional turbines used around the world, resulting in a high performance in energy efficiency and production.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is to reduce the amount of demineralised water used in electricity generation by 15% and the amount of water used throughout the plant by 25% by 2026.

HEAŞ develops awareness-raising projects for all its stakeholders, starting with its employees. Water consumption efficiency projects were designed in order to ensure the efficient use of water in all its projects.

All administrative and operational water consumption at the facility are monitored, and great efforts are made to develop processes that will increase water efficiency. Studies are conducted to raise awareness of the employees to use water-efficient equipment, and to establish rainwater collection systems. Rainwater is released directly to the receiving environment through the underground rainwater line, apart from the treated wastewater discharge line within the HEAŞ field. With the revision made in the underground lines of the power plant in 2019, cut-off valves were installed on the branches of the utility water lines to detect and eliminate possible leaks in a short time. In this way, the lines are isolated in case of possible leaks and the amount of lost water that escapes during repairs is kept at a minimum level.

The amount of water used for the unit electricity generated in 2020 was reduced by **37%**.

The rate of treated water in the water vapour conversion system was increased from 93% to **99.9%**.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Reducing the amount of demineralised water used in electricity generation by 15% and the amount of water used throughout the plant by 25% by 2026

Sustainability Project / Progress

The amount of water used for the unit electricity generated in 2020 was reduced by 37%.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

By installing meters on every line that needs additional water and checking whether there is any deviation in water consumption amounts, it was possible to detect leaks at an early stage. By increasing the resistance classes of the gaskets located in the pressurised water lines of the process, gasket bursts due to pressure imbalance were prevented, resulting in prevention of water losses. Since 2018, thermal camera controls have been implemented on the steam lines while the power generation plant is in operation and at a standstill. The valves causing internal leaks were identified by checking the tightness of the fully closed valves, and these checks were added to the weekly maintenance program. In addition to this, following the water saving studies carried out in 2021, it is expected that a volume of 20,000 m³ (8 large Olympic swimming pools) of demineralised water will be conserved in 2022.

Following these significant developments, training, system installation and calculation studies were initiated in all factories within the scope of ISO 14046 Water Footprint Standard in 2021.



GOAL 3

Reducing the emissions caused from our activities.

The aim is to keep the direct greenhouse gas emissions from annual electricity generation below 0.40 tons of CO₂e/kWh.

Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of HEAŞ.

To monitor the effectiveness of control measures, without compromising on the principle of transparency, HEAŞ periodically monitors its environmental performance with analyses made by accredited laboratories under 10 different matters. Carrying out industrial and domestic wastewater analyses, noise measurements, periodic measurements of flue gas emissions, monitoring of air quality, monitoring of surface water quality before and after discharge at wastewater discharge points, conducting analyses for groundwater quality class monitoring, analyses within the scope of the soil pollution and productivity monitoring, and analyses of utility water consumed for humanitarian purposes as a result of the determined monitoring plan, HEAŞ monitors the flue gas emissions, which are equipped with continuous measurement devices, in the form of instant data through the system of the Ministry of Environment, Urbanisation and Climate Change. Quality assurance and validity tests of continuous measuring devices are also carried out periodically. In 2021, no non-compliance with legal limits was detected in the matters under monitoring.

HEAŞ has been monitoring its direct emissions from fixed combustion since 2015 and has it verified by third-party verification bodies. In the base year 2021, it has completed the calculation studies in line with ISO 14064-1:2018 Calculation of Greenhouse Gas Emissions Standard at the Organisation Level. With 2021 being the first year, it was included in the Carbon Disclosure Project reporting on a voluntary basis. As of 2021, the carbon footprint was calculated on a category basis instead of a scope basis calculation and reporting systematic.

Following the improved efficiency and investments, the amount of emissions from stationary combustion systems, per unit of electrical energy generated in 2020 was **reduced to 0.33 ton CO₂e /kWh**, below the targeted level of 0.40 tons of CO₂e/kWh.

In 2021, studies were completed in line with the ISO 14064 Standard for Calculation of Greenhouse Gas Emissions at the Enterprise Level, and the Carbon Disclosure Project (CDP-Carbon Disclosure Project) Water Safety and Climate Change Program reporting was voluntarily carried out for the first time.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction:
Reducing emissions caused by our activities by 20%

Sustainability Project /Progress

The amount of emissions per unit of electrical energy generated was reduced to 0.33 tons of CO₂e/kWh.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.



GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

By 2026 to complete zero waste studies for all companies.

HEAŞ was awarded Zero Waste Certificate in 2020 following its achievements in reducing waste generation in its operations, effective disposal or recycling of waste at source and zero waste.

HEAŞ carries out its works with the principle of always improving and renewing its production processes in order to use natural resources at the highest level, to produce minimum waste and to reduce the amount of waste by recycling the wastes produced and to benefit the economy. Business processes are constantly monitored for minimum waste generation, and opportunities are identified to support recovery and recycling by separating waste that cannot be prevented in the processes. In this context, waste collection stations have been arranged, and the number of collection stations that can provide waste categorisation has been increased throughout the site.

Following the start of a new project in 2021, kitchen and garden waste were included in the recycling process and a compost area was created within the facility. In this way, fertiliser obtained from organic waste will be utilised in the site's trees and flowers and to reduce waste.

In 2021, cooperation with the nearby biogas plant was developed and **electricity was generated** from vegetable waste. A compost production area was created within the facility.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is Zero Waste by 2026

Sustainability Project / Progress

Zero Waste Certificate was acquired in 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



Hamitabat Natural Gas Combined Cycle Power Plant (HEAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

The aim is to increase the rate of female employment at all levels by 40% by 2026, and to support women's projects related to our sector.

HEAŞ takes decisive steps to ensure gender equality and increase women's employment. As in all companies of Limak Group of Companies, effective corporate initiatives and projects are developed, human resources processes and social programs adopting gender equality and preventing discrimination are implemented to strengthen the employment rate of women and to eliminate gender discrimination.

To ensure that gender equality is at the forefront of the operations starting from the recruitment process, all policies, procedures, communication activities and practices for all candidates and employees are structured in line with gender equality.

Rate of female executives
50%



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of female employees by 40% by 2026

Sustainability Project / Progress

The rate of female managers was **50%** in 2020 and 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.
Principle 6: Discrimination in recruitment and placement must stop.



GOAL 6

The goal is zero accidents achieved by developing practices that will provide improvement in occupational health and safety and by providing international performance criteria and standards in this field.

In line with the zero-accident target, HEAŞ works with an understanding that prioritises the health and safety of our employees and considers its employees as its most valuable asset. While creating a safe working environment, the mental and emotional health and well-being of employees are also considered important.

In line with this approach, feedback is extremely important. A two-way communication system with employees has been established at HEAŞ. Occupational health and safety is the common responsibility of all managers and employees and an indispensable element of OHS culture. Key performance indicators are monitored at all levels to ensure collective responsibility and accountability for the prevention of work-related injuries and ill health, as well as a safe and healthy workplace and activities, environmental, health, safety goals. Continuing its works to develop procedures and practices that will reinforce the occupational health and safety culture with the participation of the employees, to establish and implement the occupational health and safety management system, and to ensure the existence of the resources used to ensure the continuity of the system, HEAŞ uses local legislation as a guide during the establishment of Environment, Health and Safety (EHS) Management Systems, which include safe working systems and good health and safety practices.

In order to spread the EHS culture within the organisation, opportunities are provided for employees to increase their

Total working time and total working time without accident was 72,675 hours/person in 2020.

Total working time and total accident-free working time was 98,010 hours/person in 2021.

No lost day work accidents happened in 2020 and 2021.

commitment, to lead the people involved in their process outlining best practices, and setting an example through their leadership qualities. With special target tracking cards assigned to each employee, their best practices are scored and they can receive awards in certain categories.

The aim is to spread the good health and safety practices that HEAŞ has established. Considering the importance of increasing the awareness of future generations in order to create a health & safety culture and environmental awareness, HEAŞ presents one of the awards as a family meal, based on the rule that 'education begins in the family'. With this study, it is aimed to raise awareness in different segments by expressing the work done while conveying to the family and children how and why the employee received this award. At the same time, employees are rewarded with a "red safety helmet" as an award, and they carry out observations on the site for a 1 week as an honorary HSE supervisor.

For HEAŞ employees, a special award program called EHS Oscar Awards program is implemented for improving accident statistics and effective participation of employees in the targets.

1,534 hours of 1,598 hours of training in 2020, and 1,807 hours of 2,588 hours of training in 2021 were allocated to EHS.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety: The Goal is zero accident

Sustainability Project / Progress

No lost day work accidents happened in 2020 and 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

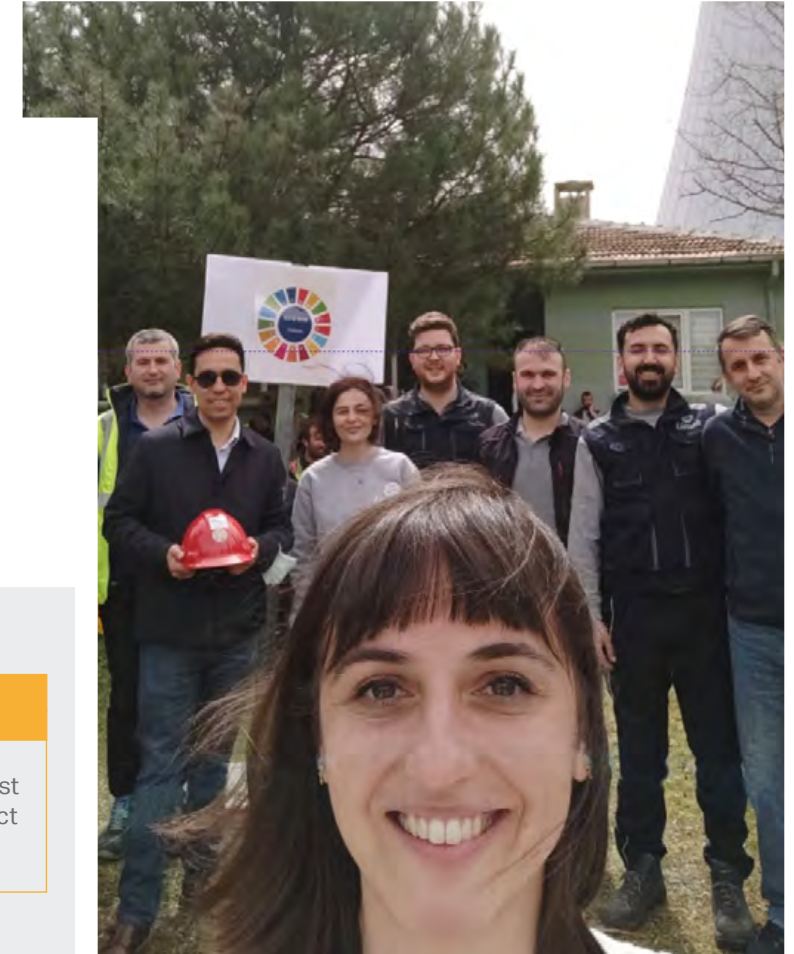


GOAL 7

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

HEAŞ carries out its works on employee satisfaction with a high level of sensitivity. Along with the human resources processes, the construction site units, accommodation units and all physical elements in the project locations are planned in a way that considers the needs of the employees, increases employee satisfaction and strengthens belonging and commitment.

