2024

Integrated Sustainability Report

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About the Report

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Purpose of our Integrated Sustainability Report

Here at Esan, it has been our steadfast commitment to contributing to a sustainable future in all our activities and to protect the balance of resources, environment, society and business continuity. While meeting the needs of various sectors globally, we strive to act in a way that does not disrupt the delicate balance of nature. We are pleased to announce that our efforts in this regard have continued unabated in 2024. As we continue our journey towards a more sustainable future, we are delighted to publish our second Integrated Sustainability Report, and our third independent sustainability report. This year, we have prepared a comprehensive report revealing our sustainability strategy, performance, goals, and progress toward achieving them. Our report provides a detailed overview of our key sustainability initiatives and activities accompanied by case studies highlighting our achievements and impact, accompanied by the Facts about our Actions that present a data-driven approach to analyze our sustainability performance and provides detailed insights into our sustainability practices.

Scope of our Report

The information found in this report concerns the operations of Esan Industrial Raw Materials Co. for the period between January 1, 2023 and December 31, 2024 in Türkiye, Uzbekistan and Kazakhstan and unless otherwise stated, contains no information pertaining to other locations. Financial data provided in this report covers all wholly owned companies and subsidiaries that are consolidated in the Esan financial statements unless otherwise stated.

The employee demographic data used in the report reflects the operations carried out in Türkiye, unless otherwise stated, by the organizations within the scope of the report.

Principles and Standards

This report has been compiled in accordance with the **GRI Sustainability Reporting Standards**. It also considers the "**Stakeholder Capitalism Sustainable Value Creation Reporting Criteria**" established by the World Economic Forum (WEF). This demonstrates our contribution to the **UN Sustainable Development Goals (SDGs)**. Furthermore, we endeavor to align our reporting with the International Integrated Reporting Report Framework, as published by the **International Integrated Reporting Council (IIRC)**.

Changes in Presentation of Report

Changes to last year's reporting:

- Esan's climate strategy was developed as part of the Low Carbon Transition Roadmap project launched in 2023. In line with the established climate strategy, we held interviews with C-Levels and directors, provided training on SBTi and completed carbon footprint measurements. In addition, work on emission reduction targets was initiated, and this work is ongoing, especially in terms of the necessary investments being evaluated.

  For additional details please refer to **Investing in Planet**.

- We are proud to present our first Double Materiality Analysis in this report. Leveraging the insights from the double materiality assessment, we have reviewed our sustainability strategies and targets.

  For additional details please refer to **Our Approach to Sustainability**.

- A thorough climate scenario analysis was conducted for Esan, assessing physical and transition risks at their operational sites and five key suppliers. The impact on offices, factories, and warehouses was evaluated. To ensure the resilience of the strategy, two different climate scenarios were assessed (low and high carbon) to capture a broad range of potential climate trajectories and their associated risks and opportunities.

  For additional details please refer to **Risk Management**.

Assurance

We have obtained independent assurance for the data covering energy intensity, water intensity, waste management, occupational health and safety, gender equality, and employee training, as well as production key performance indicators (KPIs) presented in this report. The assurance, conducted in accordance with **ISAE 3000** (Revised) by **RSM TURKEY ULUSLARARASI BAĞIMSIZ DENETİM A.Ş.**, provides limited assurance on the accuracy and reliability of the information. Additionally, our Greenhouse Gas Emissions were revised by **QSI Belgelendirme ve Muayene ve Test Hizm. Ltd. Şti.**.

Our Reporting Guidance for non-financial KPIs document provides details and definitions of these selected KPIs and the **Limited Assurance Report** can be reached at **Annexes**. The selected KPIs that have been subject to limited assurance by RSM TURKEY ULUSLARARASI BAĞIMSIZ DENETIM A.Ş., as well as greenhouse gas emissions verified by QSI Belgelendirme ve Muayene ve Test Hizmetleri Ltd. Şti., are denoted by the check symbol as displayed here: ✅

Navigation Icons

Natural | Social | Human

Intellectual | Financial | Manufacturer

Spotlight Project | Stakeholder Perspective

A PDF version of the Integrated Sustainability Report of Esan Industrial Raw Materials Co. and all reports from previous periods can be accessed on the **corporate website**.

Message from the CEO

Dear Stakeholders,

I would like to begin by expressing my sincere appreciation for the unwavering trust and support of our stakeholders as Esan moves forward on its sustainability journey. I would also like to extend my gratitude to our dedicated teams whose commitment has been instrumental in driving our progress toward a more sustainable, low-carbon, and inclusive future.

The year 2024 presented a complex global landscape, marked by economic volatility, geopolitical uncertainty, and escalating climate challenges. Despite these headwinds, Esan demonstrated resilience and agility, guided by a clear vision and a firm commitment to responsible growth. We continued to evolve our operations in alignment with long-term value creation for our business, society, and the environment.

In 2024, we launched a double materiality assessment with the participation of more than 400 internal and external stakeholders. This initiative played a pivotal role in shaping our long-term sustainability strategy, enabling us to comprehensively evaluate both our environmental and social impacts, as well as the implications of these issues for our operations. It also laid a strong foundation for aligning our future priorities with stakeholder expectations.

We also committed to annual third-party verification of our emissions, using 2021 as a base year — a step that reinforces our transparency and ambition in contributing to global climate goals.

Energy is both a strategic asset and a responsibility. We continue to make strong progress in energy efficiency and the transition to renewable energy sources. By 2025, we aim to reduce our energy intensity to below 0.076 MWh per tonne of mill throughput and to maintain our emissions intensity under 0.010 tonnes of CO_2 per tonne of mill throughput.

In support of these goals, we secured a $50 million sustainability-linked loan from the European Bank for Reconstruction and Development (EBRD) for the Balya mine. This milestone financing will accelerate our decarbonization and efficiency initiatives, particularly at Balya, and represents a significant step toward integrating sustainability into our capital structure and investment strategy.

Our sustainability agenda extends beyond environmental performance. At Esan, we believe that true sustainability is inclusive. We are investing in the empowerment of women and young professionals, particularly in the regions where we operate, contributing to broader social development and equity.

We are equally committed to biodiversity conservation, in line with UN Sustainable Development Goal 15. Our Biodiversity Action Plan, developed in collaboration with academic experts, guides our monitoring and restoration efforts. From seed collection and reforestation to erosion control and flora-fauna assessments, we take concrete actions to minimize our ecological footprint.

In 2024, we began implementing the Responsible Mining Assurance Program (RMAP) as part of our evolving ESG governance model. Additionally, we received a bronze medal in the Ecovadis sustainability assessment process, marking a valuable step forward in our corporate responsibility maturity.

Sustainability is embedded in our strategic planning. Using Hoshin Kanri methodology, we have defined a clear three-year roadmap with sustainability as a core pillar, cascaded throughout the organization via measurable improvement initiatives.

Our Corporate Social Responsibility (CSR) approach is integrated, inclusive, and long-term, focusing on the needs of local communities, biodiversity, vulnerable groups, and education. We view CSR not as a peripheral activity, but as an essential part of sustainable value creation.

In collaboration with the Eczacıbaşı Group, we continue to cultivate a workplace culture rooted in health, safety, inclusion, and equal opportunity. Through our “ALLforALL” Equal Opportunities Committee, we uphold the UN Universal Declaration of Human Rights and the UN Women’s Empowerment Principles across our operations and value chain.

Stakeholder engagement remains a cornerstone of our approach. We foster trust through open dialogue, transparent reporting, and inclusive consultation processes, all of which are reflected in this report.

I am proud to present our 2024 Integrated Sustainability Report, prepared in accordance with GRI Standards, which outlines our performance, progress, and ongoing commitments.

Together, we can lead the transformation toward a more resilient, responsible, and sustainable mining sector.

Emre Kayışoğlu CEO

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Overview of Esan

GRI 2-1

Esan, was established in 1978 to supply high-quality raw materials for the ceramics industry, has grown into a leading producer of industrial minerals and a strong player in base metal mining.

With a portfolio of over 150 products, the company supports various industries and exports to more than 405 countries.

Established in 1978 as a producer of high-quality raw materials for the ceramics industry, the company has evolved into one of Türkiye leading producers and exporters of industrial minerals and metallic ores.

Since its foundation, it has pioneered several initiatives, including the launch of Türkiye's first clay enrichment plant in 1979 and the first feldspar flotation plant in 1985. As a prominent supplier of essential industrial raw materials —such as feldspar, quartz, clay, bentonite, halloysite and kaolin—used in a wide range of modern applications from glass to paint, the company has continued to grow and innovate.

This expansion includes a strategic move into metallic mining with the establishment of a copper, lead and zinc mine in Balya, Balıkesir. In addition to raw material and metallic ore production, operations have also extended to the sales and marketing of various commercial products, including chemicals, minerals, thermal insulation materials, and furnace equipment.

With more than 150 products, Esan caters to a wide range of sectors, including ceramics, welding electrodes, glass, refractory, abrasive, painting, plastic, and engineered stone.

GRI 2-1

Today, we employ +1,800 people and operate 40 pits, processing minerals in 11 different plants located in Aydın, Balıkesir, Bilecik, Çanakkale, Konya, Muğla and Ukraine.

We have established Esan Italia Minerals Company in Italy and opened representative offices in Ukraine and China to better serve our international customers. As of 2024, we continue our operations in Kazakhstan with ongoing research and exploration activities. Currently, we **export to more than 45 countries worldwide**.

Overview of Eczacıbaşı Group

Established in 1942 in Türkiye, the Eczacıbaşı Group, the leader of a modern, quality, and healthy lifestyle, is a significant industrial conglomerate with **41 companies, 32 production facilities in Türkiye, more than 13,000 employees, and a consolidated net sales of €1.9 billion in 2024**.

Eczacıbaşı Group's core sectors are centered around building products, consumer products, and healthcare, further complemented by additional ventures in information technology, natural resources, and property development.

In Türkiye, the Group occupies a preeminent position in the majority of its sectors, leveraging its highly efficient distribution networks for building products, pharmaceuticals, and fast-moving consumer goods. On a global scale, Eczacıbaşı has established itself as a sector leader in building products, accounting for over half of Türkiye's ceramic sanitaryware exports.

For additional details regarding the history of our organization and our Group values please refer to **our website**.

Corporate Vision

Esan is an organization committed to the responsible and conscientious production of natural resources, aiming to enhance the value of responsible mining and deliver its benefits to the global market.

In pursuing this objective, the company remains dedicated to its core values, ambitious goals, and corporate principles that define its business approach.

The mission is to explore, process, and enhance natural resources with a strong sense of responsibility toward people, the environment, and the future of the planet, and to make these value-added products available on a global scale.

Our Core Features

At Esan, we

- Put the human to the center of our business strategy and bring a team of **qualified human resources which focus on common goal**.
- Prioritize a **value-based approach to all our shareholders** in our value chain.
- Invest in to build **innovative and technological superiority.**
- Adapt to local and global trends and seek for **accurate opportunity and risk management to increase our resilience**.
- Care the agile business transformation by **making decisions quickly and using resources effectively**.

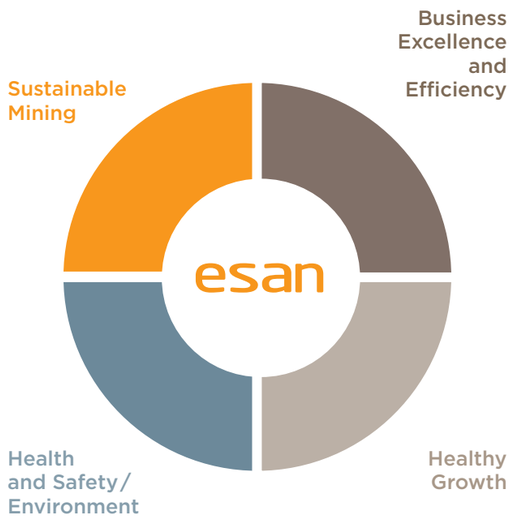
Our Core Values

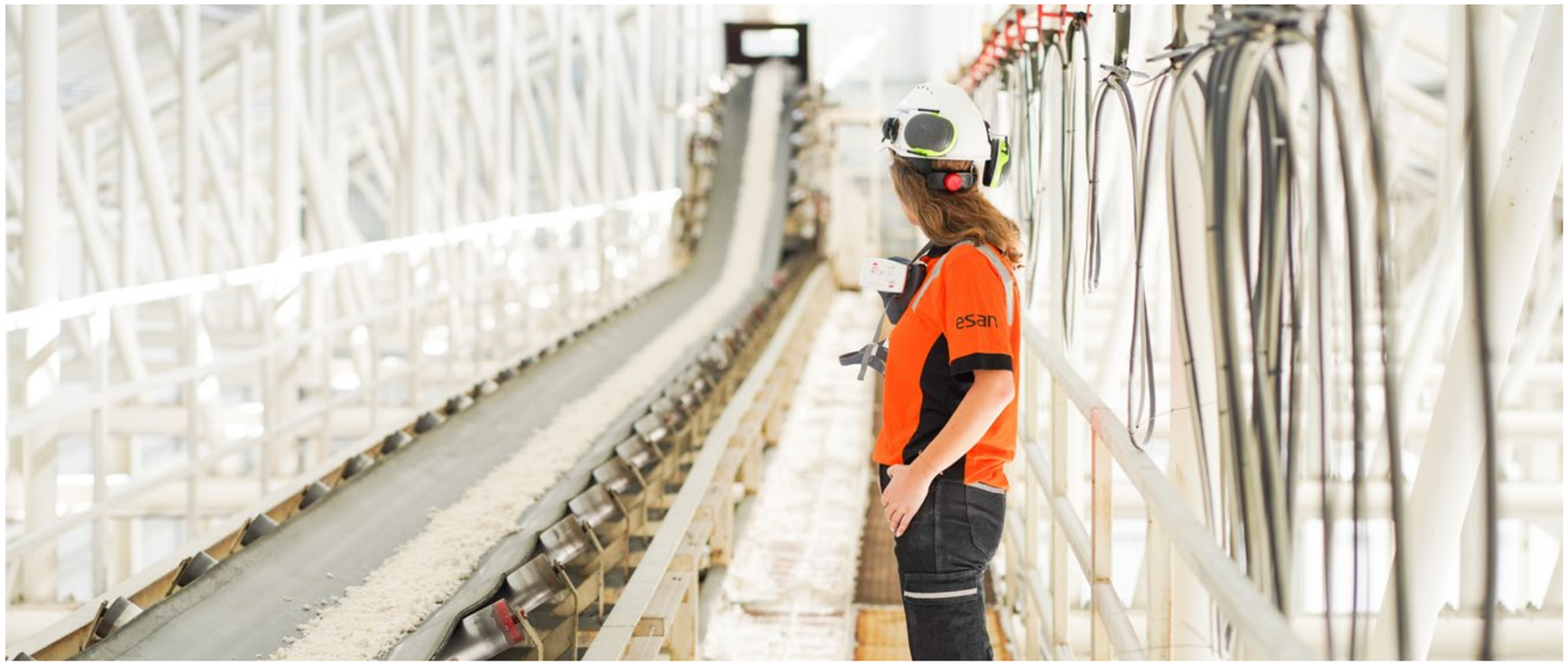
- **People First, Safety First**
- **Consistency & Reliability**
- **Environmental and Social Sensibility & Contribution**
- **Being a Passionate and Respectful Team**

- Our business structure is anchored on four core values that guide our operations.
- We place a premium on human capital and aspire to create a safe and healthy work environment that fosters employee safety and well-being.
- We prioritize consistency and reliability in our dealings with stakeholders, ensuring that we maintain a prominent level of dependability.
- We are sensible to the environment and society, and actively seek ways to contribute to them. We consistently strive to reduce our environmental footprint.
- Our team is characterized by passion and respect, attributes that strengthen us and make us more effective.

Our culture embraces diversity, and we leverage this to enhance our performance and achieve our goals. In summary, our business structure is anchored on four values: consistency and reliability, prioritizing human capital, sustainability, and a passionate and respectful team strengthened by diversity.

Esan's Business Model





Milestones

1978

- Esan was established to supply raw materials to ceramic factories.

1979

- Türkiye's first Clay Beneficiation Plant was established.

1985

- Türkiye's first Feldspar Flotation Plant was established.

2004

- Ukraine office was opened.

2006

- The company opened both a new office and a quartz production facility in China.
- Çine Quartz plant was opened.

2008

- Bentonite Facility was established in Bozüyük.

2009

- With the commissioning of Balya Lead, Zinc, and Copper Plant, Esan entered metallic mines sector.

2016

- Esanmet was established in Portugal.

2017

- İnlice Plant was commissioned.

2018

- The Kazakhstan office was opened.

2019

- The R&D Center was established.

2023

- The Esan Sustainability Directorate was officially established.
- The first Integrated Sustainability Report for the year 2022 was shared with stakeholders.
- A Low Carbon Roadmap was launched.

2024

- Uzbekistan office was opened.
- The Ecovadis sustainability performance questionnaire was completed for the first time, resulting in a Bronze Medal.
- A long-term loan was secured from the EBRD to support investments in resource and energy efficiency at the Balya Lead, Zinc, and Copper Plant.
- Gold mining operations commenced at the Niğde Özyurt Ore operations. The extracted ore is being processed at Türkiye's first gold roasting facility located in Konya, İnlice.

Our Organizational Structure, Products and Services

GRI 2-1

5
Offices

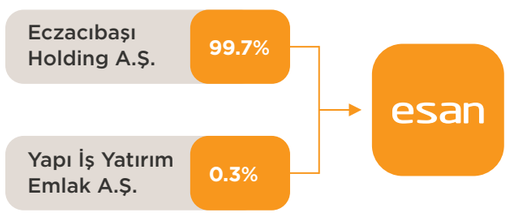
8
Production Plants

+45
International Markets

+1,800
Overall Employment

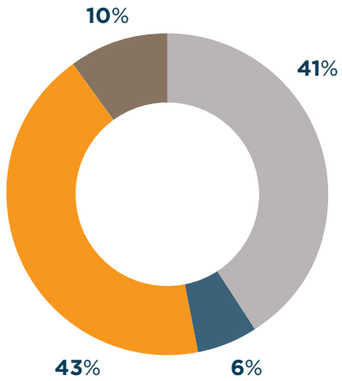
€428 million
Net Sales

Esan Partnership Structure

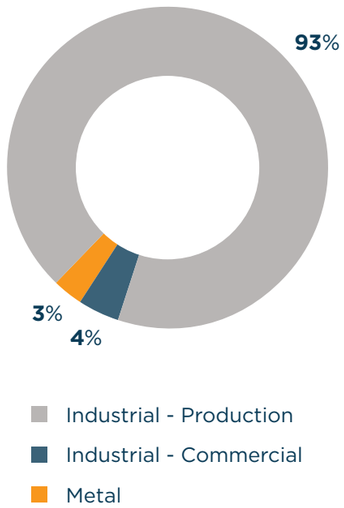


GRI 2-1

Revenue Share (%)

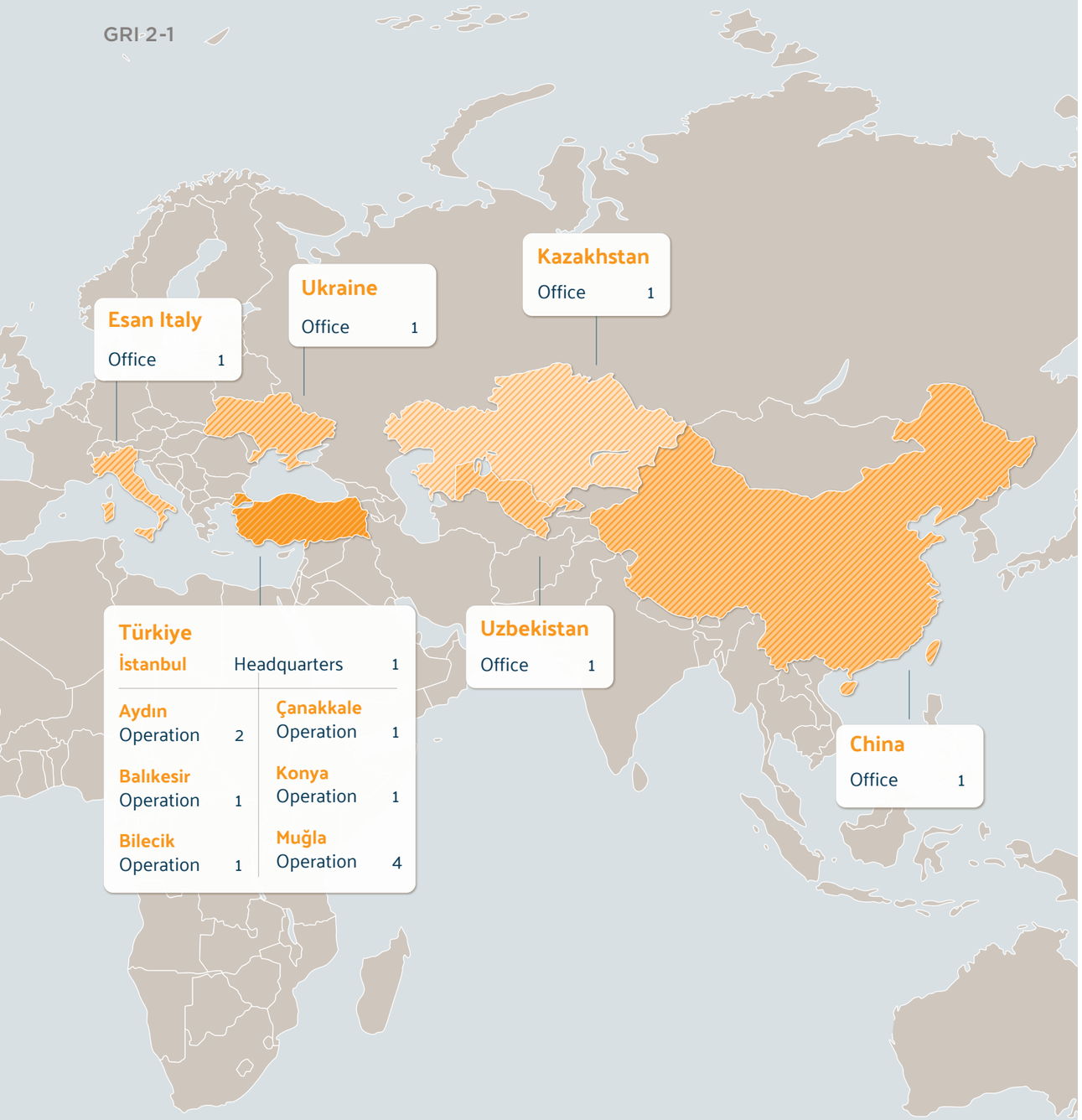


Product Categories (%)



Our Business at a Glance

GRI 2-1



Mining Activities

GRI 2-1

Products Sold Abroad Copper, Bentonite, Zinc, Feldspar, Halloysite, Kaolin, Clay, Lead, ,Silver*, Quartz, Magnesium, Refined Clay, Chamotte.

Products Sold Domestically Gold, Bentonite, Feldspar, Halloysite, Kaolin, Clay, Sand, Quartz, Nanoclay, Refined Clay.

Main Product Group (Ton)	2022	2023	2024
Industrial - Production	3,359,451	2,934,093	3,014,347
Industrial - Commercial Product	336,104	157,442	121,134
Metal	139,970	132,523	100,736
Gold	0.187	3,940 (ons)**	16,397 (ons)**
Total	**3,835,525**	**3,224.058**	**3,236,217**

* During the beneficiation process of lead ore, in addition to the main product lead concentrate, silver is also recovered as a valuable by-product.
** The data is provided in ounces.

Our Operating Environment

As a global mining company, we stay alert to industry shifts, tracking and anticipating trends to adapt quickly, seize opportunities, and stay aligned with our strategic goals.

