

2021

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ABOUT THE REPORT

Founded in 1990, KUTES has become one of the most preferred institutions today thanks to its strong human resources and accumulated experience. Prioritising customer satisfaction and environmental responsibility, KUTES continues to present its sustainability activities to its stakeholders in detail this year, as it has done in previous years. This report covers the sustainability performance of KUTES Metal Industry and Trade Inc. between 1 January and 31 December 2024 and is prepared annually.

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KUTES has prepared this report based on the GRI Standards 2021 (Global Reporting Initiative) and within the framework of the "GRI Content Index - Essentials Service" verification process. The data used in the reporting is supported by both internal company record systems and operational data sources.

During the reporting period, no major methodological changes were made compared to the previous year; however, content updates and data coverage have been expanded to fully reflect the activities of 2024.

KUTES continues its commitment to presenting its sustainability performance in a transparent and comparable manner and publishes this report to the public every year. For any questions, comments, or suggestions regarding the report, please contact us via the following channel: info@kutes.com.tr

KUTES AT A GLANCE

KUTES Metal Industry and Trade Inc. is one of Turkey's leading industrial companies with its high-tech casting and machining capabilities. As of 2024, it stands out for its sustainability-focused investments, production technologies, and human resources.

- **Establishment and Location**

It was established in 1992 in Çorlu/Tekirdağ. It is 100 km from Istanbul Airport, 155 km from the EU border and 35 km from Çorlu Port.

- **Production & Technology**

It has an annual casting capacity of 50,000 tonnes and a CNC machining capacity of 100,000 hours. It has a melting capacity of 16 tonnes per hour. 60% of its production is powered by green energy sources.

- **Energy and Sustainability**

26 MWp güneş enerjisi santrali yatırımı ile ISO 50001 Enerji Yönetim Sistemi kapsamında karbon ayak izi azaltılmıştır.

- **Quality and Certification**

KUTES holds over 12 international quality certifications. Advanced laboratories and digital control systems are utilised.

- **Areas of Activity**

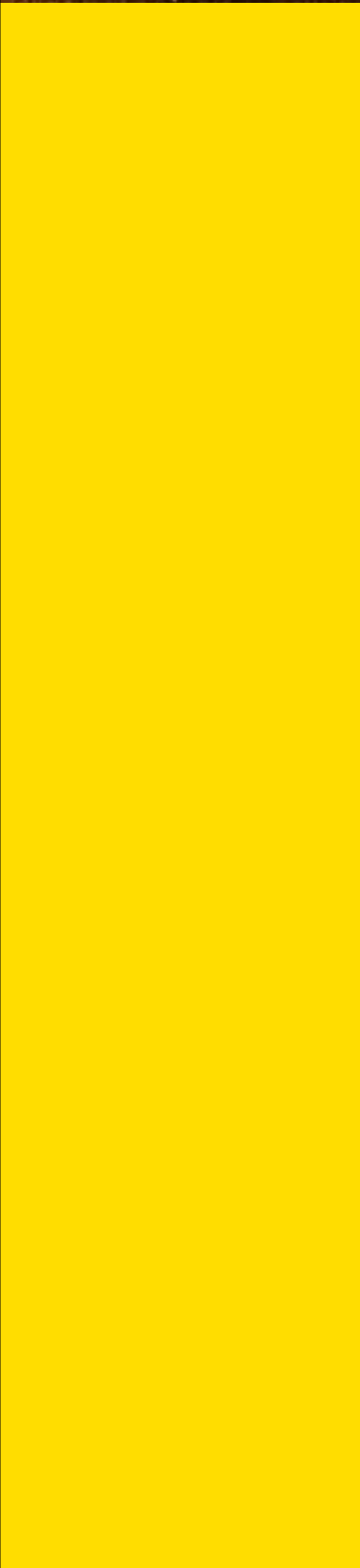
Specialised production is carried out for the automotive, agriculture, construction, industrial machinery, air conditioning, railway and many other sectors (9 sectors in total).

- **Human Resources**

The company operates with over 350 employees. Professional development is supported through educational partnerships..

- **Website**

For more information: <https://kutes.com>



MESSAGE FROM SENIOR MANAGEMENT

Dear Stakeholders,

Since our establishment as KUTES, we have operated not only with the goal of high-quality production, but also with an awareness of our social, environmental and economic responsibilities. Placing sustainability at the heart of our business practices has become a fundamental principle that guides our path, not only for our future, but in every step we take today.

In 2024, we set concrete and measurable targets to further advance our sustainability performance. We took strong steps in reducing carbon emissions, increasing energy efficiency, promoting circular production principles, and expanding practices that prioritise the well-being of our employees.

Our Sustainability Committee and governance structure operate effectively under the direct supervision and oversight of our board of directors. At the same time, various training and development programmes have been launched to enhance the technical expertise of our managers and committee members in the field of sustainability.

By 2025, we are implementing a new monitoring system that links sustainability targets covering our entire value chain to senior management performance criteria. This approach enables us to define sustainability not only as a goal but also as a leadership vision underpinned by the principle of accountability.

We will continue to strengthen digitalisation in our production processes, green energy investments and ethical supply chain practices. At the same time, developing inclusive practices for young engineers, female employees and local communities is not a preference for us, but a responsibility.

In all our endeavours, the greatest motivating factor is the feedback and trust we receive from our valued stakeholders. Our 2024 Sustainability Report reflects not only our past performance but also our commitment to the future.

With the hope of building a greener, fairer and more resilient future together...

Ali Esat KUTMANGİL

Vice Chairman of the Board of Directors
Chief Executive Officer (CEO)



ABOUT KUTES

Corporate Profile _____

Vision, Mission and Values _____

Milestones _____

Corporate Governance Approach and Policies _____

Ethical Principles and Transparency Approach _____

Products and Service Sectors _____

Quality Approach _____

Operational Excellence Initiatives _____



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CORPORATE PROFILE

KUTES Metal Industry and Trade Inc. was established in 1992 in Çorlu/Tekirdağ and is a pioneer in the sector with its motto "**The New Iron Age**". Today, with an annual casting capacity of **50,000 tonnes and 100,000 hours of CNC machining capacity**, **KUTES** carries out **60%** of its production using green energy and adopts a sustainable production approach in line with standards such as the **ISO 50001 Energy Management System**.

KUTES's value chain consists of three main stages: pre-operational (procurement, planning), operational (smelting, casting, machining) and post-operational (logistics, customer relations, after-sales services). Each of these stages has not only economic but also environmental and social impacts:

- Pre-operational: Responsible supply chain practices, compliance with human rights, relationships with local suppliers,
- Operational phase: Energy and resource efficiency, occupational health and safety, emissions management,
- Post-operational: Customer satisfaction, product safety, sustainable logistics strategies are implemented.

This structure is directly related to KUTES's priority sustainability issues. For example, 'Combating Climate Change' and 'Energy Efficiency' are actively monitored during the production stages, while 'Responsible Supply Chain' principles are applied during the procurement stage. Thus, sustainability is not merely a concept but an approach that is directly integrated into business processes.

As of 2024, KUTES aims to integrate its sustainability strategy with its corporate strategy, managing all value-creating elements (environmental, social and economic) in a balanced manner throughout its business model. This integrated approach enhances the company's competitive strength while also strengthening long-term stakeholder confidence.



KUTES
METAL

KUTES CASTING

Sectors Served : Cast Iron
Manufactured Products : More than 1000 ductile iron products are produced in 9 sectors.
Address : Hatip Mah. 1712 Sok. No:6, 59850 Çorlu/Tekirdağ

KUTES MACHINERY

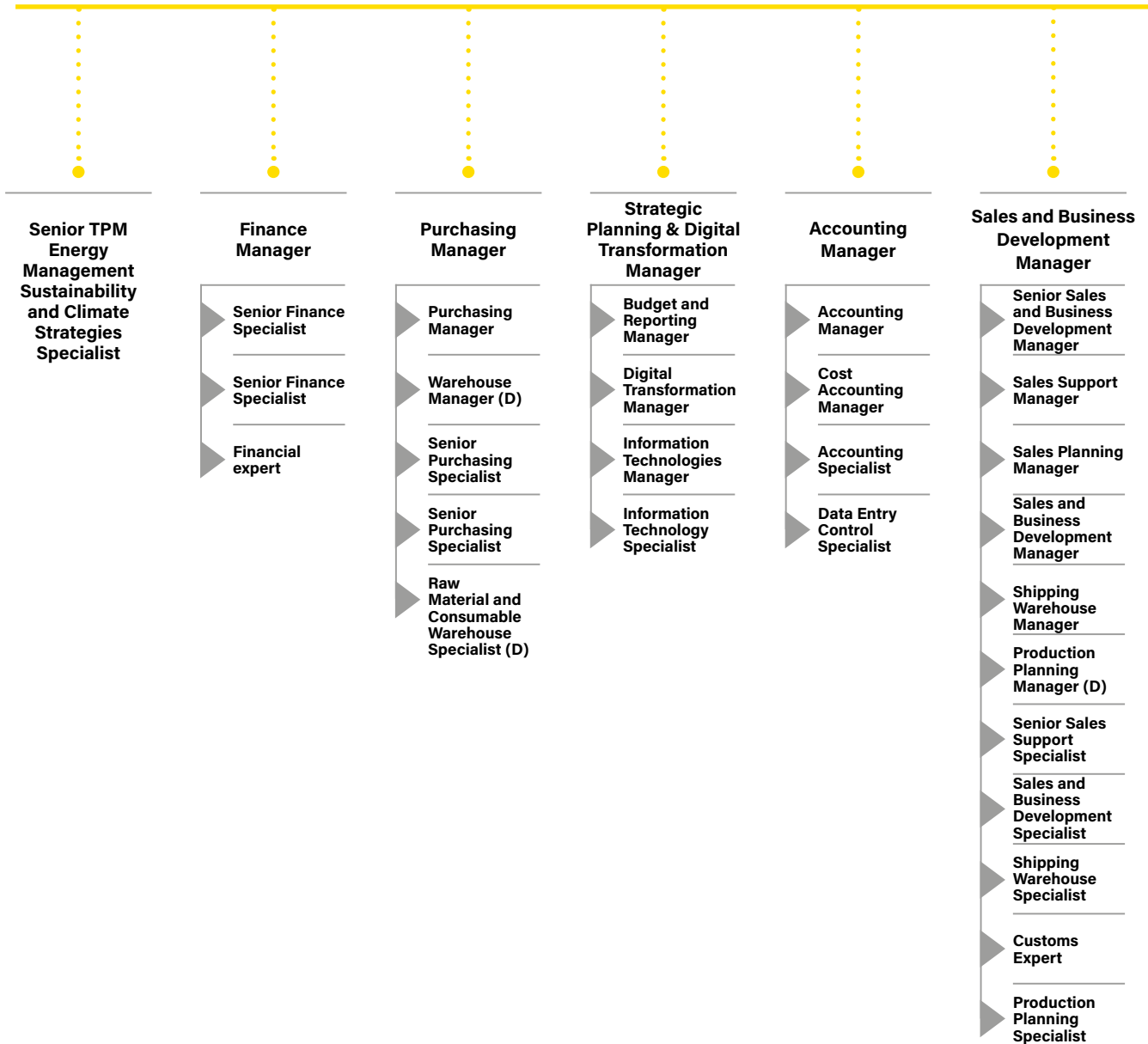
Sectors Served : Machining
Manufactured Products : Machining of cast iron parts made of ductile iron and other metal types
Address : Hatip Mah. Ali Osman Çelebi Blv. No:114/A, 59860 Çorlu/Tekirdağ

HEAD OFFICE

Address : Maslak Mah. Saat Sok. No:5 K:22/192, Spine Tower
34398 Sarıyer İstanbul /TR

ORGANIZATIONAL STRUCTURE

Executive members	: Ali Esat Kutmangil
Non-executive members	: Nebahat Kutmangil, Farah Kutmangil
Independence status	: Members are family members but independent in decision making.
Term of office of members of the management body	: Indefinite
Stakeholder representation	: Nebahat Kutmangil: %25 Ali Esat Kutmangil: %37,5 Farah Kutmangil: %37,5

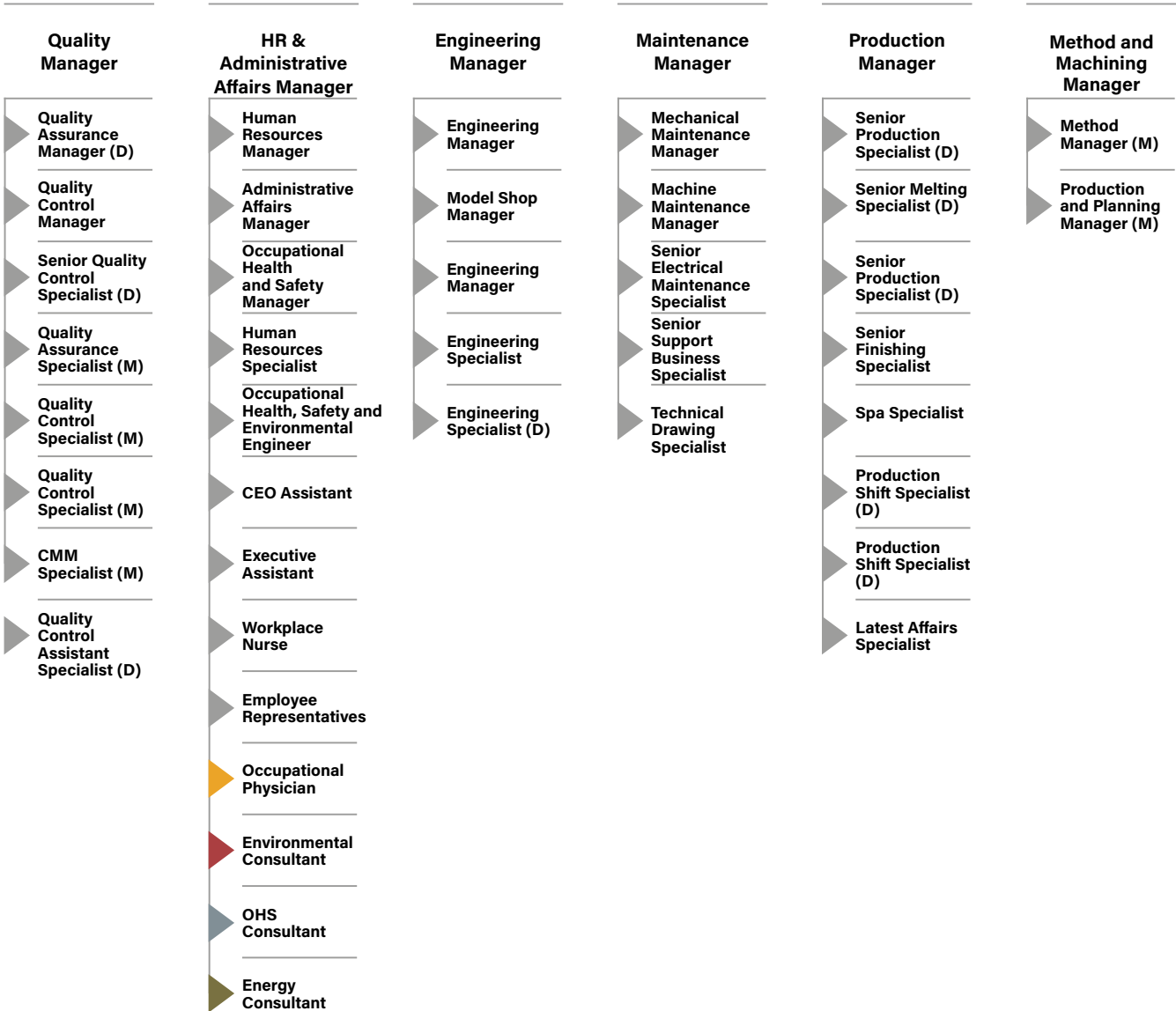


BOARD OF DIRECTORS

CEO

General Manager

Factory Manager



VISION, MISSION AND VALUES

WE ARE A BRAND AS STRONG AS STEEL.

Our Mission

Our purpose is to always produce with the philosophy of a new iron age, creating durable, reliable, environmentally friendly and efficient products that touch every area of life. Our primary mission is to be the brand that does its job best in our sector and to lead the way in our industry.

Our Vision

Our greatest goal for the future is to permanently combine iron and sustainability for the common future of our world and to reduce not only our own but also our entire industry's footprint on the planet. Our vision is to leave a more liveable world for tomorrow through high industry standards, continuously updated certifications, investments in technology, and advanced human resources.

Our values form the foundation of every process, from KUTES's daily operations to its long-term strategic goals :

Our values

Sustainability: We use natural resources efficiently and act with sensitivity towards the environment and society.

Ethics and Transparency: We base our communication with all our stakeholders on trust, honesty and openness.