To increase employee satisfaction, since 2021 all the human resources departments in all Limak companies and Social People Committee representatives conducted the first Employee Satisfaction Survey. In the research, HEAŞ satisfaction rate was determined as 68.4%, which is slightly below the general satisfaction rate of 71.7% for Limak Group of Companies. On the other hand, the commitment rate was determined as 66.8%, which is below the general commitment rate of 72%.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first Employee Satisfaction Survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Hamitabat Natural Gas Combined Cycle Power Plant (HEAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



GOAL 8

It is aimed to carry out studies to improve the understanding of sustainability in the sectors in which we operate, and to support these studies with at least one project per year for each company.

Investments and studies are carried out on sustainability priorities in all projects of HEAŞ. Sustainability projects are designed in harmony with the activities of each location and in accordance with the ESG objectives of the Limak Group of Companies. They are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office. In order to maximise the positive impact of environmental, social and sustainability projects on development goals and processes, collaborations are also developed so that companies can benefit from local government leadership along with their resources.

Within the scope of its cooperation with universities, HEAŞ brings together technical and administrative staff members with students and tries to support students in their career journeys. HEAŞ reaches a large number of young people through events, tells them about the power plant and informs them about career opportunities. HEAŞ supports universities to shape their future by providing short and long-term internship and employment opportunities for students from engineering, technology faculties and vocational high schools from information technology, machine technology and accounting departments.

UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

Social responsibility projects were conducted in schools in 2020 and 2021.

UN Sustainable Development Goals



GOAL 9

It is aimed by 2023 to transfer the ethical principles and rules in all group companies to entire value chain, starting from the employees and including the supply chain.

HEAŞ carries out its works by considering the Limak Group of Companies Code of Business Ethics as the most important guide that sets ethical principles compatible with our corporate values in all of its projects.

In order to increase awareness and ownership of the ethical rules of the Limak Group of Companies, inclusive activities will begin throughout the value chain, including the HEAŞ employees, main suppliers, external stakeholders and customers.

Code of Business Ethics trainings for the employees of HEAŞ were started in 2020 and completed in 2021. Necessary preparations have been started to accelerate sharing the same trainings with the supply chain.

Studies have been initiated to ensure that the training of suppliers involved in all projects on this subject is not limited to ethical principles, but within a wider sustainability perspective where environmental, social and governance criteria are also evaluated.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Transfer of ethical principles to the value chain.

Sustainability Project / Progress

Business Ethics Rules trainings were completed by all employees in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.



GOAL 10

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

HEAŞ effectively uses means such as customer surveys, complaint and suggestion forms within the scope of Quality Management Systems of each project, for evaluating and monitoring the feedback of external stakeholders.

HEAŞ dedicates efforts to increasing the economic, social and environmental awareness of local people, non-governmental organisations and all other stakeholders that may be affected by its activities. HEAŞ develops systems for establishing a healthy and productive relationship with stakeholders and society, and takes their opinions into account. Evaluating the improvement opportunities by monitoring the effectiveness of the control measures it has created and consulting with its stakeholders, HEAŞ plans the actions to be taken in accordance with the expectations.

Feedback can be given online through the site www.hamitabatelektrik.com/iletisim/heas where stakeholders can convey both their complaints and opinions and suggestions. The site is monitored by HEAŞ senior management. The opinions and requests of the stakeholders are directed to the relevant departments within the organisation and they are answered as soon as possible.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementation of feedback systems for external stakeholders.

Sustainability Project / Progress

Communication and feedback mechanisms with external stakeholders are used effectively.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.

GOAL 11

It is aimed to bring a sustainability perspective to the supply chain and to complete the training of all suppliers by 2026.

HEAŞ regards a strong supply chain as the fundamental condition for the continuity of production in terms of sustainability performance, considers the sustainability capacity and performance of its suppliers and business partners important, and takes steps to strengthen the sustainability approach of its stakeholders in the supply chain in all its projects.

Evaluation criteria have been established within the scope of sustainability performance studies for the Limak Group of Companies procurement and supply chain. Studies have begun to develop a regular evaluation and monitoring process by disseminating these criteria to the supply chain.

In order to improve the performance in this direction by bringing a sustainability perspective to the supply chain, the evaluation criteria prepared under the topics of economic, ESG were created in 2021 and a complementary Supplier Sustainability Commitment was prepared afterwards.

By supplying most of its goods and services from local businesses in the region, HEAŞ also carefully plans and implements the capacity building activities of the local supply chain.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Bringing a sustainability perspective to the supply chain

Sustainability Project / Progress

Programs are planned to bring a sustainability perspective to local businesses in procurement.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.



The background features a large, light blue stylized letter 'L' on the left side. To the right of the 'L' is a vibrant, multi-colored floral or leaf-like pattern in shades of purple, magenta, and blue, with some green and yellow accents. The overall design is modern and artistic.

Limak Energy Hydroelectric Power Plants

Limak Energy Hydroelectric Power Plants and Sustainability

Limak Energy Hydroelectric Power Plants (Limak HEPP) is one of the most important energy investments in the field of renewable energy, which increases the reliable energy supply in Turkey.

With Çetin, Alkumru, Kirazlık, Uzunçayır, Kargı, Gürsöğüt, Seyrantepe, Pembelik and Tatar hydroelectric power plants in operation, the total HEPP installed power of the Limak Group is approximately 1,289.37 MW, and the total annual electricity generation capacity is approximately 4,075,379,000 billion kWh.

Limak HEPP has set four basic sustainability goals for ensuring the highest quality of working conditions in all its activities - correct management of environmental and social impacts, increasing social benefits, performance integrated with the sustainability approach of the Limak Group of Companies and compatability with global trends. Achieving the 12 common goals of Limak Group of Companies by means of its basic sustainability goals, Limak HEPP manages its ESG performance with the Inclusive Development, Healthy Planet and Social People Committees. Limak HEPP implements all its projects at the highest level, in accordance with the sustainability goals of Limak Group of Companies and the global initiatives and principles it is a signatory to.

Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, Limak HEPP's projects are also compatible with universal principles and Limak Group of Companies Business Understanding Focuses in the sustainability projects it implements. Limak HEPP manages its sustainability goals and practices in accordance and in an integrated manner with the UN Sustainable Development Goals.

For further information about Limak HEPP projects: www.limak.com.tr/sectors/energy/energy-generation

All Limak HEPPs use the Focus of Healthy Planet Business Approach as it's baseline. This is done because the environmental impact is the most important area of sustainable operations in the activities of Limak HEPP.

Evaluating the sustainability projects of Limak HEPP in terms of Stakeholder Capitalism metrics, which were shared by the World Economic Forum (WEF) in 2020, it is seen that the main axis of planet stands out.

Limak prioritises the preservation of high standards in the occupational health and safety in hydroelectric power plants, as well as in all its companies.

Power plants that focus on production efficiency must make sure that availability, energy and water management are efficiently utilised. The way to ensure energy and water efficiency is through compliance with international standards. To achieve the production efficiency, all the planned maintenance must be conducted on time and any malfunctions must be eliminated as soon as possible.

Within the scope of sustainability priorities, we act with the awareness of increasing the quality of working conditions for our employees and track employee satisfaction and economic performance.

Terrestrial and aquatic life quality is regularly monitored with environmental awareness. In the regions where the power plants are located, we aim to contribute to the economic and social development of the local people and ecosystems.



Alkumru Dam and HEPP

Limak Energy Hydroelectric Power Plants

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is by 2026 to reduce the energy used in electricity generation by 25%.

In all hydroelectric power plants, energy is conserved as much as possible and location-based energy efficiency targets are set. At each site we develop a situational assessment, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency.

Although the internal consumption rates in hydroelectric power plants are low, energy efficiency applications are being developed. Trainings on energy efficiency are organised with all our employees at our power plants.

Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed to increase the awareness levels of all employees about energy consumption.



Çetin Dam and HEPP

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency:
Reducing the energy
used in electricity
generation by 25%
by 2026

Sustainability Project / Progress

The amount
of electricity
consumption was
reduced by 35% at
Çetin HEPP in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

As of 2021, the electricity consumed at Çetin HEPP was reduced by 35%.



GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one. It is aimed to implement projects for preservation of water.

Limak HEPP aims to develop awareness-raising projects for all its stakeholders, starting with its employees, and to design water efficiency projects to ensure the efficient use of water in all its facilities.

Administrative and operational water consumption is monitored in all projects. Great efforts are made for developing applications that will increase water efficiency, especially in locations where use of water is heightened. Studies are conducted to raise awareness of the employees to prefer water-efficient equipment, and to establish drip irrigation systems.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Implementing projects for preservation of water

Sustainability Project / Progress

Trainings were organised for the efficient use of water.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 3

Reducing the emissions caused by our activities.

The aim is to complete the Carbon Emission Reduction Certificate and Social Carbon Validation Certificates at all power plants.

The first steps were taken in 2021 to initiate the Carbon Reduction Certificate and verification processes for the hydroelectric power plants within Limak HEPP.

Initiatives in the international carbon markets are carried out to evaluate the opportunities of the renewable energy portfolio that will contribute to the emission reduction targets of Limak Group of Companies.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction: The aim is to complete the Carbon Emission Reduction Certificate and Social Carbon Validation Certificates at all power plants.

Sustainability Project / Progress

Certification studies for carbon balancing were initiated.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.

Limak Energy Hydroelectric Power Plants

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment

GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

The target is to complete zero waste studies by 2026 for all companies.

Limak HEPP puts great effort into reducing waste generation in its operations, effective disposal or recycling of waste at source and Zero Waste Certificate. The process of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored in all facilities and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform.

In 2021, the plastic cap awareness campaign was launched in Çetin Dam. Employees collected 182 kg of plastic caps and built pet shelters from the waste collected through the project "Create from Waste", which were then donated to local villages.