Global Trends	**Climate and Nature Crisis** The climate crisis is becoming increasingly evident with extreme weather impacting people, economies, and nature. Economic and population growth contribute to deforestation, biodiversity loss, water insecurity, and pollution. Businesses face pressure to adopt sustainable practices as climate change disrupts supply chains and reduces productivity. Regulatory demands for transparency in corporate climate efforts are rising. Despite urgency, reports and statements from various organizations focusing on the climate crisis, notably the IPCC, current measures are inadequate to limit global temperature rise to 1.5°C, raising the risk of failure in climate action.
Impact on the Industry	The mining sector faces significant risks due to the climate crisis, as extreme weather events disrupt operations and reducing productivity. Increasing environmental pressures and regulations push companies toward adopting sustainable practices. Issues like deforestation and biodiversity loss complicate permitting and hinder social acceptance of mining operations. Additionally, the rise in global temperatures makes the sector more vulnerable, particularly in terms of extreme weather events affecting mining infrastructure, tailings dams, and water management. Companies need to adapt to these changes by improving their processes, assessing risks from closed tailings dams, and finding ways to better manage scarce water resources to ensure sustainability and reduce conflicts with local communities.
Our Response	The climate crisis and loss of nature are not only environmental problems; they also pose significant risks to economic sustainability, social welfare, and institutional resilience. Increasing climate events, loss of biodiversity and the global depletion of natural resources directly affect the activities of many sectors, particularly mining. At Esan, we recognise this global trend as both a risk and an opportunity for responsible transformation. Integrating climate-related risks into our business strategies increases our operational resilience and guides us on our journey to reducing our environmental impact. • **Climate Action:** To reduce our carbon emissions, we are continuing to invest in renewable energy and install solar power plants (SPPs) at our own production facilities. In 2025, the acceptance of Balya SPP Phase-3 was completed, further increasing our self-generated renewable energy capacity. Additionally, we transitioned from I-REC-certified green energy to YEK-G (National Renewable Energy Resource Guarantee System) to certify our energy sourcing in a more localized and transparent manner. We also aim to decarbonize our production processes by integrating these clean energy sources. We analyse climate-related risks and opportunities in compliance with the TCFD and other relevant international reporting standards, and communicate transparently with our stakeholders. In Low Carbon Transition Project carried out by the Eczacıbaşı Group, Scope 1, 2 & 3 are calculated in line with international carbon reporting standards. The project calculated Esan's GHG emissions according to international standards and developed a low carbon transition strategy and roadmap. This roadmap identified Esan's climate change risks, opportunities and financial implications. This project also aims to ensure parallelism with the requirements of external stakeholders, investors, financial institutions, national / international sustainability indices and international best practice. As a separate output of this project, Esan's annual greenhouse gas emissions will be verified and certified by an independent verifier with a base year of 2021. • **Energy Efficiency:** We optimise our energy consumption through projects carried out within the scope of Total Product Managament (TPM) and Kaizen methodologies to ensure efficiency in the use of resources. • **Biodiversity and Nature Conservation:** We develop nature-based solutions in our operational regions and minimise our impact on ecosystems through land rehabilitation and environmental monitoring. As part of our Environmental and Social Action Plan (ESAP), a Biodiversity Action Plan was prepared in 2023, and flora-fauna evaluation studies were conducted for the mine site. Seeds of endemic and sensitive species identified in the project area were collected and delivered to the Seed Bank under the Ministry of Agriculture and Forestry. In 2024, four camera traps were installed around the mine area as part of fauna monitoring; data collected was used to create a "Fauna Database" and analyze species trends. Annual biodiversity reports have been prepared by expert academics in flora, fauna, hydrobiology, and ornithology through field observations. In 2023–2024, hydroseeding was applied to an area of 11,790 m^2, followed by the planting of 1,000 cypress and 130 black pine saplings with the participation of mine employees. As a company, we take a strong stance against the climate crisis, accepting responsibility not only for today, but also for the future.
Capitals Impacted	

Global Trends	**Technological Progress and Digital Age** Recent technological advancements, particularly in AI, machine learning, robotics, and 3D printing, are revolutionizing industries with increased automation, boosting R&D, innovation, efficiency, and productivity. AI aids in predicting equipment failures, optimizing supply chains, and enhancing quality control, reshaping business models. Data analysis is becoming crucial for all sectors, requiring attention to transparency, governance, and cybersecurity. Addressing ethical considerations in AI use and regulatory scrutiny is vital. AI also plays a role in sustainability by improving energy efficiency and resource allocation. Aligning technological progress with sustainability is key for future resilience and growth.
Impact on the Industry	In the mining sector, technological progress is reshaping business models and optimizing supply chains. As demand shifts toward cleaner technologies, advancements in low-carbon solutions are expected to drive greater demand for specific metals and minerals. To meet this demand, companies are adopting new technologies to improve energy efficiency and reduce emissions. By leveraging Life Cycle Analysis (LCA) and collaborating with industry organizations, businesses are identifying opportunities for carbon reduction and energy optimization across their operations. This technological evolution aligns with sustainability goals, enabling companies to track and report their emissions more effectively, while working with stakeholders to minimize their environmental impact.
Our Response	As new technologies such as artificial intelligence, machine learning, image processing, Robotic Process Automation (RPA) and data collection systems are transforming industries on a global scale, Esan is integrating this transformation with our goals of achieving sustainable growth and efficiency. We are making our operations more predictable, efficient and environmentally friendly by integrating artificial intelligence and data analytics into projects such as underground signalisation optimisation, task planning and mineral probability mapping. Our predictive maintenance solutions minimise unplanned downtime, and our RPA applications automate repetitive tasks, enabling our employees to concentrate on higher-value activities. All these projects are carried out in line with data governance, transparency, ethical AI use and cybersecurity principles. We view our digitalisation process not only as technological development, but also as a fundamental element of sustainable development.
Capitals Impacted	

Global Trends	**Cyber Security** With rapid digital transformation, cybersecurity has become a critical global risk, affecting business continuity and national security. The 2025 World Economic Forum Global Risks Report highlights increasing threats like data breaches and ransomware attacks, affecting critical infrastructure and personal data. Complex digital networks exacerbate these risks, pressuring organizations to enhance cybersecurity and digital identity management. The 2024 Morgan Stanley Capital International Index (MSCI) report stresses these risks, especially in financial services. Technologies like AI and blockchain offer both opportunities and challenges for cybersecurity. Companies must prioritize strong cybersecurity frameworks to protect against evolving threats and maintain operational stability.
Impact on the Industry	With the acceleration of digital transformation, cybersecurity has become a critical risk area for the mining sector. Data breaches and ransomware attacks pose significant threats, particularly to production infrastructure and operational technologies, jeopardizing business continuity. The complex digital systems used by mining companies further exacerbate these risks, making investments in cybersecurity a necessity. Technologies such as artificial intelligence and blockchain offer security advantages but also bring new vulnerabilities. The collapse of technological infrastructure due to the loss of offline production facilities will cause interruptions in the production chain.
Our Response	At Esan, we recognise the importance of information security in safeguarding our reputation, ensuring operational continuity, and maintaining stakeholder trust. We have successfully implemented the ISO / IEC 27001 Information Security Management System. We strengthen our digital systems with global frameworks such as Information Technology Infrastructure Library (ITIL) and Control Objectives for Information and Related Technology (COBIT) and take comprehensive security measures in both Information Technology (IT) and Operational Technology (OT) systems. To increase our cyber resilience, we adopt a proactive management approach involving 24 / 7 monitoring systems, awareness training, regular drills, and internal audit mechanisms to combat cyber threats. We also implement access controls based on the principle of least privilege and regularly review risks using our Governance, Risk and Compliance (GRC) infrastructure. Our umbrella policies, such as KVKK, GDPR and competition law, support data security, and we collaborate with our suppliers and business partners in line with information security standards. In industrial control systems, we are constantly developing our cybersecurity solutions to protect operational continuity. We view our cybersecurity efforts as an integral part of our corporate sustainability approach, and we continue to invest in building a resilient and secure future against digital risks.
Capitals Impacted	

Global Trends	**Economic Downturn and Global Inflation** Global inflation is marked by rising prices of raw materials and services due to supply chain disruptions, increased energy costs, monetary policies, and higher labor expenses. Climate-related events like extreme weather further intensify these pressures by affecting agricultural production and resources. These factors impact company cost management, pricing, profitability, and growth strategies. Businesses need flexible approaches, such as optimizing cost structures and diversifying supply chains, to navigate these challenges.
Impact on the Industry	Global inflation is manifested through rising prices of raw materials and services due to supply chain disruptions, increased energy costs, monetary policies, and higher labor expenses. Climate-related events, such as extreme weather conditions, further exacerbate these pressures by affecting agricultural production and resources. For companies in the mining sector, this situation can negatively impact cost management, pricing, profitability, and growth strategies. Additionally, hedge policies can be implemented to protect against fluctuations in the prices of metallic minerals.
Our Response	In the face of global economic slowdown and rising inflationary pressures, Esan has adopted a set of flexible and forward-looking strategies to manage costs effectively and safeguard its competitiveness. To address escalating energy costs, we have increased our investments in energy efficiency and optimized our production processes to reduce resource consumption while reinforcing our commitment to environmental sustainability. To counteract supply chain disruptions, we have diversified our product offerings and developed competitive, cost-efficient alternatives, especially for the European ceramics market. This allowed us to increase sales to our existing customers despite sectoral stagnation. Moreover, we continue to invest in R&D and innovation to strengthen our product portfolio and develop high-value-added solutions, ensuring both profitability and long-term customer loyalty. Through these measures, Esan has built a flexible, adaptive, and resilient structure, allowing us to pursue our long-term growth targets even in a challenging economic environment.
Capitals Impacted	

Global Trends	**Geopolitical Developments and Economic Instability** Polarization, populism, and nationalism are reshaping geopolitics, weakening multilateralism and international institutions. Populist leaders prioritize their agendas, ignoring global complexities, leading to a polarized and radical political landscape. Geopolitical tensions, like the Russia-Ukraine conflict, impact the global economy, risking persistent inflation or stagnant growth. The WEF Global Risks Report 2025 cites interstate conflicts as a major risk, alongside misinformation, eroding trust, and hindering cooperation. Multinationals may choose sides, furthering economic divergence. Shortened supply chains to mitigate disruptions could increase exposure to localized risks like labor shortages and natural disasters.
Impact on the Industry	Due to geopolitical tensions government intervention in critical raw materials markets is on the rise, resulting in export restrictions and a sentiment of resource nationalism. These actions create higher investment risks for the mining sector due to geopolitical uncertainties, which could impact investment levels and deal-making activities. While the shift toward clean energy technologies significantly boosts the demand for essential minerals, geopolitical tensions add complexity to operations and supply chain management.
Our Response	At Esan, we are fully aware of the rising geopolitical tensions, the weakening of multilateral cooperation, and the disruptions across global supply chains. In 2024, conflicts such as the Russia–Ukraine war and unrest in the Middle East caused significant challenges. To address these, we strategically focused on selling our non-ferrous metal concentrates to smelters located in nearby regions, helping mitigate supply shortages faced by European smelters. This approach not only increased our profitability but also positioned Esan as a critical solution provider within the European supply chain. In addition, by implementing regional marketing and sales strategies, particularly in North Africa and Europe, we expanded our market share and reduced dependency on single geographies. These actions significantly enhanced our resilience to geopolitical volatility. Furthermore, with a strong focus on sustainable, lean, innovative, and efficient production strategies, we maintain operational flexibility and remain competitive even amid global uncertainty. By closely following international developments and building strategic partnerships and local collaborations, we aim to strengthen our influence in an increasingly fragmented global landscape.
Capitals Impacted	

Global Trends	**Lifestyle and Behavioural Changes** In developed economies, especially among younger generations, there is a shift towards valuing experiences and accessibility over material possessions, emphasizing comprehensive wellbeing and personal growth. This trend increases awareness of limited planetary resources and environmental responsibility. Millennials and Gen Z lead a movement for sustainable living, driving demand for ethical products and influencing purchasing behavior. Consumers are willing to pay more for goods that align with their values, prompting companies to adopt more sustainable and ethical practices in response to this conscious consumer base.
Impact on the Industry	Lifestyle and behavioral changes also have significant implications for companies in the mining sector. The increasing importance younger generations place on environmental responsibility and ethical values is pushing mining companies to adopt more sustainable and transparent practices. This includes not only reducing environmental impacts but also establishing ethical supply chains and strengthening relationships with local communities. In order to appeal to a conscious consumer base, companies must focus on producing low-carbon products and communicating their efforts effectively.
Our Response	Changing lifestyles and consumption behaviours, shaped especially by younger generations, mean that companies are expected to develop business models that are more sensitive, ethical and environmentally conscious. With a focus on experience, accessibility, well-being and sustainable living, this conscious consumer profile is based on social and environmental criteria when choosing products and services. At Esan, we recognise that this transformation is a strategic direction towards a more sustainable future, as well as a consumer trend. With this in mind, we are reshaping our production processes, value chain and communication. • **Responsible Production:** We focus on reducing the environmental impact of all our production processes, from ore extraction to processing, and develop projects that enhance resource efficiency. Responsible mining and ethical supply chain management are fundamental pillars of our business model. Since 1978, Esan has been responsibly managing natural resources, carrying out environmentally and socially conscious mining activities that aim to minimize environmental impacts and improve the well-being of employees and local communities. As part of this approach, we develop comprehensive policies in key areas such as ethical supply chain management, cultural heritage preservation, and transparent stakeholder communication. We adopt international sustainability and corporate responsibility standards, and in 2024, Esan became the first company in its sector to actively initiate both the Environmental, Social and Governance (ESG) and Responsible Minerals Assurance Program (RMAP) processes. Our ESG framework is designed to reduce environmental impacts, fulfill our social responsibilities, and ensure robust governance, while the RMAP program promotes responsible mining practices and sets high ethical standards across the mining value chain. In this context, we have applied for certification under the Responsible Minerals Initiative (RMI), which brings together over 500 global companies to support ethical and transparent supply chains in high-risk areas. Through the integration of ESG and RMAP processes, Esan reaffirms its commitment to sustainable resource management, responsible production, and sectoral leadership—working today to build a more livable world for future generations. • **Transparent Communication And Ethical Commitments:** We provide transparent information to our stakeholders about the environmental and social impacts of our products and expect our suppliers to act with the same sense of responsibility. To this end, we have implemented a Sustainability Compliance Commitment Letter, which outlines our expectations in ethical conduct, environmental protection, and social responsibility. At Esan, we establish supplier relationships based on ethical and sustainable business principles. In every collaboration, we aim to generate positive impacts on the environment, society, and the economy. Supplier selection and evaluation processes are conducted in line with defined standards, including performance-based assessments and criteria related to occupational health and safety, environmental protection, and social compliance. We prioritize working with local suppliers to support regional economic development and strengthen the sustainability of our value chain. Through this approach, we foster long-term, trust-based partnerships with our stakeholders. As part of our continuous improvement efforts, we align our supply chain practices with internationally recognized standards and human rights guidelines—ensuring that our operations reflect both global sustainability principles and industry best practices. At Esan, we aim to make a difference through our environmentally, socially, and human-sensitive products and services, in response to changing consumer expectations and the understanding of sustainable living. For us, sustainability is not only a responsibility, but also an intergenerational commitment.
Capitals Impacted	

Global Trends	**Energy Transition** The S&P Global's 2025 Global Sustainability Trends Watch report highlights challenges in the energy transition due to rising global energy demand from data centers and new technologies, complicating carbon neutrality goals. While developed countries shift from fossil fuels, developing countries must balance low-carbon transitions with economic needs. Clean energy technologies like batteries, hydrogen, solar, and wind are crucial, and carbon market regulations increase investor confidence. However, most companies lack sufficient plans for climate risks, underscoring the need for stronger policies and strategies in the energy sector.
Impact on the Industry	The transition from fossil fuels to renewable energy (also known as the green transition) will require an unprecedented pace of raw material supply from the mining sector, with increasing demand for minerals and metals. Due to the decrease in ore grades, more mining will be required, which will present both challenges and opportunities for the sector. However, extracting such large quantities of raw materials could lead to an expanded environmental footprint and conflicts with local communities over scarce resources (such as land and water). Mining activities are energy-intensive, and the energy used in these processes is primarily derived from fossil fuels. Therefore, the increase in mineral demand will also drive a rise in energy needs. Additionally, mining processes have a significant impact on water usage, especially in regions where water resources are limited, potentially causing serious issues.
Our Response	As S&P Global's 2025 Global Sustainability Trends Report highlights, the rapid increase in energy demand and technology-driven transformations are making it difficult to achieve carbon neutrality targets. Against this global backdrop, it is more critical than ever for companies to increase energy efficiency, integrate renewable resources, and take strategic steps to address climate risks. At Esan, we are aware that we operate in an energy-intensive sector such as mining. To this end, we are implementing a comprehensive energy transformation roadmap to make our operations more efficient and less carbon-intensive. • **Renewable Energy Investments:** Energy is a key component of our operations and a significant source of both cost and carbon emissions. Recognizing the urgency of the climate crisis, we are committed to reducing our greenhouse gas emissions and contributing to a low-carbon economy. Our approach focuses on both increasing energy efficiency and accelerating our transition to renewable energy. We are implementing various projects to reduce our energy intensity below 0.076 MWh / tonne of feed and to keep our emissions intensity below 0.010 tonnes of CO_2 per tonne of mill throughput by the end of 2025. The shift from fossil fuels to clean energy sources—such as solar—is a strategic priority. We are actively investing in renewable energy solutions aligned with our sustainability strategies. In 2025, the acceptance of Balya SPP Phase-3 was completed, further increasing our self-generated clean energy capacity. We also transitioned from I-REC-certified green energy to the more localized and transparent YEK-G for verifying our renewable energy sourcing. These efforts not only reduce our carbon footprint but also increase our resilience to climate risks, reinforcing our vision of a more sustainable, efficient, and environmentally responsible future. In this context, we have installed a total of 10.4 MW of renewable energy capacity to strengthen our facilities and ensure long-term sustainability. • **Energy Efficiency Projects:** Through the energy efficiency projects we carry out using Kaizen and TPM methodologies, we are able to increase our operational efficiency while reducing consumption. Our systems enable us to monitor energy use instantly, allowing us to act with a continuous improvement focus. • **Compliance With Climate Risk Assessment:** We consider climate risks in all our operations and plan strategic steps to prepare for the future using climate scenarios and impact analyses. In this context, we are gradually implementing a Task Force on Climate-related Financial Disclosures (TCFD)-compliant risk assessment approach. • **Legal And Voluntary Market Monitoring:** While acting in harmony with national energy policies, we actively monitor developments in carbon markets and financial climate reporting processes, responding transparently to investor expectations. We adapt to both the requirements of today and the expectations of the future by taking a holistic approach to energy transformation, considering not only the environmental, but also the economic and social dimensions. At Esan, we recognise that energy transformation is one of the key drivers of sustainable growth.
Capitals Impacted	

Year in Review

Here are the key performances achieved by Esan in 2024.

Economic and Financial Performance

€428 million
Total net sales

63%
Share of international sales

93,405 ton
Volume of minerals sourced from local suppliers

Investing in our Planet

6,32 MWp
Renewable energy installed capacity

5,054.5 MWh
Renewable Electricity Consumption-Produced from Own Resources (MWh)

100%
Share of renewable electricity consumed

0.08
Energy Intensity (MWh/ton)

0.45
Water intensity (m^3/ton)

100%
Share of recycled waste

Investing in People

31%
Total share of women professionals

23%
Women among new recruits

16%
Women in management positions

52
Training hours per employee

0.22
Lost Time Incident Rate (LTIR)

1.92
Total Recordable Incident Rate (TRIR)

€1.13 million
Total Social Investments (TSI)

Investing in Future

€1.5 million
R&D budget

4
Total number of sustainability-focused projects

2 Our Approach to Sustainability

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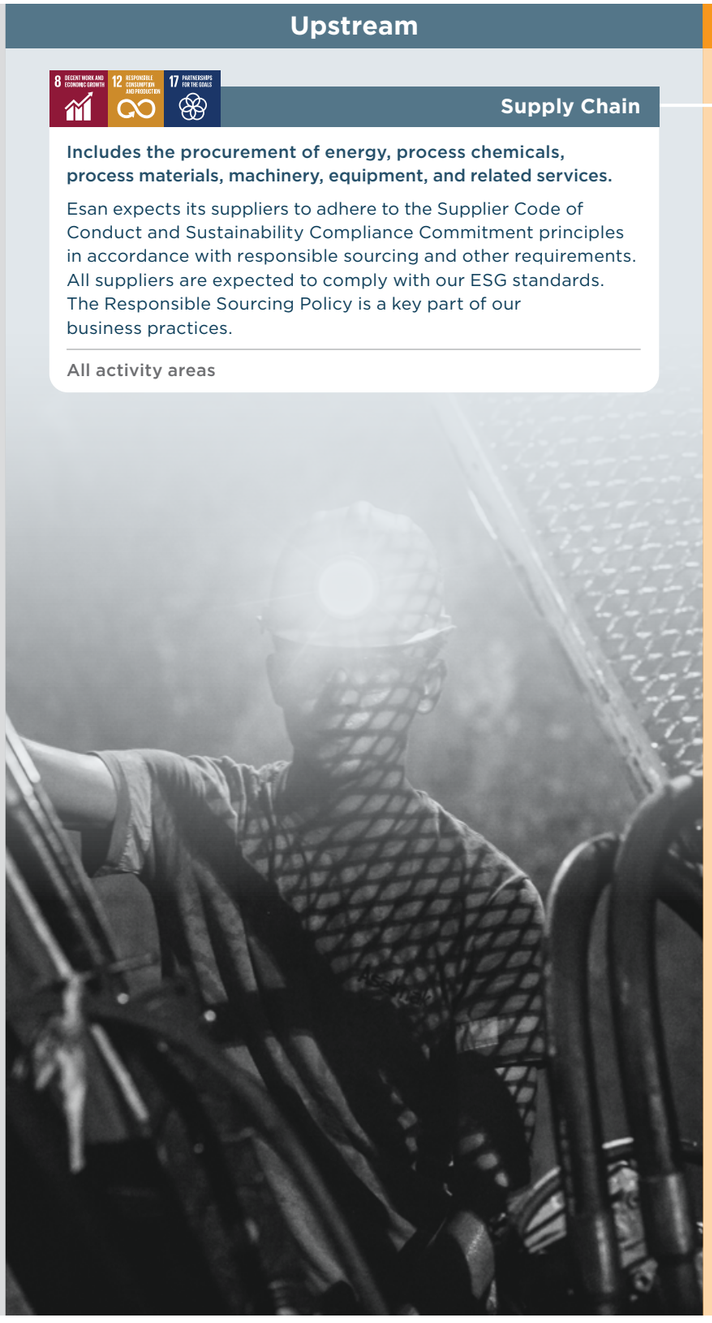
Our Value-Creating Business Model

Our Value Chain

Supporting Activities
Sustainability & Energy Management
Information Technology
Human Resources

Communication with Local Communities / Stakeholder Communication

Regulation*



Upstream

Supply Chain

Includes the procurement of energy, process chemicals, process materials, machinery, equipment, and related services.

Esan expects its suppliers to adhere to the Supplier Code of Conduct and Sustainability Compliance Commitment principles in accordance with responsible sourcing and other requirements. All suppliers are expected to comply with our ESG standards. The Responsible Sourcing Policy is a key part of our business practices.

All activity areas

Own Operations

Exploration - Discovery

Exploration activities focus on discovering new mineral deposits, especially base, precious metals, and critical minerals in unexplored areas, from early to advanced projects.

Exploration processes combine technical expertise and knowledge of mineralization with innovative technologies and operational resilience, ensuring a strong project portfolio and promoting continuous growth through diversified mineral commodity exploration strategies.

Domestic and international

Mining

The physical extraction of identified reserves from underground or surface sources.

For the metallic and industrial minerals we operate, mining involves underground deep mining and surface open-pit operations along with physical transportation of ore. Drilling activities continue to deepen and expand mining operations. Occupational Health and Safety (OHS) activities are prioritized throughout these operations.

All activity areas

Ore Beneficiation / Processing

Involves physical or chemical processes to increase the purity and commercial value of the extracted raw ore.

Ores extracted from metallic and industrial minerals undergo physical, chemical, and physicochemical processes to enhance product quality and meet customer requirements. Continuous monitoring is conducted to improve energy and production efficiency, with various projects under TPM. R&D support is provided at this stage.

All activity areas

Land Management

Includes erosion control and biodiversity conservation efforts.

Detailed impact assessments are conducted to avoid net loss and aim for net gain in biodiversity, protecting sensitive habitats. Resettlement processes are carried out based on voluntary principles and rights-based approaches. All land use decisions are made with stakeholder participation and transparency.

All activity areas

Downstream

Marketing & Sales

Refers to product development aligned with customer demands, marketing strategies, and management of sales channels.

The Marketing and Sales department effectively promotes and sells the company's industrial mineral and metallic products in domestic and international markets. It manages sales activities for responsible product groups, maintains customer relationships, and develops the customer portfolio.

Domestic and international

Logistics

Ensures safe, fast, and efficient delivery of enriched mineral products to customers, including optimization of storage, transportation, and shipment processes.

Inbound Logistics: Organizing transportation of products from mines or different supply points to required production sites.

Storage & Shipment: Proper storage and shipment of production and commercial products based on demand.

Loading: Loading products from facility areas onto appropriate transport vehicles.

Carrier & Supplier Relations: Maintaining commercial relations with carriers and other service providers within logistics operations.

Documentation & Customs: Preparing and delivering all transportation documents related to shipped products to relevant stakeholders.