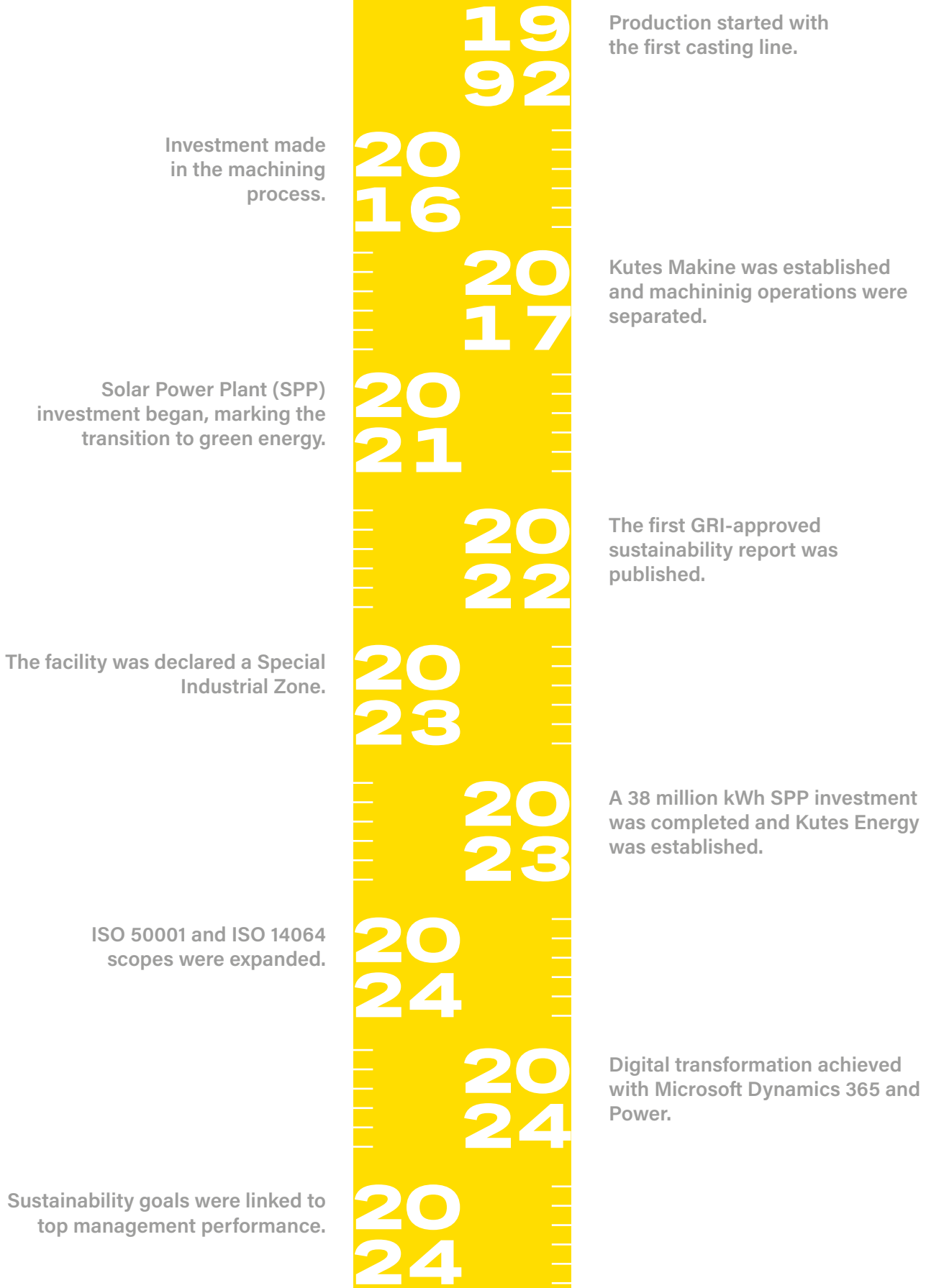
People-Centred Approach: The well-being, development and diversity of our employees are our priority.

Innovation and Excellence: We aim for continuous improvement in production through technological innovation.

Accountability: We monitor and report on our sustainability goals using performance indicators.

Within the framework of these values, KUTES continues to lead sustainable transformation in its sector by aligning its business practices with global sustainability expectations as of 2024.

MILESTONES



CORPORATE GOVERNANCE APPROACH AND POLICIES

KUTES views corporate governance not merely as a legal requirement, but also as a fundamental building block for the company's long-term success. The management structure has been shaped in line with the principles of transparency, accountability, ethical responsibility and sustainability.

The Board of Directors meets at least once a year and holds additional meetings to review strategic and sustainability-based decisions. The Board consists of three members and takes environmental, social and governance (ESG) risks into account in its decision-making processes (). KUTES's senior managers receive training on sustainability issues and continuously develop their competencies in these areas. The Sustainability Committee, consisting of representatives from different departments, actively serves as a mechanism to monitor the implementation of the sustainability strategy.

As of 2024, sustainability performance indicators have been integrated into the management-level performance evaluation system. This has strengthened the link between environmental and social goals and corporate responsibility, ensuring that management decisions are aligned with ESG impacts.

KUTES openly shares its corporate policies with its stakeholders and publishes them on its website. Comprehensive policy documents are available on climate change, human rights, business ethics, information security, energy management, and supply chain sustainability. These policies serve as a reference not only within the company but also for suppliers and other business partners.

Effective internal control systems have been established to detect, prevent and report irregularities within the company. In addition, an Ethics Hotline system has been implemented, enabling employees, managers and external stakeholders to report complaints, ethical violations and concerns.

KUTES continues to strengthen its robust corporate governance infrastructure around sustainability and aims to continuously improve its governance practices in line with international standards

KUTES' POLICIES

- Quality Policy
- Environmental Policy
- Change Management Policy
- OHS Policy
- Sustainability Policy
- Human Rights Policy
- Energy Policy
- Anti-Bribery and Anti-Corruption Policy
- Responsible Supply Chain Policy
- Human Resources Policy
- Gender Equality Policy

ETHICAL PRINCIPLES AND TRANSPARENCY APPROACH

KUTES believes that a corporate culture based on ethical values and the principle of transparency is indispensable for long-term success and stakeholder trust. The 'Ethical Principles and Rules of Conduct', applicable to all employees, managers and business partners, have been defined as the company's official policy and regularly communicated to employees.

As of 2024, ethical rules are no longer limited to internal regulations but have also been integrated into the supply chain.

Within the scope of ethical policies, issues such as discrimination, bribery, corruption, conflict of interest, and misuse of confidential information are clearly defined, and a zero-tolerance policy has been adopted. These principles are explained to all new employees during the orientation process, and ethical awareness training is organised at least once a year.

KUTES has implemented a secure and confidential 'Ethics Hotline' application to report and assess ethical violations. This system offers both anonymous and identified reporting options for employees and stakeholders; incoming reports are reviewed by an independent ethics committee. Corrective action plans are developed for identified violations.

The company also monitors ethical risks through regular internal audits and shares the results of these audits with senior management and the Audit Committee. Digital transparency and information security policies have also been integrated into the ethical framework in 2024.

KUTES maintains its commitment to establishing trust-based and accountable relationships with all stakeholders, recognising that ethical values are an integral part of the company culture.



PRODUCTS AND SERVICE SECTORS

Sectoral diversity is a factor of strategic importance, not only enhancing commercial success but also strengthening risk distribution and sustainability.

The company's primary sectors of operation:



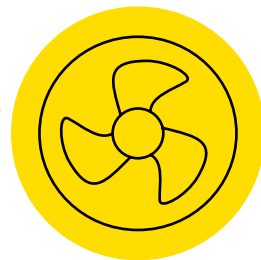
HYDRAULICS

Hydraulic blocks, connecting parts and cover bodies are manufactured.



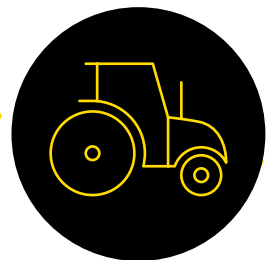
AUTOMOTIVE

Cast components that ensure vehicle safety, such as brake discs, drums and engine brackets, are offered.



AIR CONDITIONING

Compressor housings, fan casings and connecting elements are offered.



AGRICULTURE

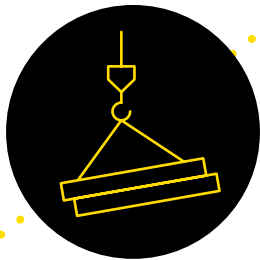
Agricultural machinery components such as differential housings and connecting shafts are manufactured.

KUTES, with over 30 years of experience in casting and machining, provides high-quality services to numerous sectors.



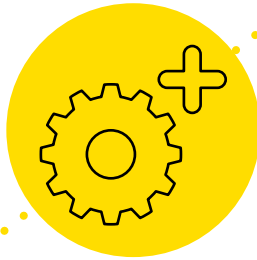
CONSTRUCTION MACHINERY

Heavy-duty stabilisers and flywheel-type heavy-duty cast components are being developed.



CONSTRUCTION

Cast products used in load-bearing, safety, and structural connection elements are provided.



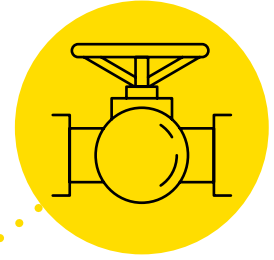
ANCILLARY INDUSTRY

Spare parts, machine equipment and custom casting solutions for customers are developed.



RAILWAY

Durable cast products are manufactured for brake system components and safety elements.



PUMP & VALVE

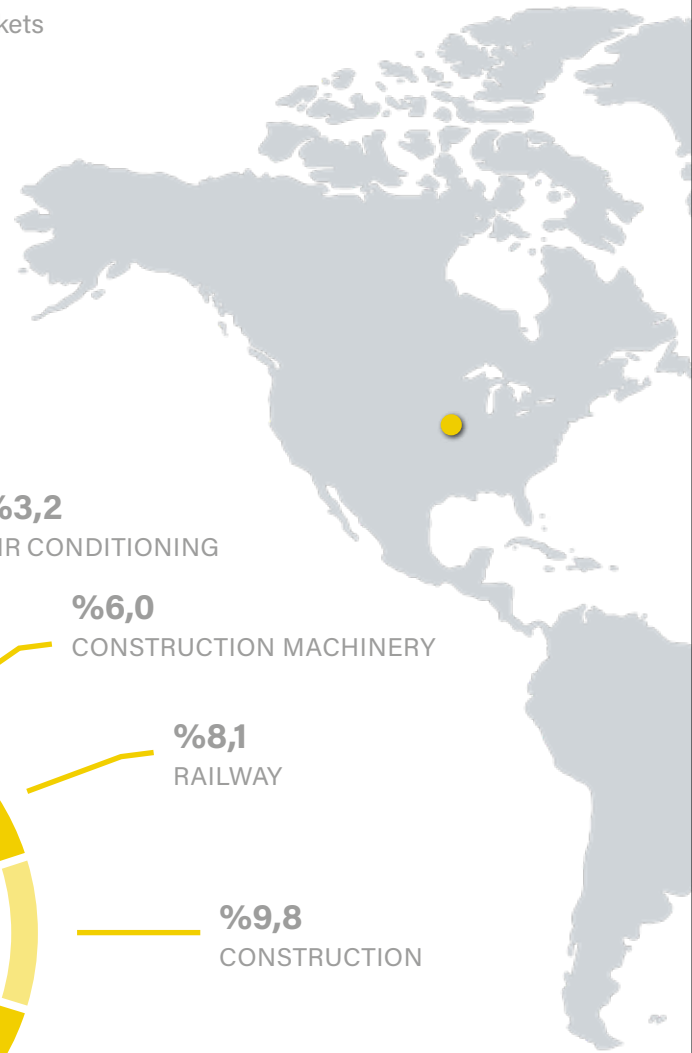
Industrial pump bodies, valve parts and connection elements are manufactured.

PRODUCTS AND SERVICES SECTORS SERVED

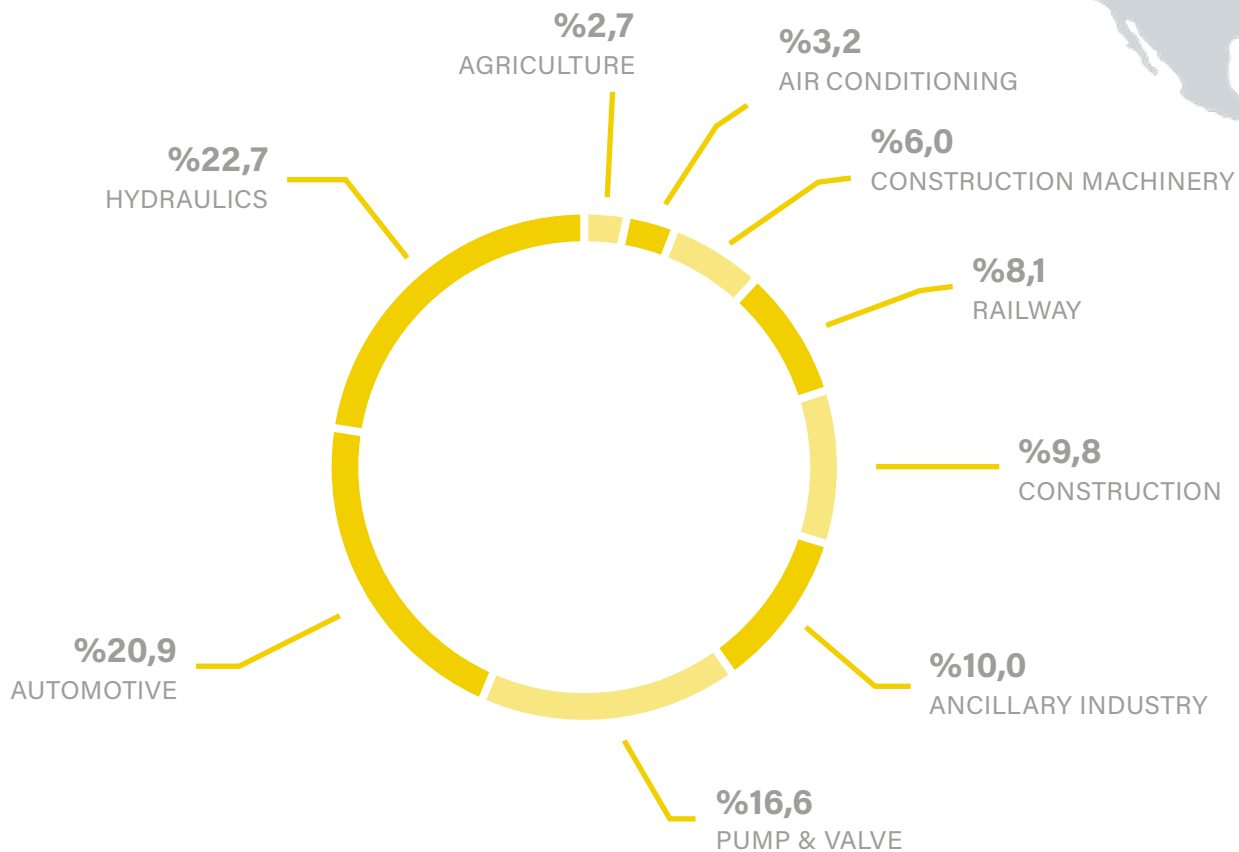
As of 2024, KUTES is restructuring its product portfolio in line with both industrial expectations and sustainable production principles. Priority is given to the development of products that are highly energy efficient, lightweight, durable and recyclable.

Product examples by sector:

- **Automotive:** Brake discs, axle housings, hubs, engine brackets
- **Agriculture:** Flywheels, stabilisers, differential housings
- **Construction:** Rope pulley, engine cover, safety plates
- **Railway:** Spherical components for safety braking systems
- **Air conditioning:** Compressor body, cylinder head



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KUTES offers engineering solutions tailored to the specific technical requirements of each sector and manufactures custom-designed parts according to customer needs. As of 2024, the prototyping process has been accelerated with digital modelling and production simulation systems, resulting in an increase in customer satisfaction rates.



Looking ahead, KUTES' strategic goals include increasing the production of special casting products such as electric vehicle parts and defence industry components. The company also promotes life cycle assessments (LCA) to consider environmental impacts in the product design process.

QUALITY APPROACH

KUTES views quality not merely as a production output, but also as a fundamental tool for enhancing customer satisfaction, sustainable production, and corporate reputation. In line with this, as of 2024, the quality approach has been built upon a holistic, preventive, and digitally-based structure.

The ISO 9001 Quality Management System, which applies to all stages of the production process, is continuously monitored and developed through annual internal and external audits. Furthermore, the quality approach is addressed in conjunction with areas such as environmental, occupational health and safety, and energy management through integrated management systems such as ISO 14001, ISO 45001, and ISO 50001.

KUTES' quality policy is based on the principles of compliance with customer requirements, continuous improvement, employee participation and process orientation. All employees receive orientation and refresher training on quality processes.

In the product development process, prototype validation, simulation and quality control processes have been accelerated using digital engineering tools (SolidWorks, Novacast, Siemens NX). These tools enable errors to be detected before production and prevent waste of resources.