All facilities
received
**Zero Waste
Certificate.**

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is Zero Waste by 2026

Sustainability Project / Progress

All facilities received Zero Waste Certificate.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Limak Energy Hydroelectric Power Plants

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment

Limak Energy Hydroelectric Power Plants

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 5

Supporting the development of women's employment and engagement.

The aim is by 2026 to increase the rate of female employment by 10% and give priority to female students in internship programs.

Despite the difficult working conditions in facilities and the low number of female candidates in the regional workforce, Limak HEPP takes steps to ensure gender equality and increase women's employment.

As in all companies of the Limak Group of Companies, we implement effective corporate initiatives and projects, human resources processes and social programs adopting gender equality and preventing discrimination. This is done with the aim of strengthening the place of women in employment and eliminating gender discrimination.

In order to support the development of women's employment and women's active participation in the workforce, starting from the recruitment process, all policies, procedures, communication activities and practices for all candidates and employees are structured in line with gender equality.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of our female employees by 10% by 2026 and giving priority to female students in internship programs

Sustainability Project / Progress

In order to increase the number of female employees, employment announcements are made to the local workforce.

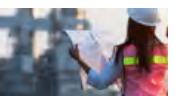
UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.



GOAL 6

The goal is zero accidents achieved by developing practices that will provide improvement in occupational health and safety and by providing international performance criteria and standards in this field.

In line with the zero-accident target, Limak HEPP works to prioritise the health and safety of its employees. While creating safe working conditions, the mental and emotional health and well-being of the employees are also considered important.

Behavioural changes and compliance are constantly monitored through training and activities in the field of occupational health and safety, which is an integral part of Limak's working culture. Limak HEPP monitors the risk assessment, training and reporting activities in the working environment at the senior management level in order to achieve its target of zero accident every year. The reporting of statistics to the top management of the Limak Group of Companies by both the occupational health and safety committees and the Social People Committee strengthens the opportunities for resource transfer and operational action. Due to the health and safety risks being relatively higher in energy generation operations compared to other industries, the reporting process must be applied daily, weekly, monthly and annually. This plays an important role in planning and accident prevention.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety:
The Goal is zero accident

Sustainability Project / Progress

There were no lost time work accidents in 2020 and 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

GOAL 7

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

Limak HEPP carries out its works on employee satisfaction with a high level of sensitivity because of differences in geography and dangerous operational conditions. Along with the human resources processes, the construction site units, accommodation units and all physical elements in the project locations are planned in a way that takes into account the needs of the employees, increases employee satisfaction and strengthens belonging and commitment.

The Limak Group Human Resources Department conducted the first Employee Satisfaction Survey in 2021. This was done following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives. In the Survey, the satisfaction rate in Limak HEPP was determined as 76%, which is significantly above the general satisfaction rate of 71.7% for the Limak Group of Companies. On the other hand, commitment was determined to be 75%, higher than the overall rate of 72%.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first Employee Satisfaction Survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Limak Energy Hydroelectric Power Plants

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



Kargı Dam and HEPP

GOAL 8

It is aimed to carry out studies to improve the understanding of sustainability in the sectors in which we operate, and to support these studies with at least one project per year for each company.

Limak HEPP Sustainability projects are designed in harmony with the activities of each location and in accordance with the environmental, social and governance objectives of the Limak Group of Companies. They are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office. In order to maximise the positive impact of environmental, social and sustainability projects on sustainable development goals and processes, collaborations are also developed so that companies can benefit from local government leadership along with their resources.

Limak HEPP facilities implement biodiversity conservation projects in the environmental field, especially with the prohibition of deforestation and fishing in dam reserves. Other social responsibility projects that have been implemented include transportation support to local people and institutions, renovations in schools, and the provision of machinery and equipment.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal	Sustainability Project / Progress	UN Sustainable Development Goals
Developing at least one sustainability project every year by all companies	Limak HEPP enterprises support the sustainability studies of Limak Group of Companies with at least two projects year.	  

UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 9

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal	Sustainability Project / Progress	UN Sustainable Development Goals
Implementation of feedback systems for external stakeholders.	Regular visits are made to local people and institutions, feedback tools are used.	  

UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 10: The business world must fight all forms of corruption, including bribery and extortion.

Limak HEPP effectively uses means such as surveys, complaint and suggestion forms within the scope of Quality Management Systems of each project, for evaluating and monitoring the feedback of external stakeholders.

All businesses implement an external stakeholder feedback system, either online through the website or via telephones and personnel at the plants.

Limak HEPP facilities conduct regular village and institution visits in close cooperation with local people and local public administrations. They engage with the local community with a meticulous approach.





Uludağ Elektrik Dağıtım A.Ş. (UEDAŞ)



Uludağ Elektrik Dağıtım A.Ş. and Sustainability

Uludağ Elektrik Dağıtım A.Ş. (UEDAŞ), services the south of the Marmara Region, the locomotive region of Turkey, covering 4 provinces, 55 districts, 2,221 quarters and 636 villages in an area of 35 thousand 501 square kilometres.

By continuing to invest in improving its infrastructure directly proportional to the increase in the number of subscribers every day, UEDAŞ supplies 3.2 million customers in Bursa, Balıkesir, Çanakkale and Yalova provinces with uninterrupted electricity service, focusing on quality, trouble-free service and 100% customer satisfaction.

Having 9% of the market share in the energy distribution sector in terms of both the number of customers and the amount of supply, the company is Turkey's 4th largest electricity distribution company.

UEDAŞ manages its sustainability goals and practices in accordance and in an integrated manner with the UN Sustainable Development Goals and implements a business style in all of its projects in accordance with the sustainability goals of Limak Group of Companies and the global initiatives and principles it is a signatory to. Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, UEDAŞ also produces projects that are compatible with universal principles and Limak Group of Companies Business Understanding Focuses in the sustainability projects it implements.

Within the sustainability projects of UEDAŞ, the main focus is on the Healthy Planet Business

Approach. The main reason for this is that environmental impact is the most important field of activity of UEDAŞ.

Prioritising occupational health and safety, UEDAŞ aims to provide a safe working environment for all its employees. Knowing the most important way to ensure unconditional customer satisfaction is to ensure the continuity of distribution, UEDAŞ makes its investments in infrastructure works and increasing the quality of service.

Customer communication and feedback has a critical role as a bridge in order to carry the global goals and sustainability understanding to society. UEDAŞ tries to increase environmental and social awareness with corporate social responsibility projects in order to bridge the gap.

To increase customer satisfaction, studies are carried out to increase the service quality while ensuring security of supply. The increase in quality of security of supply and service is possible by simultaneously increasing the satisfaction of the employees without compromising the occupational health and safety standards. For this reason, trainings are conducted that support the professional and individual development of employees.

In line with its main policy that also includes sustainability priorities, UEDAŞ continues its activities to fully meet the expectations of customers for uninterrupted and high quality energy and to become the leading company in the electricity distribution sector, with an understanding of unconditional customer satisfaction.

Uludağ Elektrik Dağıtım A.Ş. (UEDAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is by 2026 to implement social projects related to energy efficiency and to achieve 30% energy efficiency at the headquarters.

UEDAŞ produces efficiency projects by including energy efficiency practices in all of its projects, following up and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing infrastructure.

In all facilities, energy consumption is pursued, and location-based energy efficiency targets are implemented. Each project site develops its own situational assessment, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency.

Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training campaigns are executed in order to increase the awareness levels of all employees about energy consumption.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency: Reducing the unit energy consumption by 30% by 2026 for the headquarters.

Sustainability Project / Progress

Projects for energy efficiency are being implemented.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is to develop projects related to water efficiency.

UEDAŞ aims to develop awareness-raising projects for all its stakeholders, starting with its employees, and to design water efficiency projects to ensure the efficient use of water in all its projects.

Water consumption is monitored at all the project locations. Studies are being made to raise awareness of the employees to prefer water-efficient equipment, and to establish rainwater collection systems.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Developing projects related to water efficiency.

Sustainability Project / Progress

Water consumptions are monitored at all locations.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

UEDAŞ

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment

GOAL 3

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

The target is to complete "zero waste" studies by 2026 for all companies.

UEDAŞ puts significant effort into reducing waste generation, effective disposal or recycling of waste at source and Zero Waste Certificate. The processes of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored at all locations and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform. In addition, social responsibility projects are developed with stakeholders to achieve the goal of Zero Waste by 2026 and to increase awareness and joint efforts on this matter.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is Zero Waste by 2026

Sustainability Project / Progress

UEDAŞ has been awarded the Zero Waste Certificate for 3 locations.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

The following locations having received the UEDAŞ **Zero Waste Certificate**:

- Operational Directorate in Balıkesir
- General Directorate in Bursa
- Operational Directorate in Çanakkale



Uludağ Elektrik Dağıtım A.Ş. (UEDAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 4

Supporting the development of women's employment and engagement.

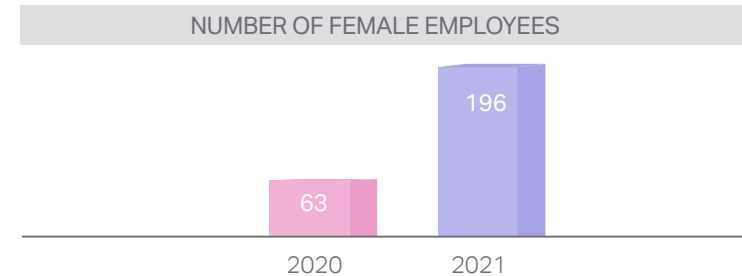
The aim is to increase the female employment rate by 50% by 2026, and to implement projects for women every year.

Taking decisive steps to ensure gender equality and increase women's employment, UEDAŞ has a high rate of female employees.

Effective corporate initiatives and projects are developed, human resources processes and social programs adopting gender equality and preventing discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination. Starting from the recruitment process, all policies, procedures, communication activities and practices for all candidates and employees are structured in line with gender equality. This is done in order to support the development of women's employment and women's active participation in the workforce.

In 2021, the number of female employees has increased to **26%** while it was 13% in 2020.

In 2021, the number of female employees has increased to 196 while it was 63 in 2020. The number of female employees has **increased by 3 times** in 2021 compared to 2020.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment: Increasing the rate of female employees by 50% by 2026

Sustainability Project / Progress

In 2021, the rate of female employees is **increased to 26%** while it was 13% in 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.



GOAL 5

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

UEDAŞ tackles employee satisfaction rates with a high level of sensitivity. The Limak Holding Human Resources Department conducted the first Employee Satisfaction Survey in 2021. This was done following a series of meetings initiated in 2020 with human resources departments in all the companies and Social People Committee representatives.

According to the survey, UEDAŞ satisfaction rate was determined as 72.4%, which is above the general satisfaction rate of 71.7% for the Limak Group of Companies. Additionally, employee commitment was determined to be 73.8%, above the general rate of 72%.