Domestic and international

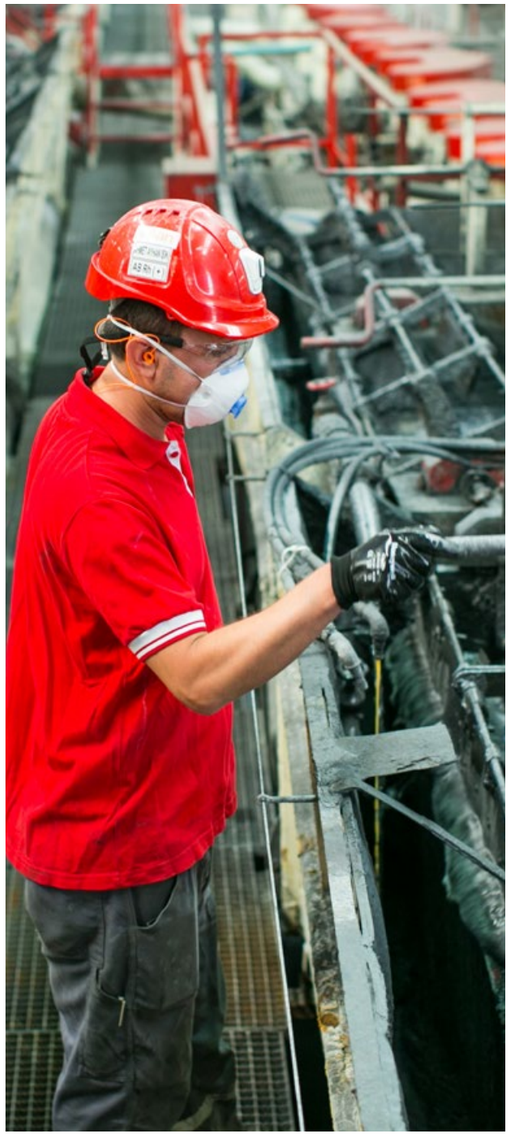
After-Sales Support

Engineering and consultancy services provide technical support and develop customized solutions for customers. Various activities (suggestion, complaint systems, satisfaction surveys, etc.) are conducted to ensure customer satisfaction.

All activity areas

Building a Healthier Future, Together

Our approach to value creation outlines our operations, our business practices that fulfill our mission, and the strategic allocation of our resources—including natural, human, financial, intellectual, social and manufacturer capitals—to generate sustained value for all our stakeholders.



Our six capitals

- Our **natural capital** consists of valuable resources that drive our operations. We are committed to caring for the environment, diligently managing our ecological footprint with comprehensive environmental management systems.
- Our **human capital** is composed of a diverse and talented team of experts united by the motto “stronger together.” Recognizing our employees as a vital part of our business, we prioritize their safety and well-being.
- We allocate our **financial capital** to invest in sustainable mining practices that align with our short-, mid-, and long-term goals and strategies.
- Our **intellectual capital** encompasses innovative and digital solutions that enhance our operational efficiency, positioning us as pioneers in the future of the mining industry.
- Our **social capital** is linked to genuine and respectful interactions with communities and stakeholders. We value the society we are part of and aim to make a positive impact by contributing to local development and economic empowerment.
- Our **manufacturer capital** is built on modern facilities and reliable equipment that support safe, efficient, and sustainable mining operations.

What we do

Our Mission

“To explore, process and add value to natural resources in a responsible manner towards people, the environment, and the future of the world, and to offer these products globally.”

How we do it

In line with our sustainable value creation strategy, we recognize that enhancing long-term economic performance must go hand in hand with minimizing environmental impact, supporting social welfare, and meeting stakeholder expectations.

To fulfill this responsibility, we focus on monitoring, measuring, and continuously improving the environmental, social, and governance (ESG) impacts of our operations.

Guided by the principles of responsible mining, we prioritize efficient use of natural resources, ecosystem preservation, employee well-being, and building strong relationships with local communities.

All our efforts are carried out within a robust governance framework and through an integrated approach that considers external influences while prioritizing what is most material to both our stakeholders and our ability to create lasting value.

At Esan, sustainable success is achieved through the integrated and coordinated efforts of key support functions across every stage of the value chain. The Sustainability department manages environmental, social, and governance (ESG) processes in line with international standards, while Human Resources strengthens employee engagement and corporate culture through fair and people-focused practices.

The Information Technology team supports digital transformation and data-driven decision-making, and the Finance department ensures financial discipline and contributes to the company’s strategic goals. Together, these functions play a vital role in advancing Esan’s long-term sustainability vision.

Key Input	Capital	Key Output
€428 million total net sales **€38 million** EBITDA **5** offices **11** production facilities **6** countries		**5,072,231 ton** production **45+** countries exported to
1,807 total employees **146,150** total hours of OHS training **52 training hours** per employee		**31%** share of women professionals **16%** share of women in management positions **28.6%** share of women in STEM positions
408,791 MWh total energy consumption **2,260 thousand m³** freshwater withdrawal **€1,125 million** environmental investments **112,495 tCO_2e** environmental benefits achieved through environmental investments		**6.32 MWp** renewable energy installed capacity **5,054.5 MWh** renewable energy production **191.5 GWh** renewable energy procurement **200,132.89 MWh** environmental benefits achieved through environmental investments **€0.50 million** financial savings achieved through environmental investments **0.45** water intensity (m³/ton) **100%** share of recycled waste **22.1%** tCO_2e emissions reduction compared to base year (Location-based Scope 1+2+3)
29 R&D and Innovation employees **€1.5 million** total R&D budget		**3** registered patent applications **13** R&D projects
2,898 total number of suppliers **448** customers		**€1.13 million** total social investments (TSI) **86%** customer satisfaction score **84** Number of employees participating in volunteering activities
6 countries		**5,072,231 ton** production Export to **45+** countries

The value we create for our stakeholders

Community

We collaborate with foundations and NGOs to support education, culture, arts, scientific research, and sports, committed to enhancing communities in our operating regions and prioritizing sustainable development while mitigating mining-related risks. Within this framework, we engage with our stakeholders through structured communication channels and operate a grievance mechanism that enables the transparent and timely handling of feedback and complaints.

Supply Chain

We collaborate with stakeholders across our supply chain to uphold human rights, prevent child labor, reduce environmental impact, and ensure flexibility and resilience, aligning with industry frameworks to enhance and safeguard against crises.

Environment

We comply with international environmental standards and regulations, prioritizing sustainability through efficient resource use, renewable energy, and circular economy principles to minimize waste. We also implement our biodiversity management plan regarding the standards.

Customers

We strive for the highest quality in our products and services, valuing customer feedback and expanding our product portfolio to meet evolving global needs. In addition, our compliance with EcoVadis sustainability requirements, which are increasingly becoming a key expectation of our customers, supports our commitment to transparency, responsible business practices, and continuous improvement across our customer relationships.

Employees

We foster an equal, diverse, and inclusive workplace focused on health, safety, and wellbeing, providing opportunities for personal and professional growth, and actively contribute to nurturing tomorrow's leaders with a future-oriented approach.

Finance Community

We uphold high ethical business standards across all operations, prioritize excellence and quality in mining, and manage financial risks to build beneficial relationships with equity providers, banks, and financial institutions.

Sustainability at Esan

At Esan, we are committed to aligning our sustainability priorities with the evolving expectations of our stakeholders, global developments, and sectoral dynamics.

In 2024, we undertook a comprehensive reassessment of our material sustainability issues to ensure that our strategy remains relevant and future-focused.

This process began with a detailed review of our operations, sustainability practices, and long-term goals. We evaluated our environmental and social impacts, analyzed existing performance indicators, and revisited stakeholder expectations. Building on this internal assessment, we also conducted a rigorous external analysis, drawing on key publications such as the WEF's Global Risks Report and the WBCSD's Macrotrends and Disruptions 2020–2030, and international frameworks including GRI Sustainability Reporting Standards and SASB.

We benchmarked ourselves against local and international peers and aligned our findings with the requirements of the ESRS. As a result, we updated our material topics in line with the double materiality principle and consolidated them under nine strategic focus areas that guide our environmental, social, and economic sustainability efforts.

This work ensures that our actions are based on data, reflect global standards, and are shaped by the expectations of both our internal and external stakeholders.

Corporate Governance

As a responsible mining company operating under the Eczacıbaşı Group, we are committed to robust corporate governance, transparent practices, and ethical business conduct. We continuously monitor, assess, and improve the environmental, social, and governance impacts of our operations to ensure long-term sustainable growth.

Our governance model is built on the collaboration between our Board of Directors and Executive Management, enabling alignment between our strategic priorities and the expectations of our stakeholders. Through proactive risk management and opportunity-focused decision-making, we maintain our resilience in the face of evolving market dynamics. By fostering a culture of accountability, integrity, and transparency, we aim to deliver sustainable value for all our stakeholders while safeguarding environmental and social well-being.

Investing in People

As a leader in the mining industry, we are committed to fostering an exceptional employee experience by building an inclusive, safe, and supportive work environment.

We prioritize strong relationships with local communities and stakeholders to advance social welfare and sustainable development.

Our overarching goal is to integrate sustainability across all operations, ensuring a healthier planet and more prosperous societies for future generations.

Investing in Planet

As a responsible mining company, we place environmental stewardship at the core of our business strategy. We are committed to reducing our environmental impact across the entire value chain from raw material sourcing to production and all supporting operations.

To achieve this, we implement circular economy models that enhance the efficiency of our natural resource use, prioritize the conservation of biodiversity, and invest in clean and renewable energy solutions that help us significantly lower our emissions. These efforts are part of our long-term vision to leave a smaller ecological footprint and contribute to a more sustainable mining industry.

In parallel, we acknowledge the growing risks posed by climate change and actively take measures to increase the resilience of our infrastructure and resource systems. By integrating closed-loop water management technologies, rainwater harvesting, and efficient air, soil, and noise control mechanisms, we aim to ensure sustainable operations in the face of a changing climate.

Investing in Future

As the mining industry evolves to meet the challenges of environmental responsibility and resource efficiency, digital transformation and innovation have become essential.

At Esan, we integrate advanced technologies and data-driven solutions into every stage of our operations from exploration to production to accelerate sustainable growth.

Through a strong focus on R&D and innovation, we aim to minimize our environmental footprint, improve operational efficiency, and create safer, smarter, and more sustainable production systems. This transformation is guided by our commitment to long-term value creation not only for our business, but for our employees, customers, communities, and future generations.

Double Materiality

GRI 3-1, GRI 3-2, GRI 3-3

The mining industry is rapidly integrating technological innovations to meet demands for efficiency and sustainability.

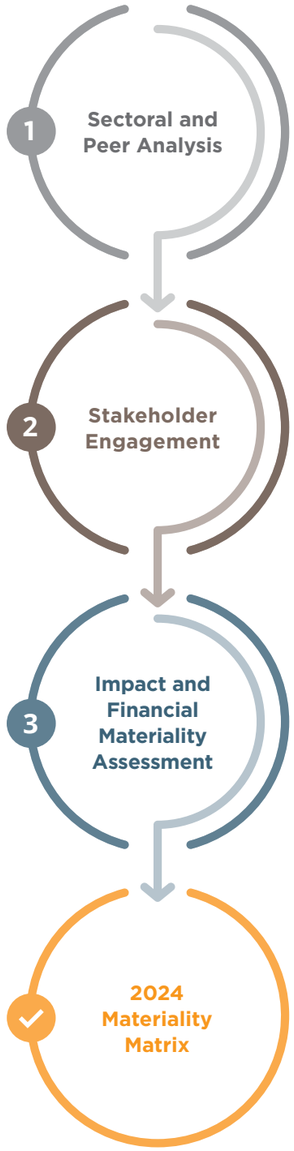
Advancements in automation, data analytics, and mineral processing are reshaping practices, minimizing environmental impact, and improving resource recovery. These changes are driven by industry goals and external pressures for sustainable and ethical sourcing.

At Esan, we are committed to adapting to the evolving sustainability landscape of our industries. To enhance our ability to meet stakeholder expectations and consider what is best for corporate governance, people, the planet, and our shared future, we updated our material sustainability topics in 2022 and adopted the Double Materiality Analysis (DMA) in 2024.

This comprehensive assessment covers our impact on both society and the environment (impact materiality) and the potential risks and opportunities that sustainability-related matters may pose to our operations and financial performance (financial materiality).

The DMA process incorporates three main evaluation stages, for an integrated approach to address both impact and financial materiality.

1. Sectoral and Peer Analysis
2. Stakeholder Engagement
3. Impact and Financial Materiality Assessment



GRI 3-1, GRI 3-2, GRI 3-3

1. Sectoral and Peer Analysis

During the first stage of our double materiality assessment, which identifies our key sustainability topics, we analyzed developments both within the broader business environment and our specific sector. The purpose of this assessment is to keep pace with changing trends and maintain our competitive advantage in the sector. To this end, we conducted a sectoral and peer analysis that included a review of industry-specific research from authoritative organizations such as the Sustainability Accounting Standards Board (SASB), the WEF, and S&P Global, as well as international reporting standards and sustainability reports published in the sector. These insights were critical in informing our DMA and enhancing our understanding of shifting stakeholder expectations.

2. Stakeholder Engagement

We conducted a comprehensive and inclusive stakeholder engagement process, encompassing internal and external stakeholder surveys, workshops, and executive interviews, to evaluate 28 material issues aligned with our strategic pillars: Investing in Planet, Investing in People, Investing in the Future, and Corporate Governance. This process also integrated the findings from the external environment and peer analysis carried out during the identification of our sustainability material topics.

The insights gathered during the stakeholder engagement process, together with the outcomes of workshops and interviews, were considered in the evaluation of the impacts, risk and opportunities (IROs) lists and scores, while survey results had a direct impact on the development of the matrix.

Internal and External Stakeholder Surveys

We conducted an online stakeholder survey to understand the views and expectations of our internal and external stakeholders regarding our sustainability topics. In addition to our internal stakeholders, a total of **442 people** from a wide range of stakeholder groups including investors, customers, suppliers, academics, members of the media, public authorities and local community representatives participated in this survey.

Workshops

To evaluate the impact of sustainability topics identified through internal and external stakeholder surveys, we organized workshops focused on assessing the environmental, social, and financial effects of our activities. These sessions were attended by the General Manager, key directors and managers, representatives from Human Resources and Finance teams, as well as members of our Sustainability Department.

During the workshops, participants were asked to identify the five most critical sustainability topics for our company from those highlighted in the materiality survey. Subsequently, working groups were formed to assess various dimensions of the selected topics, including their significance, strengths, challenges, and strategic implications for Esan.

Interviews

Another key component of stakeholder engagement process involved in-depth interviews conducted with the C-level executives and key directors or managers of Eczacıbaşı Holding. These interviews followed a semi-structured format, with separate question sets tailored for C-levels executives and key directors. Additionally, the questions were customized for each Eczacıbaşı Group business sector. A total of 45 interviews were conducted for the Eczacıbaşı Group, and 7 interviews were conducted for Esan. Within Esan, interviews were carried out with internal stakeholders in the upper management positions.

3. Impact and Financial Materiality Assessment

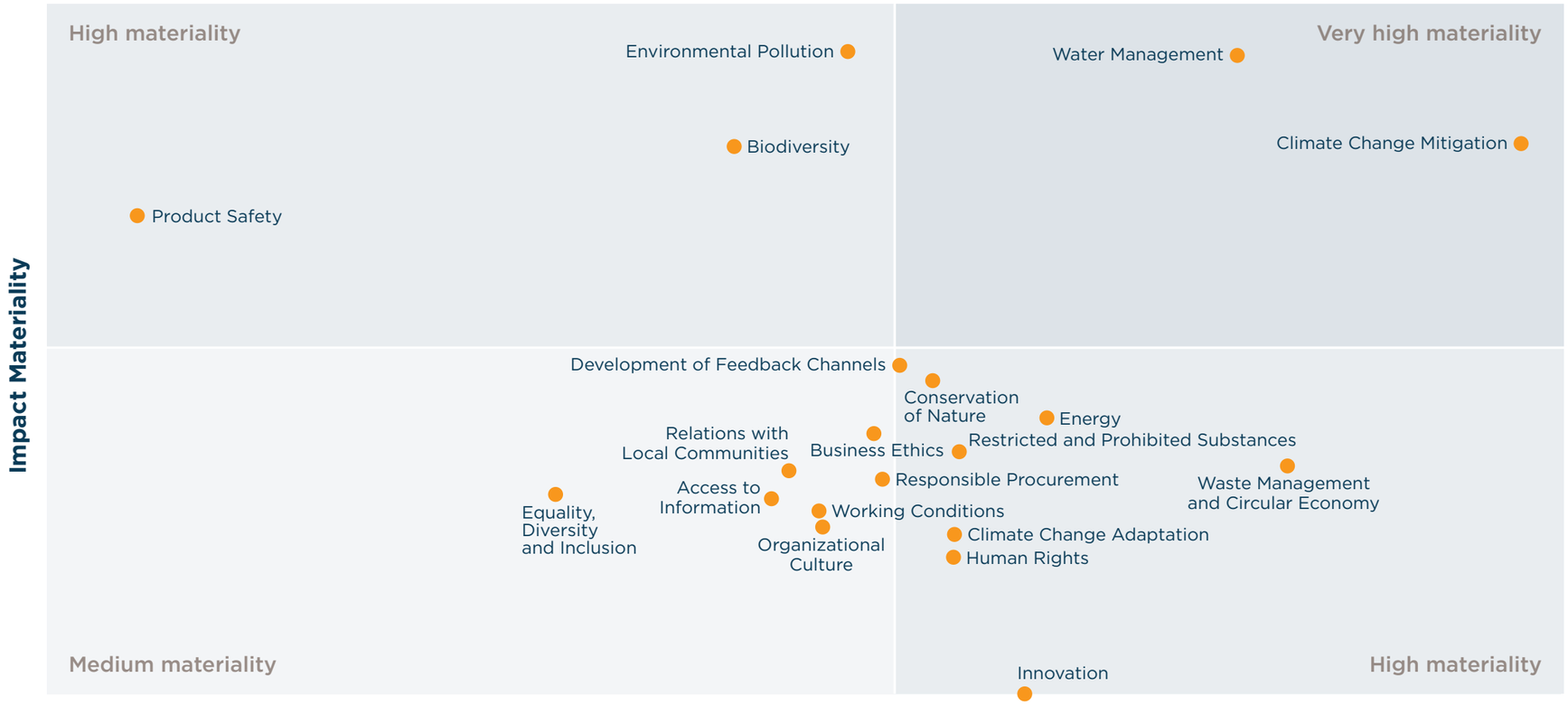
In determining potential material issues, we developed a long list based on the sustainability topics at the sub-sub-topic level in ESRS 1 Application Requirement 16 (AR 16) and prevailing industry trends, while considering the IROs. This list was further refined by assessing key sustainability topics identified through extensive input from both internal and external stakeholders, as well as insights gathered from senior management interviews.

Impact materiality focused on the Bathrooms Division's actual or potential effects on people and the environment, while financial materiality evaluated risks and opportunities that may affect financial performance, such as cash flow and financial position.

Both assessments were carried out across short- (0–1 year), medium- (2–6 years), and long-term (7–25 years) horizons, in accordance with the Eczacıbaşı Group's strategic planning framework and ESRS requirements. Key internal and external stakeholders were engaged to support this phase. Our evaluation incorporated multiple factors, such as the nature and timing of risks and opportunities, their impact on our value chain, and existing mitigation and precautionary measures. IROs were calculated using the following formulas, in accordance with **EFRAG's Materiality Assessment Implementation Guidance** and the Enterprise Risk Management Procedure.

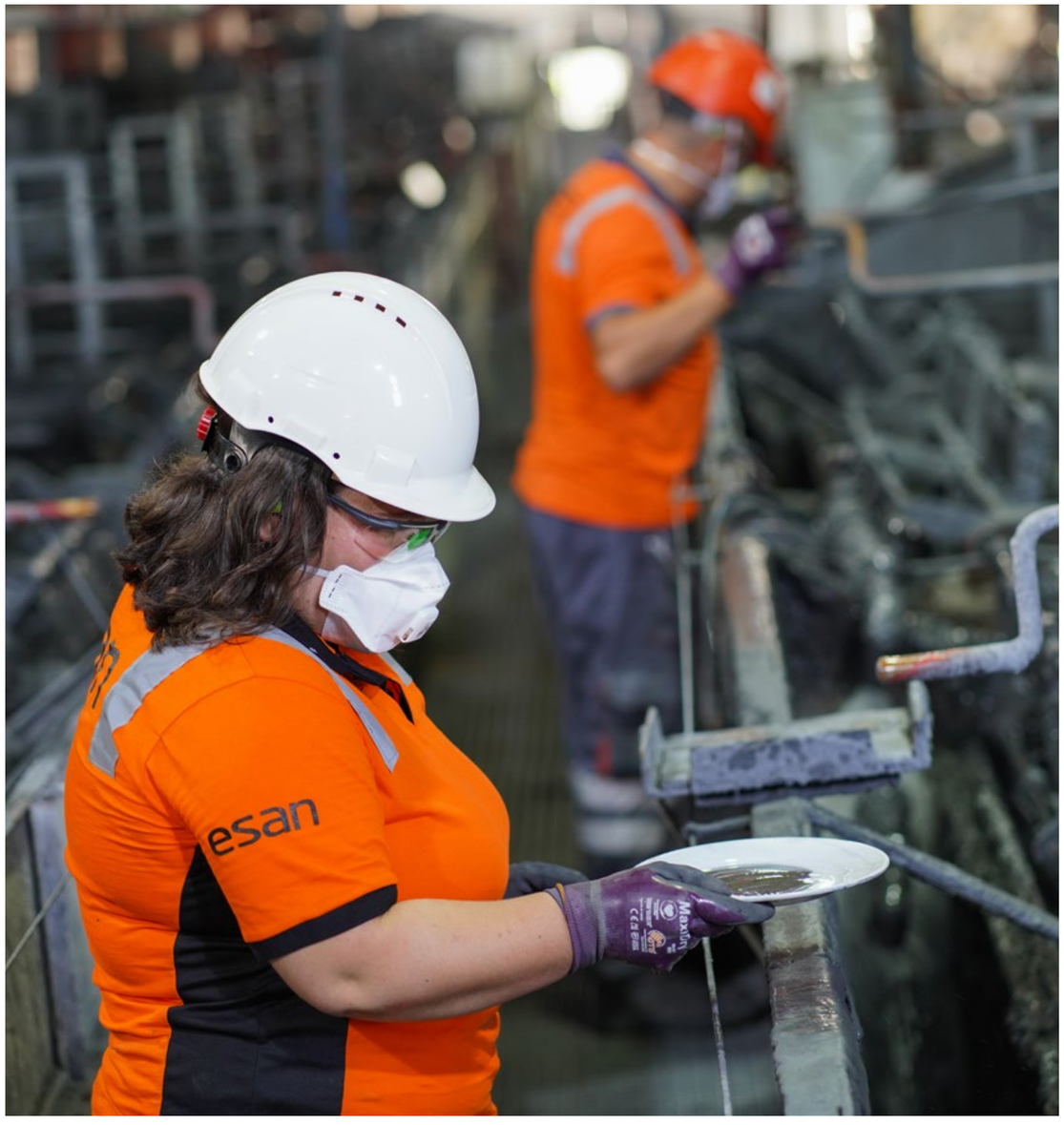
In the materiality matrix, financial and impact materiality were plotted on the X- and Y-axes, respectively, using a threshold score of 8. Topics scoring above this threshold on both axes were classified as very high materiality, those above on one axis as high, and those below on both axes as medium materiality.

The results of double materiality assessment, which constitutes one of the key inputs for shaping the sustainability strategy in the short, medium, and long-term starting from this year, are as follows:



Sustainability Objectives

At Esan, we establish clear, quantifiable, and time-specific targets to advance our sustainability initiatives. The table presents our sustainability goals related to key material topics, summarizes our performance in 2024, and highlights our plans for the future.



Key Focus Areas	Goals	Key Performance Indicator	Performance					Status
			2020	2021	2022	2023	2024	
Energy Management and Carbon Emissions	By 2025, 15% of total energy consumption will be met by renewable sources.	Renewable energy installed capacity (MWp)	0.5 MW installed capacity	0.5 MW installed capacity	1.6 MW installed capacity	5.3 MW installed capacity	6.32 MW installed capacity	In progress
	By 2025, it is aimed to decrease energy consumption by 0.076 MWh/ton per[1]	Energy Intensity (MWh/ton)	0.058	0.065	0.059	0.07	0.081 ✓	In progress
	By 2025, we will reduce our carbon emission per production to 0.010 (tCO^2e/ton).	Carbon Intensity (tCO^2e/ton)	0.024	0.025	0.006	0.007	0.0096	Achieved
Water Management	We will keep our water consumption per ton production at 0.30 m^3/ton.	Water Intensity (m^3/ton)	0.33	0.30	0.30	0.50	0.45 ✓	Achieved
Waste Management	Our recycled waste ratio will be 99.9% each year.	Share of recycled waste (%)	99.90%	99.90%	99.90%	98.6%	100% ✓	Achieved
Equal, Diverse and Inclusive Workplace[3]	By 2025, we will increase the rate of women in employment to 12%.[2]	Total share of women professionals	9.5%	9.9%	10.7%	10.10%	9.10%	In progress
	By 2025, we will increase the rate of women in recruitment to 14%.	Women among new recruits	11.7%	15.5%	12.8%	5.70%	3.80%	In progress
Health, Safety and Wellbeing	By 2025, we will reduce the lost time injury frequency rate (LTIFR) below 1.0	Accident frequency rate	1.48	1.58	0.52	0.4	0.22	Achieved

[1] Energy intensity is expected to increase due to the commissioning of roasting plant in İnlice.
[2] Women do not engage in underground work within mines.
[3] It covers both blue-collar and white-collar employees.

Contributing to the UN Agenda

Esan's Sustainability Model, "Future Together," aims to create a brighter future by integrating past experience with current practices.