Quality control activities are implemented at every stage of production; incoming quality control, in-process inspection and final inspection processes are carried out with automation-supported systems. Product durability, dimensional accuracy and surface quality are monitored using 3D CMM measuring devices, hardness and microstructure testing devices, and magnetic crack testing systems.

Customer satisfaction management is considered an integral part of the quality approach, and feedback in this area is systematically evaluated to take the necessary corrective and preventive actions. KUTES manages its customer relationships with a philosophy of continuous improvement and prioritises the principle of transparent communication.

KUTES views quality as part of a continuous improvement cycle and embraces as the essence of quality management, focusing not only on flawless production but also on the widespread implementation of error-preventing systems.



OPERATIONAL EXCELLENCE INITIATIVES

KUTES implements systematic improvement activities to achieve its goals of efficiency, quality and continuity by adopting an operational excellence approach in its production processes. Within this framework, methods such as lean production, continuous improvement (Kaizen), 5S and SMED are actively applied

Two significant improvement projects were successfully completed within the scope of the Kobetsu Kaizen projects carried out in 2024:

GF Line - Reduction of Downtime Caused by Debris

- The burr formations causing frequent line stoppages were analysed.
- Process parameters were re-adjusted to reduce the spatter rate.
- The need for operator intervention was minimised, resulting in reduced downtime.
- This increased operational continuity and reduced production losses.

Reducing Setup Times

- Setup steps on the line were analysed, and unnecessary movements were eliminated.
- The SMED approach has been implemented using pre-preparation and parallel processing principles.
- Setup times have been significantly reduced, increasing machine availability.

These projects have demonstrated that operational excellence not only increases production efficiency but also has a direct positive impact on energy consumption, time management, operator fatigue and quality outputs.

KUTES aims to strengthen the culture of continuous improvement by extending such initiatives across all processes and to achieve value-added transformations by prioritising employee participation.

KUTES supports its operational excellence culture not only through large-scale projects but also through employee-driven micro-improvement activities. Within this scope, a total of 53 before-and-after studies and 54 suggestion activities were completed throughout 2024, with the participation of both blue-collar and white-collar employees.

The key areas of improvement achieved through the 2024 before-and-after studies are as follows:

- **Work Safety and Ergonomics:** Operators' access, transport and positioning difficulties have been eliminated, providing a safer and more comfortable working environment.
- **Time and Motion Savings:** Processes have been simplified, and unnecessary movements and waiting times have been minimised.
- **Machine Efficiency:** Machine software and hardware issues have been resolved, and process continuity has been improved.
- **Material and Space Management:** Production space has been used more efficiently by making adjustments to raw material placement, transportation, and storage processes.
- **Employee Participation:** A participatory organisational culture has been strengthened by reflecting employee suggestions at all levels into processes.

Before-and-after activities have become an important tool that not only improves processes but also increases employees' sense of belonging to the company and supports sustainable success. **KUTES** aims to expand this approach, disseminate it across all departments, and systematise it.

KUTES actively maintains a fault card system to systematically track quality deviations and operational abnormalities in production processes. This system enables every employee on site to directly report and record any problems or potential fault situations they encounter.

As of 2024, a total of 1,562 error cards have been opened in error card applications, identifying abnormalities in production processes. A resolution rate of 95.32% has been achieved by resolving and closing the opened error cards. The notifications received through error cards also serve as a valuable database for before-and-after studies and kaizen projects. **KUTES** positions this system not only as an error correction tool but also as part of the continuous improvement process; it continues to integrate employee feedback into the quality system.

KUTES has conducted regular 5S patrols throughout 2024 with the aim of promoting a culture of order, cleanliness and continuous improvement in the workplace. As part of these efforts, on-site observations were made in various departments such as production, maintenance and quality, and action was taken to implement improvements. Actions were taken to address the non-conformities identified during the 5S patrol activities, including undefined material placement, disorderly cleaning equipment, and parts left behind after maintenance, resulting in improvements in terms of order, visual appeal, and accessibility.

Throughout 2024, **KUTES** is implementing systematic improvement steps to increase OEE performance by analysing loss types such as breakdowns, setup/adjustment and planned downtime occurring on the production line. These steps include root cause analysis, quick die change (SMED) applications and optimisation of maintenance processes to reduce these losses.

systematically implements the TPM (Total Productive Maintenance) approach in its production processes to achieve its goals of efficiency, sustainability and continuous improvement. This approach is carried out through committees, each with a different area of expertise. As of 2024, the active TPM committees are: Kaizen, Planned Maintenance (PB), Autonomous Maintenance (OB), HSE (Health, Safety, Environment), Training, and Early Equipment Management.

OPERATIONAL EXCELLENCE INITIATIVES

Each committee sets Key Performance Indicator (KPI) and Key Activity Indicator (KAI) targets appropriate to its own process area and monitors these targets annually. For example, some of the performance targets set by the Kaizen Committee for 2024 are as follows:

Section	2024 Target (%)	2024 Actual (%)
GF Casting	67,16	65,65
HWS Casting	65,00	58,89
Machining	75,00	65,19

Furthermore, these targets are set not only on an annual basis but also in line with medium-term strategic planning to cover the years 2025–2028. In this way, TPM activities do not merely produce short-term solutions; they also support long-term development goals that enhance sustainable production capabilities.

KUTES encourages each department to take responsibility for its own area through the TPM committee structure, thereby increasing employee participation and ensuring that problems are solved at their source. TPM performance monitoring is carried out in an integrated manner with other operational improvement tools, resulting in high reliability, fewer downtimes and more efficient resource utilisation on production lines.

KUTES has adopted the Total Productive Maintenance (TPM) system as a strategic management tool with the aim of transforming operational efficiency into an organisational culture. TPM applications not only increase production performance but also strengthen employee participation and process ownership.

Within this scope, the TPM Master Plan has been developed, defining the roles of all committees, target KPI/KAI values, and annual development steps. This structure, led by the TPM Executive Board, is based on a core framework comprising Kaizen, Planned Maintenance, Autonomous Maintenance, SEÇ, Training, and Early Equipment Management, and is grounded in an organisational model encompassing all employees.

KUTES aims to win the globally awarded TPM Award by 2027 and, in line with this goal, is integrating Lean Production techniques into the TPM system with the support of Japanese consultants. As of 2024, the committee structures have been completed; training, announcements, and target performance systems have been implemented.

The TPM practices pursued in line with this vision directly contribute to the company's long-term competitiveness as well as to the principles of sustainable production and responsible resource management.

KUTES' APPROACH TO SUSTAINABILITY

Priority Issues _____

Alignment with the United Nations (UN)
Sustainable Development Goals _____

Sustainability Governance Structure _____





2

PRIORITY ISSUES

With over 30 years of experience in the iron casting sector, **KUTES Metal** considers sustainability to be an integral part of its business model. For our company, sustainability means not only managing environmental performance indicators, but also fulfilling social responsibilities, supporting the safety and development of our employees, and maintaining a transparent and ethical business model towards our customers and suppliers.

Our sustainability approach is shaped around three core pillars:

Environmental Responsibility:

KUTES has prioritised increasing energy efficiency in its production processes, reducing its carbon footprint, and promoting circular economy practices. In 2024, our main focus areas will be combating climate change, waste recovery, and increasing the use of renewable energy.

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Social Responsibility:

Employee health and safety, talent management, and diversity are among our company's highest priorities. Strengthening our relationships with local communities, adding value to society through social projects, and building a human rights-respecting work culture are central to our sustainability vision.

Corporate Governance and Ethics:

Our company manages all business processes in a transparent and accountable manner, in line with national and international standards. Ethical business practices, consideration of stakeholder expectations, and regular reporting of our sustainability performance are the cornerstones of building long-term trust.

KUTES Metal continues its operational excellence efforts towards the goal of winning the TPM Excellence Award by 2027; at the same time, it fulfils its global responsibilities within the framework of the United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs).

In line with this approach, we are committed to building a greener, fairer and more innovative future together with all our stakeholders

Priority Issue	Importance for Stakeholders	Importance for Kutes Metal	Priority Level
Combating climate change and reducing carbon emissions	High	High	High
Energy efficiency and renewable energy use	High	High	High
Employee health and safety	High	High	High
Ethical business practices and compliance	High	High	High
Sustainable supply chain management	High	High	High
Waste management and circular economy applications	Medium-High	Medium-High	Medium-High
Water use and management	Medium-High	Medium-High	Medium-High
Employee development and talent management	Medium-High	Medium-High	Medium-High
Product quality and customer satisfaction	Medium-High	Medium-High	Medium-High
R&D and sustainable product development	Medium-High	Medium-High	Medium-High
Social contribution and social responsibility projects	Medium	Medium	Medium
Diversity and inclusion	Medium	Medium	Medium
Digitalisation and Industry 4.0 applications	Medium	Medium	Medium
Risk management	Medium	Medium	Medium
Biodiversity conservation	Medium	Medium	Medium

Priority Issue	SKA	Target (SMART)	KPI	2024 Current	2025 Target	2026 Target
Combating Climate Change	SDG 7, 13	Reduce CO ₂ emissions by 10% by 2025	Scope 1+2 Emissions (tonnes CO ₂ e)	13.857,56	12.000	11.000
Climate Change Mitigation	SDG 7, 13	Report Scope 3 emissions data by 2026	Scope 3 Emissions Reporting (%)	%0	%50	%100
Energy Efficiency	SKA 7, 12	Increase the use of renewable energy in foundries to 90% by 2026	Renewable Energy Ratio (%)	%45	%75	%90
Energy Efficiency	SDG 7, 12	Reduce energy consumption by 7% by 2026	kWh	%20	%5	%7
Waste Management	SDG 12	Reduce hazardous waste by 30% by 2027	Hazardous Waste Quantity (kg)	37.035	25.924	18.146
Water Management	SDG 6, 12	Monitor water consumption data on a mass basis until 2025	Water Consumption (m ³ /tonne of production)	25.418	Data Acquisition	KPI Tracking
Diversity and Equality	SDG 5, 8	Increase the proportion of female managers to 20% by 2026	Percentage of Female Managers (%)	%21	%20	
Diversity and Equality	SDG 5, 8	Increase the proportion of female blue-collar workers to 1% by 2025	Percentage of Women in Blue-Collar Roles (%)	%0	%1	
OHS	SKA 3, 8	Reduce the accident frequency rate by 15% by 2026	Accident Frequency Rate	178	160,2	152,2
OHS	SKA 3, 8	Reduce the lost-time injury rate by 15% by 2026	Lost Day Rate	935	841,5	799,42
Training and Talent Development	SKA 4, 8	Increase training hours by 20% by 2025	Training Hours per Person	5,89	22,3	
Education and Talent Development	SKA 4, 8	Admit 50 students annually to the KUTES Academy internship programme by 2026	Number of Interns	12	26	

ALIGNMENT WITH THE UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS

KUTES implements its sustainability strategy in line with the United Nations Sustainable Development Goals (SDGs).

Taking into account the environmental, social and governance dimensions of our activities in the foundry sector,

- **SDG 5 (Gender Equality)**
- **SDG 6 (Clean Water and Sanitation),**
- **SDG 7 (Affordable and Clean Energy),**
- **SDG 8 (Decent Work and Economic Growth),**
- **SDG 12 (Responsible Consumption and Production),**
- **SDG 13 (Climate Action)**

among others, we aim to align with global goals.



Priority Topic	SDG	Target (SMART)	KPI	2024 Current	2025 Target	2026 Target
Combating Climate Change	SDG 7, 13	Reduce CO ₂ emissions by 5% by 2025	Scope 1+2 Emissions (tonnes CO ₂ e)	13.857,56	13.164	11.000
Combating Climate Change	SDG 7, 13	Report Scope 3 emissions data by 2026	Scope 3 Emissions Reporting (%)	%0	%50	%100
Energy Efficiency	SKA 7, 12	Increase the use of renewable energy in foundries to 90% by 2026	Renewable Energy Ratio (%)	%45	%75	%90
Energy Efficiency	SGA 7, 12	Reduce energy consumption by 7% by 2026	kWh	%25	%8	%7
Waste Management	SDA 12	Reduce hazardous waste by 30% by 2027	Hazardous Waste Quantity (kg)	37035	25.924	18.146
Water Management	SDA 6, 12	Monitor water consumption data	Water Consumption	25.418	Data Acquisition	KPI Tracking
Diversity and Equality	SDA 5, 8	Increase the proportion of female managers to 20% by 2026	Percentage of Female Managers (%)	%21	%20	
Diversity and Equality	SDA 5, 8	Increase the proportion of female blue-collar workers to 1% by 2026	Percentage of Women in Blue-Collar Roles (%)	%0	%1	
OHS	SKA 3, 8	Reduce the accident frequency rate by 15% by 2026	Accident Frequency Rate	178	160,2	152,2
OHS	SKA 3, 8	Reduce the lost-time injury rate by 15% by 2026	Lost Day Rate	935	841,5	799,42
Training and Talent Development	SKA 4, 8	Increase training hours by 20% by 2025	Training Hours per Person	5,89	22,3	
Education and Talent Development	SKA 4, 8	Admit 50 students annually to the KUTES Academy internship programme by 2026	Number of Interns	12	26	

MONITORING AND REPORTING

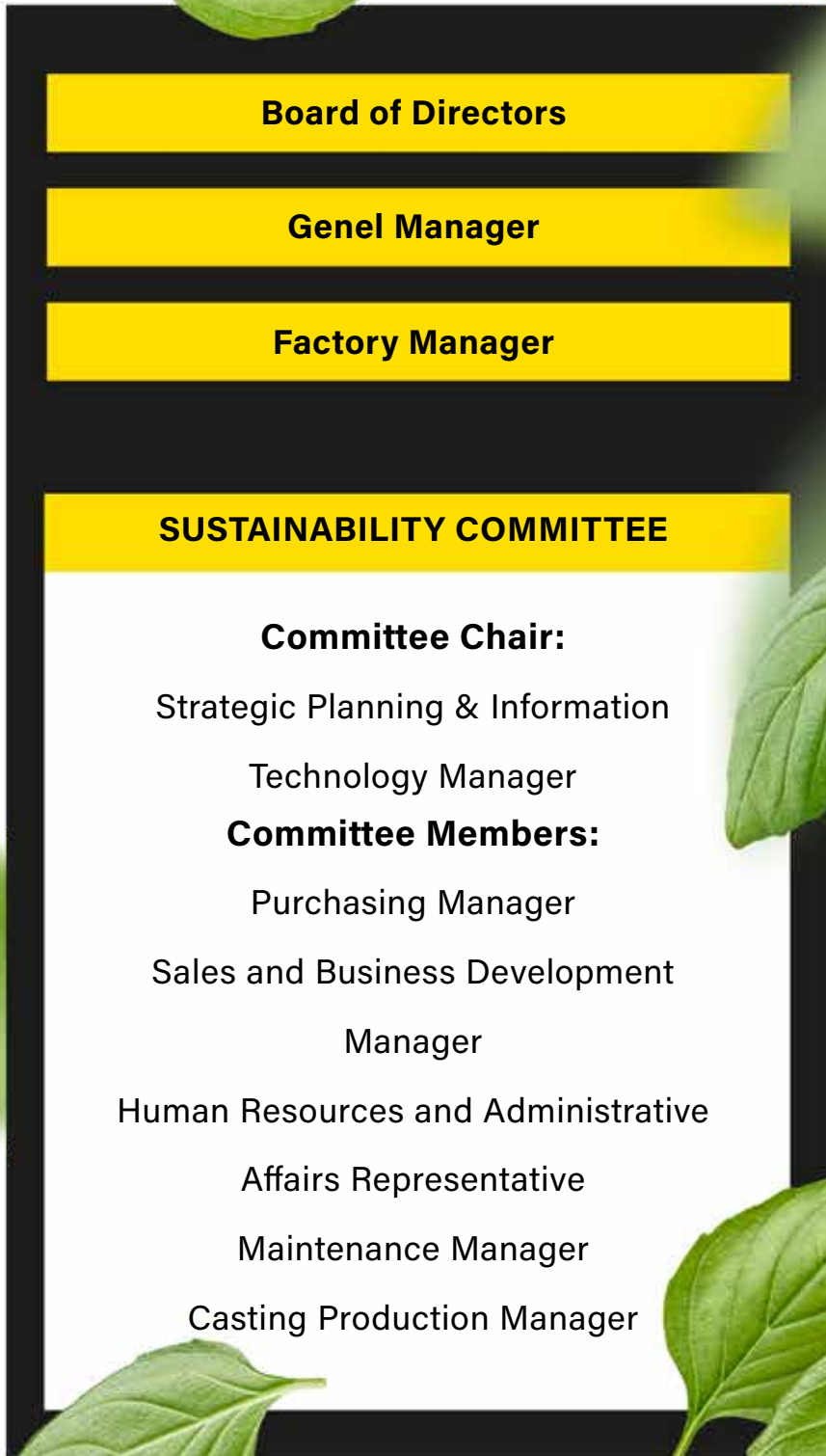
The defined SDG targets will be reviewed annually by the KUTES Sustainability Committee, and progress will be transparently shared in sustainability reports. Additionally, risks and opportunities will be linked to the SDG targets and presented in the report during the upcoming period.