Following the survey, specific action plans were devised targeting areas where more development is necessary at each location based on the feedback of the employees.

Employee satisfaction rate: **72.4%**
Employee commitment rate: **73.8%**



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first Employee Satisfaction Survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Uludağ Elektrik Dağıtım A.Ş. (UEDAŞ)

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



GOAL 6

It is aimed to carry out studies to improve the understanding of sustainability in the sectors in which we operate, and to support these studies with at least one project per year for each company.

UEDAŞ conducts investments and studies on sustainability priorities. Sustainability projects are designed in harmony with the activities of each location and in accordance with the environmental, social and governance objectives of the Limak Group of Companies. These are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office. To maximise the positive impact of environmental, social and sustainability projects, collaborations are developed so that companies can benefit from local government leadership along with their resources.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

Environmental and social responsibility projects were realised in 2020 and 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Some of the projects conducted in 2020 and 2021 are:

- Transformers Speak Project
- Project of Composite Poles Made of Recycled Materials in Energy Distribution
- Systems Virtual Energy Grid Project for Compatible and Smart Islands
- My Brother must not get Cold Social Responsibility Project



GOAL 7

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

To collect feedback, UEDAŞ effectively uses digital and face-to-face communication such as call centers, customer offices, customer surveys, complaint and suggestion forms, etc. besides all legislative requirements for evaluating and monitoring feedback from external stakeholders. In particular, the Call Centre, Webchat, Complaints line and the Mukhtar Communication Unit are among the mechanisms through which intensive communication with customers and external stakeholders is carried out.



Mukhtar Division of Communication: By being in direct contact with the mukhtars in the service area, UEDAŞ team receives their reports, transfers them to the relevant unit and ensures that the reported issues are resolved.

Mobile Application Mukhtar Support Tab: By creating a separate “Mukhtar Support Line” for mukhtars in our mobile application software, the aim is to respond to reports as quickly as possible. By installing the mobile application, all 2,800 mukhtars in the region can access the customer representative directly via a special panel.

24/7 Active Customer Representative for Mukhtars: Requests and complaints can be sent 24/7 via the number 0224 600 30 40, which can only be reached from the registered phones of the Mukhtars in Bursa, Balıkesir, Çanakkale and Yalova.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementing the feedback systems for external stakeholders.

Sustainability Project /Progress

Customer satisfaction rates realised above the average in Turkey.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.



The background features a large, light blue, semi-transparent letter 'T' on the left side. To the right of the 'T' is a vibrant, multi-colored floral or energy-like explosion. This explosion is composed of various shades of purple, magenta, and blue, with a bright white and yellow center. It has a dynamic, almost explosive feel, with many small, glowing dots and larger, soft-edged shapes radiating from the center. The overall aesthetic is modern and energetic, with a focus on bright, saturated colors and abstract forms.

Limak Enerji Uludağ Elektrik



Limak Enerji Uludağ Elektrik and Sustainability

Having set out under the slogan "We Enlighten Life", Limak Enerji Uludağ Elektrik is the electricity trading company in the portfolio of Limak Yatırım Enerji A.Ş.

Limak Enerji Uludağ Elektrik was established on 28.09.2012 under the framework of the Electricity Market Law and the relevant legislation of the Energy Market Regulatory Authority (EPDK). The Company carries out the sales of electricity to consumers in Bursa, Balıkesir, Çanakkale and Yalova. The electricity sales amount of the company, which supplies energy to approximately 3 million customers and 5 million people in the 4 provinces it serves, is measured more than the electricity consumption of 134 countries in the world.

Limak Enerji Uludağ Elektrik provides electricity to consumers in the residential, commercial, industrial, agricultural irrigation and lighting tariff group.. The company also sells electrical energy by making bilateral agreements in every province of Turkey, except for the 4 provinces where it is the assigned supply company. To date, it has operated in 69 provinces.

Limak Energy Uludağ Elektrik continues its investments in industry innovations in order to improve customer satisfaction and the quality of the services.

As a pioneer in its sector, the company strengthens its data and communication infrastructure with different business models based on technological development and enables its customers to access information more easily. With nearly 100 transaction centres, the company offers its customers many services such as

subscriptions, collections and advantageous tariffs.

Limak Enerji Uludağ Elektrik manages its sustainability goals and practices in accordance with the UN Sustainable Development Goals. Limak Group of Companies adopts a high business standard in all its projects, in accordance with the sustainability goals of Limak Group of Companies and the global initiatives and principles of which it is a signatory. Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, UEDAŞ also implements projects that are compatible with sustainability principles of Limak Group of Companies.

Having a view of the sustainability projects of Limak Enerji Uludağ Elektrik, it is seen that the Focus of Healthy Planet Business Approach comes to the fore. The reason for this is that environmental impact is the most important element within the sustainability activities of Limak Enerji Uludağ Elektrik

Limak Energy Uludağ Elektrik determined its sustainability priorities as a result of evaluation meetings with its stakeholders, feedback resulted from consumer surveys, sustainability workshops and meetings with senior management. The priorities are as follows: ensuring customer satisfaction with innovative approaches, developing social responsibility practices and corporate reputation through projects, with a particular focus on empowering women, supporting disabled individuals, protecting the environment and developing lasting change.

Limak Enerji Uludağ Elektrik

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

The aim is to implement social projects related to energy efficiency and to achieve 30% energy efficiency at the headquarters by 2026.

Limak Enerji Uludağ Elektrik prioritises providing energy efficiency in all of its projects, by developing energy efficiency studies, creating the necessary infrastructure and renewing the existing infrastructure.

In all offices, Limak Enerji Uludağ Elektrik pursues energy consumption and implements location-based energy efficiency targets. With each project site, Limak Enerji Uludağ Elektrik develops suitable situation assessments, planned monitoring, engineering, administrative control processes and applications to increase energy efficiency.

Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, Limak Enerji Uludağ Elektrik provides training sessions on this topic in order to raise the awareness of all employees about energy consumption.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Energy Efficiency: Reducing the unit energy consumption by 30% by 2026 for the headquarters.

Sustainability Project / Progress

Projects for energy efficiency are being implemented.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Limak Enerji Uludağ Elektrik

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Environment

GOAL 2

Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

30% water efficiency is aimed in the headquarters by 2026.

Limak Enerji Uludağ Elektrik aims to raise awareness about water efficiency amongst all its stakeholders, starting with its employees, By designing water efficiency projects and ensuring the efficient use of water in all its offices. Water consumption is monitored at all locations and employees are encouraged to prefer water-efficient equipment, and to establish rainwater collection systems.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Reducing unit water consumption in the headquarters by 30% by 2026

Sustainability Project /Progress

Water consumptions are monitored at all locations.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

GOAL 3

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

The target is to complete zero waste studies by 2026 for all companies.

Limak Enerji Uludağ Elektrik works on reducing waste generation, by efficiently disposing or recycling waste at source, as part of the process to achieve the Zero Waste Certificate. The processes of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored at all locations and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform. In addition, social responsibility projects are developed with stakeholders to increase awareness and joint efforts on this matter.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is Zero Waste by 2026

Sustainability Project / Progress

Studies for Certificate of Zero Waste have been initiated.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



Limak Enerji Uludağ Elektrik

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social



GOAL 4

Supporting the development of women's employment and engagement.

The aim is to maintain the women's employment rate of 55% and to implement projects for women every year.

By taking decisive steps to ensure gender equality and increase women's employment, Limak Enerji Uludağ Elektrik has a high percentage of female employees.

As in all companies part of Limak Group of Companies, effective corporate initiatives and projects are developed, human resources processes and social programs adopting gender equality and preventing discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination.

In order to support the development of women's employment and women's active participation in business life and ensure that all internal practices are based on equality, starting from the recruitment process, all policies, procedures, communication activities and practices for all employee candidates and employees are structured in line with gender equality.

Rate of female employees

%26

(Average of 2020 and 2021)

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Supporting women's employment: Maintaining the women's employment rate of 55% and developing projects for women every year

Sustainability Project / Progress

In 2021, the rate of female employees increased to 26% while it was 13% in 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.

GOAL 5

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

Limak Enerji Uludağ Elektrik prioritizes improving employee satisfaction. In order to prepare action plans for increasing employee satisfaction, following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives, the Human Resources Department of the Group conducted the first Employee Satisfaction Survey in 2021.

The satisfaction rate in Limak Enerji Uludağ Elektrik was determined as 75.2%, which is highly above the general satisfaction rate of 71.7%. On the other hand, the commitment rate was determined to be 76.6%, high above the general rate of 72%. For areas open to development on a project basis, specific action plans were made for each location based on the feedback of the employees.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first Employee Satisfaction Survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Limak Enerji Uludağ Elektrik

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Social

Limak Enerji Uludağ Elektrik

SUSTAINABILITY GOALS AND PROGRESS PERFORMANCE

Governance



GOAL 6

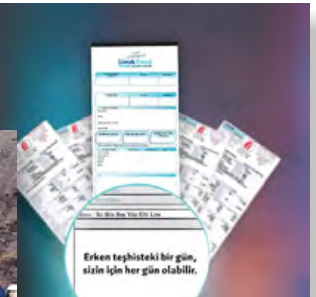
It is aimed to carry out studies to improve the understanding of sustainability in the sectors in which we operate, and to support these studies with at least one project per year for each company.

Limak Enerji Uludağ Elektrik conducts investments and studies on sustainability priorities. Sustainability projects are designed in harmony with the activities of each location and in accordance with the ESG objectives of the Limak Group of Companies. They are implemented with the joint efforts of the senior management, relevant units, Sustainability Committees and the Sustainability Office.

In order to maximise the positive impact of environmental, social and sustainability projects on development goals and processes, Limak develops collaborations so that companies can benefit from local government leaders along with their resources.

Some of the projects conducted in 2020 and 2021 are:

- Science Fellowship
- Bicycle Parks
- Environmental Team
- My Energy Consultant
- Energetic Holiday
- Green Transformation Forests
- Energy of the Future
- Our Love, Our Energy is with You
- Social Bills



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

Environmental and social responsibility projects were realised in 2020 and 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 7

It is aimed to create, monitor and report feedback systems for the external stakeholders and to implement the feedback across all companies, with full participation, until 2023.

Limak Enerji Uludağ Elektrik effectively uses digital and face-to-face communications such as call center, customer offices, customer surveys, complaint and suggestion forms, etc. in addition to all legislative requirements for evaluating and monitoring feedback from external stakeholders.