We align with universal values and the UN's SDGs, focusing on balancing humanity, the environment, society, and business continuity. By prioritizing certain SDGs, we aim to operate sustainably and generate value for both our internal and external stakeholders, contributing strategically to 11 relevant goals.

Good Health and Wellbeing

- We prioritize a "**Zero Accident**" goal, ensuring safe environments through our Behavior-Based Safety System, ISG Pro digital platform, and Driver Behavior Monitoring. We provide 146,150 hours of OHS training and celebrate achievements like the 'Woman Miner of the Year' award.

Quality Education

- We invest in continuous learning via Esan Academy, offering programs like the Engineer and Operator Development Programs. We enhance competencies through our partnership with Balıkesir Mining School (EBRD funded), alongside Data Literacy and AI Awareness Training.

Gender Equality

- We actively promote gender equality with initiatives such as Women Construction Equipment Operator Training, Service Drivers, and the Balya Cockpit Project. Our "We Are Leaders" Project boosts women in management, supported by childcare assistance, contributing to 31% women professionals.

Clean Water and Sanitation

- We ensure sustainable water use by implementing closed-loop systems, rainwater harvesting, and oily wastewater treatment. Our water intensity of 0.40 m^3/ton reflects efficient management and local resource protection.

Affordable and Clean Energy

- We accelerate our transition to clean energy by investing significantly in Solar Power Plant (GES) projects, with 6.32 MW of installed renewable capacity across our facilities (Balya, Güllük, Yeniköy, Bozüyük, Çine). We achieved 0.074 MWh/ton energy intensity and sourced 100% renewable electricity in 2024.

Decent Work and Economic Growth

- We contribute to regional sustainability by prioritizing local employment and channeling 90% of our supply chain payments to local businesses. Our €1.13 million social investments and collaborations with local co-operatives like Karpuzlu Alinda support skill development.

Industry, Innovation and Infrastructure

- We drive innovation and infrastructure with specific projects like the Signal Optimization AI Project at Balya mine and Mineral Prospectivity Mapping in Kazakhstan. Our R&D Center develops specialized products (e.g., rare earth elements, polymer applications) and implements solutions that optimize production and resource consumption.

Reduced Inequalities

- We reduce inequalities by empowering women through specialized training and career programs (e.g., Women Construction Equipment Operator Training). We boost local economies via targeted employment, procurement, and social investments, strengthening vulnerable groups.

Responsible Production and Consumption

- We champion responsible production, recognized by our EcoVadis Bronze Medal and commitment to the Responsible Mining Initiative (RMI). We achieve 99.9% waste recycling, integrate circular economy principles (e.g., DMS Project), and minimize environmental impact by transforming by-products and promoting eco-friendly materials.

Climate Action

- We lead on climate action by developing our Low Carbon Transition Roadmap and conducting TCFD-aligned climate risk assessments. We have reduced our carbon intensity to 0.0096 tCO_2e/ton and significantly invest in renewable energy solutions to build resilience across our value chain.

Life Below Water

- As a land-based mining company, we recognize our role in protecting all water bodies, including marine ecosystems. Our responsible water management incorporates closed-loop systems, rainwater harvesting, and advanced oily wastewater treatment. By meticulously managing discharge quality and reducing freshwater withdrawal, we prevent land-based pollution from impacting river systems that ultimately flow to the sea, thus safeguarding marine life from upstream contaminants.

Life on Land

- We protect 'Life on Land' through our Biodiversity Action Plan, focusing on endemic flora and fauna studies, and contributing to the Seed Bank. We implement hydroseeding (11,790 m^2) and afforestation (1,130 trees), including micro-forests, to restore and enhance ecosystems.

Partnership for the Goals

- We foster robust partnerships, engaging with the UN Global Compact, UN WEPs, RMI, and EBRD. Our EcoVadis Bronze Medal and continuous collaboration with stakeholders strengthen our global commitment to sustainable business practices.

3

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Governance Approach

Strong governance enables the creation of a resilient and sustainable company that meets stakeholder expectations.

Collaboration between the Board of Directors and Executive Management, supported by strategic planning and risk management, ensures that corporate goals remain aligned with market dynamics. A culture of accountability and transparency fosters long-term success and sustainable value creation.

Our organization operates as an integral part of the Eczacıbaşı Group, which consists of Eczacıbaşı Holding and its subsidiaries. We work in alignment with the Group's strategies and remain committed to its short, medium, and long-term goals. Our operations are carried out in harmony with the Group's overall vision and direction.

Board of Directors

The Esan Board of Directors plays a critical role in implementing the strategic decisions of the Eczacıbaşı Group and ensuring the alignment of our operations with the Group's overarching vision. With a strong focus on compliance with internal regulations and corporate policies, the Board is responsible for overseeing and representing the company's management in line with the highest standards of corporate governance.

The Board prioritizes long-term value creation by addressing risk management, growth opportunities, financial performance, and the company's long-term interests. Through effective governance practices, it ensures strategic oversight, supports business continuity, and enhances stakeholder trust. Transparency, accountability, and ethical business conduct are fundamental principles that guide all Board decisions.

The Esan Board consists of five members. The Group CEO of Eczacıbaşı Holding serves as Board Member, and the remaining four members are also appointed from Eczacıbaşı Holding, ensuring strategic cohesion and operational excellence within the Group.

Osman Erdal Karamercan
Chairperson of the Board

Ferit Erin
Vice Chairperson

Devrim Çubukçu
Board Member

İpek Güleç
Board Member

Burak Sevilengül
Board Member

Executive Management

Our Executive Management team provides strategic guidance to the company and is committed to delivering reliable, transparent, and high-quality services to all our stakeholders. Comprising ten members, the team operates in full alignment with Esan's mission and strategic goals, with a strong focus on sustainable excellence and leadership.

Our management approach prioritizes innovation, collaboration, and accountability, ensuring that decisions are both forward-thinking and grounded in ethical principles. By leveraging their deep expertise and leadership capabilities, the team plays a key role in driving operational performance, managing stakeholder expectations, and shaping strategic priorities.

Adapting to evolving market dynamics and societal needs, our Executive Management upholds the highest standards of corporate governance and is dedicated to ensuring long-term growth, resilience, and stakeholder value creation.

Emre Kayışoğlu
Chief Executive Officer

Bülent Paralı
Chief Operating Officer
Metallic Mines

Özgür Çulhaoğlu
Chief Operating Officer
Industrial Minerals

İsmail Buğa
Finance Director

Mehveş Özer
Marketing and Sales Director

Mustafa Tuna Kaskatı
Exploration Director

Osman Nihat Koyuncu
Informations Technologies Director

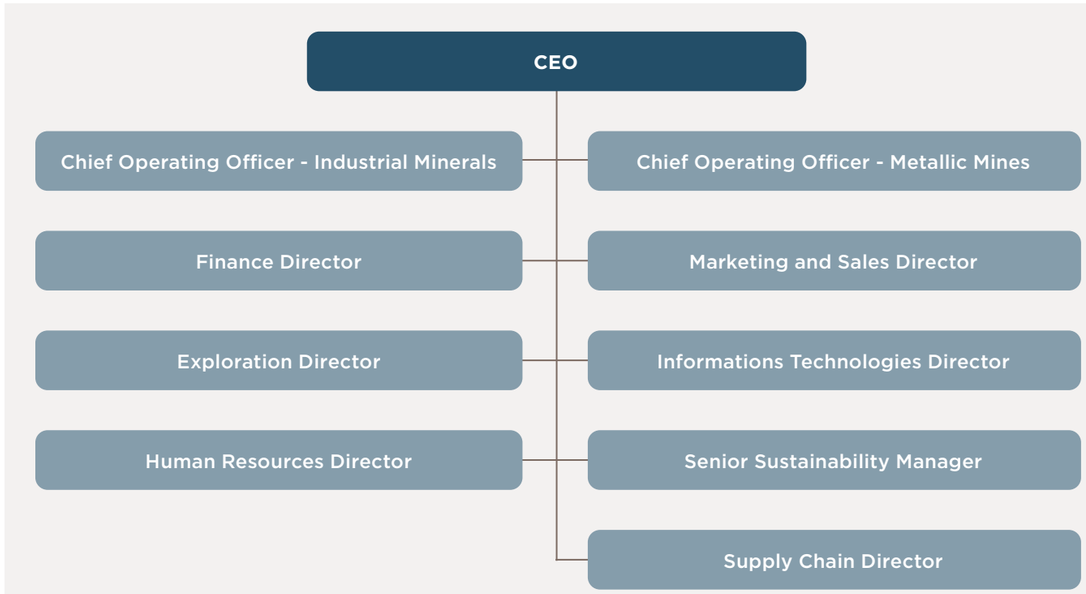
Zehra Marangoz
Human Resources Director

Ayyüce Yalçın
Senior Sustainability Manager

Erdal İmre
Supply Chain Director

Executive Management Gender Ratio

70% 30%



Esan Sustainability Governance

Group-wide Sustainability Organization

Eczacıbaşı Holding Board of Directors

At Eczacıbaşı, ESG topics are overseen by the Board of Directors, which plays a crucial role in making strategic decisions regarding sustainability management.

Eczacıbaşı Holding ESG Committee

Reporting directly to the Board, the ESG Committee is responsible for ensuring the effectiveness of ESG strategies, governance structures, and implementation mechanisms across the Group. Members of the ESG Committee are selected from among the members of the Eczacıbaşı Holding Board of Directors, based on their expertise and prior experience in relevant areas. The committee:

- Advises the Board of Directors on environmental, social, and economic matters.
- Evaluates ESG performance and the integration of ESG goals into strategic planning.

The Committee convenes four times a year, scheduled quarterly prior to Board of Directors' meetings. The Committee Leader presents key findings and recommendations to the Board. The main ESG topics addressed in Board and ESG Committee meetings include:

- Review of sustainability and climate-related investments,
- Review of progress on the Group's low carbon transition strategy,
- Review of energy and water KPIs and sustainability project performance,
- Review of Group companies' ESG road maps,
- Review of sustainability-related policies.

Both the ESG Committee and the Board of Directors take a proactive approach in all strategic decision-making processes to risks and opportunities that may impact the organization's long-term resilience and sustainability. Material sustainability-related risks and opportunities are reported to the ESG Committee by the Holding Sustainability Department as appropriate. As an example, in a 2024 ESG Committee meeting, the Sustainability Department presented a comprehensive assessment of the potential implications and impacts of the Carbon Border Adjustment Mechanism (CBAM) on the Group's energy-intensive operations.

Eczacıbaşı Holding Sustainability Department

The Eczacıbaşı Holding Sustainability Department leads the coordination of the Group's ESG strategy, under the oversight of the CEO. The Department provides quarterly updates to the ESG Committee and is responsible for the following:

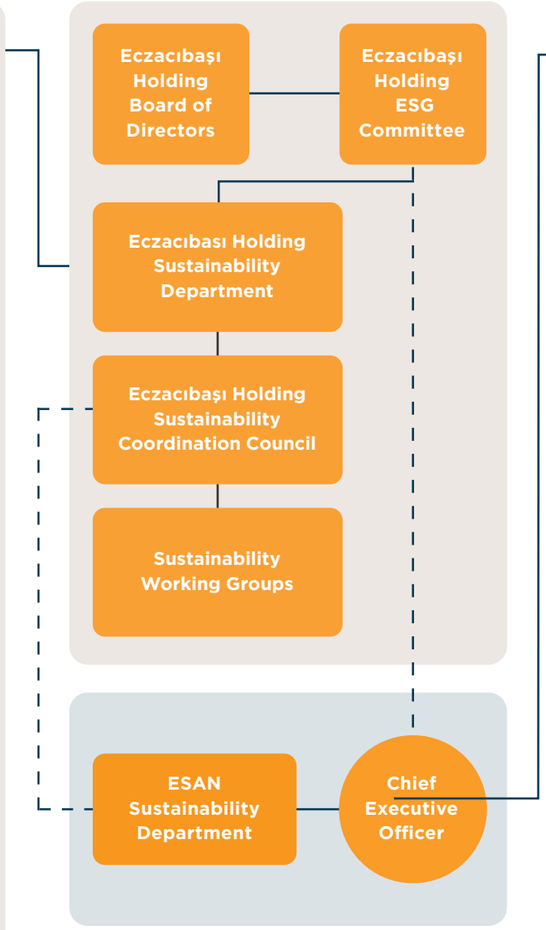
- Developing, publishing, and regularly updating the ESG policies of the Eczacıbaşı Group.
- Establishing the Group's sustainability strategy, roadmap, and targets.
- Guiding project planning in alignment with each company's sustainability strategy and to contribute to value creation through expertise and consultancy.
- Coordinating the identification, assessment, and management of ESG risks and opportunities across the Group in alignment with corporate risk management processes.
- Monitoring trends, developments, competitor activities, and customer expectations regarding sustainability, and steer the Group's sustainability efforts accordingly.
- Organizing awareness seminars, training programs, and workshops at the Group level to foster a culture of sustainability and build internal capacity.
- Guiding the Group companies in setting, monitoring, and enhancing ESG-related targets and key performance indicators

Eczacıbaşı Holding Sustainability Coordination Council

Alignment across Group companies is ensured through the Sustainability Coordination Council, which is composed of representatives from the sustainability teams of Group companies. The Council convenes monthly, providing a platform that strengthens strategic coordination. During these meetings, ESG projects and best practices implemented by Group companies are shared and reviewed, emerging and existing regulatory developments are assessed, and ongoing initiatives addressing sustainability and climate-related risks and opportunities are followed. Topic-specific Working Groups, formed as needed, bring relevant agenda items to the Council meetings for discussion and evaluation. When necessary, external experts are invited to share their insights on specific topics. This structure supports effective coordination and informed decision-making in the Group's ESG strategy and implementation processes.

Sustainability Working Groups

Sustainability Working Groups, established under the Sustainability Coordination Council, serve as the execution bodies of the Group's sustainability efforts. These working groups are responsible for transforming the Group's ESG strategies and policies into targets and action plans. The groups also track global and local developments, submit suggestions to the Board, and implement ESG projects. The ALLforALL Equal Opportunity Committee and Occupational Health and Safety (OHS) Committee are also part of the sustainability governance structure. Both committees report to Eczacıbaşı Holding's Chief Human Resources Officer. Progress on the metrics and targets is reported to Eczacıbaşı Holding Sustainability Department every quarter and presented to the ESG Committee.



ESG Governance at ESAN

Responsibility: Sustainability Oversight, Monitoring and Execution of the Sustainability Strategy on ESAN

Sustainability Directorate

At Esan, the Sustainability Directorate, reporting directly to the CEO, leads the company's long-term ESG vision and strategy. It is responsible for driving the implementation and continuity of our sustainability agenda, ensuring compliance with international standards and frameworks, and providing the CEO with regular progress updates and strategic insights.

Beyond overseeing priority areas and regulatory adherence, the Directorate manages processes linked to EBRD credit requirements, coordinates cross-functional efforts within our low-carbon transition program, and embeds sustainability into operational decision-making. By monitoring global trends and regulatory shifts, the team proactively refines company policies, mitigates risks, and fosters transparent, trust-based relationships with internal and external stakeholders to deliver meaningful impact.

Informs - - - Reports ——

Risk Management

At Esan, we manage risks and opportunities in accordance with the **Committee of Sponsoring Organizations (COSO) Enterprise Risk Management Framework**, renowned for its comprehensive and integrated approach and **Eczacıbaşı Enterprise Risk Management Procedure**.

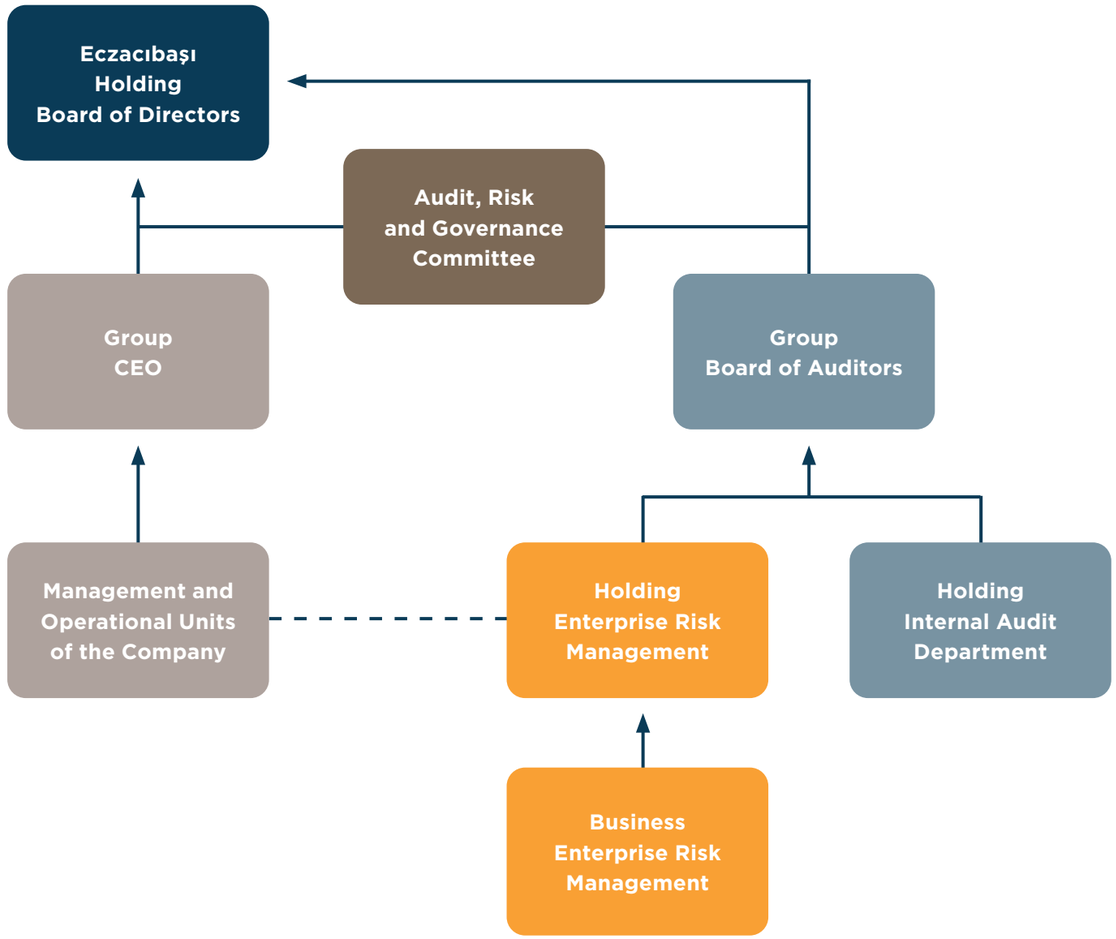
As Eczacıbaşı Group company, we follow the Eczacıbaşı Group Enterprise Risk Management (ERM) methodology, which actively involves all business units responsible for risk management. Following an assessment of risk probabilities, their potential impact, and the opportunities they create, responses are determined based on the risk and opportunity levels set by the Group Board of Directors, with the goal of mitigating identified risks and capitalizing opportunities.

Eczacıbaşı Group Risk Management Structure and Approach

At Eczacıbaşı, risk management is comprehensive and integrated in management processes, with the goal of embedding risk awareness into all business operations and fostering a risk-oriented culture across the organization.

As a Group company, Esan is responsible for managing its own risks, and Eczacıbaşı Holding is responsible for overseeing the effectiveness of risk management practices throughout the Group.

The ERM governance structure within the Group is outlined in the table below:



The ERM structure of the Eczacıbaşı Group consists of multiple layers to ensure a robust and systematic approach across all levels of the organization.

- **Eczacıbaşı Holding Board of Directors**
  Responsible for overseeing the ERM framework, approving the ERM policy, and monitoring the overall effectiveness of risk management efforts.
- **Audit, Risk, and Governance Committee**
  Monitors the implementation and effectiveness of the ERM framework and ensures its alignment with strategic objectives.
- **Holding and Company ERM Departments**
  Responsible for overseeing risk management across the organization, and provide support and expertise in ensuring that risks are identified, assessed, and managed.
- **Company Management**
  Integrates ERM into strategic and operational decision-making processes, ensures the allocation of resources for effective risk management, and regularly reviews significant risks and mitigation strategies.
- **Department Managers**
  Identify and manage risks within their areas of responsibility, report risk management activities and key risks to the company CRM team, and implement mitigation strategies in line with the CRM policy.
- **All Employees**
  Identify, monitor, and report potential risks in their respective areas and support risk management initiatives.

In addition, a designated Board member at both Esan and Holding levels is assigned to oversee the assessment of risks and opportunities and to ensure their respective boards of directors are regularly informed on these matters.

The Holding Sustainability Department plays a key role in the governance of sustainability- and climate-related risks and opportunities in the ERM structure. The department oversees Group-level processes by monitoring assessments carried out by Group companies, evaluating material risks and opportunities, informing both the Holding ERM Department and the ESG Committee, and ensuring that necessary actions are initiated or implemented. In parallel, the sustainability departments in Group companies provide their respective risk managers with information regarding relevant sustainability and climate-related risks and opportunities, thereby ensuring alignment across the organization.

Risk reporting within Esan and the Group as a whole aims to provide information for decision-making at all levels. **Board Reports** are submitted quarterly to the Board of Directors via the Audit, Risk, and Governance Committee and focus on strategic risks, enabling high-level oversight and response. **Management Reports** allow senior management to regularly review the overall risk profile and risk management plans, ensuring alignment with strategic objectives. **Departmental Reports**, prepared by department managers, address operational-level risks and mitigation actions, and serve as input for both management and board-level reporting.

All types of risks—strategic, operational, financial, compliance, sustainability, and climate-related—are evaluated from a holistic perspective. These risks are considered in terms of their potential to hinder the achievement of strategic goals, negatively impact corporate value, or pose a threat to the Group's continuity and growth. Risk assessment is carried out at all levels of the Group, starting from the Board of Directors.

Climate Related Risks and Opportunities Identification and Assessment Process

The identification of risks and opportunities involves creating a comprehensive list of risks and In 2024, a qualitative assessment of climate-related risks and opportunities for Esan was undertaken. The assessment comprised **problem definition, qualitative scenario development, and scenario review and implications**.
The purpose of this qualitative Climate Scenario Analysis (CSA) was to make an initial assessment of potential risks and opportunities for Esan under plausible future scenarios. These risks and opportunities were then collated and prioritized at the Group level.

During the problem definition stage, discussions with sustainability teams facilitated the identification of key questions and assessment boundaries to ensure the analysis provided the companies with relevant and actionable information to guide subsequent steps. This phase included:

- Defining focal questions and list of stakeholders.
- Data collection (e.g., site locations for physical exposure analysis).
- Identification of key locations as well as critical suppliers[1] and their locations.

[1] When identifying critical suppliers, those accounting for 80% of total monetary purchases and/or lacking viable alternatives under procurement criteria were prioritized.

In the scenario development stage, five workshops were conducted with key stakeholders from various departments. The aim was to uunderstand how business strategy and drivers could be affected by climate change and to identify potentially material risks and opportunities, considering site-specific vulnerabilities.

We categorize our climate-related risks as physical risk and transition risks in line with the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

In the workshops, discussions were held regarding both physical and transition risks and opportunities, focusing on how these risks and opportunities could affect subsidiaries' operations and business strategy at key locations and through the critical supply chain over the short, medium, and long term. Additionally, the discussions addressed what actions should be taken to manage these risks and opportunities, as well as the timing for these actions.

The table below outlines the categories of risks and opportunities:

	Risk and Opportunities Name
Physical Risks	Flooding from rivers, coastal (exacerbated by sea level rise and increase in storm surges) and surface water (caused by extreme precipitation)
	Water stress and droughts
	Heatwaves and extreme high temperatures
	Storms and strong winds (e.g., hurricane, cyclones, medicanes)
	Increase in average temperatures
	Increase in average rainfall and/or changes in seasonal patterns
	Chronic shifts in climate impacting supply and demand
	Acute shifts in climate impacting supply and demand
Transition Risks	Carbon prices
	Energy costs and volatility in the market
	Use or production of high embodied carbon materials
	Decreased lifecycle of existing assets and enforced technology changes
	Increase in reporting, regulatory requirements and stakeholder concern
	Reputation: Greenwashing and/or failure to meet climate targets resulting in reduced capital flows and difficulty attracting talent
	Increased scrutiny over environmental topics related to climate
Opportunities	Sustainable Products
	Circular Economy
	Renewable Energy
	Climate Adaptation Measures
	Climate Resilience Products

Insight from the workshops, in combination with outputs from a range of datasets and sources, enable the identification and assessment of risks and opportunities under low and high carbon scenarios in the short-, medium- and long-term.

For physical risks, climate risk tools, WRI Aqueduct Tool, and the World Bank Climate Change Knowledge Portal were reviewed to determine likelihood levels for individual sites and supplier regions. Impact levels were informed by a literature review and information from the workshop. For transition risks, a comprehensive literature review of International Energy Agency (IEA) publications was conducted covering current and emerging national and international regulations, standards, and reports.

The Eczacıbaşı Group calculates risk value using the formula:

Risk Value = Probability x Impact.