SUSTAINABILITY GOVERNANCE STRUCTURE

KUTES views sustainability management as an integral part of its corporate strategy and conducts its activities in this area under the supervision of senior management. Sustainability at our company is coordinated by the Senior Sustainability Specialist. This specialist is also an energy engineer and oversees our company's energy management and TPM (Total Productive Maintenance) processes.

Sustainability activities are carried out by the Sustainability Committee, which includes representatives from different departments, under the coordination of the Senior Sustainability Specialist.





Committee decisions are submitted to the Board of Directors with the approval of the General Manager, and the company's sustainability strategies are embraced at the highest level.

VI RONMENTAL RESPONSIBILITY APPROACH

Efforts to Combat the Climate Crisis _____

Carbon Footprint (t CO₂ eq) – GRI 305-1, 305-2, 305-3 _____

Energy Efficiency Initiatives _____

Water Management Approach _____

Raw Material Usage and Resource Efficiency Initiatives _____

Waste Management Approach _____

Circular Economy Approach _____



3



KUTES implements a comprehensive environmental responsibility strategy to manage and continuously reduce the environmental impact of its activities in the casting sector. Our company is developing a sustainable production model by setting strong targets in the areas of energy efficiency, climate change mitigation, water management, waste management, and resource efficiency.

CLIMATE RISK AND OPPORTUNITY ANALYSIS

42 Climate change presents both risks and new opportunities for the foundry sector. As a result of the analysis conducted in line with the TCFD framework:

- **Physical Risks**

Increased energy costs, reduced water resources

- **Transition Risks**

Carbon taxes and regulatory changes

- **Opportunities**

Gaining a cost advantage through renewable energy investments, meeting customer demands through low-carbon production

Taking these risks and opportunities into account, KUTES aims to transparently share its carbon footprint reporting on the CDP (Carbon Disclosure Project) platform by 2026.

EFFORTS TO COMBAT THE CLIMATE CRISIS

Aware of the effects of the climate crisis on the foundry sector, KUTES is taking concrete steps to reduce carbon emissions and combat climate change. Our company is accelerating the transition to a sustainable production model through low-carbon production technologies, renewable energy investments, and efficiency projects.

TCFD-COMPLIANT RISK AND OPPORTUNITY ANALYSIS

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Within the scope of climate crisis adaptation, risks and opportunities have been assessed in line with the TCFD:

- **Physical Risks**

Rising energy costs

Diminishing water resources

Supply chain disruptions due to extreme weather conditions

- **Transition Risks**

Carbon taxes and new regulations

Increased demand for low-carbon products

- **Opportunities**

Increasing renewable energy usage through GES investments

Expanding customer portfolio by reducing carbon footprint

Gain a cost advantage through waste heat recovery and energy efficiency projects

CLIMATE GOALS AND KPIS

Target	KPI	2024 Current	2025 Target	2026 Target
Reduce carbon emissions by 5%	Scope 1+2 Emissions (tonnes CO ₂ e)	13.857,56	13.164	12.505
Measurement and reporting of Scope 3 emissions	Scope 3 Emissions Reporting (%)	%0	%50	%100
Increasing renewable energy usage to 90%	Renewable Energy Ratio (%)	%60	%75	%90
Submit a CDP (Carbon Disclosure Project) report	CDP Score	-	Beginner	A Level

CURRENT CLIMATE INITIATIVES

- **Solar Power Plant (SPP):** SPP investments with a total capacity of 38 million kWh were completed in Kırklareli and Edirne.
- **Energy Efficiency:** A 5% energy saving was achieved in 2023 through the use of IE3-IE4 motors and Progelta investments.
- **Waste Heat Recovery:** Work to utilise heat from smelting furnaces for heating administrative buildings will commence in 2024.
- **Electric Vehicle Conversion:** The company plans to convert its vehicles to electric vehicles within five years.

FUTURE-FOCUSED CLIMATE PROJECTS

- Implementation of Scope 3 emissions calculations
- Preparation of a carbon neutrality roadmap
- Application for CDP and SBTi (Science Based Targets) membership

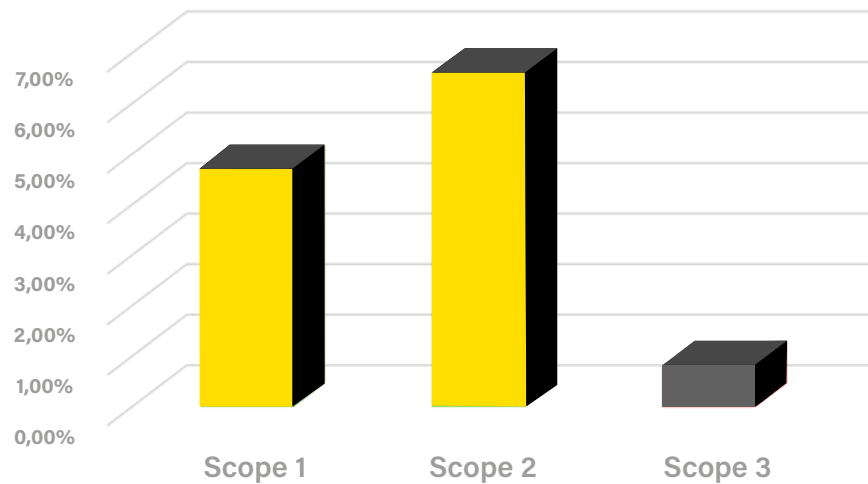
CARBON FOOTPRINT (T CO₂ EQ) - GRI 305-1, 305-2, 305-3

The 2024 greenhouse gas inventory was calculated based on the GHG Protocol methodology as Scope 1, Scope 2 and Scope 3 emissions. The calculations complied with the ISO 14064-1 standard and included company operations and value chain emissions.

Category	Description	2023 (t CO ₂ eq)	2024 (t CO ₂ eq)	Change (%)
Scope 1	Direct emissions (Category 1)	3.780	3.602,51	-4,7%
Scope 2 (Local-based)	Purchased energy emissions (Category 2)	10.980	10.255,05	-6,6%
Scope 3	Transportation, use of products/services, product use, other (Categories 3-6)	34.540	34.804,35	+0,8%
Total Location-Based	Scope 1 + 2 + 3	49.300	48.661,92	-1,3%
Total Market-Based	Scope 1 + 2 (market) + 3	49.300	48.661,92	-1,3%

Note: No reduction from biogenic emissions, renewable energy certificates (I-REC, etc.) or carbon credits has been applied in 2024.

Percentage Improvement Rate (%)



ANALYSIS AND COMMENTARY

- **Scope 1 emissions** decreased by 4.7%, with energy efficiency projects and process optimisation contributing to this improvement.
- **Scope 2 emissions** decreased by 6.6%, primarily due to the procurement of lower carbon intensity electricity.
- **Scope 3 emissions** increased by 0.8% due to increases in the supply chain and product use phase. This indicates that reducing emissions in the value chain will be a priority area in the coming period.

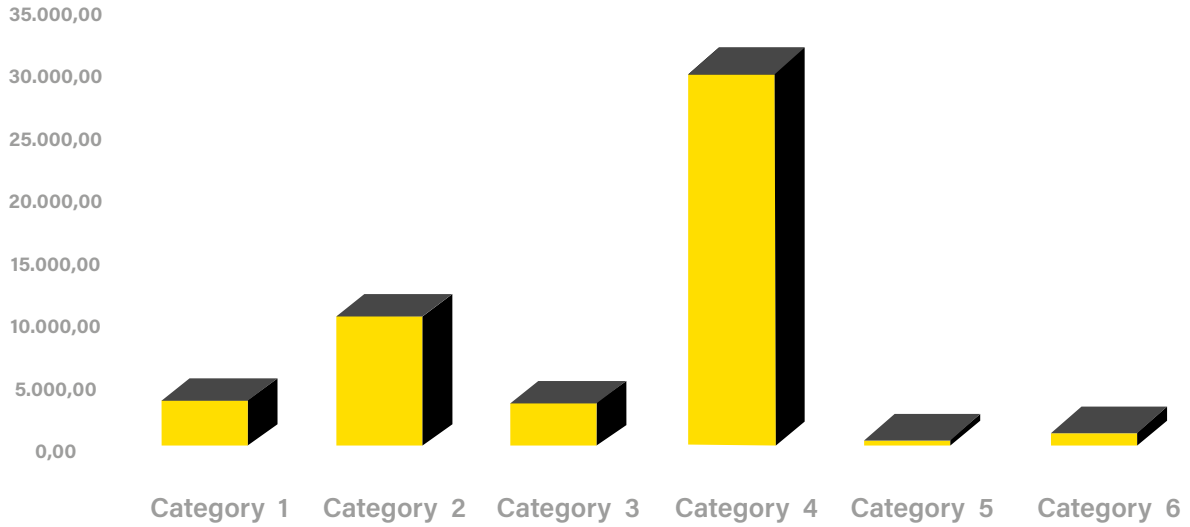
TARGETS AND STRATEGIES

- **An absolute reduction of 30%** in total emissions (location-based) is targeted **by 2030**.
- Collaboration with suppliers will be pursued to reduce emissions in the value chain, particularly in **Category 4 (Products/Services Used)** and **Category 3 (Transportation)**.
- A 50% reduction in Scope 2 emissions is planned through **renewable energy investments**.

RISKS AND OPPORTUNITIES (TCFD COMPLIANCE)

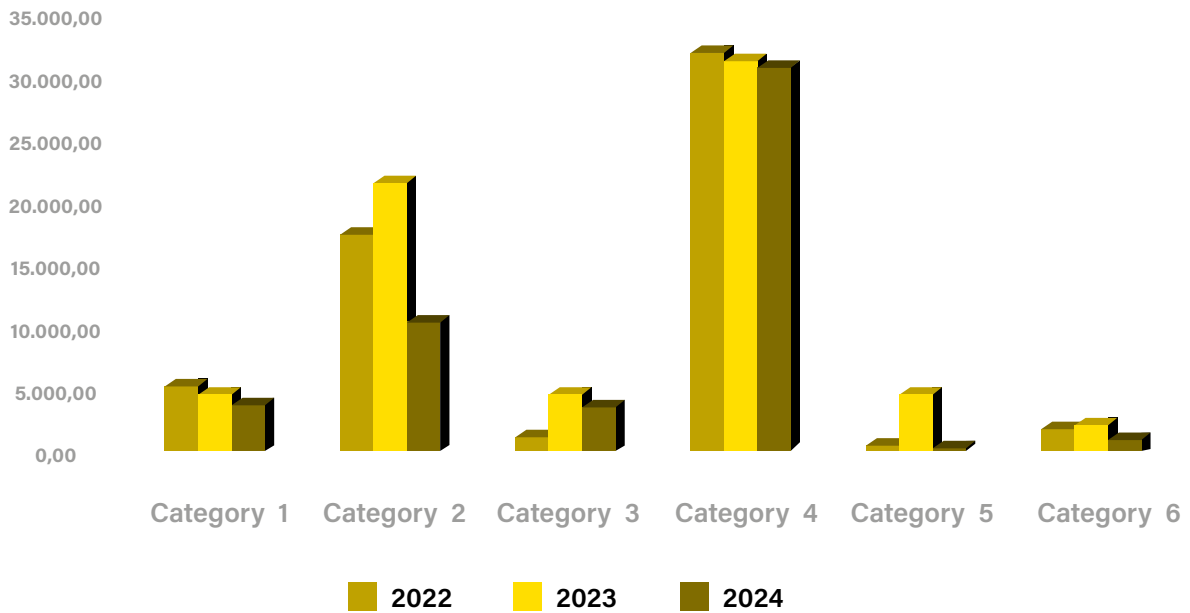
- **Risk:** Increased energy costs due to carbon pricing mechanisms.
- **Opportunity:** Achieving both cost and emission reductions through Solar Power Plant (SPP) investments.

TOTAL EMISSIONS



Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
3.602,51	10.255,05	3.337,66	30.542,91	88,53	835,25

Emissions Values by Year

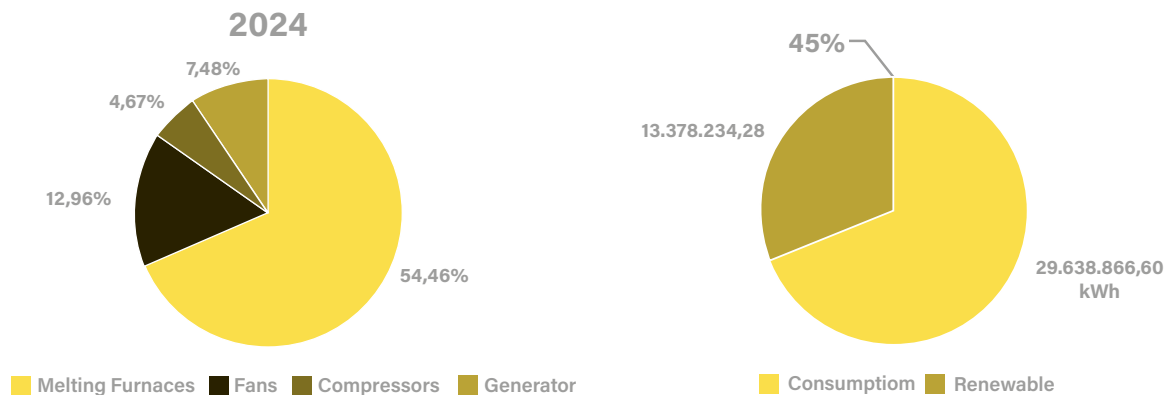


Year	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
2022	4.946,75	17.015,83	969,19	31.622,79	408,67	1.701,58
2023	4.447,59	21.393,65	4.436,62	31.030,72	353,75	1.949,31
2024	3.602,51	10.255,05	3.337,66	30.542,91	88,53	835,25

ENERGY EFFICIENCY INITIATIVES

KUTES regularly monitors energy consumption within the scope of the ISO 50001 Energy Management System and focuses on performance improvement efforts by identifying the highest energy consumption points.

The 2024 energy analysis determined that 54.46% of energy consumption in the casting area came from melting furnaces, 12.96% from fans, 7.48% from generators, and 4.67% from compressors. Although no new energy efficiency investments were made in 2024, existing energy management processes were effectively maintained, and energy performance was monitored in accordance with the ISO 50001 standard.



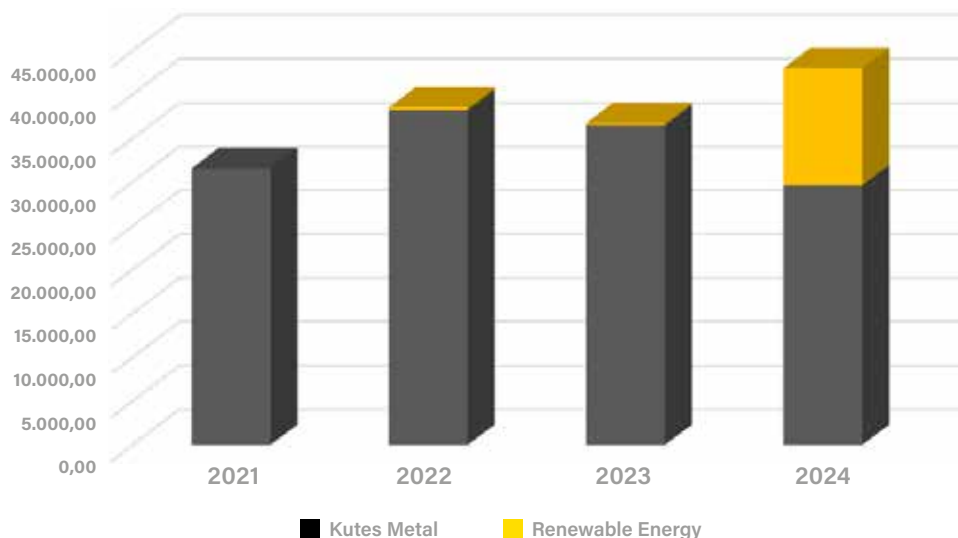
As of 2024, 45% of our total energy consumption was supplied from renewable sources.

ISO 50001 Awareness Activities

In order to strengthen the energy management culture, ISO 50001 awareness training was prepared in 2024 and communicated to blue-collar workers through presentations. Thanks to these training sessions, the knowledge level of employees on energy efficiency was increased, raising awareness on energy saving.