Along with the Limak Enerji Uludağ Elektrik Call Centre, available at 444 6 646, the Online Transaction Centre, which can be accessed on the website at www.limakuludag.com.tr, also offers its customers the opportunity to conduct transactions through the mobile application, e-State and the Sign Language Call Line, available at 0 555 0 646 646.

The customer satisfaction rate, which was 86% in 2020, **increased to 93%** in 2021.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Implementing the feedback systems for external stakeholders.

Sustainability Project / Progress

Customer satisfaction rates realised above the average in Turkey.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.



The background features a large, light blue, semi-transparent letter 'T' on the left side. To the right of the 'T' is a vibrant, multi-colored floral or starburst-like graphic. This graphic has a central point from which various petals or rays emanate in shades of purple, magenta, red, and blue. There are also smaller, glowing blue and purple dots scattered around the base of the main graphic. The overall color palette is soft, with pastel pinks, purples, and blues dominating the scene.

Limkon



Limkon and Sustainability

Established in 2008, Limkon produces tomato paste, fruit juice concentrate and fruit puree at its Fruit Juice Concentrate Facilities.

Continuing to sell orange juice, NFC (not-from-concentrate) fruit juices and fruit drink products under the registered "Pomona" brand and exporting to more than 30 countries, Limkon expands its product range in cold tea and different fruit/ flavoured beverage groups with new R&D studies every year.

The production of organic concentrate continues to increase every year, in order to meet the demands from abroad. The factory, which has an annual fruit processing capacity of 85 thousand tons, can produce 10 thousand tons of concentrate per year.

In addition to the increase in organic production quantities, we expanded the range of organic products which increased the sales revenues. Some of these products are apple, cherry, pomegranate and black carrot juice concentrates and purees. Natural fruit flavours and oils obtained at the factory are among the products which saw an increase in sales. Every part of the raw material used in the factory is evaluated, and no organic waste, from shell to pulp, goes to waste.

Limkon manages its sustainability goals and practices in accordance with the UN Sustainable Development Goals.

Limkon implements a high business standard in all its projects, in accordance with the sustainability goals of Limak Group of Companies and the global initiatives and principles of which it is a signatory. Adopting the human rights, environment, labour standards and anti-corruption principles of the UN Global Compact as the basic approach, Limkon also implements projects that are compatible with the sustainability principles of Limak Group of Companies.

For further information on Limkon:
<https://www.limak.com.tr/sectors/food-and-beverage>

From its inception, Limkon has been operating at the highest standards of food safety, and works for the development of sustainable agriculture and the protection of the environment in the areas where it operates. It also aims to develop corporate social responsibility by sharing its knowledge and experience with local producers.

The sustainability priorities of Limkon focus on "Food Safety and Product Responsibility," "Compliance with International Standards and Laws," "Sustainable Agriculture" and "Waste and Water Management". In addition, other issues prioritised by Limkon are: developing the understanding of product responsibility in agricultural products and internalising this understanding before all stakeholders and ensuring occupational health and safety in agriculture.

Limkon makes maximum efforts to develop sustainable agriculture in the region where it operates. The effective implementation of supply-demand management in the agricultural field, the development of stakeholders for the control and management of the yield within the framework of a sustainable agriculture understanding constitute the basis of the company's business approach.

Having a production approach in line with international high standards in the field of agriculture, Limkon works to achieve globally accepted targets for climate action, water conservation and waste management in order to ensure sustainable development.

Having a view at the sustainability projects of Limkon, it is seen that the Focus of Healthy Planet Business Approach comes to the fore. The basic reason of this is that environmental impact is the most important field of sustainability method in the production activities of Limkon.

Similarly, evaluating the sustainability projects of Limkon in terms of Stakeholder Capitalism metrics, which were shared by the WEF with the whole world in 2020, the main axes that stand out are human and welfare.

Environment



GOAL 1

Constantly monitoring and developing energy efficiency studies, creating the necessary infrastructure and renewing the existing one.

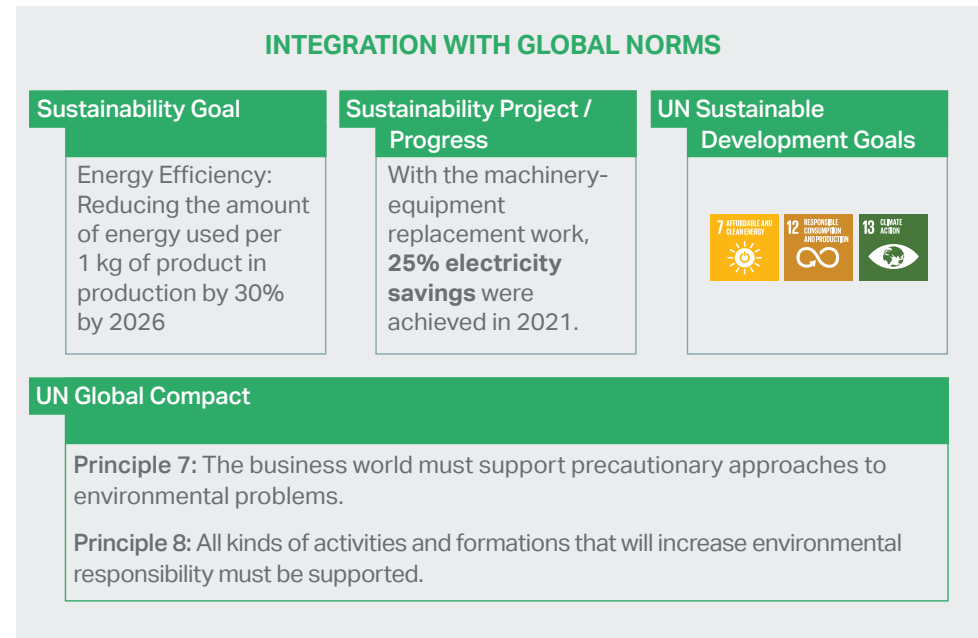
The aim is to reduce the amount of energy used for 1 kg of product in production by 30% by 2026.

Limkon produces energy efficiency projects with a target of more than 25% by 2026, which is the common energy efficiency goal of Limak Group of Companies, by prioritizing energy efficiency in its production facility, following up and developing energy efficiency studies, as well as creating the necessary infrastructure and renewing the existing infrastructure. Investments are made in operational efficiency and innovative practices in order to reduce energy consumption. In addition, training sessions are implemented in order to increase the awareness of all employees about energy consumption.

In order to use a 'converter compressor' instead of a 'screw compressor', which is an important project for energy efficiency, the replacement of all equipment started in 2021 and approximately 25% electricity savings were achieved according to the first measurements. In addition, works on the conversion and renewal of electric motors were also initiated.

We have started establishing the ISO 5001 Energy Management System, and energy audit studies were reported for the first time in 2021. The Solar Power Plant, the feasibility studies of which have been completed, is planned to be commissioned in the last quarter of 2022.

With the machinery-equipment replacement work, **25% electricity savings** were achieved in 2021.



GOAL 2

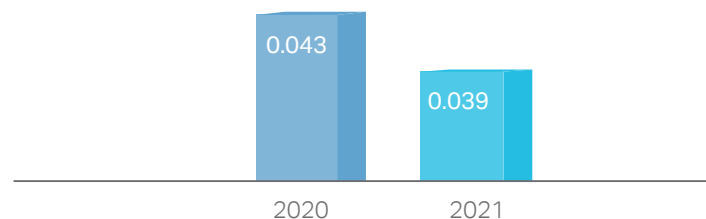
Constantly monitoring and developing water efficiency studies, creating the necessary infrastructure and renewing the existing one.

Limkon develops awareness-raising projects for all its stakeholders, starting with its employees, and designs water efficiency projects in order to ensure the efficient use of water in all its projects.

Administrative and operational water consumptions are monitored in the facility processes. However, about 35% of the water used in the production process can be recycled and reused.

The amount of water used in production was reduced from to 0.039 m³ in 2021 while it was 0.043 m³ in 2020. Thus, **10% less water** was used for 1 kg of product.

AMOUNT OF WATER USED IN PRODUCTION
(m³/1 kg of product)

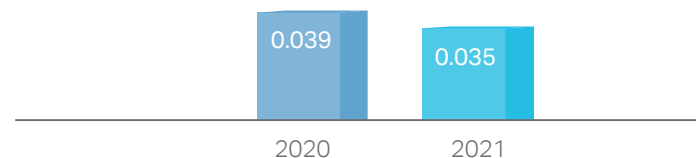


The aim is to reduce the amount of water and waste water used for 1 kg of product in production by **20% by 2026**.

Thanks to the improvements in the dissolved air flotation (DAF) system in its production facility, Limkon has succeeded in reducing the amount of suspended waste. In addition, the project, which was initiated for the recovery of water evaporated from the evaporation unit, an important practice to reduce water use, is planned to be completed in 2022.

The amount of waste water out of production was reduced from to 0.035 m³ in 2021 while it was 0.039 m³ in 2020. Thus, **11% less waste water** was generated for 1 kg of product.

AMOUNT OF WASTE WATER GENERATED IN PRODUCTION
(m³/1 kg of product)



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Water Efficiency: Reducing the amount of water and waste water used for 1 kg of product in production by 20% by 2026.

Sustainability Project / Progress

The amount of water used for 1 kg of product was reduced by 10% in 2021 compared to the previous year. In the same period, the amount of waste water was also reduced by 11%.

UN Sustainable Development

Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 3

Reducing the emissions caused from our activities.

The aim is to reduce the facility's emissions by 30% by 2026.

Through its projects, Limkon aims to reach the common emission reduction target of 27% of Limak Group of Companies by 2026. Together with the Healthy Planet and Inclusive Development Committees, Limkon continues to work on the roadmap for the emission reduction target.

Climate actions, emissions and carbon footprint management issues have an important place in the sustainability agenda of Limkon.

Following the new investments and machinery-equipment improvements in the facility, carbon footprint calculation studies have started and the first report is aimed to be produced in 2022.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Emission reduction:
Reducing plant emissions by 30% by 2026

Sustainability Project / Progress

Carbon footprint calculation studies were started.

UN Sustainable Development Goals



UN Global Compact

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Principle 9: Development and dissemination of environmentally friendly technologies must be supported.



GOAL 4

Implementing awareness projects that will help to reduce consumption by developing solutions to reduce waste generation.

The aim is to complete “zero waste” studies by 2026 for all companies.

Limkon prioritises reducing waste generation in its operations, by efficiently disposing or recycling waste at source as part of the process to achieve the Zero Waste Certificate.

The processes of reducing waste generation, re-evaluation and disposal of waste by correct separation are monitored at all locations and are regularly reported to the senior management and to the Healthy Planet Committee via the Sustainability Governance Platform.

Every part of the raw material used in the factory is evaluated, and no organic waste, from shell to pulp, goes to waste.



INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Reducing Generation of Waste: The target is “Zero Waste” by 2026

Sustainability Project / Progress

Total amount of organic waste was reduced by 24% in 2021 compared to 2020.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.

Total amount of organic waste was **reduced by 24%** in 2021 compared to the previous year.



Social



GOAL 5

Supporting the development of women's employment and engagement.

The aim is to increase the rate of female employees by 50% by 2026 and to continue the projects to support female agricultural workers.

Limkon takes decisive steps to ensure gender equality and increase women's employment and to improve the socio-economic living conditions of women working in rural and agricultural.

As in all companies of Limak Group of Companies, we develop effective corporate initiatives and projects, we implement human resources processes and social programs that promote gender equality and prevent discrimination are implemented in order to strengthen the place of women in employment and to eliminate gender discrimination.

In order to support the development of women's employment and women's active participation in business life and ensure that all internal practices are based on equality, starting from the recruitment process, all policies, procedures, communication activities and practices for all employee candidates and employees are structured in line with gender equality.

The number of female employees **increased by 11% in 2021** compared to the previous year.

The rate of female employees, which was 18% in 2020, **increased to 20.5%** in 2021.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Support to the development of women's employment:
It is aimed to increase the rate of female employees by 50% by 2026 and to continue the projects to support female agricultural workers.

Sustainability Project / Progress

The number of female employees increased by 11% in 2021 compared to the previous year.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 6: Discrimination in recruitment and placement must stop.



GOAL 6

The goal is zero accidents achieved by developing practices that will provide improvement in occupational health and safety and by providing international performance criteria and standards in this field.

In line with its zero accident target, Limkon prioritizes the health and safety of its employees. While creating safe working environments, Limkon values the mental and emotional health and well-being of the employees.

Behavioural changes and compliance are constantly monitored through training and occupational health and safety activities, which is an integral part of Limak's working culture.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Occupational Health and Safety:
The Goal is zero accident

Sustainability Project /Progress

No lost time accidents happened in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

GOAL 7

It is aimed to follow up with employees and in doing so ensure that satisfaction rates reach a minimum of 80% every year.

Limkon carries out its works on employee satisfaction with a high level of sensitivity. In order to prepare action plans for increasing employee satisfaction, following a series of meetings initiated in 2020 with human resources departments in all companies and Social People Committee representatives, the Human Resources Department of the Group conducted the first Employee Satisfaction Survey in 2021.

In the Survey, the satisfaction rate in Limkon was determined as 80.4%, which is highly above the general satisfaction rate of 71.7% for Limak Group of Companies. Moreover, the commitment rate was determined to be 80%, high above the general rate of 72%.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Employee satisfaction being minimum 80% every year

Sustainability Project / Progress

The first Employee Satisfaction Survey was conducted in 2021.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.



Governance



GOAL 8

Carrying out studies to improve the understanding of sustainability in the sectors in which we operate.

Limkon continues to invest in social responsibility projects. In order to maximise the positive impact of environmental, social and sustainability projects on sustainable development goals and processes, we develop collaborations so that companies can benefit from local government leaders along with their resources.

In addition to its contributions to the regional economy, Limkon makes a great contribution to the development of our country's agricultural agriculture with the agricultural assistance, technical support and information activities it provides to the farmers of the region. It is taking firm steps towards its goal of leading the establishment of conscious and systematic agriculture understanding with the plantations to be created in fruit growing.

Limkon conducts studies to increase the competence of young people on the path of sustainable development, and provides internship opportunities to students studying in the Food, Industry, Chemistry and Biology Engineering and departments of universities. In the social responsibility project "Limkon Youth Zone" that started in 2012, we share with the students information about production techniques and technologies through the portal, which also, allows the students to send their internship requests.

Limkon continues its activities by prioritising its goal of ending hunger, which is in the second rank among the United Nations Sustainable Development Goals that include the development of sustainable agricultural practices in accordance with its sustainability approach. The effective implementation of supply-demand management in the

The aim is to support these studies with at least one project per year for each company.

agricultural field, the development of stakeholders for the control and management of the yield within the framework of a sustainable agriculture understanding constitute the basis of the company's business approach.

With the importance that Limkon attaches to the principles of sustainable agriculture, soil and water management in production, we follow biodiversity, energy management, combating climate change and waste management and make necessary performance measurements.

Limkon applies positive discrimination towards disadvantaged employees who may be discriminated against by considering gender equality in the recruitment and employment processes. With the "Women Agricultural Workers" project, women are provided with employment and the position of women in agriculture is strengthened.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Developing at least one sustainability project every year by all companies

Sustainability Project / Progress

At least 3 sustainability projects are carried out every year.

UN Sustainable Development Goals



UN Global Compact

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 8: All kinds of activities and formations that will increase environmental responsibility must be supported.



GOAL 9

It is aimed by 2023 to apply the ethical principles and rules in all group companies to entire value chain, starting from the employees and including the supply chain.

Limkon carries out its works by considering Limak Group of Companies Code of Business Ethics as the most important guide that reveals ethical principles compatible with our corporate values in all of its activities.

In order to increase awareness and ownership of the ethical rules of Limak Group of Companies, we started inclusive activities for the employees and suppliers. Limak Group of Companies Code of Business Ethics trainings for were started all employees in 2020 and completed in 2021. We have also made the necessary preparations to accelerate knowledge-sharing and training with the supply chain.

Within the scope of the Food Safety and Quality Culture Development Plan, awareness-raising events, competitions and technical trainings are held for employees and suppliers, especially regarding international food production and food safety standards related to its field of activity.

As part of the internal communication activities of the facility, we carry technical trainings and surveys to strengthen the food safety culture.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Transfer of ethical principles to the value chain

Sustainability Project / Progress

The Food Safety and Quality Culture Development Plan is being implemented.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.
Principle 7: The business world must support precautionary approaches to environmental problems.

GOAL 10

It is aimed to bring a sustainability perspective to the supply chain and to complete the training of all suppliers by 2026.

Limkon regards a strong supply chain as the fundamental condition for the continuity of production in all circumstances in terms of sustainability performance, considers the sustainability capacity and performance of its suppliers and business partners important, and takes steps to strengthen the sustainability approach of its stakeholders in the supply chain in all its projects.

Evaluation criteria have been established to assess the sustainability performance studies conducted for Limak Group of Companies procurement and supply chain, and studies have been started to develop a regular evaluation and monitoring process by disseminating these criteria to the supply chain.

Limkon meticulously evaluates the quality and management systems, ethical practices, environmental management and occupational health and safety conditions of the suppliers in purchasing processes, especially in order to increase local and regional supply and improve the capacity of local businesses.

INTEGRATION WITH GLOBAL NORMS

Sustainability Goal

Bringing a sustainability perspective to the supply chain

Sustainability Project / Progress

Studies are conducted to develop local and regional suppliers.

UN Sustainable Development Goals



UN Global Compact

Principle 1: The business world must support and respect human rights.

Principle 7: The business world must support precautionary approaches to environmental problems.

Principle 10: Business world must fight all forms of corruption, including bribery and extortion.



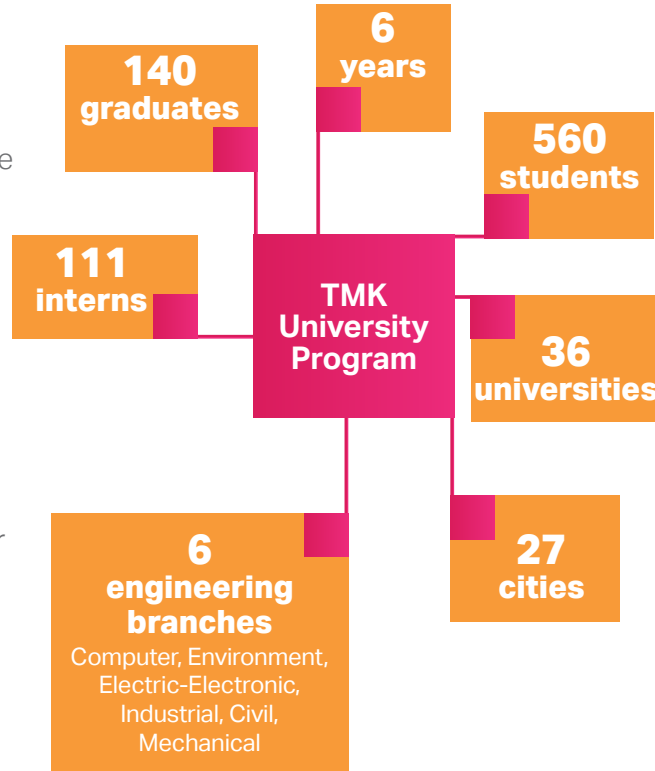
The background features a large, light blue stylized letter 'L' on the left side. To the right of the 'L' is a vibrant, multi-colored floral or leaf-like design in shades of purple, pink, and blue, with a bright, glowing center. The overall aesthetic is modern and artistic, with soft, flowing lines and a mix of cool and warm tones.

Limak Foundation



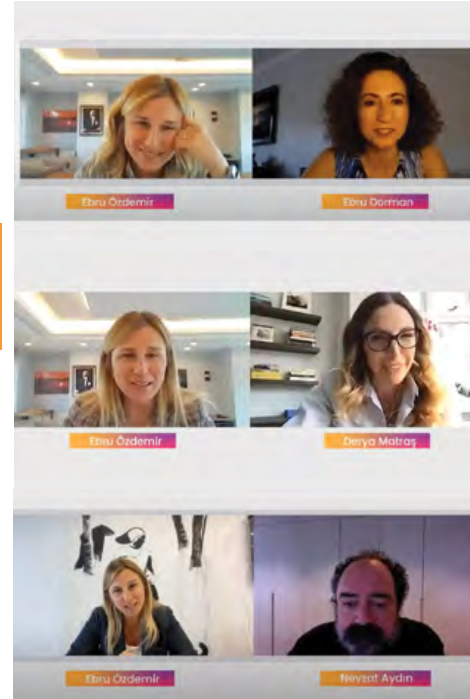
The project Engineer Girls of Turkey (TMK) aims to contribute to inclusive and sustainable growth by developing a model for increasing qualified female employment by ensuring that women are more involved in the field of engineering where labour force participation is low. The project, which was implemented in 2015, is carried out in partnership with Limak Foundation, the Ministry of Family and Social Services, the Ministry of National Education and the United Nations Development Program (UNDP).

The project, which is designed with a holistic approach, includes programs for high school and university students, as well as the Global Program on Gender Equality in the Business World, which aims to present an inclusive model in corporate life as the 3rd group field of activity.