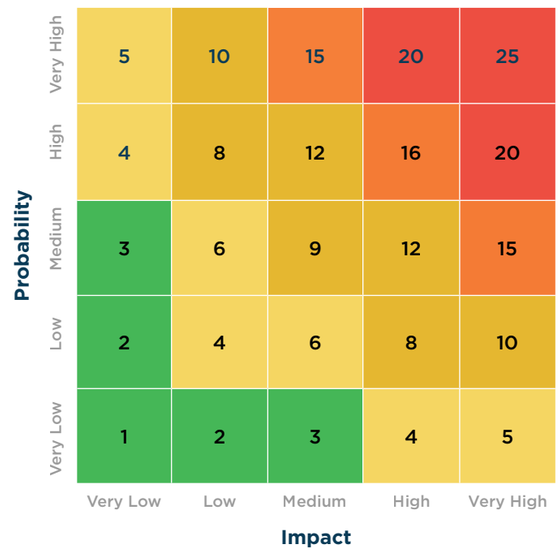
The same calculation was applied to opportunities. Following the development of the risk and opportunities database, stakeholders from each subsidiary reviewed the identified risks and opportunities considering existing risk reduction actions. This led to the prioritization of material risks according to the risk matrix shown in the figure.

Probability and impact are categorized into five levels (very low to very high) according to Enterprise Risk Management Procedure.
The levels in the risk matrix are indicated by specific colors: the yellow and green areas represent acceptable risk levels (secondary risks), the orange area represents significant risks, while the red and burgundy areas indicate critical risks.

- **Probability**
  The probability of a given event occurring depends on factors external to Eczacıbaşı, such as the frequency of heatwaves, carbon pricing, or the introduction of new regulations.

- **Impact**
  The extent to which a given event could impact Eczacıbaşı depends on its companies' level of preparedness. The potential impact of each risk on Group companies' assets, operations, and supply chain is evaluated within the specific context of each Group company. Impact is initially assessed as inherent risk, and insights from Group companies regarding existing risk reduction measures are incorporated into the review of impact scores[2].

Eczacıbaşı Group's Risk Matrix



[2] In 2025, a quantitative financial impact assessment of high and very high risks and opportunities, as well as a comprehensive qualitative analysis of sustainability risks, will be conducted. This assessment will be based on sources such as climate scenario analyses, organizational projections, and IEA reports.

Climate-related Risks and Opportunities Integration

Identified risks and opportunities are categorized in accordance with Eczacıbaşı Group's risk and opportunity categories and are monitored through inventories. The potential impact of each risk or opportunity on the Esan is evaluated across financial, reputational, operational, compliance, sustainability, and climate change dimensions.

Climate-related risks and opportunities are determined by the ERM and Sustainability departments of Esan, drawing from the results of the qualitative Climate Scenario Analysis.

Each risk and opportunity inventory in the ERM process is monitored by the relevant department. Business units are responsible for informing the Group and company ERM teams of any new risks or opportunities or any changes to the definitions or scores of current ones.

The assessment of climate-related risks and opportunities, along with the effectiveness of actions taken, is reviewed periodically by the Group and Esan ERM teams. Sustainability teams are responsible for tracking the progress of actions quarterly and tracking risks and opportunities regularly, especially short-term ones. Changes in impact and probability are evaluated, and if significant adjustments are identified, the assessment process is revisited.

The relevant department must notify the Group and Esan ERM teams in the following cases, where risks, opportunities, and controls are reviewed, evaluated, and necessary actions are determined:

- During process changes,
- Following modifications to workplace buildings,
- After updates in workplace technology and equipment,
- Following significant changes in production methods,
- In the event of major quality incidents,
- After substantial product and process design changes,
- Upon the enactment of new legislation or amendments to existing regulations.

After the risk and opportunity assessment, responses and actions prioritized for the identified risks and opportunities are presented to the Board of Management through the Group Audit, Risk, and Governance (ARG) Committee.

The ARG Committee operates at the Board level. Both the Group and Esan hold their own ARG Committee meetings on a quarterly basis to present and review their risk and opportunity maps.

Risks and Opportunities: Responses and Actions

In the risk and opportunities response phase, options for addressing risks and opportunities are identified, evaluated, and action plans are developed.

Responses to risks may include risk avoidance, risk acceptance, risk reduction and control, and risk transfer, depending on the established risk appetite and the clarity of risk exposure resulting from the assessment.

For climate-related risks and opportunities having a value of 8 or higher in the short, medium, and long term, the following details are documented in the prepared inventory: actions taken or planned, their anticipated impact on the respective risks or opportunities, the departments responsible for implementation, the required investment budget, and the projected timeline for completion. The risk and opportunity inventory is maintained by the sustainability teams and relevant departments, while it is also monitored by the risk managers of the organizations.

In the process of taking actions and evaluating effectiveness, attention is paid to the following points:

- The **risk and/or opportunity owner** is responsible for ensuring that the action is implemented on time, within the specified budget, and effectively.
- The **action owner** implements the action according to the plan, within the specified budget and timeline, and reports progress to the risk and/or opportunity owner. Upon completion of the action, the risk and/or opportunity owner is informed.
- If an action cannot be completed by the pre-determined completion date, the reason, regulatory activities, and updated completion date are documented in the relevant inventory. All updates regarding completion dates are documented after approval by the appropriate personnel.

Cybersecurity

At Esan, we understand that maintaining a strong information security posture is critical to safeguarding our reputation, ensuring business continuity, and building trust with our stakeholders. Guaranteeing the security of all types of information that pertains to our company, our clients, and our stakeholders is one of our top priorities.

We comply with all applicable laws, standards, and corporate policies regarding information security. We operate an **Information Security Management System** in accordance with ISO/IEC 27001 that fulfills the applicable requirements for information security. We integrate globally recognized standards and risk methodologies, such as **ITIL** and **COBIT**, into our cybersecurity approach.

As Esan, we proactively identify, analyze, and mitigate information security risks. Our cyber risk insurance covers all Group companies against cyber risks and crimes, one of the most significant risks worldwide.

By adopting a cyber resilience approach, we proactively monitor developing technologies and cyber security threats. By implementing the most up-to-date security measures, we increase the resilience of the organization and ensure preparedness to respond quickly and effectively to possible cyber-attacks. Our organization maintains a community-wide cybersecurity intelligence service that is operational 24/7. This service is designed to monitor current threats and cyberattacks.

We are aware that data is the most valuable asset, so we place it at the center of all our security architecture. As part of our commitment to data security, we regularly monitor our data in accordance with our policies on Competition, Personal Data Protection Law, General Data Protection Regulation (GDPR), and our framework rules on the protection of financial information, sensitive and confidential data. In response to any suspicious activities, we implement disciplinary procedures.

One of the most critical issues facing our industry is the cybersecurity of **Industrial Control Systems (ICS)**. To enhance the cybersecurity of our ICS, we have established a comprehensive cybersecurity strategy and strengthened our network structure and access controls. We are also conducting regular risk assessments, audits and training. We are working on ICS security and systems that provide deep network visibility to secure Operational Technology (OT) networks in production environments, detect threats, and increase business continuity.

We create and manage our business continuity plans and crisis management plans in an integrated manner to prevent and minimize business disruptions that could result from potential cybersecurity risks. We implement our business continuity processes in an organized manner across the Group, involving all teams. We review our business continuity and incident response procedures every year and test them twice a year.

As with all risks, the management of cyber security risk is handled at the Group level. To ensure full compliance and continuous improvement with the Group, it is essential to adhere to the established protocols and guidelines. We conduct internal audits and evaluate the results at the Senior Management level using the Information Security Management System. In accordance with our established cybersecurity risk management framework, a quarterly review of these risks is conducted by the Group Audit, Risk and Governance Committee. This committee is comprised of the Group Board of Directors, and the results of the audit activities are used to inform our cybersecurity investment planning.

Ethics and Compliance

The Eczacıbaşı Group prioritizes strict adherence to business ethics and legal regulations in all operations, fostering a vibrant corporate culture grounded in respect for people and nature, continuous development, and contribution to social welfare.

These values, inspired by founder Dr. Nejat F. Eczacıbaşı's lifelong commitment to community service, are embedded across all levels of the organization and guide the daily actions of employees and subsidiaries.

Adherence to our corporate values and full compliance with ethical and legal requirements are fundamental to everything we do. In line with the principles of integrity, honesty, and transparency, we ensure that ethical conduct is at the core of our relationships with all stakeholders. We actively promote diversity, fulfill our social responsibilities, and extend our ethical business practices throughout our supply chain.

Our Ethical Practices and Compliance Mechanism

Our business ethics and compliance processes are jointly managed by the Audit Group, the Legal Department, and the Compliance Committee. Our Code of Conduct clearly outlines the ethical expectations for all employees and business partners and is publicly available on the Eczacıbaşı Group website.

Through the Esan Sustainability Compliance Commitment, we aim to expand our ethical business approach across the supply chain. All suppliers and subcontractors doing business with Esan are expected to fully comply with our standards.

In line with our Corporate Governance Principles, we remain committed to continuously strengthening our ethical business approach and generating long-term, sustainable value for all our stakeholders.

Business Ethics and Legal Compliance

As a member of the Eczacıbaşı Group and a UN Global Compact participant, we prioritize integrity, honesty, and transparency in all business operations, ensuring compliance with relevant laws. Our commitment to ethical conduct and fairness extends to all interactions with colleagues, customers, and suppliers, fostering a professional work environment. We emphasize diversity and social responsibility. The Eczacıbaşı Group upholds high standards of ethics and legal compliance, overseen by the Audit Group, CHRO, Legal Department, and Ethics Committee, aligning operations with core values focused on integrity and transparency.

In order to strengthen our Group values and principles and effectively manage potential ethical rule violations the significant steps were taken to adopt ethical rules within the Eczacıbaşı Group in 2024. In this context, Ethics Committee structure and processes were updated. The Ethics Committee Regulation, Misconduct Risk Management Policy, and Prevention of Retaliation Policy for the Protection of Employees have been published by the Eczacıbaşı Group.

We have created a detailed Code of Conduct to guide behavior and outline ethical expectations for employees and third-party partners. This Code is easily available on the Group's website, ensuring transparency and accountability for all stakeholders, including our valued employees.

As part of the Eczacıbaşı Group, we are fully in line with the Group's corporate policies that convert its strategic priorities and sustainability principles into actionable frameworks. These policies embody the Group's commitments and function as governance mechanisms that direct the identification, management, and oversight of environmental, social, and governance risks and opportunities.

These Group policies, which are listed on **our website**, cover all Group companies.

ESG (Environmental, Social and Governance) Policy

Environment and Climate Change Policy

Artificial Intelligence and Generative AI Policy

Anti Bribery and Anti-Corruption Policy

Enterprise Risk Management Policy

Gender Equality & Equal Opportunities Policy

Human Rights Policy

Misconduct Risk Management Policy

OHS (Occupational, Health and Safety) Policy

Prevention of Retaliation Policy for the Protection of Employees

Tax Policy

In addition to adhering to the Group's policies, Esan has developed supplementary policies to further reinforce our commitment to various aspects of our operations. These policies serve as additional guidelines and standards within our organization to ensure compliance, efficiency, and responsible practices.

Human Rights Policy

Environment and Climate Change Policy

ESG (Environmental, Social and Governance) Policy

OHS (Occupational, Health and Safety) Policy

Gender Equality & Equal Opportunities Policy

Social Impact Management Policy

In alignment with our Group's firm commitment, we fully embrace a zero tolerance policy towards discrimination, bribery, and corruption. Our top priority is creating a fair and equitable workplace that respects fundamental human rights, ensuring all business practices are free from violations. We strictly prohibit child labor and forced labor, and ensure recruitment processes are free from discrimination based on gender, language, belief, or ethnic origin.

Additionally, we are dedicated to protecting employee rights to unionize and organize, fostering positive relationships with trade unions. To support our employees, we offer a Group Human Resources Handbook, providing detailed guidance on human rights, freedom of association, and our values and codes of conduct.

Employee Communication and Training

Our commitment is to ensure that every employee clearly understands the standards and regulations related to their roles. We provide comprehensive training programs and maintain open communication channels to explain how these rules apply to daily work routines. We presume that our current employees have already completed this training, and we ensure that all new hires receive the necessary training within their first month.

As of 2024, our employees have collectively completed training on the Code of Conduct and Anti-Corruption and Bribery.

If there is any suspicion of a breach of the Code of Conduct, especially concerning bribery, corruption, rights infringement, or conflicts of interest, all Group employees are required to report this information to the Ethics Committee via designated transparent communication channels.

Every report is thoroughly evaluated and analyzed by the Ethics Committee, which operates under the principle of strict confidentiality.

All applications, denunciations, notifications, and all kinds of complaints regarding suspected unethical behavior can be reported anonymously through the Group's online form (**https://www.speak-hub.com/eczacibasi** - web-based notification reporting system available 24/7, or by e-mail (**eczacibasi@speak-hub.com**) or phone (**+90 212 800 01 05**). These channels, which are explained in the Eczacıbaşı Group Code of Conduct, are managed by an independent, professional service provider, are readily available to all stakeholders and are detailed in the **Eczacıbaşı Group Code of Conduct**.

Information Security Management

Esan emphasizes information security management to safeguard corporate knowledge and ensure the protection of information assets. The key components of this security are confidentiality, integrity, and usability, and the company uses an Information Security Management System to prevent vulnerabilities affecting business continuity and reputation. Esan's Information Security Management policies are compulsory for all employees and apply to third-party service providers who access Esan's information. All employees and stakeholders are required to adhere to legal regulations and implement necessary risk mitigation measures. Breaches can result in disciplinary measures, up to and including termination and legal action.

Child Labor and Forced Labor

Esan firmly forbids the employment of individuals under the age of 18 in its operations and headquarters. To comply with current laws, hiring those under 18 is expressly banned in the underground sections of mining sites, preventing forced or coerced labor.

During supplier selection, comprehensive reference checks are carried out to detect such practices. If identified, Esan will not engage with that supplier. Should such practices be revealed after an engagement has begun, Esan will immediately terminate the relationship.

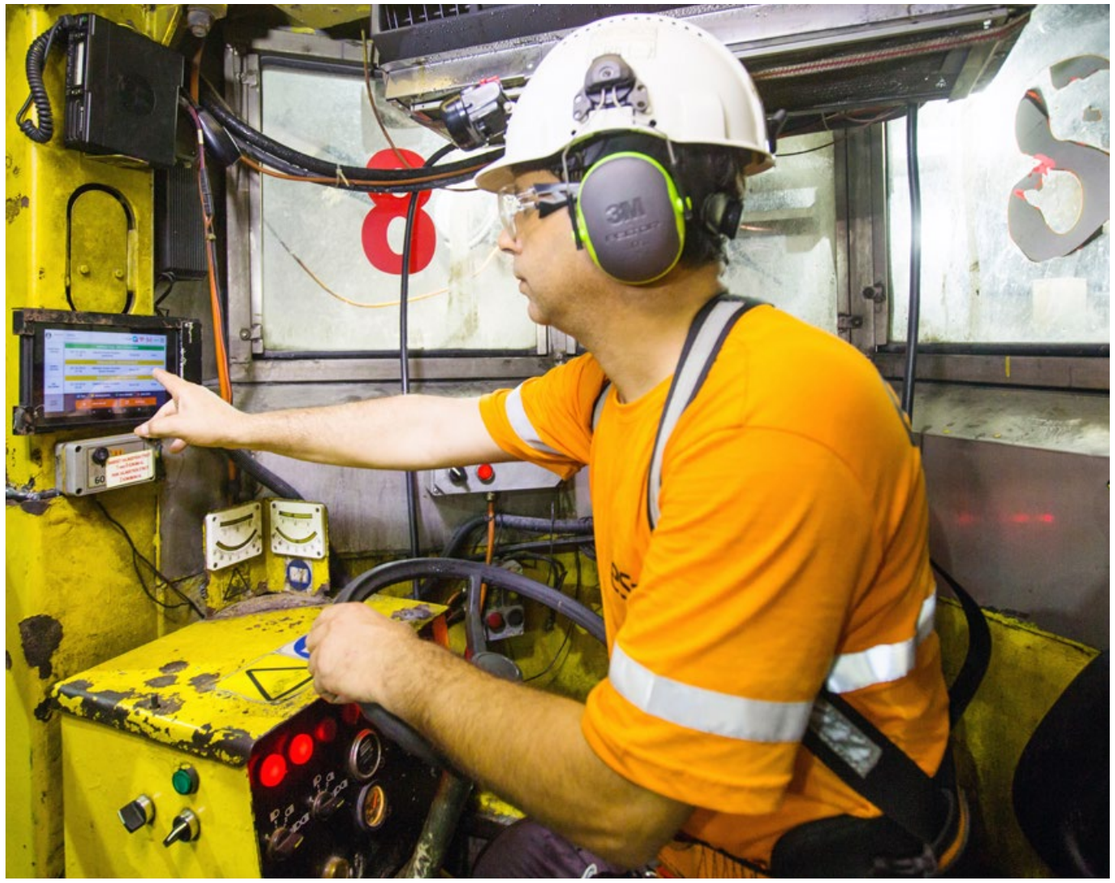
Economic Sustainability

At Esan, we focus on sustainability by integrating responsible practices into our daily operations. We aim to contribute positively to the environment while ensuring that our activities remain efficient and mindful of long-term impact.

At the core of our economic sustainability lies the belief that both financial gains and social benefits are essential. We acknowledge the inseparable link between these two elements and evaluate our economic sustainability based on a balanced, mutually beneficial relationship between them.

By placing economic sustainability at the heart of our operations, we aim to create lasting value for everyone involved in our business and to make a positive, sustainable impact on our stakeholders and society.

This approach not only focuses on generating profit but also includes minimizing our environmental impact through responsible mining practices, ensuring fair working conditions, and contributing to social development. As part of our responsible mining approach, we implement ethical and transparent business practices, manage natural resources efficiently, and take proactive steps to protect ecosystems and local communities.



Economic and Financial Performance

Maintaining our stronghold in the market, we further solidified our economic position throughout 2023 and 2024.

Since 2022, we have expanded our operations to a total of 11 production facilities, including three new plants inaugurated since that year.

These include the launch of gold production at Niğde Özyurt, the commissioning of Türkiye's first roasting-based gold processing facility in Konya İnlice, and the construction of an 850-meter production shaft at our Balya site — set to become Türkiye's deepest metal mine.

Additionally, we have strengthened our exploration activities in Türkiye and Kazakhstan, achieving 71,600 meters of drilling in 2024, and launched a 4.08 kWp solar power project in Balya as part of our low-carbon transition roadmap.

	2024
Total Net Sales (€ million)	**428**
Ratio of foreign sales (%)	63%

Economic Value Generated, Distributed and Retained (€ million)	2024
Economic Value Generated	**428**
Economic Value Distributed	**529**
Economic Value Retained	**(101)**

Over the past two years, we've expanded our international presence by opening a new overseas office. Furthermore, we have broadened our global reach, increasing the number of countries we export to, to a total of 45 in the last two years.

By strategically expanding and refining our product portfolio, we drove significant sales growth. Our Ukrainian clay product, primarily used in tile applications, recorded a remarkable increase from €650,000 in 2023 to €2.5 million in 2024, representing a growth rate of approximately 285%.

Although demand for this product declined at the end of 2022 due to the war, sales reached an all-time high in 2024 following the opening of our own clay quarry, demonstrating our resilience and ability to adapt to evolving market dynamics.

4 Investing in Planet

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Environment Management

As Esan, we consider minimizing our environmental impact and using natural resources efficient as core responsibilities of our role as a responsible mining company.

Our environmental initiatives are centered around key areas such as transitioning to a low-carbon economy, effective energy management, and the protection of biodiversity. We are aware that sustainable mining practices are essential not only for environmental protection, but also for the long-term resilience of our operations and the well-being of surrounding communities.

To support these priorities with a solid foundation, we have adopted internationally recognized management systems and built a robust governance framework. We manage our processes with an integrated approach that reflects our commitment to our Environmental and Climate Change Policy as well as our Environmental, Social, and Corporate Governance Policy. Our operations fully comply with internationally recognized standards, including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Health & Safety Management System and ISO 50001 Energy Management System. Through this framework, we continue to act responsibly and pursue continuous improvement across all areas of our business.

In addition, our EcoVadis sustainability performance assessment plays a key role in strengthening our environmental, social, and ethical management practices. Through this independent evaluation, we systematically monitor our performance, identify improvement areas, and enhance transparency across our operations and value chain.

Climate and Environment

Climate change is one of the most urgent global challenges, with far-reaching consequences. According to the **World Economic Forum's Global Risks Report 2025**, "extreme weather events" is identified as the top global risk with the potential for the most severe impact over the next decade.

At Esan, we are fully aware of the potential impacts of climate change on our industry and operations. We focus on the resilience of our infrastructure and the sustainable use of water and energy resources. In line with legal requirements, we are committed to preserving biodiversity in the regions where we operate. By integrating sustainability into our core practices, we aim to manage climate-related risks and secure the long-term continuity of our business.

Climate change is recognized as a top priority risk at our organization, and we are actively working to understand its potential impacts on our operations and value chain, as also highlighted in our Environment and Climate Change Policy. This approach enables us to pinpoint opportunities in the transition to a low-carbon economy while taking proactive steps to mitigate climate-related risks.

Esan Climate-Related Risk and Opportunities

In 2024, Esan conducted a qualitative assessment of climate-related risks and opportunities. The potential impacts of these risks on Esan were assessed according to different facility types, including offices, factories, and warehouses.

The climate scenario analysis was conducted for the short, medium, and long term. Each timeframe was defined in alignment with the Eczacıbaşı Group's strategic planning, investment timeline, and sustainability objectives.

Short Term (0-1 years)	**Medium Term** (2-6 years)	**Long Term** (7-25 years)
In the near term, the focus is on **short-term operational goals and annual performance tracking** as outlined in our strategic planning. This period aligns with our yearly budget cycles and immediate risk management efforts, ensuring a rapid response to evolving market conditions and regulatory requirements.	The medium-term reflects a period of **strategic investment and transition planning**, where key sustainability initiatives, such as **renewable energy investments and compliance with the EU Green Deal's 2030 target**, take shape. This timeframe is also crucial for aligning budget planning with climate targets and ensuring long-term business resilience.	The long-term period is structured around **deep decarbonization goals and alignment with the EU Green Deal's 2050 target**.This timeframe enables the integration of transformational sustainability strategies, long-term investment planning, and regulatory adaptation, ensuring the company's transition to a low-carbon economy over multiple decades. In addition, the long-term horizon is particularly relevant for the assessment of physical climate risks, which are expected to manifest more prominently over time. Given the design life and operational longevity of Eczacıbaşı's key assets, incorporating physical risk considerations into this timeframe is essential for building long-term resilience.

To assess the resilience of Esan strategies, the climate scenario analysis was conducted under two main scenarios: optimistic (low carbon) and pessimistic (high carbon).

A 'high carbon' scenario – This scenario projects a global temperature increase of approximately 3 to 4°C or higher by 2100. Emissions continue to rise at current or accelerated rates, resulting in significantly increased physical risks, while transition risks remain relatively low due to limited climate action. In this context, economic growth and technological development are prioritized, energy- and resource-intensive lifestyles become widespread, and environmental awareness remains low.

Scenario references:
SSP5-8.5, IEA STEPS, IEA APS

A 'low carbon' scenario – This scenario envisions a global temperature increase of approximately 2°C or lower (around 1.5°C) by 2100. It assumes a rapid and comprehensive transition to a low-carbon economy, significantly limiting the rise in physical risks. However, due to the swift departure from current business practices, transition risks remain elevated. The scenario highlights human well-being, sustainable technologies, and renewable energy as key priority areas.

Scenario references:
SSP1-2.6, IEA SDS, IEA NZE2050

Climate-related Risks

As Esan, we conducted the Climate Scenario Analysis (CSA). We are exposed to a range of climate-related risks that may affect our operational performance, long-term planning, and strategic positioning.

Based on a comprehensive assessment, six physical and six transition risks have been identified as potentially material. The key physical risks include: heatwaves and extreme temperatures, water stress and droughts, flooding, acute or chronic supply chain disruptions, and increases in average temperatures. The main transition risks are: energy costs and market volatility, use or production of high-carbon materials, technological changes, increased regulatory and reporting requirements, reputational risks, and heightened scrutiny on environmental performance. We have identified **two** of the potentially material physical and transition **risks we assessed as high-priority**.

Climate-Related Opportunities

As a result of our assessment, we have identified six core opportunities that are material for Esan, particularly under a low-carbon transition scenario. These opportunities not only provide efficiency gains and cost reductions but also represent strategic avenues to strengthen our competitiveness and resilience. For instance, conducting rigorous physical risk assessments and implementing strong management practices create an opportunity to mitigate potential increases in insurance costs. Early adoption of renewable energy and low-carbon technologies, such as onsite solar generation, can lower operating costs, reduce exposure to volatile energy markets, and build stronger customer relations.

Expanding our product portfolio to include materials critical for clean technologies, such as those used in electric vehicles, opens new revenue streams and enhances our influence in the low-carbon economy.