Energy Production and Consumption Values

ENERGY DATA



FUTURE PLANS

- Conducting the 2025 energy audit report
- Implementation of short-term improvement measures identified in the 2025 energy audit report
- Increasing the use of renewable energy to 75%

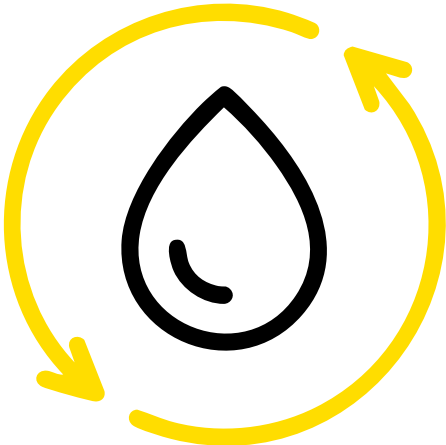
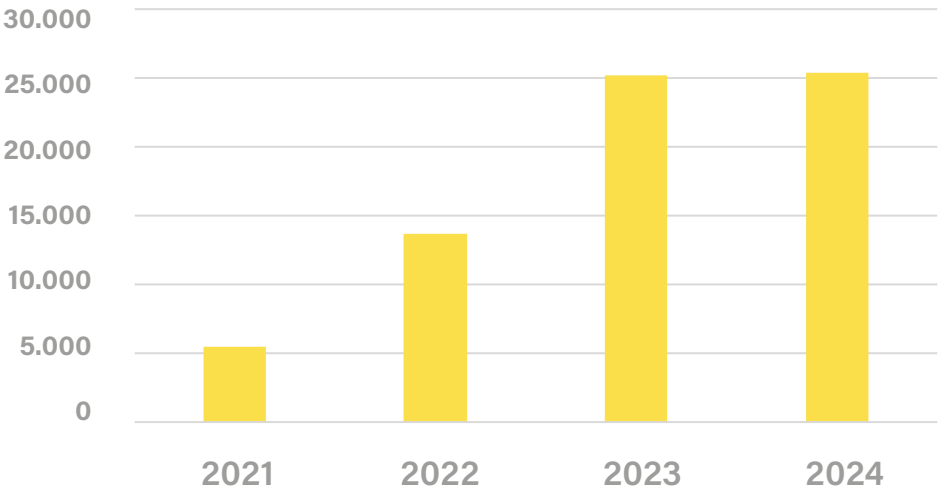
WATER MANAGEMENT APPROACH

KUTES considers the efficient and effective use of water resources to be an important part of its sustainability strategy. As water is a critical resource in our production processes, monitoring water consumption, preventing losses and increasing recovery rates are among our top priorities.

In 2024, our water consumption amounted to 25,173 m³, and areas of high consumption were analysed in detail. Water management activities are carried out using an integrated approach with the ISO 14001 Environmental Management System and ISO 50001 Energy Management System.

Water Consumption Values

Water Consumption by Year (m³)



RAW MATERIAL USAGE AND RESOURCE EFFICIENCY INITIATIVES

KUTES adopts a systematic approach to reduce raw material usage and increase resource efficiency in the casting industry. Raw material consumption in production processes is regularly monitored, and efforts are made to increase recycling rates and support circular economy practices.

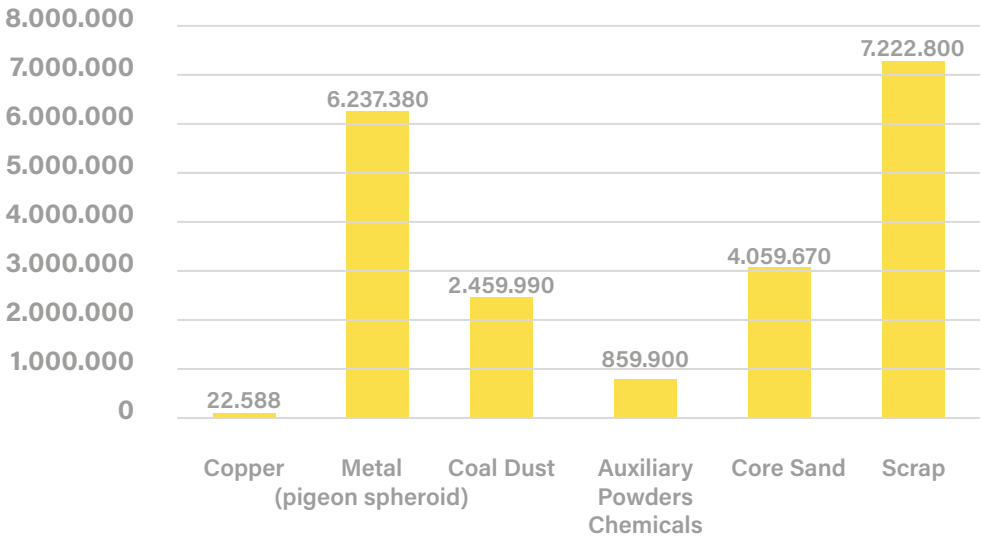
RAW MATERIAL USAGE QUANTITIES	UNIT	2022	2023	2025
Scrap	kg	11.072.137	10.710.620	7.222.800
Pig Iron	kg	7.475.070	5.577.220	6.237.380
Moulding Materials (Coal Dust, Bentonite, Foundry Sand)	kg	3.511.550	3.013.390	2.459.990
Moulding Sand	kg	5.178.580	4.803.840	4.059.670

2024 Raw Material Usage and Resource Efficiency Performance

Scrap recycling: In 2024, 7,222,800 kg of scrap was recycled, resulting in cost savings and environmental benefits.

Scrap recycling reduced the need for primary raw materials and contributed to the principles of the circular economy.

Use of Raw Materials and Scrap



56% of the total raw materials used were sourced from scrap

WASTE MANAGEMENT APPROACH

KUTES considers waste management to be one of the fundamental elements of its circular economy and sustainability strategy. The aim is to reduce waste generated during production processes at source, reuse it, and increase recycling rates.

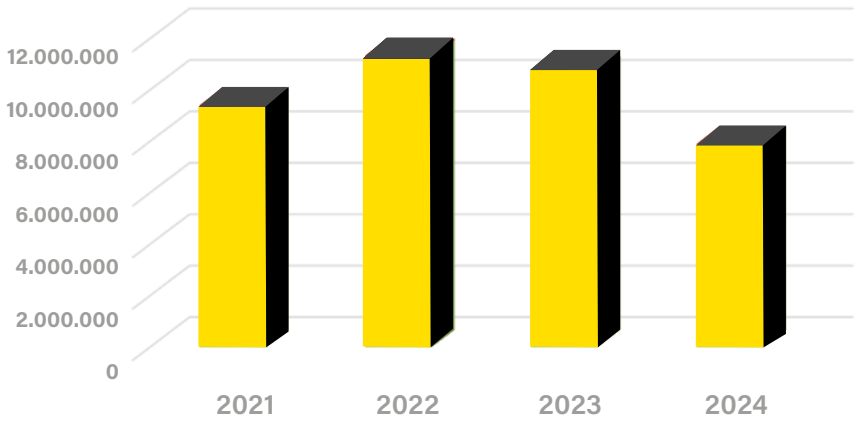
In 2024, our quantities of non-hazardous and hazardous waste decreased significantly compared to previous years, and our waste management performance improved.

WASTE VALUES	UNIT	2021	2022	2023	2024
Non-Hazardous Waste	kg	9.320.796	11.261.558	10.594.360	7.880.465
Hazardous Waste	kg	87.805	83.385	45.845	37.035
Total Waste	kg	9.408.601	11.344.943	10.640.205	7.917.500

Waste Values

52

Waste Quantity



2024 Waste Management Achievements

- The total waste amount decreased by 26% compared to 2023, falling to 7,917,500 kg.
- A 19% reduction in hazardous waste was achieved (from 45,845 kg to 37,035 kg).
- As part of waste reduction efforts, raw material usage efficiency in production processes has been increased.
- Recycling and reuse activities have been strengthened.

CIRCULAR ECONOMY APPROACH

KUTES embraces circular economy principles as one of the fundamental components of its sustainability strategy. Unlike the linear economy model, the circular economy aims to continuously reuse resources, extend product life, and return waste to the value chain. This approach contributes to both reducing environmental impacts and increasing resource efficiency.

During 2024, circular economy practices were strengthened through scrap recycling, waste management, and resource efficiency initiatives. Furthermore, a key preparatory step for 2025 is to raise employee awareness in this area and ensure more effective participation in processes through Circular Economy Training. This training demonstrates KUTES's determination to integrate the circular economy approach into its corporate culture.

In this context, it is planned to implement strategies for the reuse and recycling of waste and the extension of product life cycles in a more systematic manner in the coming period.



KUTES' STRENGTH: HUMAN RESOURCES

Human Resources Approach _____

Employee Profile _____

Equality and Inclusion _____

Employee Satisfaction _____

Support for Talent Development _____

Occupational Health and Safety (OHS) Management _____



4

HUMAN RESOURCES APPROACH

KUTES views human resources as its most important asset and considers the development, safety and satisfaction of its employees to be a fundamental component of corporate sustainability. Our company's approach to human resources is based on equal opportunities, continuous development, a strong occupational health and safety culture, and a participatory management philosophy.

Human Resources Strategy

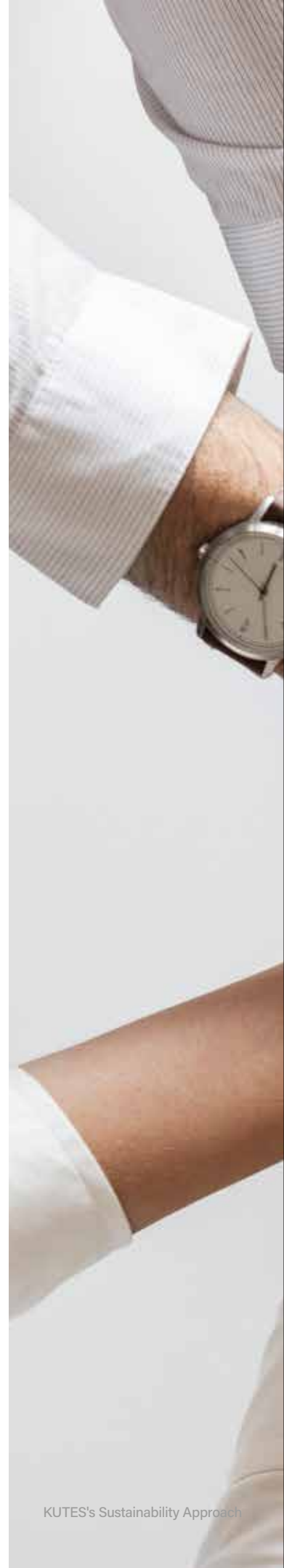
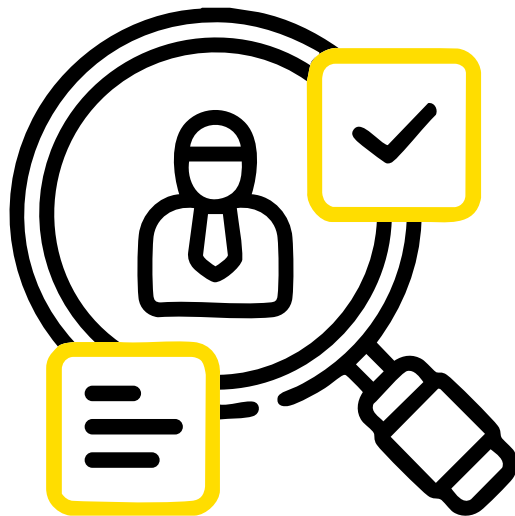
Employee Experience: Strengthening feedback mechanisms aimed at increasing employee satisfaction.

Development and Training: Increasing technical and personal development programmes through KUTES Academy.

Diversity and Equality: Implementing policies to increase the proportion of female employees and managers.

Occupational Health and Safety: A robust OHS culture compliant with OHSAS 18001 and ISO 45001 standards

Productivity: Increasing operational efficiency through competency-based human resources planning.

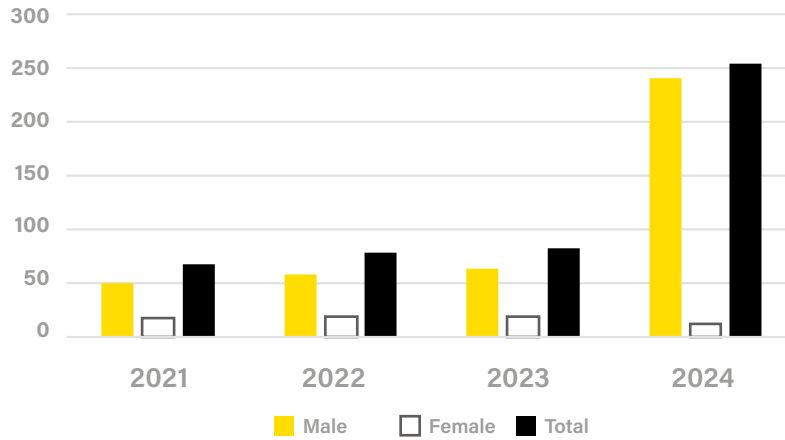




EMPLOYEE PROFILE

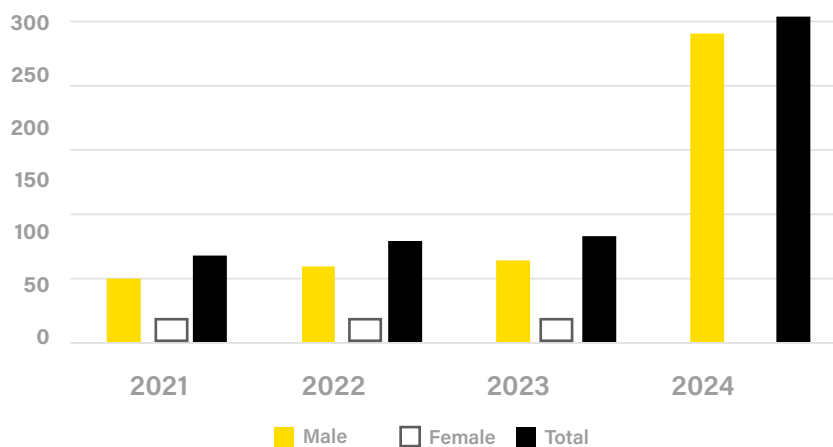
KUTES's success is based on its qualified and committed human resources. As of 2024, the employee profile is as follows.

Employee Profile by Gender Distribution



Year	Male	Female	Total
2021	50	18	68
2022	59	20	79
2023	64	19	83
2024	241	13	254

Employee Profile by Job Type



Year	Blue-Collar	White-Collar	Total
2021	168	54	293
2022	253	79	332
2023	259	83	342
2024	185	69	254

EQUALITY AND INCLUSION

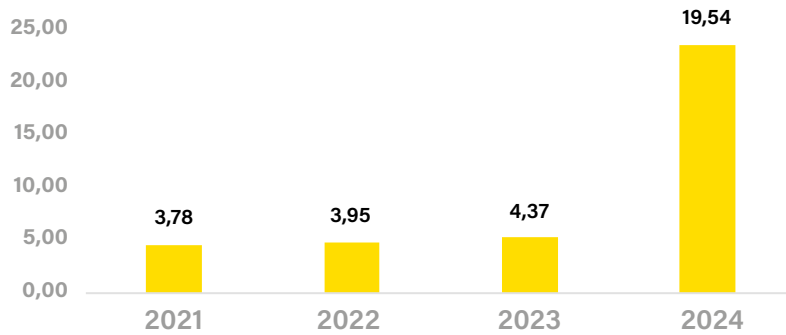
Our Management Approach

KUTES Metal is committed to providing equal opportunities to all its employees. Our company ensures an inclusive working environment through its "Equal pay for equal work" and Anti-Discrimination Policy.

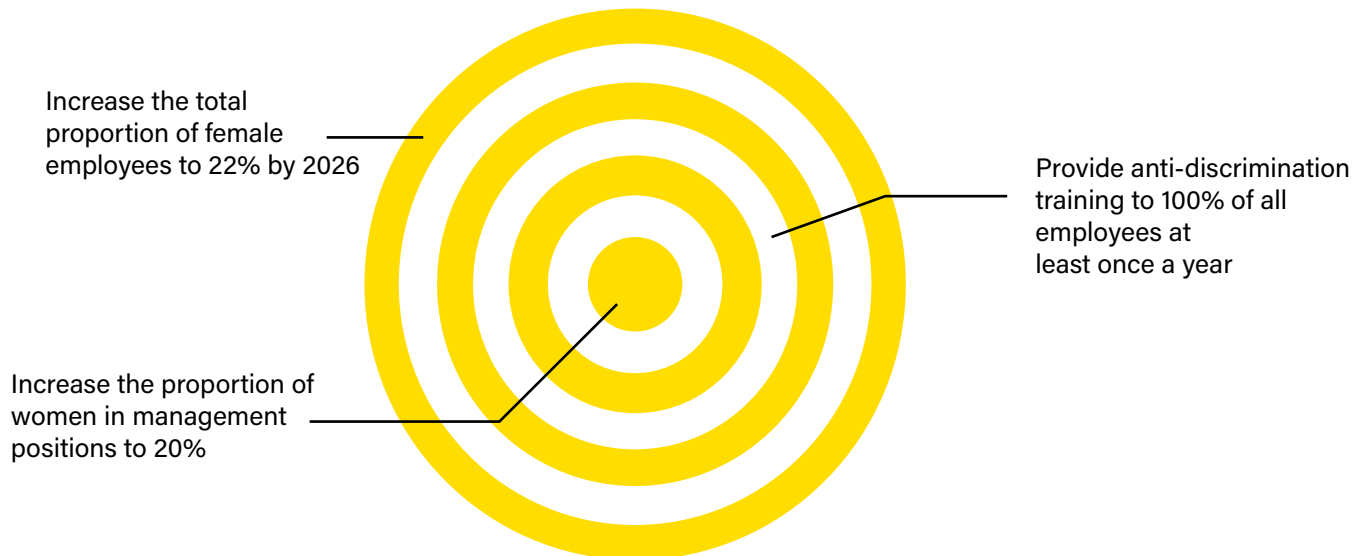
Diversity Profile (2024)

Year	Male	Female	Total
2021	50	18	68
2022	59	20	79
2023	64	19	83
2024	241	13	254

Percentage of Female Employees



GOALS AND COMMITMENTS



EMPLOYEE SATISFACTION

Kutes Metal places the happiness and workplace loyalty of its employees at the heart of its sustainability strategy. According to the results of a survey conducted in 2024 with the participation of a total of **184 employees**, the overall employee satisfaction average was measured at **72.50%**.