Supports

- Scholarship throughout the university education
- Volunteer mentoring and coaching with female engineers working in Limak Group of Companies and other organisations
- The right to participate in certificate programs prepared by institutions specialised in their own fields, in order to gain 21st century skills
- Online English language training from Boğaziçi University Lifelong Education Centre
- Internship opportunities in Limak Group of Companies and other organisations
- After graduation, opportunity of employment in Limak Group of Companies and other companies in the sector within the framework of requirements



Due to the COVID-19 pandemic that affected the whole world, the İstanbul Meeting, which was held every year in February, could not be held in 2021. On the other hand, the Engineer Girls of Turkey came together with valuable names in their field in online meetings with the theme of "resilience". At the meetings held in April, May and June, Derya Matraş, the Regional Vice President of Facebook Middle East, Africa and Turkey, Nevzat Aydın, the CEO of Yemeksepeti, and Ebru Dorman, Independent Member of the Board and Social Entrepreneur participated as guests.



TMK High School Program

The TMK High School Program has been founded in 2017 with the aim of raising awareness about the stereotyped social judgments regarding professional choices formed at an early age and for students to choose a profession according to their abilities and interests by getting rid of these stereotypes. Activities carried out in cooperation with the Teacher Academy Foundation (ÖRAV) continued in 50 schools in 20 provinces in 2020-2021 (Ağrı, Amasya, Ankara, Bursa, Diyarbakır, Erzincan, Eskişehir, Gaziantep, İstanbul, İzmir, Kilis, Manisa, Mardin, Mersin, Niğde, Şanlıurfa, Şırnak, Trabzon, Tunceli, Uşak).



More than 30 thousand students were reached with the activities implemented under the mentorship of ÖRAV educators and under the guidance of 162 teachers who completed their trainers' training. Moreover, as part of the program, role model videos were shot and published online, introducing the six engineering departments (Computer, Environment, Electrical-Electronics, Industry, Civil, Mechanical) supported by the TMK project, and in which successful female engineers share their experiences.

Global Program on Gender Equality



With the Global Program on Gender Equality in the Business World, conducted with the hosting of UNDP for public and private sector organisations, aims to close the gender pay gap and achieve gender parity. The program envisages the establishment of an internal management system in which companies continuously monitor and improve the equality of opportunity between men and women within their own organisation and in their business relations.

As part of the Global Program for Gender Equality in the Business World, the pilot implementation was launched in Turkey in 2019 at Limak Investment, aimed of developing and adopting a gender-sensitive approach and implementing global standards at an institutional level.

www.turkiyeninmuhendiskizlari.com



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Gülseren Özdemir Special Education Application School



Gülseren Özdemir Special Education Practice School was built by Limak Foundation in order for mentally and physically disabled children with special education needs to have equal opportunities in the society. The school, which was opened with a ceremony attended by President Recep Tayyip Erdoğan and his wife Emine Erdoğan on November 5, 2018, was donated to the Ministry of National Education.

The school in İstanbul Küçükçekmece, with an indoor area of 5 thousand square metres, is the largest educational institution in Turkey in its category. It is also the only school in its category that has 3 levels from primary to high school. The school, which has a capacity of 300 students with 27 classrooms, has been planned to provide education and training in the best conditions for students with moderate and severe disabilities, students with moderate and severe autism, and students with multiple disabilities (mental and physical).

In Gülseren Özdemir Special Education Application School, in addition to classrooms,

there is a library, a computer room, a parent waiting room, a parent-teacher association room, a physiotherapy and speech therapy room, an infirmary, a cafeteria, a conference hall for 100 people, including backstage and foyer, an elevator able to accommodate 2 stretchers, as well as training and play stations in the garden, and open-air classrooms.

During 2020-2021, a total of 152 students in 3 levels were educated in the school, where 1 principal, 3 vice principals and 81 educators with various specialities were in charge. In 2021, as part of Psychological Counselling and Guidance services, a joint project was carried out with training and research hospitals to identify risky students and assist them in their treatment processes.

Gülseren Özdemir Outstanding Achievement Scholarship

Limak Foundation gives an outstanding achievement scholarship in memory of Gülseren Özdemir, who dedicated her life to education, in order to support the students who create the future of our country, focus on success by challenging the impossibilities, and show outstanding success in secondary education.

In the 2020-2021 academic year, 10 successful students benefited from the program, which includes educational scholarships, volunteer mentoring support, books and stationery, computer assistance, special education programs, online English language training and university preparation course.

Junior Engineers of the House



The project "Junior Engineers of the House" was launched in order to make pre-school children love engineering and to explain to pre-school children and their families that engineering exists in all areas of life with specially designed games. The project was initiated in Gaziantep in 2018, and included teacher training seminars, classroom practices and parent information meetings. After the training sessions and awareness activities carried out in the schools, the projects completed by the children and their families with reference to the book of "Junior Engineers of the House" were exhibited in the kindergartens with the "Engineering Days Fair". In 2019, the project implementation was completed with the "Engineering Days Fair", which was held after the training of trainers held at the Presidential Nursery and Day Care Centre. The project "Junior Engineers of the House" was conducted through digital channels in 2020 and 2021. In this context, we shared various experiments and interactive games focused on engineering, which children can perform with their parents, and raised awareness through competitions and activities.



Limak Philharmonic Orchestra



Limak Philharmonic Orchestra, whose general art director is world-renowned tenor Murat Karahan, was founded by Limak Foundation in 2017. Zeki Müren's timeless songs were featured in his first performance, conducted by Rengim Gökmen, one of Turkey's leading conductors. Limak Philharmonic Orchestra continues to bring together large masses by interpreting Turkish music polyphonically. The orchestra met 20 thousand art lovers all over Turkey in a year, and the orchestra's album named "Zeki Müren Songs", which includes the unforgettable songs such as "Şimdi Uzaklardasın", "Elbet Bir Gün Buluşacağız", "Veda Busesi", "Senede Bir Gün", took its place on all digital platforms and music markets in 2018.

Limak Philharmonic Orchestra, which met with music lovers with online events during the pandemic period, concluded 2021 with the "New Year Concerts with the Stars of the Opera" in Ankara and İstanbul. Murat Karahan and soprano Anna Pirozzi took the stage at the concerts conducted by Francesco Ivan Ciampa.

Limak Philharmonic Orchestra continued to implement digital projects as well as concerts.

Sustainable Development Goals Impact Accelerator Project



The Sustainable Development Goals Impact Accelerator project was implemented in 2018 in cooperation with the Republic of Turkey Ministry of Foreign Affairs, UNDP Turkey Office, UN World Food Program (WFP), Melinda & Bill Gates Foundation, Qatar Investment and Development Fund, Limak Group and Eczacıbaşı Group. The first period of the project, which brought together entrepreneurs from all over the world for refugees and disadvantaged groups in Turkey, started with 27 teams from 14 countries. The acceleration program continued with nine teams that aimed to make the technologies they developed available to refugees and disadvantaged groups in Turkey. The teams participating in the "Accelerator" phase participated in field trips in August 2019. 16 entrepreneurs made various visits in İstanbul, Bozüyük and Gaziantep, and observed the needs of refugees and disadvantaged individuals in the field. The entrepreneurs who developed suggestions for piloting the needs they saw in the field in Turkey, had the opportunity to present their projects at the United Nations General Assembly meetings. In the project, which was prolonged due to the pandemic, the implementation process started in August 2020.

In September 2020, a call was made for the second leg of the project. The call process, which started in Uganda and Bangladesh, focused on digital agriculture and financial inclusion and invited global entrepreneurs working in this field to present their projects and ideas. After the evaluation of the applications received, 12 teams started to work in Uganda and Bangladesh. The United Nations Technology Bank was also involved in this second phase of the project.

Documentary Project on Syrian Refugees in Turkey

With the Atlantic Council Turkey Program, which is one of the world's leading think tanks, Limak prepared a report on the situation of refugees in Turkey in 2018 and presented it to the European Parliament in New York, İstanbul and Brussels. As part of the ongoing cooperation with the Council, Limak produced a documentary, aiming to reveal the correct and effective integration of Syrian refugees living in Turkey into economic and social life.



The documentary project, which is complementary to the report, sheds light on the successes of 4 Syrian women entrepreneurs living in different cities of Turkey. The documentary titled "Do seagulls migrate?" was previewed in New York in September 2021 as part of the United Nations week. In November, it was launched at the Kennedy Centre, one of the most important culture and arts venues in the US capital, Washington DC.



KEDS Academy



KEDS Academy was established in 2014 by the Kosovo Electricity Distribution Company (KEDS), which distributes electricity in Kosovo, to contribute to finding solutions to the unemployment problem in the country and to provide qualified workforce to the energy sector. Conducted with the partnership of Boğaziçi University Lifelong Education Centre, Pristina University and Kosovo Ministry of Science, Education and Technology, the Academy gave its 8th term graduates this year. 414 students have graduated from the programs of KEDS Academy, which broke a record with its sustainability not only within the company but also in Kosovo, and 254 of them are still employed in KEDS and KESCO. The number of students who went for master's program studies and to work abroad was 160.

21 of the students attending the 9th term of KEDS Academy are university students and 55 of them are technical high school students. Half of the university students who participated in the program for the first time this term are engineer girls.

The program of KEDS Academy was presented as an academic article with the title of "University-

Industry Cooperation Practice Case in Preventing Unemployment of Youth" at the International Social Sciences Conference held in July 2021. Afterwards, it was included as a "Good Practice Practice" in the book "Current Research in Social Sciences".

Limak ASI

As part of Limak ASI (Limak Airport Services Institute), which was established in 2014 within the body of Pristina Adem Jashari International Airport operated by Limak, we provided training sessions on airport management to students in the last year of universities.



Internship and job opportunities are provided to those who successfully complete the program. As part of the project implemented with the cooperation of Pristina University and Boğaziçi University Lifelong Education Centre, 150 students have graduated so far. While 60% of the participants were female students, 96 of the students who successfully completed the program were employed at Pristina Adem Jashari International Airport. At the airport, which has a Carbon Neutral Certificate, efforts are continued to restructure the current program on the axis of sustainability.

Engineer Girls of Kuwait



More than 200 Kuwaiti female engineer students have benefited from the program, which is the first application of the "Engineer Girls of Turkey" project abroad, and which was implemented in 2017 under the name of "Engineer Girls of Kuwait" in cooperation with Limak Construction Kuwait SPC, Kuwait University and Boğaziçi University. In addition to its existing stakeholders, the fourth term, which was implemented under the auspices of the Kuwait Ministry of Youth Affairs upon a special request, held its graduation festivities in November 2021. Kuwaiti students who successfully completed 200 hours of training as part of the program were entitled to receive a Business Technology Education Council (BTEC) Management and Leadership Certificate, Boğaziçi University Lifelong Education Centre Certificate and Kuwait University Field Training Certificate.