Advances in production technology can simultaneously drive down costs, increase capacity, and improve health and safety conditions, while low-carbon transportation solutions help us to reduce costs and strengthen long-term customer trust. Furthermore, by consistently demonstrating best practice in climate-related actions, we also strengthen our eligibility for green financing opportunities, supported by our prior experience with sustainability-linked loans. Collectively, these opportunities enhance our reputation, market positioning, and ability to reduce exposure to environmental risks such as water stress.

Energy Management and Transition to Low Carbon Emissions

Energy Management

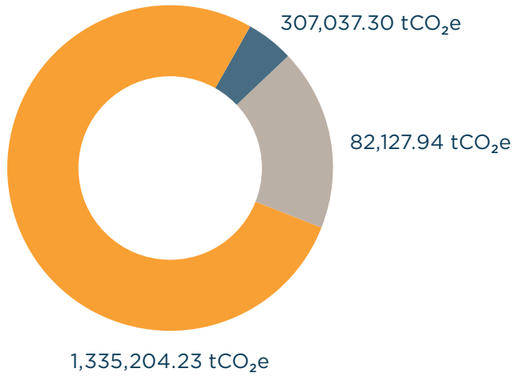
0.0096 tCO_2e/ton
Emission intensity

5,054 MWh
Renewable energy use

6.32 MWp
Renewable energy installed capacity

100%
Share of renewable electricity consumed

2024 CO_2e Emissions by Scope



In the mining sector, energy efficiency and effective energy management are key to reducing operational costs and supporting the transition to a low-carbon economy. At Esan, we implement energy saving projects across our operations, invest in renewable energy sources, and use smart energy management systems to reduce emissions and strengthen our environmental sustainability.

We carry out all our energy efficiency activities in line with the ISO 50001 Energy Management System. During the reporting period, we implemented 2 distinct energy efficiency projects aimed at reducing our energy consumption and enhancing our operational sustainability. These efforts have also been recognized externally, as reflected in our ranking: 4th among “Companies with the Highest Spending on Energy Management Education” and 5th among “Companies with the Highest Spending on Energy Management.”

In 2024, by reducing our energy consumption to **0.081 MWh/ton** of mill throughput, we have already surpassed the **0.076 MWh/ton** improvement we targeted for the end of 2025. This reflects our commitment to responsible resource management and data-driven energy performance. We aim to sustain this achievement through our continued efficiency efforts.

Employee Perspective

Önder Kurt
Esan
Maintenance Manager

As the Maintenance Manager, I have been serving at Esan for seven years. I take pride in being part of a company distinguished in the sector by its strong corporate structure, management approach that prioritizes occupational safety, commitment to technological investments, and sustainability vision. Our Industry 4.0-compatible production infrastructure, the effective implementation of the TPM (Total Productive Maintenance) approach, and a Kaizen culture that supports continuous improvement are among the key elements that enhance both operational efficiency and employee engagement. In all these processes, energy management and resource efficiency are also among our priorities.

Through our Kaizen suggestion systems, employees’ improvement ideas are put into practice,while our TPM practices ensure the systematic application of methods such as predictive maintenance, autonomous maintenance, and root cause analysis.

At Esan, we operate with a modern production infrastructure driven by technology and innovation. In the coming period, we will accelerate digital transformation and make greater use of artificial intelligence and data analytics. Our goal is to increase energy efficiency, integrate renewable resources, and extend ISO 50001 implementation across all facilities delivering tangible environmental and economic benefits while strengthening our long-term sustainability.

Energy Efficiency Projects

In 2023-2024, we undertook a series of energy efficiency projects at our facilities aimed at optimizing our production processes and decreasing our reliance on energy, which in turn helped to lessen our environmental footprint.

These projects encompassed initiatives such as purchase of a drum motor, installation of a centralized compressor system, a compressor heat recovery system, or other process optimization improvements.

Purchase of drum motor

- Enclosed motor within the drum
- Reduced malfunction risk
- Minimal maintenance requirement
- 25% energy savings
- Oil change interval: every 50,000 hours

As a result of the purchase, the estimated annual savings was **5,125 tons of CO_2**.

Installation of a centralized compressor system

- Three individual compressors decommissioned
- Improved space utilization
- Enhanced machine efficiency
- Equal aging system ensures uniform operating time
- Balanced wear and tear across compressors

As a result of the installation, the extended equipment lifespan is extended, the performance is consistent, and operational excellence and resource efficiency is supported.

Implementation of compressor heat recovery system

- Compressor oil temperature used to heat the administrative building and domestic hot water
- Hot water supply for locker room showers also supported by recovered heat
- Natural gas consumption for heating the administrative building reduced to zero
- Electricity usage for heating shower water reduced to zero

As a result of the implementation, the estimated annual savings was **0.0278 tons of CO_2**.

Improvements in Production Processes for Optimizing Furnace Capacity and Reducing Gas Consumption

- 17 sensors were installed on kilns to monitor key parameters (temperature, humidity, pressure, gas use, feed rate).
- Two years of data collection enabled performance analysis and identification of inefficiencies.
- AI algorithms were used for predictive analysis and process optimization.
- AI determined optimal operating conditions for maximum efficiency and balanced gas consumption.

Thanks to the improvements, the real-time optimization improved kiln performance and reduced gas use per ton. Additionally, the overall energy efficiency increased, and production bottlenecks were minimized.

Sample Drying Optimization in the Oven

- Sample container diameter reduced to 19 mm, and smaller containers allow more samples to be dried simultaneously
- Eliminated need for a second oven
- Process accelerated with only one oven in use

As a result of the optimization process, the annual energy savings was **3,124.8 kWh**, and the estimated annual **CO_2** reduction was **1,281 tons**.

Kiln Cooling Time Optimization in Drying Facilities

- Cooling time in kilns optimized to prevent energy waste
- Process improvements implemented to enhance production efficiency
- Unnecessary energy consumption during the cooling phase eliminated

As a results of the optimization process, the estimated annual energy savings is **39,600 kWh**, and the estimated annual **CO_2** reduction was **16,236 tons**.

DMS Project

We will initiate the DMS Project, a pre-concentration facility based on dense medium separation, at our Balya Flotation Plant. The project aims to remove waste material from the process stream before flotation, thereby increasing processing efficiency. It consists of two feed lines with a total design capacity of 420 tons/hour. This initiative is expected to result in 38% water savings (€250,000/year), 19% energy savings (€400,000/year), and 16% OPEX savings (€3,000,000/year). With an investment of €8,900,000, the project is currently under development and targeted to be commissioned by January 2026.

Shaft Project

We will initiate the Shaft Project, a system designed to reduce energy use, carbon footprint, and transport time in ore conveying operations, at our Balya Underground Production site. The project also aims to improve personnel transportation within underground working zones. Once operational, this system will allow ore extracted from the Main Balya and North Balya zones to be conveyed efficiently, with a calculated return on investment between 4 and 5.5 years depending on throughput volumes. With an investment of 55 m€ the project is currently ongoing and is planned to go live by January 2026.

Ore Crushing Plant Revamp Project

We will implement the Ore Crushing Plant Revamp Project to increase plant availability and align capacity with the new DMS plant at our Balya Flotation site. The current crushing facility operates at 50% availability and cannot meet the capacity or particle size requirements of the DMS system. The project aims to raise availability to 90%, through a comprehensive upgrade including demolition, concrete works, and installation of new equipment. With an investment of €2,750,000, the project is ongoing and planned to be completed by Februray 2026.

Employee Perspective

Kazım Özdoğru

Esan
Process Development Manager

At Esan, we operate within a highly dynamic industry that demands the integration of interdisciplinary knowledge and experience. By housing both industrial minerals and metallic mining operations under one roof, we contribute to the sector across multiple specialized domains. This structure not only strengthens our production capabilities but also directly supports strategic areas such as efficiency, sustainability, and innovation. One of the most concrete examples of this approach is the Shaft Project.

The Shaft Project exemplifies our commitment to responsible production and mining practices. Through this project, we use advanced technologies and eco-friendly methods to enhance resource efficiency and minimize ecological impacts. This approach enables us to conduct transparent, accountable mining activities that create lasting value for our stakeholders and future generations.

This success not only reinforces our commitment to responsible resource management but also demonstrates that our integrated, interdisciplinary model delivers superior environmental and economic results for the entire industry.

Transition to Low Carbon Emissions

As part of our commitment to a low-carbon economy, we continued to take concrete steps to reduce emissions across our operations during the reporting period.

The Group's Low Carbon Transition Project

At the end of 2023, the Eczacıbaşı Group initiated Low Carbon Transition Project. The project's primary objective is to design and implement an effective climate strategy that is fully aligned with global standards and recognized frameworks, supporting the Group's long-term sustainability goals. As Esan, we will continue our efforts to set future targets in alignment with the Group's climate goals.

The initiatives we implemented during the reporting period contributed significantly to the reduction of our greenhouse gas emissions. We achieved a significant reduction in our Scope 1, 2, 3 emissions, which account for the largest share of our total emissions, bringing them to **1,335,20 tons of CO_2** -a 36.5% decrease compared to the 2021 base year. Our carbon intensity dropped to **0.0096 tCO_2e/ton** of mill throughput, having achieved our goal of reducing our carbon emission per production to **0.010 tCO_2e/ton** mill throughput.

As per our efforts to decarbonize, in the "Türkiye EN-VERIM 100 List" prepared by Turkishtime, our company ranks 2nd among the "Companies with the Highest Spending on Energy Efficiency."

Renewable Energy

To accelerate the transition to renewable energy solutions, we invest in low-carbon production models within Esan and integrate proven technologies into our operations. In this context, we regularly conduct technical and economic feasibility studies to assess the potential of meeting our energy needs through renewable sources.

With our installed renewable energy capacity reaching 6.32 MW, we are advancing steadily toward our goal of meeting 15% of total energy consumption from renewable sources by 2025.

Generating Our Own Electricity from Renewables

At Esan, we continue to make significant progress in integrating renewable energy into our operations. Through our renewable energy investments, we clearly demonstrate the tangible outcomes delivered by our renewable energy infrastructure projects. In 2022, our solar power plants at our facilities in the Balıkesir, Bilecik and Milas regions generated **5.05 MWh** of clean electricity, making a significant contribution to our sustainability goals. By 2025, we aim to achieve an installed renewable energy capacity of 10.4 MW across our facilities.

Güllük Solar 500 kWp Power Plant

Upon installation, the Güllük Solar Power Plant became the largest rooftop solar facility in the region by capacity. With its 1.5 MW system, it fully meets the electricity needs of the site's mechanized operations, enabling zero carbon emissions. In 2024, the plant produced **660 KWh** of clean energy, averting **370,986 kg of CO_2** emissions powering the facility sustainably.

Yeniköy Solar Power Plant

As Esan's third solar installation, the Yeniköy rooftop solar power plant has a capacity of **1.13 MWp**. It plays a key role in boosting renewable energy use and lowering carbon emissions. In 2024, the plant generated **1,341 kWh**, avoiding **754,154 kg of CO_2** emissions to support the site's operations.

Bozüyük Solar Power Plant

As Esan's early rooftop solar investment, the Bozüyük solar power plant has a capacity of **0.63 MWp**. It plays an important role in expanding on-site renewable energy generation and reducing carbon emissions. In 2024, the plant generated **718.6 kWh** of clean electricity, preventing approximately **403,970 kg of CO_2** emissions.

Balya Solar Power Plant Phase 1-2-3

As part of Esan's strategic commitment to renewable energy, the Balya site hosts a multi-phase solar power investment combining both rooftop and ground-mounted installations.

Phase 1, commissioned in 2023, is a ground-mounted system with a capacity of **1.25 MWp**. In 2024, this installation generated **1,553,258 kWh** of renewable electricity, helping to prevent approximately **873,086 kg of CO_2** emissions.

Phase 2, also launched in 2023, features a **1.81 MWp** rooftop solar power system. It contributed **946,293 kWh** of clean electricity in 2024, avoiding the release of around **532,911 kg of CO_2** emissions.

Phase 3, currently under development and scheduled for commissioning in 2025, will be the largest of the three. This ground-mounted plant will have a capacity of **4.08 MWp**. Once operational, it is expected to produce **5,620,000 kWh** of clean energy annually and prevent approximately **2,838,605 kg of CO_2** emissions per year.

Together, the three phases of the Balya solar project exemplify Esan's integrated approach to decarbonization and on-site renewable energy generation.

Çine Solar Power Plant

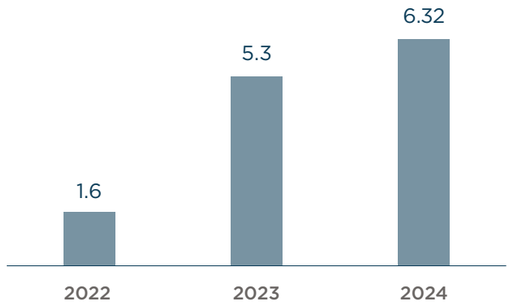
As part of Esan's continued efforts to scale renewable energy, the Çine rooftop solar power plant has a capacity of **1.00 MWp**. In 2024, it generated **494,589 kWh** of electricity, helping to prevent approximately **278,008 kg of CO_2** emissions from entering the atmosphere.

Green Electricity Procurement

As part of our strong commitment to sustainability, 2.5% of our total electricity consumption—equivalent to 5,054 MWh in 2024 was sourced from own-generated renewable electricity. This initiative has resulted in the prevention of approximately 3,195,727 kg of carbon emissions annually.

Our goal is to source **50% of our total electricity consumption** from renewable energy by 2030. This reflects our ongoing efforts to support clean energy and reduce our environmental footprint.

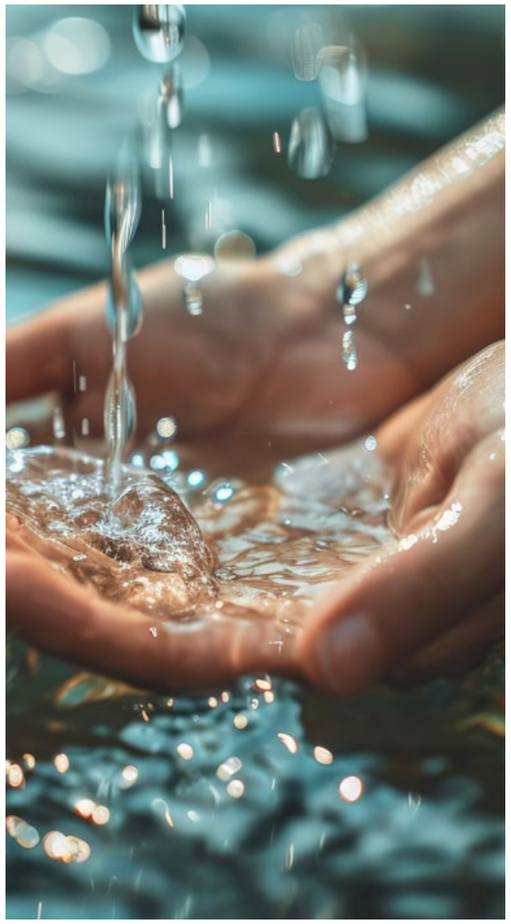
Energy Consumption (MWp installed capacity)



Water Management

We recognize the potential impacts of climate change and extreme weather events on both our industry and operations, and we understand the critical importance of maintaining infrastructure resilience and managing our water and energy resources efficiently. Beyond fulfilling regulatory requirements, we prioritize resource efficiency across all our operations by utilizing the latest technologies in air, water, soil, and noise management.

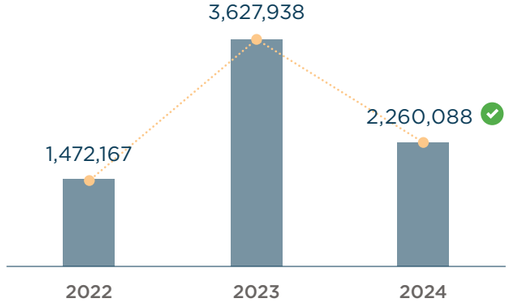
As water is a critical input at every stage of mining activities, we place sustainable and responsible water management at the core of our practices.



To protect natural water resources, we implement closed-loop systems and rainwater harvesting methods at our operational sites, while making use of diverse sources such as surface water, groundwater, and tap water. Wherever possible, we apply recycling practices to reduce freshwater consumption.

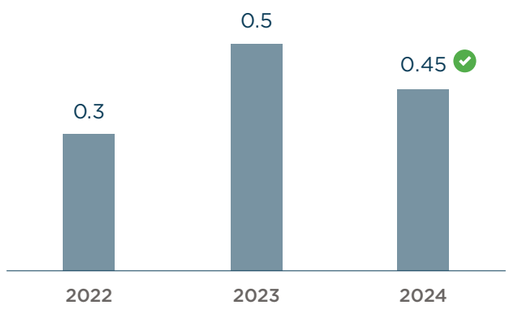
The surface water collection ponds we have established enable the reuse of water within our operations, supporting efficient water use. Additionally, we have built treatment systems for the oily wastewater generated during machinery maintenance. Through these systems, oil is recovered and purified water is reused, reducing waste generation and contributing to the long-term sustainability of our operations.

Water Withdrawal by Sources (m^3)



In 2024, we successfully maintained our commitment to achieving a water intensity level of 0.40 m^3/ton feed.

Water Intensity (m^3/ton)



Waste Management and Circular Economy

In the mining industry, properly managing mining waste in line with applicable laws and regulations is essential to safeguard local communities and limit environmental harm. With this in mind, we are reorganizing our efforts to minimize and handle waste in alignment with the principles of the circular economy.

We are pleased to report that, guided by our zero-waste principle, our waste management practices resulted in 100% of waste being recycled in 2024, reaffirming our commitment to this area. This achievement reflects our dedication to meeting our waste management goals and supporting the circular economy.

Looking ahead, we will continue advancing initiatives in waste reduction, recycling, and sustainable waste management. Our aim is to minimize the environmental footprint of our mining operations while safeguarding community well-being and protecting the environment.

Environmental Management and Compliance

In line with our responsibility toward the future of our planet, the impact we have on nature, and the well-being of current and future generations, we are committed to addressing environmental challenges with transparency and efficiency. By proactively managing the environmental impacts of our operations, we aim to create long-term value for all our stakeholders.

In 2024, we initiated Total Productive Maintenance (TPM) processes at Esan to enhance total productivity through the active participation of all employees, focusing on operational excellence, preventive sustainability methods, and a culture of continuous improvement. Performance was measured across productivity Overall Equipment Effectiveness (OEE), quality, cost, delivery, safety, environment, and employee motivation. All employees received training in TPM, lean thinking, the Kaizen philosophy, and 5S, increasing awareness of waste, losses, and risks.

Throughout the year, 353 Before/After Kaizen activities and nine Focused Kaizen projects were completed, supported by data-driven prioritization. Cross-functional teams coordinated efforts in 5S, safety, professional maintenance, and organizational development, leading to more organized, efficient, and safer sites. Daily management systems were implemented for rapid issue resolution, and through the Hoshin Kanri approach, top management defined a three-year strategy cascaded to all levels, ensuring alignment between strategic goals and on-the-ground improvement projects.

Our environmental management approach focuses on the conscious and efficient use of natural resources, as well as the protection, restoration, and enhancement of ecosystems in the regions where we operate. In this context, we prioritize optimizing resource use, managing emissions related to the climate crisis, preventing and reducing waste generation, implementing safe land use practices, and fulfilling our role as responsible stewards of the environment.

By adopting this approach across all our operations, we aim to establish a balanced relationship between our business activities and environmental sustainability.

As part of Esan's sustainability vision:

- We implement the Environmental Management System across all our processes and operate in compliance with national and international environmental laws, regulations, and standards.
- We monitor our environmental impacts and develop preventive and corrective practices to minimize them.
- We give priority to energy and water efficiency, plan actions to ensure more effective resource use, and turn to renewable energy alternatives.
- We increase our employees' environmental awareness and maintain this awareness through training and development opportunities.
- We use technologies that reduce waste generation, prevent waste at the source, and encourage reuse and recycling practices.
- While our operations are ongoing, we initiate rehabilitation processes to return completed areas back to nature.

Biodiversity

As part of our commitment to complying with the Environmental and Social Action Plan (ESAP), we prepared our Biodiversity Action Plan in 2023. To establish a reference dataset for our mine site, we conducted a Flora and Fauna Evaluation Study.

As part of our flora studies in 2023, we collected seeds of endemic species as well as species categorized as Vulnerable (VU) and Least Concern (LC) under the Red Data Book of Turkish Plants from the project area. These seeds were delivered to the Seed Bank of the Ministry of Agriculture and Forestry, specifically the Ankara Field Crops Central Research Institute under the General Directorate of Agricultural Research and Policies, and we obtained an official delivery certificate.

In 2024, we continued our biodiversity studies within the scope of the Environmental Impact Assessment (EIA) process. As part of our fauna monitoring program, we installed four camera traps around the mine site. Key and endemic species identified through these devices are recorded in our Flora and Fauna Monitoring Form.

Using the data collected from field observations and camera traps, we established a Fauna Database. This database contains species identification records and includes trend graphs to track population changes over time.

We prepare annual biodiversity reports based on field observations, with input from academic experts specializing in flora, fauna, hydrobiology, and ornithology.

In both 2023 and 2024, we implemented hydroseeding over a total area of 11,790 square meters in the waste dump zone for erosion control and revegetation purposes.

Following the positive results of our hydroseeding efforts, we planted a total of 1,000 Cupressus sempervirens (Mediterranean cypress) and 130 Pinus nigra (black pine) trees at the mining site, with the voluntary participation of our employees.

The United Nations Sustainable Development Goal 15, titled "Life on Land," draws attention to the destructive impacts of human activities on terrestrial ecosystems. Mining activities, both directly and indirectly, have significant effects on these ecosystems.

At Esan, we are fully aware of the potential environmental impacts of our operations, and we act with a strong sense of environmental responsibility throughout the entire life cycle of our mining sites. Our objective is to establish a system that protects nature, minimizes environmental impacts, and advances a sustainable mining approach.

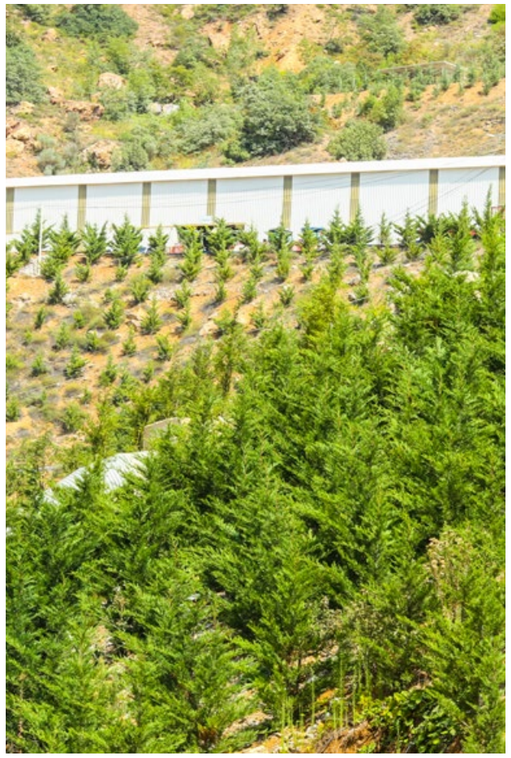
In this context, we fully comply with all applicable environmental legislation and carry out Environmental Impact Assessment (EIA) processes in line with the guidelines set by EBRD Performance Requirement (PR) on "Biodiversity Conservation and Sustainable Management of Living Natural Resources" and the the Ministry of Environment, Urbanization and Climate Change, in collaboration with academic institutions. To better understand the ecological structure specific to each region, we conduct long-term observations that cover multiple seasonal cycles and closely examine both flora and fauna data.

The fieldwork we undertake goes beyond regulatory compliance and evolves into a more comprehensive biodiversity management model. In this regard:

- We carry out all our activities in line with our Biodiversity Action Plan, ensuring a structured and systematic approach.
- We collaborate with academic experts specialized in flora, fauna, ornithology, and hydrobiology to prepare regular biodiversity monitoring reports.
- We collect the seeds of endemic plant species identified in our operation sites and deliver them to the Agricultural Gene Bank under the Ministry of Agriculture and Forestry.
- We implement erosion control practices and conduct afforestation and revegetation projects to restore and support natural biodiversity.