Upon detailed analysis of the survey results:

- The areas where employees showed the highest satisfaction were access to personal protective equipment and gear (83.27%), provision of necessary tools and equipment for work (77.94%), and the company's transportation (76.29%) and meal options (76.84%).

These results show that **Kutes** performs strongly in terms of the physical working environment, occupational safety and fringe benefits it offers its employees; however, there is a need for improvement in career development, reward systems and managerial communication processes.

The company aims to implement the following steps in the coming period to increase employee satisfaction:

- Strengthening performance-based reward and career development systems,
- Increasing communication and leadership training for managers,
- Making feedback and complaint management mechanisms more transparent,
- Periodically repeating surveys to regularly measure employee expectations.

This approach will support **Kutes Metal's** sustainable growth, increase employee loyalty and make the workplace culture more inclusive.

The benefits provided are as follows:

- An effective bonus system for white-collar employees
- Rent assistance specifically for blue-collar staff
- Family support assistance
- Birthday voucher
- Ramadan food voucher
- Special health insurance for white-collar staff
- Administrative leave for non-smoking employees
- Additional discount for employees working at contracted private nurseries and kindergartens
- Comfortable areas for all female employees in breastfeeding rooms
- Providing information to pregnant female employees twice by a specialist nurse, once in their final month and once after giving birth
- Online updates on work processes provided weekly by colleagues to employees on maternity leave
- Implementation of a hybrid working model on days determined by the senior manager for employees with children up to 2 years old
- Extension of paternity leave to 10 days
- Providing nappy and formula support
- Scholarships awarded by lottery to employees with a first-degree relative requiring care or a child who is a student (single-income families), taking into account the diploma grade of children studying in the engineering or metallurgy departments of universities and related vocational high schools (high school students must receive honours, while university students must have a minimum average of 3.00/4.00)

SUPPORT FOR TALENT DEVELOPMENT

Kutes Metal considers the continuous learning and development of its employees to be an integral part of its corporate culture. The training programmes organised within this scope aim to support both technical knowledge and skills as well as personal development.

An analysis of training data for the 2021–2024 period clearly shows that the company is placing increasing importance on the development of its employees:

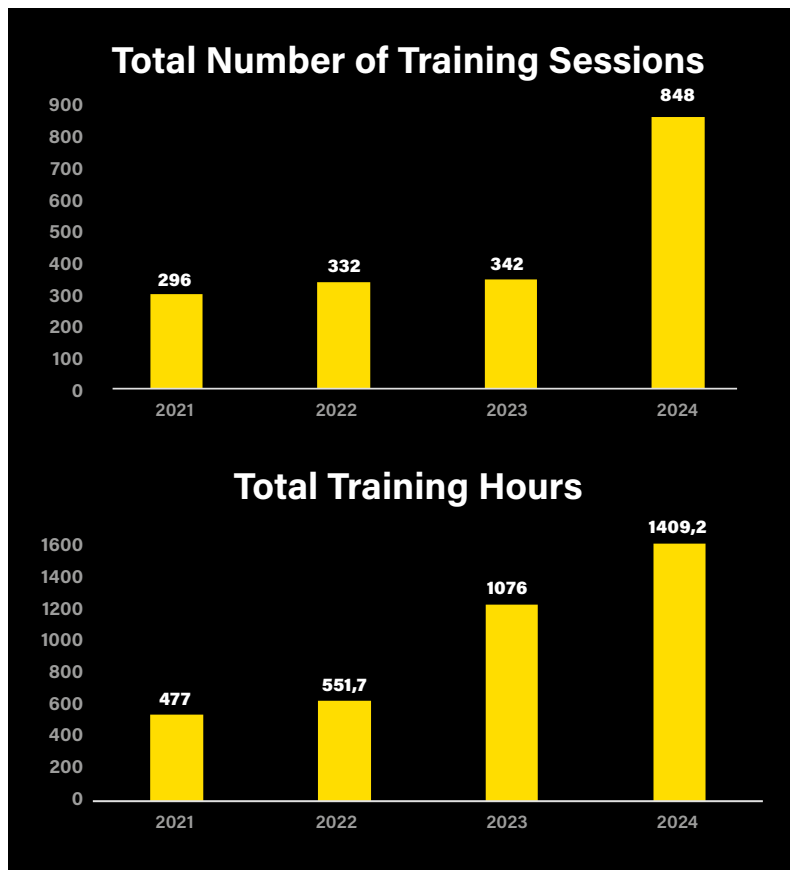
- Total training hours increased from 477 hours in 2021 to 1,409.2 hours in 2024. This represents a 195% growth in training hours over the last four years.
- The total number of training courses has risen from 296 in 2021 to 848 in 2024. This figure shows an increase of approximately 186% in the number of training courses over the last four years.

These figures demonstrate **Kutes Metal's** consistent and continuous investment in developing the skills of its employees. Training content covers various areas such as occupational health and safety, quality management, environmental sustainability, technical skills and leadership development.

The company plans to:

- Increasing the availability of training programmes accessible via digital learning platforms,
- Closer integration of training programmes with career development plans,
- Strengthen cross-training to enable employees to develop their competencies across different departments.

This approach both supports the individual development of employees and plays a critical role in achieving the company's long-term strategic goals.



OCCUPATIONAL HEALTH AND SAFETY (OHS) MANAGEMENT

KUTES Metal prioritises the health and safety of its employees and implements an OHS management system that complies with national legislation and international standards. OHS activities aim to prevent workplace accidents, strengthen the safe working environment, and increase employee awareness.

Regular OHS training, drills, risk assessments and site inspections are conducted within the company, and employees are encouraged to actively participate in the safety culture.

OHS TRAINING

The training data for blue-collar and white-collar employees between 2021 and 2024 is as follows:

- 2021: **256 people** (211 blue-collar, 45 white-collar)
- 2022: **285 people** (240 blue-collar, 45 white-collar)
- 2023: **313 people** (blue-collar 250, white-collar 63)
- 2024: **302 individuals** (225 blue-collar, 77 white-collar)

•Training Hours:

- 2021: total **2,048 hours** (1,920 hours blue-collar, 640 hours white-collar)
- 2022: total of **5,040 hours** (4,032 hours blue-collar, 1,008 hours white-collar)
- 2023: total of **5,376 hours** (4,224 hours blue-collar, 1,152 hours white-collar)
- 2024: total **4,920 hours** (3,936 hours blue-collar, 984 hours white-collar)

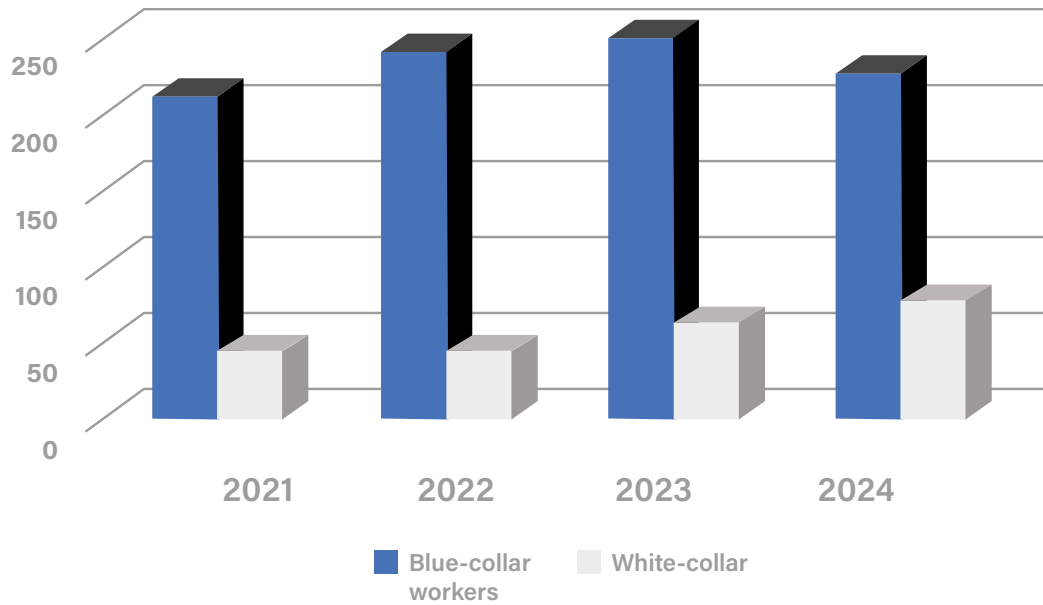
The data shows that the number of people receiving training and the number of hours have generally increased over the years, with a particularly marked rise in the participation of white-collar workers in OSH training.

STRENGTHENING OSH PERFORMANCE

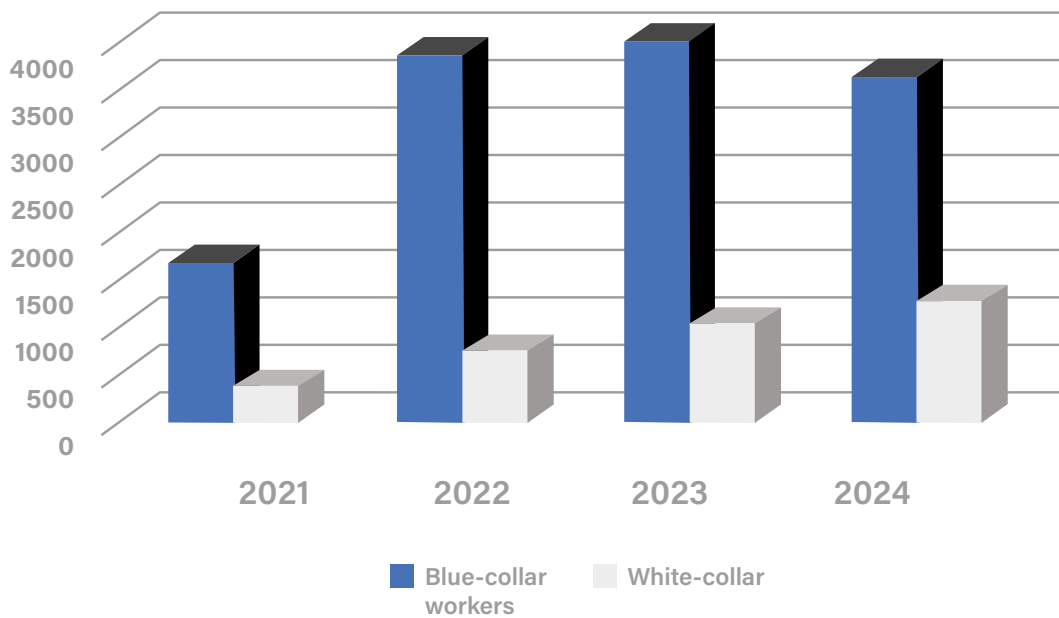
- A comprehensive OSH orientation programme is implemented for all new employees.
- Fire, earthquake and evacuation drills are organised as part of emergency response scenarios.
- Field improvements are made based on employee feedback, and the safety culture is strengthened.
- OH&S practices are integrated into operational excellence processes under the Total Productive Maintenance (TPM) Master Plan.

KUTES aims for continuous improvement in occupational health and safety; it is resolutely advancing towards its vision of **zero workplace accidents** through training, monitoring, and improvement activities.

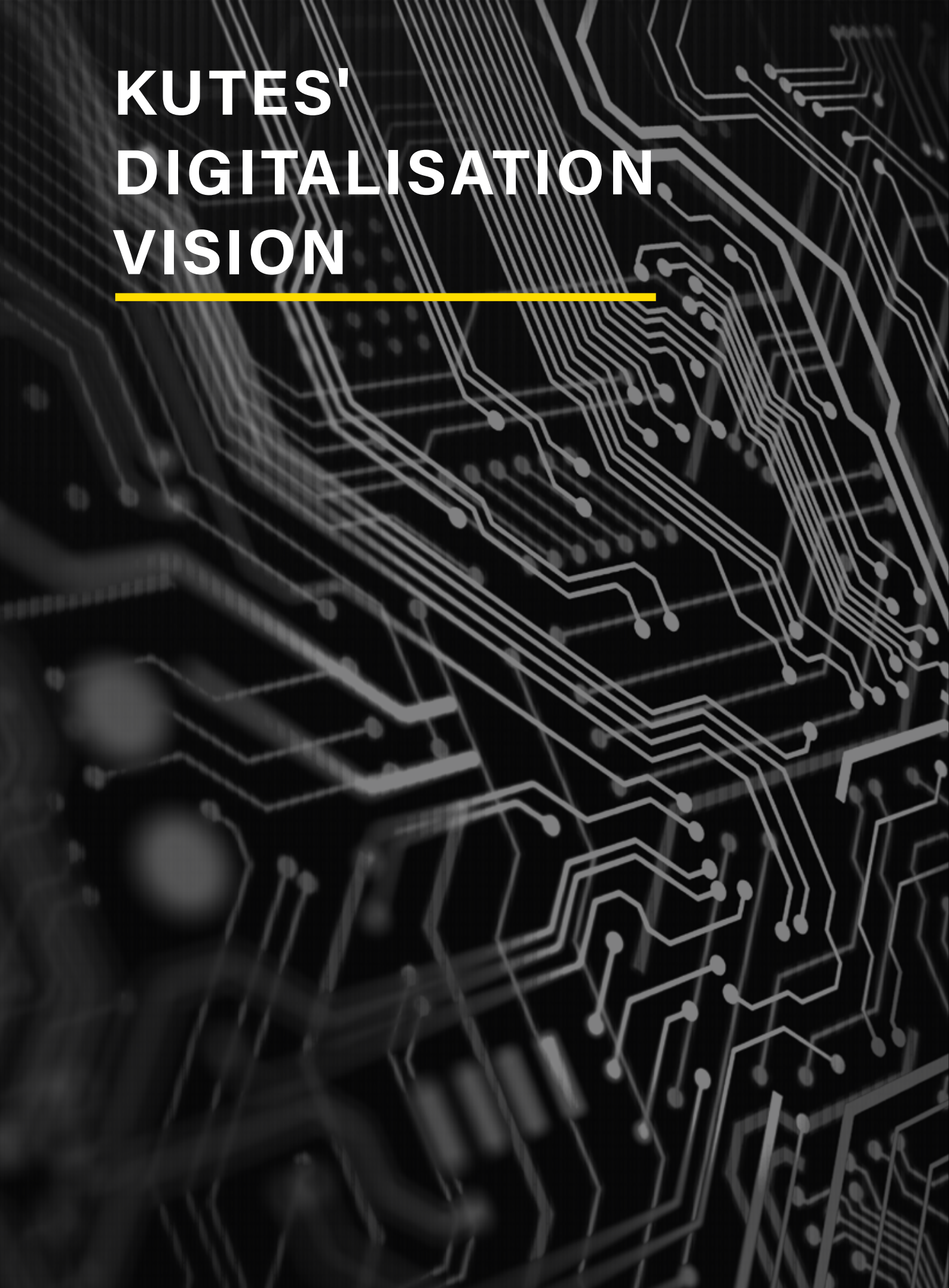
Number of Individuals Receiving OSH Training

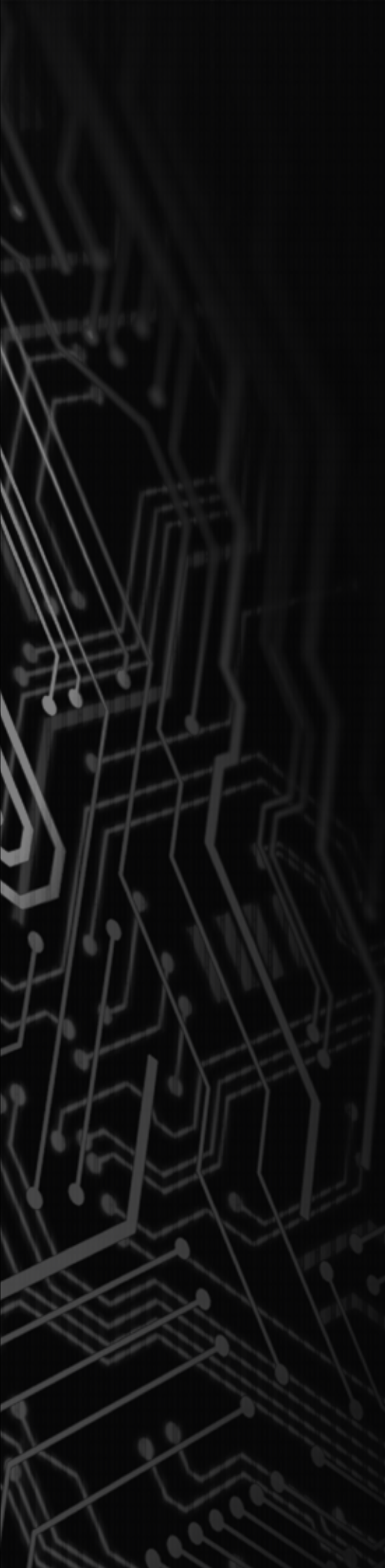


OHS Training Hours



KUTES' DIGITALISATION VISION





5

KUTES' DIGITALIZATION VISION

Digitalisation continues to be at the heart of **KUTES'** sustainable growth and competitiveness strategy. The systematic work initiated in the field of digital transformation since 2021 has been taken to higher levels in 2024. The organisation views technology not only as a means to increase efficiency, but also as a critical tool for sustainability goals, customer satisfaction and international competitiveness. In this context, **KUTES** has successfully implemented significant digital transformation steps in both its operational processes and corporate governance structure.