GRI Standards Content Index - Basic

Limak Group of Companies Sustainability Report 2020-2021 GRI Standards Content Index - Basic

As part of the Materiality Disclosures Service, the GRI Services Team has examined that the GRI content index is clearly included in the report and references to the notices 102-40 / 102-49 are found in the report content at relevant places. This service was carried out over the Turkish version of the report.

GRI Standard	Description	Page No.
GRI 101: BASIC 2016		
GRI 102: GENERAL NOTIFICATIONS 2016		
CORPORATE PROFILE		
102-1	Name of Organisation	About the Report 6
102-2	Primary brands, products and services	Group Structure 7
102-3	Location of the headquarters of the organisation	Hafta Sokak No:9 GOP 06700 Ankara -
102-4	Number of countries in which the organisation operates and names of countries where the organisation has significant activities or that are relevant to the sustainability topics explained in the report	Limak at a Glance 7
102-6	Markets of service	Group Structure 7
102-7	Scale of the Organisation	None -
102-8	Information regarding the employees	Group Structure 7
102-9	Supply Chain	Our Sustainability Approach 9
		Sustainability Management at Limak 12
		Our Sustainability Performance 20-150
102-10	Changes realised on the organisation and supply chain	Our Sustainability Performance 20-150
102-11	Precautionary approach or the precautionary principle	Our Sustainability Approach 9
102-12	Supported Initiatives	Global Collaborations 8
102-13	Memberships	Memberships 8
STRATEGY		
102-14	Statement from the highest decision maker	Message from the Chairperson of the Board 3
ETHICS AND HONESTY		
102-16	Values, principles, standards, and norms of behaviour	Inclusive Understanding of Sustainability 10
GOVERNANCE		
102-18	Governance Structure	Group Structure, Our Sustainability Management 7, 12

GRI Standard		Description	Page No.
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Relations	11
102-42	Identification and selection of stakeholders	Stakeholder Relations	11
102-43	Stakeholder engagement approach	Stakeholder Relations	11
102-44	Key topics and concerns	Message from the Chairperson of the Board	3
		Our Sustainability Approach	9
		Our Sustainability Performance	20-150
REPORTING			
102-45	All entities included in consolidated balance sheets or equivalent documents	About the Report	6
102-46	Definition of report content and subject boundaries	About the Report	6
102-47	List of priority topics	Message from the Chairperson of the Board	3
		Our Sustainability Approach	9
		Inclusive Understanding of Sustainability	10
		Sustainability Management at Limak	12
		Our Sustainability Performance	20-150
102-48	Information restated from previous reports	Our Sustainability Approach	9
		Sustainability Management at Limak	12
		Our Sustainability Performance	20-150
102-49	Changes in the reporting	Our Sustainability Approach	9
		Sustainability Management at Limak	12
		Our Sustainability Performance	20-150
102-50	Reporting period	About the Report	6
102-51	Date of the previous report	October 2019	-
102-52	Reporting frequency	Bi-annually	-
102-53	Contact information for questions about the report and its content	About the Report	6
102-54	Compliance option selected according to the GRI Standards	About the Report	6
102-55	GRI content index	GRI Standards Content Index	157
102-56	External assurance	None	

PRIORITY TOPICS

GRI 200 ECONOMIC STANDARD SERIES 2016

GRI 201 Economic Performance 2016

GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation and boundaries of priority topics	About the Report	6
	103-2	Management approach and its components	Our Sustainability Approach	9
	103-3	Evaluation of the management approach	Our Sustainability Goals	18
	201-1	Generated and distributed economic value	About the Report	6
	201-2	Financial implications of climate change and other risks and opportunities	Message from the Chairperson of the Board	3

GRI 203 Indirect Economic Impacts 2016

GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation and boundaries of priority topics	Message from the CB, Inclusive Understanding of Sustainability	3,10
	103-2	Management approach and its components	Sustainability Management at Limak	12
	103-3	Evaluation of the management approach	Sustainability Management at Limak	12
	203-1	Infrastructure investments and supported services	Limak Construction	21
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Hydroelectric Power Plants	106
			Limkon	138
	203-2	Important indirect economic impacts	Limak Construction	21
			Limak Tourism	38
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Hydroelectric Power Plants	106
			UEDAŞ	117
			Limak Enerji Uludağ Elektrik	128
			Limkon	138
			Limak Foundation Projects	151

GRI 204 Purchasing Practices 2016

GRI 103 MANAGEMENT APPROACH 2016

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Sustainability Management at Limak	12
204-1	Rate of expenditures with local suppliers	Construction, Tourism, Cement, LimakPort, HEAŞ, Limkon	21, 38, 51, 77, 106, 138

GRI 300 ENVIRONMENTAL STANDARD SERIES 2016

GRI 302 Energy 2016

GRI 103 MANAGEMENT APPROACH 2016

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		Hydroelectric Power Plants	106
		Limkon	138
302-1	Energy consumption within the organisation	Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		Hydroelectric Power Plants	106
		Limak Construction	21
302-3	Energy intensity	Limak Tourism	38
		Limak Cement	51
		PIA	66
		HEAŞ	91
		Our Sustainability Goals	18
302-4	Reduction of energy consumption	Our Sustainability Goals	18
302-5	Reduction of the required energy in products and services	Our Sustainability Goals	18

GRI 303 Water 2016

GRI 103 MANAGEMENT APPROACH 2016

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		HEAŞ	91
		Hydroelectric Power Plants	106
		Limkon	138
303-1	Water drawing on the basis of source	Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		HEAŞ	91
		Hydroelectric Power Plants	106
		Limkon	138

GRI 305 Emissions 2016

GRI 103 MANAGEMENT APPROACH 2016

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Limak Cement	51
		PIA	66
		HEAŞ	91
305-1	Direct (Scope 1) GHG emissions	Limak Cement	51
		PIA	66
		HEAŞ	91
305-2	Indirect energy (Scope 2) GHG emissions	Limak Cement	51
		PIA	66
305-4	Emission Intensity	Limak Cement	51
		PIA	66
305-7	Air Emissions	HEAŞ	91

GRI 306 Wastewater and Wastes 2016

GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
	103-2	Management approach and its components	Sustainability Management at Limak	12
	103-3	Evaluation of the management approach	Limak Construction	21
			Limak Tourism	38
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Limkon	138
	306-1	Water discharge in terms of quality and destination	HEAŞ	91
	306-2	Wastes by type and disposal method	Limkon	138
			Limak Construction	21
			Limak Tourism	38
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Limkon	138

GRI 400 SOCIAL STANDARDS SERIES 2016

GRI 403 Occupational Health and Safety 2016

GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
	103-2	Management approach and its components	Sustainability Management at Limak	12
	103-3	Evaluation of the management approach	Limak Construction	21
			Limak Tourism	38
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Hydroelectric Power Plants	106
			UEDAŞ	117
	403-2	Injury types and injury rates, occupational diseases, lost days	Limak Construction	21
			Limak Tourism	38
			Limak Cement	51
			PIA	66
			LimakPort İskenderun	77
			HEAŞ	91
			Hydroelectric Power Plants	106
			UEDAŞ	117

GRI 404 Training and Education 2016
**GRI 103
MANAGEMENT
APPROACH 2016**

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		UEDAŞ	117
		Limak Enerji Uludağ Elektrik	128
404-1	Hours of training provided per person	Limkon	138
		Limak Construction	21
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		UEDAŞ	117
404-2	Career, talent management and lifelong learning programs	Limak Enerji Uludağ Elektrik	128
		Limkon	138
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		UEDAŞ	117
		Limak Enerji Uludağ Elektrik	128

GRI 405 Equality and Equality of Opportunity 2016

GRI 103 MANAGEMENT APPROACH 2016

103-1	Explanation and boundaries of priority topics	Our Sustainability Goals	18
103-2	Management approach and its components	Sustainability Management at Limak	12
103-3	Evaluation of the management approach	Message from the CB, Inclusive Understanding of Sustainability	3,10
		Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		UEDAŞ	117
		Limak Enerji Uludağ Elektrik	128
		Limkon	138
		Inclusive Development Oriented Business Approach, Social People Oriented Business Approach	15,16
405-1	Diversity of governance bodies and employees	Limak Tourism	38
		Limak Cement	51
		PIA	66
		LimakPort İskenderun	77
		HEAŞ	91
		UEDAŞ	117
		Limak Enerji Uludağ Elektrik	128
		Limkon	138





United Nations Global Compact Communication on Progress 2021

Limak Group of Companies UN Global Compact Communication on Progress 2019

Global Principle	Page
Principle 1. The business world must support and respect human rights.	29, 31, 32, 35, 36, 37, 46, 47, 50, 59, 60, 61, 63, 64, 65, 74, 85, 86, 88, 89, 90, 100, 101, 102, 104, 105, 113, 114, 116, 123, 124, 127, 134, 137, 146, 147, 150
Principle 2. The business world must not be complicit in human rights violations.	3, 5, 6, 9, 15
Principle 3. The business world must support the freedom of unionisation and collective bargaining of employees.	5, 7, 9, 15
Principle 4. Forced and compulsory labour practice must stop.	5, 7, 9, 10, 15
Principle 5. All kinds of child labour must be stopped.	5, 7, 9, 10, 15
Principle 6. Discrimination in recruitment and placement must be stopped.	29, 46, 59, 74, 85, 100, 113, 123, 134, 146
Principle 7. The business world must support precautionary approaches to environmental problems.	24, 25, 27, 34, 35, 35, 41, 42, 44, 49, 50, 54, 55, 57, 63, 63, 65, 69, 70, 72, 76, 80, 81, 88, 90, 95, 96, 98, 104, 105, 109, 110, 111, 116, 120, 121, 126, 127, 131, 132, 136, 137, 141, 142, 144, 149, 150,
Principle 8. All kinds of activities and formations that will increase environmental responsibility must be supported.	24, 25, 26, 27, 34, 41, 42, 43, 44, 49, 54, 55, 56, 57, 63, 69, 70, 71, 72, 76, 80, 81, 82, 88, 95, 96, 97, 98, 104, 109, 110, 111, 116, 120, 121, 126, 131, 132, 136, 141, 142, 143, 144, 149
Principle 9. Development and dissemination of environmentally friendly technologies must be supported.	26, 43, 56, 71, 82, 97, 110, 143
Principle 10. The business world must fight all forms of corruption, including bribery and extortion.	36, 37, 50, 64, 65, 89, 105, 116, 150



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-  [company/limak](https://www.linkedin.com/company/limak)
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Information and sources believed to be accurate and reliable for the period covered by the report were used.*