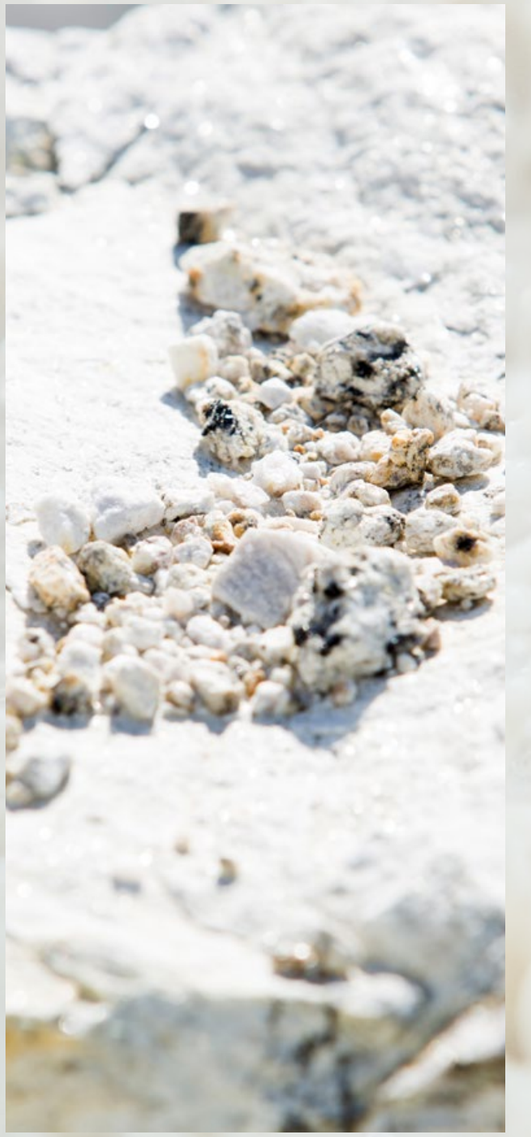
In addition, for species and areas requiring protection, we conduct seed collection, relocation, and re-establishment practices, and continue monitoring these areas through consistent observation and inspection. Across all our mining sites, we perform biodiversity monitoring studies at least twice a year to evaluate our environmental impacts and implement timely improvements when necessary.

At Esan, our primary focus is to maintain a mining approach that respects the balance of ecosystems, offers long-term solutions in harmony with nature, and contributes meaningfully to the preservation of local biodiversity. We are committed to reducing our environmental footprint and ensuring that our operations coexist sustainably with the natural environment.



Resource Management

Industrial symbiosis aims to establish collaborations between various sectors and organizations to enhance resource efficiency, minimize waste, and improve environmental performance. At Esan, we view this approach as a key tool for advancing resource efficiency and have integrated it into our operations.



Feeding System Upgrade for Roaster– with Automated Valve, Helical System, and Heat Recovery

We will initiate the Feeding System Upgrade for Roaster project at our Konya Roasting Facility.

This comprehensive improvement includes installing an automated valve on the feeding chute, implementing a helical transfer system, preventing external air suction, and integrating a heat recovery system. The goal is to eliminate product leakage, enhance vacuum efficiency, and reduce fuel consumption by redirecting waste heat back into the system. Additional benefits include minimizing maintenance costs, preventing conveyor belt damage due to overheating, and improving dust control.

With an investment of €435,000, the project is ongoing and expected to generate 5–10% fuel savings annually.

Redesign and Installation of Gas Cooling Heat Exchanger

We will initiate the Redesign and Installation of a Gas Cooling Heat Exchanger at our Konya Roasting Facility. The current tubular heat exchanger is experiencing corrosion and clogging due to SO_2-laden gases and condensation, which leads to operational downtime and increased maintenance.

The redesigned system will include controlled fan speed to avoid dew formation, thus minimizing blockages and enabling stable operation. With an investment of €335,000, the project is ongoing and expected to reduce unplanned downtime and improve overall plant efficiency.

New Stack Design and Installation

We will implement the New Stack Design and Installation project at our Konya Roasting Facility to replace the corroded and end-of-life current stack.

The new design will improve gas dispersion, prevent acid condensation leakage, and enhance structural integrity using 2 mm 316L stainless steel. With optimized drainage and increased stack height, environmental compliance and operational safety will be improved. This project is ongoing with an investment of €86,000.

Scrubber System Upgrade – Mixing, Washing, Tank & Pump

We will implement the Scrubber System Upgrade project at our Konya Roasting Facility. The project involves improvements to air mixing, washing nozzles, and circulation to prevent lime sedimentation, reduce mist eliminator clogging, and enhance gas scrubbing efficiency. These upgrades are expected to reduce environmental emissions and eliminate frequent system shutdowns. The initiative is currently ongoing with an investment of €375,000.

Installation of Additional Steel Belt at Cooler Outlet

We will implement the Installation of an Additional Steel Belt at the Cooler Outlet at our Konya Roasting Facility. This measure is intended to prevent deformation of the existing rubber belt, which currently requires water cooling and causes unplanned downtimes when overheated. The upgrade also includes a revised transfer chute to prevent material spillage. The project is ongoing with an investment of €190,000.

Social Management

At Esan, we adopt a responsible and sustainable business model that contributes not only to social development but also to environmental sustainability. Our social governance approach is built on protecting cultural heritage, respecting human rights and ensuring ethical supply chain practices. We believe that long-term growth must address both environmental and social impacts.

By fostering strong relationships with our stakeholders and local communities, we support inclusive development and aim to generate positive social and environmental value across all regions in which we operate. Our efforts are aligned with our broader planetary sustainability goals, including the responsible use of natural resources, protection of local ecosystems, and transparent stakeholder engagement that reinforces environmental awareness.

Supply Chain Management

We manage our supply chain with a strong commitment to environmental sustainability, ethical standards, and local development. Our responsible sourcing approach is aligned with global sustainability principles and includes strict environmental, social, and governance criteria in supplier selection and evaluation processes.

We prioritize local sourcing where possible, reducing transportation-related emissions and supporting the economic development of the regions in which we operate. All suppliers are expected to align with Esan's ethical and environmental standards, including health and safety, environmental protection, and human rights.

Through our engagement with the Responsible Minerals Initiative (RMI) and applications for Responsible Minerals Assurance Process (RMAP) and ESG certifications, we demonstrate our dedication to building transparent and responsible supply chains.

These efforts contribute to the broader goal of reducing the environmental footprint of mining and promoting resource efficiency across the value chain.

2,898
Number of Suppliers

93%
Local Suppliers

90%
Ratio of payments to local suppliers

93,405 ton
Volume of minerals sourced from local suppliers

At Esan, we build our supplier relationships on ethical and sustainable business principles, aiming to create positive impacts on the environment, society, and local economies where we operate.

In this context, our supplier management practices are also evaluated through international sustainability assessment platforms such as EcoVadis, ensuring transparency, accountability, and continuous improvement across our supply chain.

We strictly adhere to the **Group Code of Conduct** in all aspects of our business operations, including supply chain management, and expect our suppliers to align with these standards.

To strengthen our responsible sourcing practices, we have applied for certification under the RMI and RMAP. RMAP is designed to foster responsible mining by upholding the highest ethical standards in the sector. It provides guidance for integrating environmentally conscious and ethical practices into every stage of mining activities. These efforts reinforce our commitment to transparent and sustainable supply chains and position Esan as a pioneer in our sector. efforts reinforce our commitment to transparent and sustainable supply chains and position Esan as a pioneer in our sector.

In 2024, we prepared a draft version of our Responsible Sourcing Policy, together with a Sustainability Compliance Commitment that will be integrated into supplier contracts. Through this policy, we aim to regularly monitor our suppliers by adopting a risk-based sourcing approach, aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas as well as the principles of the Responsible Minerals Initiative (RMI). This approach allows us to assess and track supplier performance more systematically.

We expect our suppliers to recognize their responsibilities towards their employees, the communities in which they operate, and the environment. By engaging in close collaboration, we seek to foster improvements where needed and to promote a culture of continuous development. Ongoing adherence to relevant project standards is considered a key requirement, and suppliers who fail to comply with the Responsible Sourcing Policy are expected to work jointly with Esan to resolve shortcomings and implement corrective measures.

As part of this framework, a Sustainability Compliance Commitment has been developed to complement supplier contracts. This document defines the fundamental principles and expectations that apply not only to direct suppliers but also to their subcontractors and business partners, ensuring that sustainability and ethical business practices are integrated across the entire supply chain.

Supplier selection and evaluation are carried out through a performance-based process that assesses occupational health and safety, environmental performance, and social compliance. In addition to these core areas, the evaluation process covers a broader set of criteria that reflect both operational and sustainability priorities.

Key Evaluation Areas (KPIs)

- Quality management system
- Product and service quality
- Compliance with commercial terms and conditions
- Adherence to delivery requirements
- Flexibility and collaboration
- Occupational health and safety (OHS)
- Risk management
- Environmental, social and governance (ESG) management

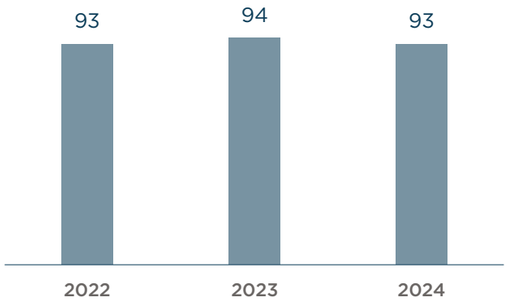
For the Ariba-based evaluation, two tailored templates are utilized: one designed specifically for product suppliers and another for service providers. Moreover, supplier performance is regularly monitored through the reporting tools embedded in the Ariba platform, which also enable comparisons with previous periods to identify trends and opportunities for improvement.

As a result, we collaborate with suppliers that are most aligned with our sustainability objectives.

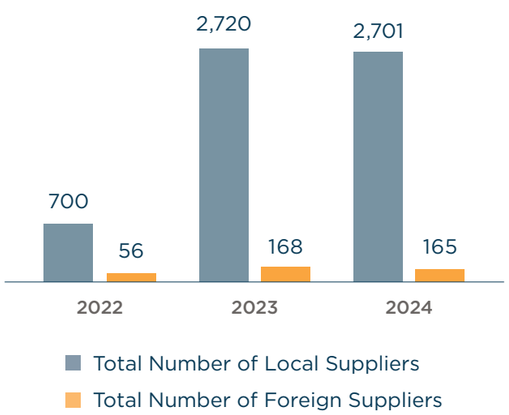
In 2024, we engaged with 886 new suppliers, expanding our supplier base to 2,898 in total. Local sourcing remains a key priority: by the end of 2024, 93% of our suppliers were local, and 90% of supply chain payments were directed to local businesses, directly contributing to regional economic development. The volume of minerals sourced from local suppliers exceeded 90,000 tons in the same year.

Through these practices, we contribute to building a sustainable mineral supply infrastructure, prioritizing resource diversification and circular economy principles while ensuring resilience across every stage of the mining and mineral supply chain.

Local Supplier Ratio (%)



Number of Suppliers



Supplier Perspective

Özgür Ünsalan
SOCAR Energy
Key Account Sales Manager

As an energy supplier to Esan since 2021, our partnership has been built on mutual trust, transparency, and a shared commitment to continuous improvement. In 2024, we joined Esan's Double Materiality workshop, where we had the chance to see their approach to energy efficiency, climate change, and sustainability up close.

We highly appreciate Esan's proactive efforts in carbon emissions mitigation, including its investments in renewable energy and its effective use of instruments such as I-REC and carbon credit certification. Esan stands out as one of the pioneering companies in the mining sector to take early action in this field, which aligns well with our own sustainability mission as an energy provider. In this context, we regard Esan not only as a strategic customer but also as a values-driven partner. This shared vision for a sustainable future strengthens our collaboration, moving beyond purely commercial ties to a deeper alignment of purpose.

We believe that Esan's high level of institutional awareness serves as a role model for many organizations, both within and beyond the mining industry.

Looking ahead, we are keen to expand our collaboration in the area of long-term power purchase agreements based on renewable energy.

Cultural Heritage

We recognize the protection of cultural heritage as a vital part of sustainable development and environmental responsibility. In EBRD-financed projects, we apply stringent heritage preservation standards EBRD PR 8: Cultural Heritage ensuring that mining operations are planned and executed with full respect for the cultural and historical context of the region.

The **Esan Cultural Heritage Management Plan (CHMP)** plays a central role in monitoring the environmental and social (E&S) performance of all project participants during facility operations. Designed as a "living document", the plan is intended to be updated and improved as conditions evolve. It provides clear guidance on how cultural heritage matters will be managed in line with Turkish legislation, international best practices, and the requirements of international financial institutions.

The plan addresses three main areas:

- Documented cultural heritage located within the project's area of influence,
- Archaeological chance finds—previously unknown resources that may be uncovered during site clearance, topsoil removal, or excavation, requiring particular care,
- Other tangible and intangible cultural heritage that may be affected beyond the project footprint, including associated facilities and temporary construction components.

Through this framework, Esan not only ensures compliance with legal and institutional requirements but also safeguards the social and cultural fabric of communities, integrating cultural heritage protection into its broader sustainability objectives.

The **Chance Find Plan** defines the procedures and responsibilities for managing unexpected cultural heritage discoveries during project construction works. The plan applies to all project-related impact areas, including temporary sites such as quarries, borrow pits, spoil areas, stockpiles, concrete plants, energy transmission infrastructure, and access roads.

Mitigation Measures

- A qualified archaeologist is present during all ground-disturbing activities, with special attention to high-risk areas.
- Regular pre-construction inspections are carried out to anticipate potential risks.
- All site personnel are trained to recognize, report, and safeguard archaeological finds, which remain the property of the Turkish government.
- Protocols are in place to suspend work upon discovery, secure the site, and promptly notify the Cultural Heritage Consultant, contractor management, and relevant authorities such as the Museum Directorate and the Regional Protection Council.
- Expedited procedures are implemented to assess and treat significant finds, balancing the protection of cultural assets with minimizing construction delays.

Chance Find Process – Step by Step

1. Discovery and Initial Response

- Work stops immediately at the discovery site.
- A protective buffer zone is established.
- The Cultural Heritage Consultant secures the site and informs site management and the Museum archaeologist.

2. Recording

- The consultant documents the discovery using the official Chance Find Form (Part A) and submits it to the relevant manager within 24 hours.

3. Notification of Authorities

- The Museum Directorate is formally notified of the discovery.

4. Authority Assessment

- The Museum archaeologist determines the significance of the find:
- No significance: the case is closed, documentation is completed, and construction resumes.
- Significant: further investigation is required >> proceed to Step 5.

5. Site Investigation and Actions

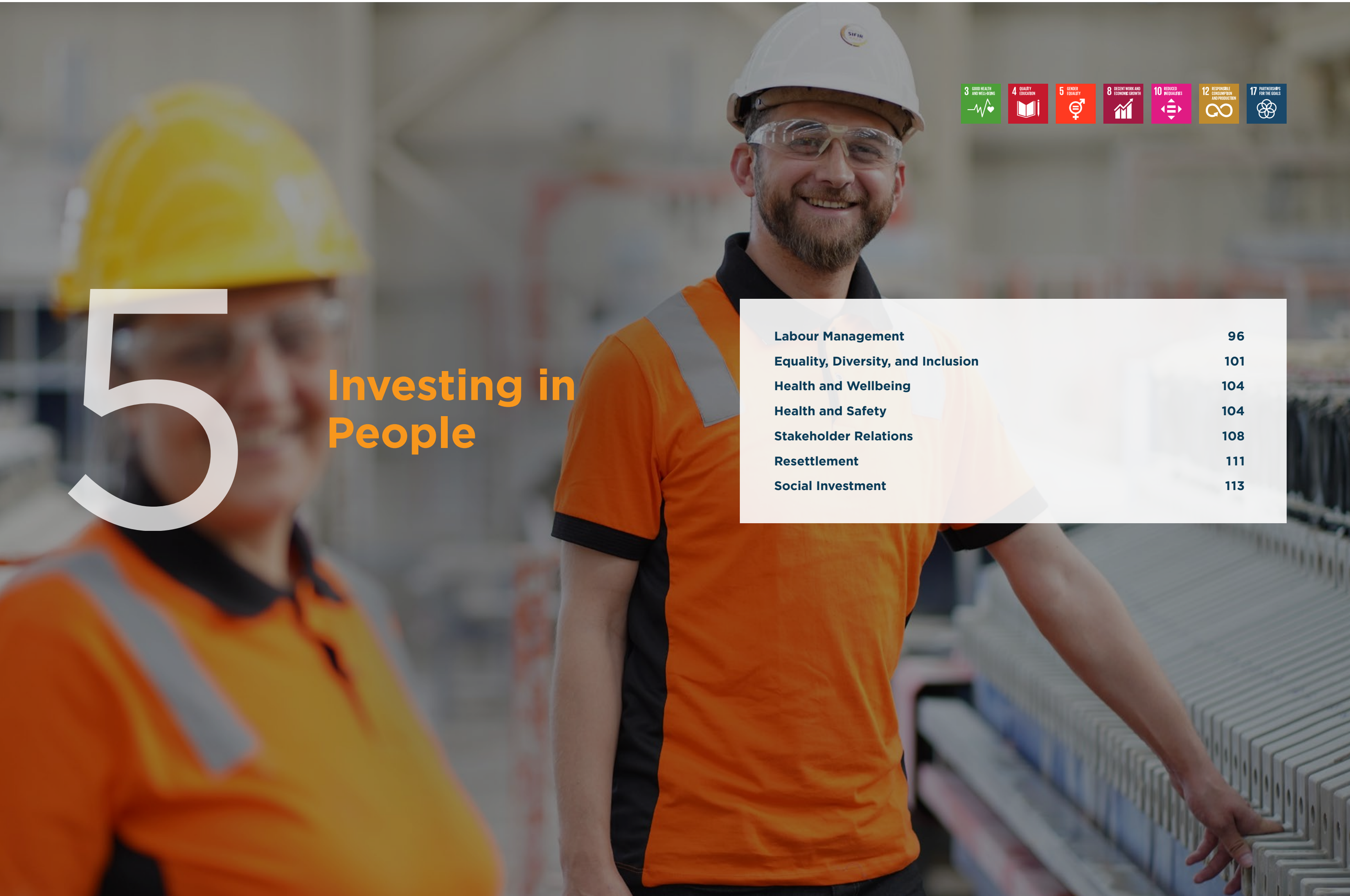
- Minor significance: documented and closed; no further action needed.
- Moderate significance: additional studies such as test pits, salvage excavations, or remote sensing are carried out under museum supervision.
- Major significance: a full salvage excavation is undertaken in accordance with the Law on the Conservation of Cultural and Natural Property (Law No. 2863, 21.07.1983), with the site formally recorded and protected.

6. Closure of the Process

- Upon completion of recovery or excavation, the Museum Directorate and Regional Protection Council confirm closure, and construction works may resume.

In the event of human remains, the Operations Director and local authorities are immediately informed. Law enforcement and qualified experts assess whether the remains are archaeological in nature or related to other circumstances, ensuring appropriate, lawful, and respectful handling.

Our approach to cultural heritage is integrated into our broader planetary sustainability goals preserving the social fabric of communities and ensuring that development respects both people and the planet.



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Labour Management

We believe that we can achieve our goal of becoming the most preferred company in the sector with egalitarian, fair, transparent, and people-oriented practices. As Esan, we prioritize creating an innovative and inclusive corporate culture while maintaining sustainable employee engagement. In this direction, we focus on continuously improving our working environment with the international programs we participate in, and we strengthen our position as a strong employer brand.

As Esan, we value our employees, who are one of the most important elements in maintaining our leadership in the sector, and we invest in their development. We see employee engagement as one of the key factors contributing to the long-term success of our organization and aim to make this engagement sustainable.

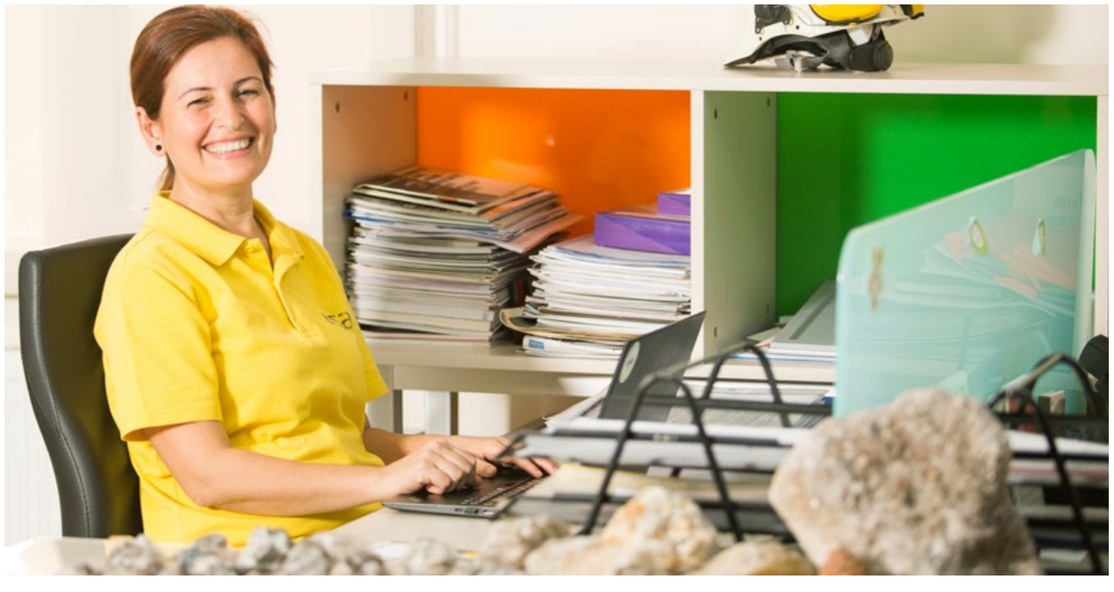
With our labour management practices, we actively support our employees' career journeys, offer opportunities for their development, and focus on attracting and retaining top talent.

In this context, we implement fair, transparent, and industry-aligned compensation policies and evaluate our employees' contributions through performance-based management systems

Attracting, Developing and Retaining Talent

As part of our labour management approach, we put concrete practices in place to attract and retain the right talent. We offer structured onboarding programs to ensure new employees quickly adapt to our culture and operations. Through continuous training opportunities and personalized development plans, we support individual growth in alignment with organizational goals.

To remain competitive in the sector, we implement fair and transparent compensation policies that reflect market standards and internal equity. We also use performance-based evaluation systems to recognize employee contributions effectively. In addition, we promote a work environment that supports engagement, inclusion, and long-term career paths within the company. These efforts collectively enable us to build a stable, skilled, and motivated workforce.



Our Remuneration Approach

As Esan, we prioritize fair and equitable remuneration as a key part of our commitment to responsible labour management. We are deeply committed to the principle of "**equal pay for equal work**" and take various measures to ensure our compensation practices reflect this value. In determining pay structures, we consider multiple factors such as role requirements, individual performance, career progression, and market benchmarks.

By applying a transparent and objective evaluation process, we aim to ensure that all employees are rewarded fairly in line with their responsibilities and contributions.

Performance and Career Development

At Esan, we are committed to supporting the continuous growth and advancement of our employees by placing performance and career development at the center of our people strategy. Following each competency and performance evaluation, we emphasize the creation of individualized development plans tailored to the unique needs of the employee, the team, and the organization. Depending on their scope and content, these plans may be implemented through internal resources or expanded to include broader programs accessible to employees across the Eczacıbaşı Group.

In 2024, we initiated efforts to revise our target evaluation framework to better align performance measurement with development and reward systems.

Based on employee feedback collected through surveys, we redesigned our evaluation scale and moved to a 5-point model that enables more accurate and actionable assessments. This updated scale is expected to directly impact the bonus system and serve as a key input for personalized development planning starting in 2025. With this change, we aim to ensure more objective performance evaluations and a stronger connection between measurable results and employee growth.

By fostering a culture of continuous learning, we aim to provide rich opportunities for our employees in the mining industry to realize their full potential and contribute meaningfully to both Esan's and the Group's long-term success. We continuously invest in learning by increasing our annual training budget, offering a wide range of programs that promote lifelong learning and support both personal and professional development.

Continuous Learning and Development

At Esan, we invest not only in our employees' current roles but also in their future potential.

We view personal growth and professional development as interconnected, and through multidisciplinary training programs, we aim to continuously strengthen the skills and knowledge of our teams.

We believe learning is a lifelong journey and value growing together with all our stakeholders from our employees and suppliers to the communities we operate in. With this perspective, we expand our training opportunities each year and allocate more resources to support employee development.

Esan Academy

“Creating a learning and teaching organization”

At Esan Academy, our purpose is to:

Foster a united team driven by shared values and common goals, place health, safety, human-centricity, and top-tier quality at the core of all business processes, and nurture team members who continuously learn, grow, and contribute directly to business outcomes through their knowledge and expertise. We aim to cultivate work cultures and practices aligned with our leadership values, ultimately generating direct value for our entire ecosystem.

Through a learning ecosystem that enhances competencies and unlocks potential, Esan Academy offers continuous development opportunities—from technical, behavioral, and leadership training to mentoring programs and industry-specific learning content—preparing the competent teams of the future today.

At Eczacıbaşı, Development Never Ends

In addition to our Esan-specific learning programs, we continue to grow and learn as part of the Eczacıbaşı Group through shared training initiatives.

We come together with colleagues from different companies, not only to learn but also to exchange experiences and insights.

Engineer Development Program

The Engineer Development Program is a field-based development initiative designed for newly graduated engineers from selected university engineering departments. Over the course of 10 months, participants gain hands-on experience in both underground and open-pit mining operations across various locations.

The program provides opportunities to apply and expand their theoretical knowledge in real field conditions while engaging closely with blue-collar operations.

Operator Development Program

Through our Operator Development Program, we aim to both increase regional employment and train the next generation of miners.

Over a 9-month journey, participants gain hands-on experience in three specialized roles: Jumbo Operator, Shotcrete Operator, and Blaster.

Data Literacy Training

Builds the ability to read, interpret, and confidently use data. Participants learn to perform analyses that support business decisions and create value from data.