One of the most significant developments in 2024 was the upgrade of the ERP system to a higher version. With the new architecture, stronger integration in corporate data management has been achieved, and speed, transparency and efficiency in business processes have been increased. Thanks to the update of the ERP infrastructure, more advanced control capabilities have been provided in supply chain, production and finance processes, and operational decision-making has gained speed.

KUTES has also obtained TISAX certification during this period, thereby demonstrating its compliance with information security and data integrity standards of critical importance in the automotive sector at an international level. The information security journey that began with ISO 27001 has been further strengthened with TISAX certification, elevating the corporate culture to a higher level in terms of cyber security and data protection. This development has reinforced **KUTES'** reliability in the eyes of both customers and business partners.

Another important step is the implementation of real-time reporting systems. Real-time data monitoring and reporting capabilities have been provided across all processes, from production to management. This enables the current status of operations to be tracked in real time, allowing managers to make faster and more accurate decisions and maximising transparency in processes. The real-time reporting system also serves as a tool for sustainability goals, being utilised for energy efficiency, waste reduction, and resource usage optimisation.

The 2024 digital transformation initiatives support not only technological infrastructure but also environmental and corporate sustainability goals. The digital archiving application, which reduces paper usage, continues, and data-driven optimisation solutions are being used to reduce energy consumption and carbon footprint. Transparency and traceability in the supply chain have been increased, and improvements have been made in the field of occupational health and safety through automation and predictive maintenance technologies at .

KUTES views the milestone it has reached in 2024 not as an end point, but as a new beginning in its digitalisation journey. The targets for 2025 and beyond include 100% coverage of all production lines with real-time monitoring systems, increasing the proportion of predictive maintenance in maintenance processes, achieving a 10% reduction in energy consumption per unit of production, and integrating the digital supply chain platform with all key suppliers. Thus, **KUTES** will continue to strengthen its leadership role in the sector by embracing Industry 4.0 principles and steadfastly pursuing its sustainable growth journey.

2024-2025 Digitalisation Investments

KUTES has continued its digital transformation efforts, which it initiated in 2022, strengthening them further in the 2023 and 2024 period, began to redesign its operational architecture based on the principle of "an end-to-end supply chain that operates across all units on digital platforms and implements Industry 4.0 principles," and focused on the goal of "structured clean data."

In this context, the following investments were made;

- The **MaestroHub** investment to create a corporate 'Single Point of Truth' infrastructure that structures the collected digital data, interprets it in accordance with data governance, and turns it into a corporate management tool, while also reflecting the actual final status of the entire operation.
- The **DigiTheta** investment for digital data collection functions, aimed at fully establishing the automatic data flow from the production floor on the IoT architecture.
- The **MS Dynamics 365** investment, which involves redesigning the existing Axapta 2012 solution from scratch with a new architectural structure for MRP/ERP activities that will work directly integrated with this infrastructure.
- An investment in **MS Power BI** for management reports within the new structure,
- Investments in updating **application and database server units** and **network infrastructure** to meet the requirements of the new architecture for the internal data transfer infrastructure.
- Processes involving production and non-production forms have begun to be digitised using Flowmeo.

Work to support these processes with AI technologies will continue in the coming years.

KUTES' VISION FOR CONTRIBUTING TO SOCIETY

Stakeholder Relations Management _____

Sustainable Supply Chain _____

Customer Satisfaction Approach and
Complaint Management _____

Information Confidentiality and Security _____

Corporate Social Responsibility Approach _____

Combating Corruption _____

6



STAKEHOLDER RELATIONS MANAGEMENT

Kutes Metal views all its stakeholders as an integral part of the value chain in its sustainability journey and takes their views into account in its decision-making processes. Effective communication with stakeholders forms the basis of our company's principles of transparency, accountability and continuous improvement.

Our company's main stakeholder groups are employees, customers, suppliers, the local community, public institutions, shareholders and civil society organisations. Interaction with these groups is established through regular and structured communication channels:

Employees: Regular satisfaction surveys, training programmes, internal communication meetings and suggestion systems.

Customers: Customer satisfaction surveys, quality audits, and site visits.

Suppliers: Supplier evaluation processes, performance measurements in line with sustainability criteria, and collaboration meetings.

Local Community: Social responsibility projects, education and employment support, and efforts to reduce environmental impact.

Public Institutions: Compliance with legal regulations, audits, sectoral reporting.

Non-Governmental Organisations: Joint social and environmental projects, participation in sectoral dialogue platforms.

Stakeholder surveys conducted in 2024 contributed to determining our company's priority sustainability issues, which are presented in the report through a prioritisation matrix.

AREAS FOR IMPROVEMENT

Making feedback mechanisms more transparent, regularly reporting stakeholder expectations, and supporting responses to these expectations with measurable outputs will be prioritised in the coming period.

This approach contributes to Kutes Metal establishing strong, trust-based and long-term relationships throughout its entire value chain.

SUSTAINABLE SUPPLY CHAIN

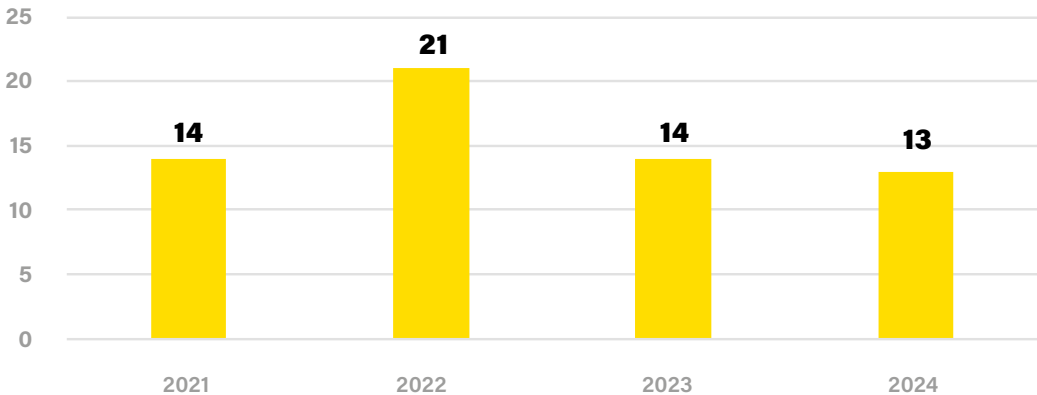
KUTES Metal prioritises responsible and sustainable practices in supply chain management, as well as compliance with occupational health and safety, environmental and social standards. Suppliers are expected to operate in line with the company's Sustainability Policy and Ethical Business Principles.

Regular audits are conducted to increase transparency, traceability and sustainable performance in the supply chain. These audits cover suppliers' compliance with occupational health and safety standards as well as environmental management, human rights and ethical business processes.

Audits Conducted by Year

- **2021: 14 audits**
- **2022: 21 audits**
- **2023: 14 audits**
- **2024: 13 audits**

Information on the Number of Audits Conducted by Year



The data shows that, although there have been fluctuations in the number of audits over the years, they have been conducted regularly. The intensive audits carried out in 2022 indicate that a more comprehensive assessment process has been implemented throughout the supply chain.

KUTES aims to strengthen sustainability criteria in the supply chain and develop a responsible production and supply approach not only in its own operations but also with all its business partners.

CUSTOMER SATISFACTION APPROACH AND COMPLAINT MANAGEMENT

Kutes Metal considers customer feedback as an important input for improving its business processes. While there was a decrease in the number of customer complaints during the 2022–2024 period (42 in 2022, 34 in 2024), the resolution rate remained high (97.1% in 2024). This demonstrates the company's commitment to responding quickly and effectively to customer requests.

On the other hand, there is a noticeable downward trend in customer satisfaction rates, from 89.99% in 2022 to 84.03% in 2024. This result indicates that strategies need to be developed to sustainably increase customer satisfaction.

The company evaluates customer complaints not only from a problem-solving perspective but also through root cause analysis and continuous improvement. This approach aims to deliver service quality that exceeds customer expectations. In the coming period, to increase customer satisfaction rates again:

- Proactive customer communication,
- Regular satisfaction surveys,
- Digital feedback channels, and
- Innovative applications supporting rapid resolution processes

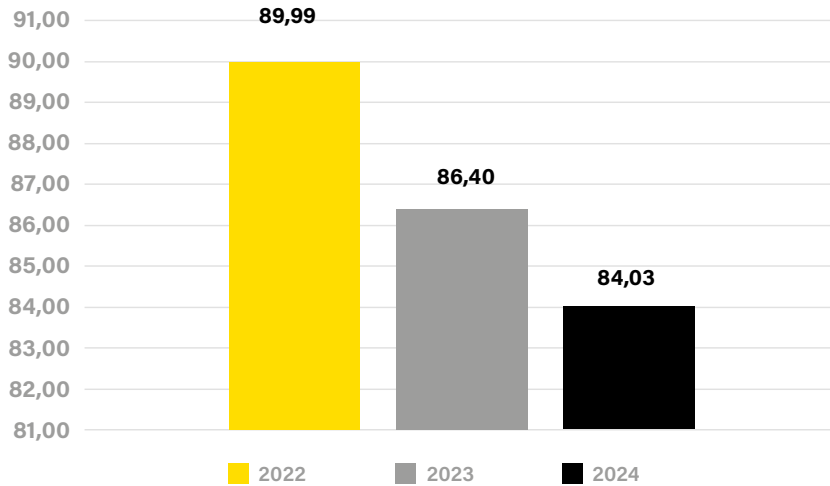
will be prioritised.



Customer Complaint Data

	2022	2023	2024
Number of customer complaints	42	36	34
Resolved	42	35	33
Resolution Rate	100%	97,2%	97,1%
Customer Satisfaction	89,99%	86,40%	84,03%

CUSTOMER SATISFACTION



Quality Assurance Certificates

To ensure customer satisfaction and manufacture products in accordance with international standards, Kutes Metal has a comprehensive quality, environmental, occupational health and safety certification system. These certificates document the compliance of the products and services offered to customers with global quality standards.

Kutes Metal's main certifications:

- IATF 16949:2016 Automotive Quality Management System Certificate
- ISO 14001:2015 Environmental Management System
- ISO 45001:2018 Occupational Health and Safety Management System
- ISO 9001:2015 Quality Management System
- ISO 27001:2022 Information Security Management System
- ISO 50001:2018 Energy Management System
- TISAX Information Security Assessment
- Deutsche Bahn German Railways Approved Supplier Certificate
- Lloyd's Register Grey and Global Cast Iron Manufacturer Certificate
- AD 2000-W 0 (Certificate of Conformity to the Pressure Vessels Directive)
- 2014/68/EU (PED) Pressure Equipment Directive Quality Assurance Certificate
- DNV Approved Grey and Cast Iron Manufacturer Certificate
- Kutes Metal and Kutes Machine Zero Waste Certificates
- Authorised Consignee Certificate (ACC)
- 14064 Declaration of Verification

These certificates demonstrate **Kutes Metal's** commitment not only to meeting customer expectations but also to exceeding international quality, safety and sustainability standards.

INFORMATION CONFIDENTIALITY AND SECURITY

Kutes Metal positions information privacy and security among its strategic priorities as part of its digital transformation roadmap. Data security is a critical element not only for fulfilling legal obligations, but also for maintaining the trust of our stakeholders and ensuring operational sustainability.

Within the Scope of Digital Transformation Initiatives:

- ERP and MES System Integration: Production and business processes are managed end-to-end via digital platforms, with role-based access controls implemented to ensure the security of data flow.
- KVKK and GDPR Compliant Data Management: Full compliance with KVKK is ensured for the confidentiality of employee, customer, and supplier data, and data processing procedures have been made transparent.
- Cyber Security Measures: Our information systems are continuously monitored through enhanced firewalls, intrusion detection systems, encryption infrastructures, and regular penetration tests.
- Cloud Technologies and Backup: Business continuity is ensured through the use of cloud solutions and disaster recovery centres for secure data storage.
- Employee Awareness Training: Regular cybersecurity and data privacy training is provided to all our employees, thereby strengthening the information security culture.

Our Future Goals:

- Completion of the ISO 27001 Information Security Management System certification process,
- Implementation of artificial intelligence-based cyber threat monitoring systems in critical processes,
- Strengthening the principles of ethical data use and transparency in all applications used within the scope of digitalisation.

This approach contributes to Kutes Metal establishing a reliable, transparent, and sustainable information management infrastructure in its digital transformation process.

CORPORATE SOCIAL RESPONSIBILITY APPROACH

Kutes Metal views its responsibilities to the community in which it operates as an integral part of its sustainability approach. Our Corporate Social Responsibility (CSR) approach is built on the objectives of supporting local development, increasing social welfare and contributing to environmental sustainability.

Our Fundamental Approach:

- Understanding the needs of the local community and monitoring its expectations through regular stakeholder dialogue,
- Investing in projects that support education, the environment and social life,
- Encouraging the voluntary participation of our employees to increase social benefit,,
- Ensuring the principles of inclusivity and equality are upheld in all our projects.

Our Practices:

- **Educational Support:** Providing technical materials and equipment to local schools, offering internships and professional development opportunities to young people.
- **Environmental Projects:** Raising environmental awareness through tree planting initiatives and waste management awareness campaigns.
- **Social Contribution:** Sponsorship of sports, cultural and artistic events, social solidarity projects with local NGOs.
- **Employee Volunteering:** Volunteering programmes that enable our employees to actively participate in social benefit projects.

Areas of Development:

- **Measuring** and reporting the impact of social responsibility projects,
- **More transparent disclosure** of feedback received from stakeholders,
- Directly linking CSR projects to the **United Nations Sustainable Development Goals (SDGs)**.
- **Increasing strategic partnerships** that will provide long-term social benefits.

With this approach, Kutes Metal aims not only to create economic value but also to make a positive contribution to society and the environment. A project targeted for 2023 was completed in 2024, and other project targets have been set.

Projects;

- Sponsorship support for the construction of electric vehicles within the scope of Teknofest for Ahi Evran Vocational and Technical Anatolian High School - completed in 2024.
- Providing scholarships to TEV students - targeted to be regular every year as of 2024.
- Creation of internship opportunities for students receiving TEV scholarships. This is targeted to be implemented annually starting in 2024.

COMBATING CORRUPTION

KUTES undertakes to conduct all its activities in accordance with the principles of transparency, integrity and accountability. In this context, combating corruption is considered one of our company's fundamental ethical values.

In 2024, policies and practices aimed at strengthening the ethical work culture were continued, and preparations were made to raise awareness among our employees.

Our goals for 2025 include organising "Anti-Corruption Training" to improve our employees' knowledge and awareness in this area. This training, planned for August 2025, will ensure that ethical business principles are more strongly integrated into the company culture and that the competence of all our employees in this area is increased.

Memberships and Collaborations _____

Stakeholder Communication Methods _____

Certificates and Documents _____

Social Performance Indicators _____

Environmental Performance Indicators _____

GRI Index _____

Appendices

MEMBERSHIPS AND COLLABORATIONS



United Nations
Global Compact

TÜDOKSAD : Turkish Foundry Industry Association

TAYSAD : Automotive Suppliers Association

TÜSİAD : Turkish Industrialists' and Businessmen's Association

CAEF : The European Foundry Association

TİM : Turkish Exporters Assembly

UN GLOBAL COMPACT

SKD Türkiye : Business World and Sustainable Development Association

CHAPTER ZERO TÜRKİYE

STAKEHOLDER COMMUNICATION METHODS

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Stakeholders	Communication Method
Staff	Email, telephone and face-to-face meetings Meetings and training sessions Digital communication tools Digital training programmes Events organised specifically for employees Announcements and notifications Internal publications
Customers	Customer satisfaction surveys Email, telephone and face-to-face meetings Customer visits and meetings Exhibitions, conferences, trade fairs
Suppliers	Email, telephone and face-to-face meetings Meetings Supplier audits Supplier portals
Public institutions and legislative bodies	Periodic reporting Meetings and conferences Email, telephone and face-to-face meetings Audits

CERTIFICATES AND DOCUMENTS



ISO/IEC 27001 2017 Information Security Management System	
IATF 16949 2016 Automotive Quality Management System	ISO 9001 2015 Quality Management System
ISO 45001 2018 Occupational Health and Safety Management System	ISO 50001 2018 Energy Management System
ISO 14001 2015 Environmental Management Systems	ISO 14064 Greenhouse Gas Verification Declaration



Deutsche Bahn Ag Qualification
(Approved German Railway Manufacturer)



AD 2000-W 0
(Pressure Vessels Appropriate Manufacturer Company Certificate)**Ped 97/23 ec(ped)**
(Quality assurance system in accordance with pressure equipment directives)



Lloyd's Register
Approved Grey and Ductile Iron Manufacturer



DNV
Approved Grey and Cast Iron Producer Certificate



KUTES Foundry Zero Waste Certificate
KUTES Machinery Zero Waste Certificate
Ministry of Trade Authorised Consignee Certificate (YYS)

SOCIAL PERFORMANCE INDICATORS

Social Performance Indicators

EMPLOYEE PROFILE	2021		2022		2023		2024	
	Blue-collar	White-collar	Blue-collar	White-collar	Blue-collar	White-collar	Blue-collar	White-collar
Total number of employees	168	54	253	79	259	83	185	69
	293		332		342		254	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of white-collar workers	50	18	59	20	64	19	56	13
	68		79		83		69	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of blue-collar workers	225	0	253	0	259	0	185	0
	225		253		259		185	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of blue-collar workers under 30 years old	71	3	82	5	86	3	40	0
	74		87		89		40	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of blue-collar workers aged 30-50	163	15	184	16	179	15	90	1
	178		200		194		91	
	Male	Female	Male	Female	Male	Female	Male	Female
Blue Number of employees aged 50 and over	41	0	45	0	56	1	42	0
	41		45		57		42	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of disabled employees	6	0	6	0	7	0		
	6		6		7			
	Male	Female	Male	Female	Male	Female	Male	Female
Percentage of disabled employees (%)	2%	0	2%		2%		2%	3%
	2%		2%		2%		3%	
Turnover (%)	3,22		3,45		4,3		5,4	

EDUCATION DATA	2021	2022	2023	2024
Total number of people receiving education	296	332	342	848
Total training (hours)	477	551,7	1077,3	1409,2

NUMBER OF INDIVIDUALS WHO RECEIVED OSH TRAINING	2021	2022	2023	2024
Blue-collar	211	240	250	225
White-collar	45	45	63	77

OCCUPATIONAL SAFETY AND HEALTH TRAINING HOURS	2021	2022	2023	2024
Blue-collar	1688	3840	4000	3600
White-collar	360	720	1008	1232

	2021		2022		2023		2024	
TOTAL NUMBER OF SUPPLIERS	Local	Foreign	Local	Foreign	Local	Foreign	Local	Foreign
	48	1	50	2	50	4	51	6
	49		52		54		57	

ENVIRONMENTAL PERFORMANCE INDICATORS

CARBON FOOTPRINT VALUES	2022 tCO ₂	2023 tCO ₂	2024 tCO ₂
Category 1	4.920,59	4.444,05	3.602,51
Category 2	18.852,01	21.393,65	10.255,05
Category 3	968,31	1.160,27	3.337,66
Category 4	31.622,80	31.156,74	30.542,91
Category 5	408,68	139,21	88,53
Category 6	-	1.949,31	835,25
Total	56.772,39	60.243,23	48.661,92

CARBON FOOTPRINT VALUES	2022 tCO ₂	2023 tCO ₂	2024 tCO ₂
Scope 1	4.920,59	4.444,05	3.602,51
Scope 2	18.852,01	21.393,65	10.255,05
Scope 3	32.999,79	0	34.804,35
Total	56.772,39	60.243,23	48.661,91

Greenhouse gas emissions calculated in KUTES are reported in accordance with the 14064-1:2018 Greenhouse Gas Emissions Verification and Reporting standard. The prepared report is checked in accordance with the Greenhouse Gas Management Procedure.

- Category 1 – Direct greenhouse gas emissions and removals
- Category 2 – Indirect greenhouse gas emissions from imported energy
- Category 3 – Indirect greenhouse gas emissions from transportation
- Category 4 – Indirect greenhouse gas emissions from products used by the organisation
- Category 5 – Indirect greenhouse gas emissions associated with the use of the organisation's products
- Category 6 – Other indirect activities

ENERGY CONSUMPTION VALUES	UNIT	2021	2022	2023	2024
Electricity Consumption	kWh	32.185.714	38.956.677	36.502.512	29.638.866
Renewable Energy Electricity Consumption	kWh	13.338	294.554	250.131	30.939,275
Toplam	kWh	32.199.052	39.251.231	36.752.643	29.669.805

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WATER CONSUMPTION VALUES	UNIT	2021	2022	2023	2024
Mains Water Consumption	m ³	0	0	0	0
Groundwater Consumption	m ³	5.482	13.705,5	25.173,00	25.418,00
Total Water Consumption	m ³	5.482	13.705,5	25.173,00	25.418,00

WASTE VALUES	UNIT	2021	2022	2023	2024
Non-hazardous Waste Quantity	kg	9.320.796	11.261.558	10.594.360	7.880.465,00
Hazardous Waste Quantity	kg	87.805	83.385	45.845	37.035
Total Waste Quantity	kg	9.408.601	11.344.943	10.640.205	7.917.500

GRI INDEX

Kutes has reported in accordance with GRI Standards for the January-December 2023 period.

The GRI Services Team has verified that the GRI content index is clearly included in the report under the Content Index - Essentials Service and that references to GRI 2-1, 2-5 and GRI 3-1, 3-2 disclosures are included in the relevant sections of the report.



GRI STANDARD	DISCLOSURE	PAGE NUMBERS, EXPLANATIONS AND/OR URLS EXCLUSIONS
GRI 1: Core 2021		
GRI 2: General Disclosures 2021		
GRI 2: General Disclosures 2021	CORPORATE PROFILE	
	2-1 Organisation Profile	Corporate Profile, p.7
	2-2 Organisations included in sustainability reporting	About KUTES, p.7
	2-3 Reporting period, frequency and contact information	About the Report, p.4
	2-4 Reorganised based on previous reports revised information	There has been no significant change compared to the previous reporting period.
	2-5 External Audit	No external audit was conducted within the scope of the report.
	2-6 Activities, value chain and other business relationships	Corporate Profile, p.7 Products and Service Sectors, p.11 KUTES' Digitalisation Vision, p.37 Stakeholder Relationship Management, p.39 Memberships and Collaborations, p.44
	2-7 Employees	Employee Profile, p.30
	2-8 Employees of the subcontracting company	All KUTES employees are its own personnel .
	2-9 Governance structure	Sustainability Governance Structure, p.20
	2-10 Process for determining the competence and qualifications of the members of the highest governance body	Confidentiality Restrictions In accordance with the institution's confidentiality policies, KUTES does not share this information publicly.
	2-11 Chairperson of the highest governance body	Sustainability Governance Structure, p.20

GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in managing impacts arising from the organisation's activities	Sustainability Governance Structure, p.20
	2-13 Responsibility for managing impacts arising from activities	Sustainability Governance Structure , p.20
	2-14 The role of the highest governance body in sustainability reporting	Sustainability Governance Structure, p.20
	2-15 Processes that prevent conflicts of interest	Ethical Principles and Transparency Approach, p.10
	2-16 Process for escalating critical issues to the highest governance body	Corporate Governance Approach and Policies, p.10 No critical issues were raised with KUTES during the reporting period.
	2-17 Competencies of the highest governance body	Sustainability Governance Structure, p.20
	2-18 Evaluation of the performance of the highest governance body	Confidentiality Restrictions In accordance with the institution's confidentiality policies, KUTES does not share this information publicly.
	2-19 Remuneration policies	Equality and Inclusion, p.31
	2-20 Process for determining remuneration	Equality and Inclusion, p.31
	2-21 Annual total remuneration ratio	Confidentiality Restrictions In accordance with the institution's confidentiality policies, KUTES does not share this information publicly.
	2-22 Statement on the sustainable development strategy	KUTES's Sustainability Approach p.19 Alignment with the United Nations (UN) Sustainable Development Goals, p.20
	2-23 Policy Commitments	Corporate Governance Approach and Policies, p.10
	2-24 Implementation of policy commitments	Corporate Governance Approach and Policies, p.10
	2-25 Processes aimed at mitigating negative impacts	Environmental Responsibility Approach, p.22 Energy Efficiency Initiatives, p.24 Water Management Approach, p. 25 Raw Material Use and Resource Efficiency Studies, p. 26 Waste Management Approach, p. 28 KUTES' Vision for Contributing to Society, p. 39
	2-26 Mechanisms for receiving suggestions and raising concerns regarding ethical and legal conduct	Corporate Governance Approach and Policies, p.10 Ethical Principles and Transparency Understanding, p.10 Customer Satisfaction Approach and Complaint Management, p.40
	2-27 Compliance with legal regulations	Corporate Governance Approach and Policies, p.10 Ethical Principles and Transparency, p.10 Information Confidentiality and Security, p.41
	2-28 Corporate memberships	Memberships and Partnerships, p.44
	2-29 Stakeholder Participation	Memberships and Partnerships, p.44
	2-30 Percentage of employees covered by collective bargaining agreements	KUTES does not have any workforce covered by a collective agreement .

PRIORITY ISSUES

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, EXPLANATIONS AND/OR URLS EXCLUSIONS
GRI 3: Priority Issues 2021		
GRI 3: Priority Issues 2021	3-1 Process for determining priority topics	Priority Issues p.19
	3-2 List of priority issues	Priority Issues p.19
	3-3 Management of priority issues	Priority Issues p.19
GRI 200: ECONOMIC STANDARDS SERIES		
CORPORATE GOVERNANCE		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Corporate Governance Approach and Policies, p.10
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Corporate Profile, p.7 Products and Service Sectors, p.11
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect impacts	Climate Crisis Mitigation Efforts, p.22 Other Emissions, p.23 Water Management Approach, p.25 Waste Management Approach, p.27
ETHICS, LEGAL COMPLIANCE AND ANTI-CORRUPTION		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Corporate Governance Approach and Policies, p.10 Ethical Principles and Transparency Approach, p.10
GRI 205: Anti-Corruption 2016	205-1 Activities assessed in terms of corruption-related risks	Corporate Governance Approach and Policies, p.10 Ethical Principles and Transparency Approach, p.10
	205-2 Communication and training on anti-corruption policies and procedures	Ethical Principles and Transparency Understanding, p.10
GRI 206: Anti-competitive behaviour 2016	206-1 Total number and outcomes of legal actions concerning anti-competitive behaviour and activities	There were no cases related to anti-competitive behaviour and activities during the reporting period.
RISK MANAGEMENT		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Corporate Governance Approach and Policies, p.10

GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016

COMBATING CLIMATE CHANGE

GRI 3: Priority Issues 2021	3-3 Management of priority issues	Climate Crisis Mitigation Initiatives, p.22
GRI 302: Energy 2016	302-1 The organisation's energy consumption	Energy Efficiency Initiatives, p.24 Environmental Performance Indicators, p.48
	302-4 Reduction of energy consumption	Energy Efficiency Studies, p.24
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Climate Crisis Mitigation Initiatives, p.22 Environmental Performance Indicators, p.48
	305-2 Indirect energy (Scope 2) greenhouse gas emissions	Climate Crisis Mitigation Initiatives, p.22 Environmental Performance Indicators, p.48
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Climate Crisis Mitigation Initiatives, p.22 Environmental Performance Indicators, p.48
	305-5 Reduction of greenhouse gas emissions	Other Emissions, p.23 Energy Efficiency Initiatives, p.24 Raw Material Use and Resource Efficiency Initiatives, p.26 Waste Management Approach, p.28
GRI 303: Water and Discharges 2018	303-1 Interaction with water resources as a shared resource	Water Management Approach, p.25
	303-2 Management of water discharge-based impacts	Water Management Approach, p.25
	303-3 Water withdrawal	Environmental Performance Indicators, p.48
	303-4 Water discharge	Environmental Performance Indicators, p.48
	303-5 Water consumption	Water Management Approach, p.25 Environmental Performance Indicators, p.48
GRI 306: Atik 2020	306-1 Waste generation and significant waste-related impacts	Waste Management Approach, s.27

ENVIRONMENTAL MANAGEMENT AND BIODIVERSITY CONSERVATION

GRI 3: Priority Issues 2021	3-3 Management of priority issues	Environmental Responsibility Approach, p.22
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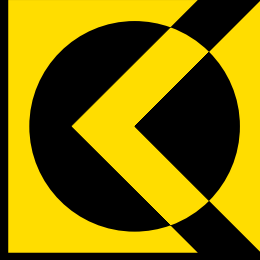
GRI 400: SOCIAL STANDARDS SERIES 2016

EMPLOYEE SATISFACTION AND EMPLOYEE RIGHTS

GRI 3: Priority Issues 2021	3-3 Management of priority issues	Employee Satisfaction, p.32
GRI 401: Employment 2016	401-1 Newly hired employees and employee turnover rate	Social Performance Indicators, p.45
	401-3 Maternity Leave	Employee Satisfaction, p.33

OCCUPATIONAL HEALTH AND SAFETY (OHS)		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Occupational Health and Safety (OHS) Management, p.35
GRI 403: Occupational and Safety 2018	403-1 Occupational health and safety management system	Social Performance Indicators, p.45
	403-2 Injury type and accident frequency rates, occupational diseases, lost days, absenteeism, and total work-related fatalities	Occupational Health and Safety (OHS) Management, p.35
	403-3 Occupational health services	Occupational Health and Safety (OHS) Management, p.35
	403-4 Employee participation, consultation and communication on occupational health and safety	Occupational Health and Safety (OHS) Management, p.35
	403-5 Employee training on occupational health and safety	Occupational Health and Safety (OHS) Management p.36 Social Performance Indicators, p.45
	403-6 Promotion of employee health	Occupational Health and Safety (OHS) Management, p.36
	403-7 Prevention and reduction of occupational health and safety impacts directly related to employment relationships	Occupational Health and Safety (OHS) Management, p.35
	403-9 Work-related injuries	Social Performance Indicators, p.45
	403-10 Work-related illness cases	Social Performance Indicators, p.45
DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION		
GRI 3: Priority Issues 2021	3-3 Management of the priority topic	Equality and Inclusion, p.31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Profile, p.26 Social Performance Indicators, p.45
	405-2 Base salary and the ratio of women's pay to men's pay	Confidentiality Restrictions In accordance with the organisation's confidentiality policies, KUTES does not share this information publicly.
GRI 406: Prevention of Discrimination	406-1 Incidents of discrimination and regulatory actions taken	No incidents of discrimination were encountered during the reporting period .

RESPONSIBLE SUPPLY CHAIN MANAGEMENT		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Sustainable Supply Chain, p.39
GRI 408: Child Labour 2016	408-1 Activities and suppliers identified as having significant risks related to child labour and the measures taken	Sustainable Supply Chain, p.39
GRI 409: Forced or Compulsory Labour 2016	409-1 Activities and suppliers identified as posing a significant risk of forced or compulsory labour and the measures taken	Sustainable Supply Chain, p.39
EDUCATION, TALENT MANAGEMENT AND CAPACITY DEVELOPMENT		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Resources Approach, p.30 Support for Talent Development, p.33
GRI 404: Education and Training 2016	404-1 Average annual training hours per employee	Support for Talent Development, p.33 Social Performance Indicators, p.45
	404-2 Talent management and lifelong learning programmes supporting employee development	Support for Talent Development, p.33 Social Performance Indicators, p.45
STAKEHOLDER RELATIONS AND STAKEHOLDER MANAGEMENT		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Stakeholder Relationship Management, p.39
CORPORATE SOCIAL RESPONSIBILITY		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Corporate Social Responsibility Approach, p.42
CUSTOMER SATISFACTION (PRODUCT AND SERVICE QUALITY)		
GRI 3: Priority Issues 2021	3-3 Management of Priority Issues	Customer Satisfaction Approach and Complaint Management, p.40
GRI 417: Marketing and Labelling 2016	417-2 Incidents of Non-Compliance with Product and Service Labelling	No non-compliance incidents occurred during the reporting period.
	417-3 Incidents of Non-Compliance Related to Marketing Processes	No non-compliance incidents occurred during the reporting period.
INNOVATION (R&D) STUDIES		
GRI 3: Priority Topics 2021	3-3 Management of the priority topic	KUTES' Digitalisation Vision, p.37



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