AI Awareness Training

Helps you understand what artificial intelligence is, how it works, and its transformative impact on business. Learn how to integrate AI into your daily workflow effectively.

Business Technologies Training

Enhances teams’ data awareness and strengthens their digital skills. Participants gain the technical foundation needed to design digital projects they can implement in their own workflows.

Environmental Management and Sustainability Training

Promotes environmentally responsible business practices and sustainability principles. Participants gain knowledge and awareness on conserving natural resources, managing waste, and reducing environmental impact.

MEXT Trainings

Delivered in collaboration with the MEXT Technology Center, these trainings offer hands-on experience in Industry 4.0, digital transformation, and innovative manufacturing techniques.

Occupational Health and Safety Trainings

Equips employees with the knowledge and skills needed to work in a safe and healthy environment. Covers risk identification, proper equipment use, and emergency management.

Employee Engagement

At Esan, we believe that a strong and sustainable workplace starts with genuinely listening to our employees and valuing their input. We recognize that employee engagement and satisfaction are not only key drivers of loyalty but also essential to building a resilient, future-ready organization both within Esan and across the Eczacıbaşı Group. That's why we are committed to fostering a fair, inclusive, and empowering work environment where every team member feels respected, supported, and inspired to grow.

We maintain open and consistent communication with our employees through various platforms such as Port-e, e-live, SMS, and email to ensure they stay informed, engaged, and connected. Feedback is not only welcomed it's integral to how we shape policies and improve our human resources practices. By encouraging two-way communication, we nurture a culture grounded in trust, transparency, and collaboration.

To better understand the evolving expectations of our workforce, we conduct regular employee satisfaction surveys. These insights guide our efforts to enhance the overall employee experience and identify opportunities for improvement. We also empower employees to actively participate in shaping company processes through transparent performance evaluations, development discussions, and inclusive decision-making platforms. Through flexible work models, meaningful career paths, and fair compensation structures, we strive to support our employees' growth both professionally and personally.

At the core of our HR philosophy is a strong commitment to recognizing each employee's unique contributions and ensuring that their voices are heard at all levels of the organization.

Employee Perspective

Seher Oran Altan
Esan
Senior Underground Drill and Blast Engineer

At Esan, we truly feel that people are valued. Practices that support well-being, inclusion, and shared responsibility are not just words but part of our daily experience. Being part of the Eczacıbaşı Group enriches this culture even further, with initiatives that improve the employee experience and promote sustainability at every level. For example, year-end gatherings and the thoughtful, meaningful gifts we receive genuinely reflect how much the company cares about its people.

Esan also offers a supportive team structure and a sincere commitment to sustainability across all operations. On top of that, I believe we have access to exceptional technical and operational opportunities that very few engineers in Türkiye get to experience. These opportunities often involve working with state-of-the-art technologies and engaging in complex projects that push the boundaries of conventional mining, providing unparalleled hands-on experience. The Group's extensive resources and established reputation provide a stable yet innovative environment, encouraging professional growth and continuous learning for all. Looking ahead, we see sustainable growth not just as a business objective, but as a shared journey to create long-term value for the company.

Equality, Diversity, and Inclusion

As a company that is fully aware of the challenges inherent in the sector in which we operate, we are committed to creating fair and inclusive working environments where equal opportunities are provided for all employees. We take proactive measures to ensure that our employees are not adversely affected by these sector specific challenges. Our human resources practices are grounded in the principles of equality, diversity, and inclusion, which form the foundation of our workplace culture. We maintain a zero-tolerance approach to all forms of discrimination whether based on language, religion, race, gender, political opinion, or socioeconomic status and we actively promote equal opportunity across all areas of our operations.

Gender Equality

As a member of the Eczacıbaşı Group, we support women's presence in the business world. Since 2013, **as a signatory of the United Nations Women's Empowerment Principles (WEPs)**, we actively promote programs and initiatives that support the professional development and advancement of women at Esan. We are a member of the "**Equality at Work Platform**" initiated by the World Economic Forum and the Ministry of Family and Social Policies. Through this Platform, we support practices that will ensure gender equality in working life, and in this direction, we are implementing pioneering practices in the mining sector.

allforall We manage our human resources strategies with an equal opportunities approach through the **ALLforALL** initiative, which we launched 7 years ago.

31%
Total share of women professionals[1]

23%
Women among new recruits

16%
Women in management positions

28.6%
Share of women in STEM positions

[1] Includes white-collar employees in Türkiye with a full-time, indefinite term contract.

As Esan, in order to overcome the male dominated perception in the mining sector, we are implementing practices that will develop our employer brand with the motto "**A Person's Mirror is Their Work, Not Their Gender**" and support gender equality in our sector. We align our approach with the European Bank for Reconstruction and Development (EBRD) Performance Requirement 2 "Labour and Working Conditions", which defines standards on working conditions and equal opportunities.

With our understanding of fairness and equality in our human resources processes, we evaluate recruitment processes without gender discrimination, and we subject incoming applications to a competency based initial assessment without names, photos, or gender information. In the process after the competency-based evaluation, in accordance with our goal of increasing the proportion of female employees, we prioritize female recruitment among candidates with equal competence. In our talent management practices, we carry out competency-based evaluations without discrimination between our female and male employees and exhibit an equal approach for promotion and career development. In addition to this practice, we are implementing the **We Are Leaders Project** in order to increase the proportion of female managers in the mining sector.

As Esan, we are running an incentive program for female employees with children aged 0-69 months and offering childcare support for the children of our female employees, aiming to create an inclusive work environment by preventing our female employees from being forced to leave their careers due to choices in their personal lives.

At Esan, thanks to the initiatives we implemented to support gender equality in the workplace, we increased the representation of women professionals from 26.7% in 2022 to 31% in 2024.

We Are Leaders Project

As a signatory of the WEPs, we aim to increase the representation of women in managerial positions. In this context, we are taking concrete steps to contribute to the rise of women in leadership roles within our industry, to help build a skilled talent pool with strong leadership competencies for the mining sector, and to support the career development of our female employees.

Through our dedicated training initiative, the **We Are Leaders Project** we organize programs exclusively for our female employees to strengthen their leadership capabilities. As part of the project, we provide practical content and mentorship opportunities designed to enhance the leadership and managerial competencies of our women leadership candidates. We view this initiative not only as a gender equality effort but also as an integral part of our corporate development strategy.

Professional Recruitment Programs for Women

Women Construction Equipment Operator Training Project

We continued the Women Construction Equipment Operator Training Project, which we initially launched in 2022 to increase female representation in the construction sector.

As part of this initiative, we also provide certified forklift operator training, supporting women's entry into technical roles in logistics and operations. Through this comprehensive program, women receive training in a traditionally male-dominated field, enhancing their skills and employability.

During the reporting period, 5 women participated in the program, and those who successfully completed the training were hired as equipment or forklift operators, further strengthening our inclusive workforce.

Service Drivers

To promote women's participation in transportation roles, we organize driver training programs that prepare them for professional service driver positions.

During the reporting period, 4 women completed the training successfully and were employed as service drivers, becoming active members of our transportation team.

Refer a Friend Program to Promote Women's Employment

Originally launched as a general talent acquisition tool, our "**Refer a Friend**" program has since been adapted to support women's employment and promote gender equality. Under this initiative, employees who refer female candidates are offered an additional incentive bonus if the candidate is hired through Esan's fair and inclusive recruitment process.

By encouraging the participation of women in the workforce, this system actively involves our employees in the hiring process and contributes to fostering an inclusive and equitable workplace culture.

Balya Cockpit Project

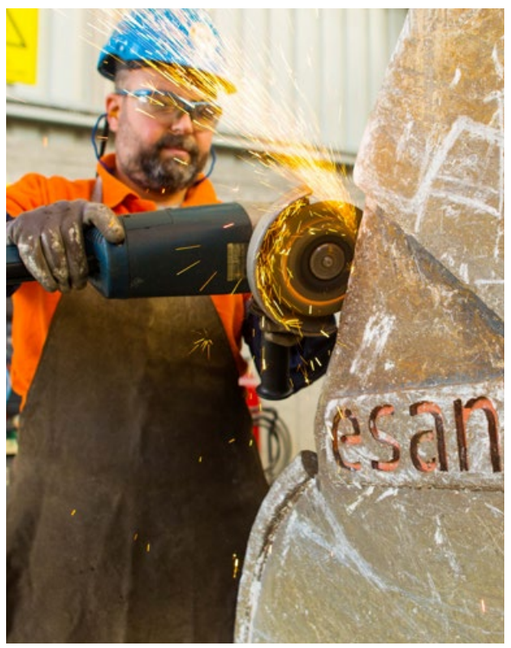
Our cockpit system, tailored for Esan Balya, has significantly improved underground operations by enabling real-time tracking of equipment and personnel. Drawing inspiration from aircraft cockpit logic, we developed a surface-controlled model that has been successfully implemented. Mining engineers initially operated the system, later supported by a team of trained local women, who enhanced their digital skills through the program.

This initiative not only improved occupational safety reporting but also empowered female employees, many of whom advanced from basic to advanced computer users. The project sparked growing interest among women in the region, leading to an increase in female applicants for cockpit roles.

Health and Wellbeing

As a company operating in the mining sector, we recognize that ensuring the well-being of our employees is vital in an industry where physical and mental resilience are essential. At Esan, we are committed to creating a work environment where the well-being of our employees is a fundamental priority. Guided by this principle, we strive to align our occupational health and wellbeing initiatives with global standards, allowing us to monitor our progress transparently and adopt best in class practices.

Our approach places people at the heart of every decision we make. We believe that supporting both the physical and mental health of our employees is essential not only for individual fulfillment but also for the sustainable success of our organization. By fostering a safe, inclusive, and supportive workplace, we aim to empower our teams, strengthen engagement, and build a culture where everyone can thrive.



Health and Safety

Ensuring occupational health and safety is always a top priority.

At Esan, occupational health and safety (OHS) is an integral part of our business, and we consider the continuous improvement our working conditions as a fundamental responsibility across all our operations. In line with this commitment, we manage our OHS performance in full compliance with national and international regulations, while striving to go beyond legal requirements by adopting exemplary practices within our sector.

Our goal is to embed a strong culture of safety throughout the organization and achieve our "**Zero Accident**" target by creating a safe, healthy, and sustainable working environment for all. Across all our locations, including our headquarters, we implement policies and practices that raise awareness of OHS and aim to prevent work-related accidents, occupational illnesses, and all forms of harm.

As part of our OHS Management Plan, we have established standardized systems for reporting, evaluation, and standardization. Under this framework, all facilities undergo thorough field inspections, incident notifications, and investigations using a consistent procedure. Our focus remains on identifying and eliminating hazards at their source through an effective risk assessment system.

Wellcome Digital Access Control – for Visitors and Contractors

We implemented the **Wellcome** system to digitalize and securely monitor the entry and exit of visitors and contractors at workplace security checkpoints. The system ensures that all movements are recorded in real-time, enhancing both transparency and workplace safety.

System installations were completed across all business units and security departments, and the platform is now fully operational. To ensure smooth adoption, informative emails were shared with all business units regarding visitor and contractor entry protocols, and the procurement department sent guidance emails to supplier companies on Wellcome system usage for site access.

The project has streamlined access management, reduced manual record-keeping, and strengthened workplace security. It provides **faster entry processes, improved monitoring of contractor activities, and enhanced compliance with site security policies**, while ensuring digital traceability and greater control over third-party interactions.

Driver Behavior Monitoring – with R-Watch Alerts and Proactive Notifications

We launched the Driver Behavior Monitoring system to track the actions of operators and drivers using trucks and heavy machinery. The purpose of this initiative is to prevent potential accidents, thereby reducing the likelihood of material damage, injuries, or fatalities. The system integrates an in-cabin Driver Behavior Analysis camera that identifies unsafe driving behaviors. Detected alerts are displayed instantly on an external R-Watch monitor for the driver, while proactive notifications are simultaneously sent via email to the system administrator.

Key unsafe behaviors monitored through the system include not wearing a seatbelt, smoking, driver fatigue, and mobile phone usage. Currently, the system is implemented in selected trucks and heavy machinery, with flexibility to expand coverage across additional vehicles in the future. The project contributes to **a safer work environment, proactive risk prevention, and the development of a stronger safety culture**.

Occupational Health and Safety Digital Platform – ISG Pro Implementation

We initiated the ISG Pro project to digitalize occupational health and safety (OHS) data entry, monitoring, and analysis, ensuring that the corporate memory of OHS practices is systematically stored on a dedicated platform. User accounts were first created for the OHS team and all business units, enabling comprehensive access.

The first functional module activated was the Non-Conformity Module, which allowed field observations during site inspections to be logged, assigned to responsible supervisors, and monitored through the system until resolution. This structured approach ensures accountability and traceability of corrective actions.

The ISG Pro platform is now actively in use, providing a centralized system for OHS management. It delivers **greater efficiency, improved transparency, and stronger compliance with workplace safety requirements**, while also supporting data-driven decision-making for continuous improvement.

Building on this commitment, we take proactive steps to equip our teams and stakeholders with the knowledge and skills necessary to uphold a safe working environment. To achieve our zero accident goal, we consistently provide comprehensive OHS training to our employees and suppliers, enhancing their awareness and skills. We work to build a strong safety culture through a comprehensive OHS management approach. To enhance awareness and skills, we consistently provide comprehensive OHS training to our employees and suppliers.

We provided a total of
146,150 hours
of training to our employees during the reporting period.

In 2023, this commitment resulted in an average of 48 training hours per employee. We continued this focus in 2024, providing an average of 50 hours per employee, adapting our training program to address evolving needs and priorities.

To achieve our zero-accident goal, we have set a target to reduce our annual accident frequency rate below one. We are pleased to report that during the specified period, we successfully reduced our **overall accident frequency rate to 0.22% in 2024**, marking an almost 44% reduction compared to the previous year. At Esan, we see occupational safety as an essential part of our work, and we develop proactive approaches to continuously improve our performance in this area. In this context, we launched the **Behavior-Based Safety System** in 2024. This system aims to analyze risky behaviors in the field, understand their root causes, promote safe practices, and embed safety culture as a core company value.

The main approach of the system is to observe blue-collar employees and provide structured feedback on both positive and negative behaviors. The process includes:

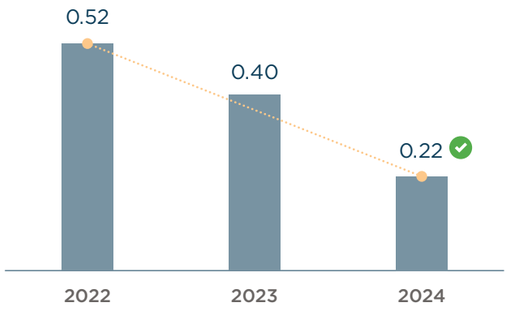
- Planned field visits carried out with a unit supervisor, observer, and coach,
- Observing how well employees comply with safety rules and instructions in their work areas,
- Exchanging direct feedback with employees at the end of the observation,
- Developing improvement actions together with the unit supervisor based on employee feedback.

This system not only reduces risky behaviors but also strengthens employee awareness through their active involvement. By adopting this behavior-based approach, employees develop a stronger sense of personal responsibility for workplace safety.

Along with these efforts, Esan has achieved a clear improvement in its overall health and safety performance. The **Lost Time Incident Rate (LTIR)** decreased from **0.40** in 2023 to **0.22** in 2024, marking an improvement of around **43%**.

The Behavior-Based Safety System stands as a strong example of Esan's sustainability-focused safety strategy. It not only lowers accident rates but also makes safety a natural part of our daily work. This achievement demonstrates the success of our efforts to embed safety into our organizational culture and reflects our unwavering commitment to protecting the well-being of our employees.

Lost Time Incident rate (LTIR)



In addition to the systematic measures implemented under our OHS framework, our teams actively demonstrate their competence and commitment to safety in national platforms.

In 2024, Esan's Rescue Team successfully participated in the **3rd Mining Rescue Competition**, organized by the Turkish Miners Association. Competing against teams from different regions of Türkiye, our rescue team demonstrated resilience, collaboration, and technical expertise under challenging scenarios. The team achieved first place in the "Team Competence" module and was also recognized with the "Most Equal Team" award, reflecting both professional excellence and our inclusive team culture.

Furthermore, during the **Responsible Mining Awards** at the Turkish Mining Summit, **Seher Oran Altan, Drilling & Blasting Specialist Engineer**, was honored as the "**Woman Miner of the Year**". This award highlights not only individual achievement but also Esan's broader commitment to promoting gender equality and supporting female employment in the mining sector.

Stakeholder Relations

We prioritize building long-term, trust-based relationships with all our stakeholders, recognizing that open and transparent engagement is essential to the success and sustainability of our operations. From the earliest planning stages through to implementation, we carry out continuous dialogue with local communities and relevant stakeholders to ensure that our activities are maintained responsibly, inclusively, and with awareness of their potential impact.

Our approach to stakeholder engagement is proactive and inclusive. We embed social engagement into every phase of our operations, developing and implementing initiatives that strengthen our connection with society. To ensure effective communication, we establish multiple engagement channels, share information on potential risks and mitigation measures, and actively seek and incorporate feedback from those affected by or interested in our operations.

In line with our sustainability vision, we have also developed a **Community Development Plan** designed to support long-term social, economic, and environmental well-being in the regions where we operate. This plan reflects a comprehensive assessment of the potential impacts of our mining activities and identifies both opportunities and risks for local development.

Moving forward, our focus will be on strengthening education and capacity-building, supporting local economic resilience and employment, enhancing social welfare, advancing gender equality and inclusion, and fostering community cohesion.

These priorities will guide our actions between 2025 and 2028 through the implementation of key initiatives such as the Supporting Women's Cooperatives (Kadın Kooperatiflerinin Desteklenmesi).

Our initiatives are designed in alignment with Esan's Community Development Plan and the UN Sustainable Development Goals (SDGs), ensuring that our efforts create lasting positive outcomes beyond the life of individual projects.

In selecting these projects, we apply clear criteria that emphasize long-term community benefit, sustainability, inclusiveness, local participation, environmental sensitivity, and compliance with Esan's corporate values and EBRD Performance Requirements.

This structured approach ensures that every project we support is not only financially and operationally feasible but also measurable in its social and environmental impact.

Our community and stakeholder engagement activities are guided by international best practices and the requirements of the **EBRD Performance Requirements**, particularly PR1 (Assessment and Management of Environmental and Social Impacts), PR5 (Land Acquisition, Involuntary Resettlement, and Economic Displacement), and PR10 (Information Disclosure and Stakeholder Engagement). In this context, Esan ensures that:

- Local communities and relevant stakeholders have access to timely, relevant, and understandable information, communicated in a culturally appropriate manner and free from coercion or manipulation,
- Stakeholder identification, consultation, and participation processes are designed to be inclusive and transparent,
- Vulnerable groups are considered and supported throughout engagement and consultation processes,
- A grievance mechanism is in place to ensure concerns are addressed promptly and fairly,
- Regular monitoring and reporting are carried out to track engagement outcomes and ensure compliance with both local regulations and international commitments.

Through this structured approach, Esan not only complies with regulatory and investor requirements but also strengthens its role as a responsible mining company.

By integrating stakeholder engagement and community development into our sustainability agenda, we aim to create shared value, preserve social cohesion, and contribute to the long-term prosperity of the communities in which we operate.

Partner Institution Perspective

Karpuzlu Alinda Women's Cooperative

Nilüfer Şerbetçi
President

Mihrican Biçer
Vice President

Esan's support with equipment when we set up our restaurant gave us both economic and emotional strength; thanks to that help, we grew not only our business but also our confidence and the sense of community we share. We deeply trust and respect Esan because they always lend a hand to our region wholeheartedly, without expecting anything in return. Going forward, we'd love to see them contribute even more to projects that beautify our district, support our schools, and especially empower women.

We recognize the diverse perspectives and priorities of our key stakeholder groups, including:

- **Civil Society Organizations –** to align on shared social and environmental goals.
- **Employees –** to ensure a safe, fair, and empowering work environment.
- **Customers –** to understand and respond to evolving expectations around sustainability and responsible business practices.
- **Suppliers –** to promote ethical standards and shared values across our value chain.
- **Government and Regulators –** to ensure compliance and contribute to policy development.
- **Lenders –** to maintain transparency, manage ESG risks, and support responsible investment decisions.
- **Local Communities –** to address social and environmental impacts, foster trust, and create long-term value for the regions where we operate.
- **Academia –** to collaborate on research, innovation, and the advancement of knowledge in sustainability and mining practices.
- **Media and Journalists –** to ensure transparent communication, foster accountability, and build informed public dialogue around our activities.

Please refer to the **Annexes** for **the Stakeholder Relations Table** of our key stakeholder groups.

Customer Perspective

Emre Şahinebeyoğlu
Transamine SA
Türkiye Representative

As Transamine SA, we have maintained a strong, trust-based partnership with Esan for more than six years without any negative experiences. The company's accurate and timely flow of information has consistently ensured a highly positive customer experience, while its transparent and well-structured communication provides a reliable foundation for our business relationship.

We regard Esan's sustainability strategy as both effective and competent and especially value its commitment to transparency in process management. Such openness enhances operational efficiency and strengthens confidence in long-term cooperation, an essential factor for an international trading company like ours.

Looking ahead, we recommend the continuation of Esan's successful approach to process management. We are confident that its collaborative, solution-oriented and sustainability-driven mindset will continue to foster long-term value creation and reinforce the strength of our partnership in the years to come. This shared commitment to excellence and responsible practices ensures a resilient foundation for our joint endeavors. We eagerly anticipate continuing to build upon this successful model for mutual benefit and industry leadership.

Relations with Local Communities

At Esan, we are dedicated to our goal of "**adding value to the communities**" by embedding sustainability in every facet of our business operations. We aim to make positive contributions to the economic, social, and environmental sectors while minimizing any negative impacts from our activities. For many years, we have invested significantly in initiatives supporting health, education, infrastructure, science, culture, and biodiversity conservation among other essential areas. These efforts primarily focus on regions where we operate, striving to create meaningful and lasting change. Our production processes, which are crucial for human life advancement and continuity, are conducted in harmony with and enhancement of the environment.

Our Social Impact Management Policy centers on maintaining open communication with stakeholders to secure their support and address concerns via a fair and accessible mechanism. We uphold the cultures and values of affected communities, aiming to contribute to social development. By meeting sustainable supply chain requirements, we safeguard economic interests. Cultural heritage assets are identified, and protective measures are undertaken prior to activities, with assessments ensuring preservation in case of accidental finds.

In 2024, we conducted a total of 73 planned meetings in Balya, Milas, and İnlice with stakeholders including village heads, non-governmental organizations, request and complaint holders, and public administration officials such as mayors, members of parliament, district gendarmerie commanders, and police chiefs. Discussions encompassed courtesy visits, request and complaint meetings, and field tours. Grievances have been resolved in line with PR 10: Information Disclosure and Stakeholder Engagement requirements and duly recorded. Concerns pertaining to house damages caused by blasting have been evaluated with damages repaired. To mitigate potential impacts from truck dust on the surrounding environment, we will implement vehicle speed controls and conduct regular watering of truck routes.

Resettlement

We acknowledge that our mining operations may, in certain circumstances, affect the living spaces and livelihoods of local communities. Guided by the **EBRD PR 5 on Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement**, we conduct resettlement processes within a framework that upholds fairness, transparency, and long-term sustainability.

PR5 sets out principles for managing the social and economic consequences of land acquisition, which may lead to both **physical displacement**—such as relocation or loss of land and shelter—and **economic displacement**—including reduced access to income sources, land, assets, or natural resources. Resettlement is considered involuntary when affected persons or communities cannot refuse land acquisition or restrictions on land use, even when compulsory acquisition is applied as a last resort.

The main objectives of PR5 are to:

- Prevent involuntary resettlement where possible, and when unavoidable, minimize its scale by considering alternative project designs,
- Ensure that forced eviction does not occur,
- Provide prompt and fair compensation for lost assets at full replacement cost,
- Guarantee meaningful consultation and information disclosure in line with PR10 requirements,
- Restore, or ideally improve, the livelihoods and living conditions of affected people compared to pre-displacement levels,
- Provide secure housing and adequate services for physically displaced households.

In cases where displacement may have occurred before EBRD's involvement, PR5 requires an audit of past practices and the preparation of corrective action plans, including responsibilities, budget, and timelines, to ensure alignment with the standard.

Within the scope of our **$50 million sustainability-linked loan with the EBRD**, Esan is committed to applying PR5 principles alongside Turkish legislation. In this context:

- Land acquisition is reduced to the minimum necessary, and compulsory expropriation is avoided whenever possible.
- Negotiated settlements are prioritized, while legal expropriation procedures are pursued only if negotiations fail, and urgent expropriation is applied solely under exceptional circumstances.
- A comprehensive census is carried out to identify affected people and properties before land acquisition begins.
- Asset valuation is performed by independent experts in line with international standards.
- Vulnerable groups are identified in advance, and specific measures are introduced to safeguard them during the process.
- Compensation is deposited to rights holders before entering the field.
- Gender equality is integrated into all compensation, consultation, and engagement practices.
- Community consultations are held with full transparency, supported by accessible information-sharing.
- A grievance mechanism is in place to record, track, and resolve concerns in a timely manner.

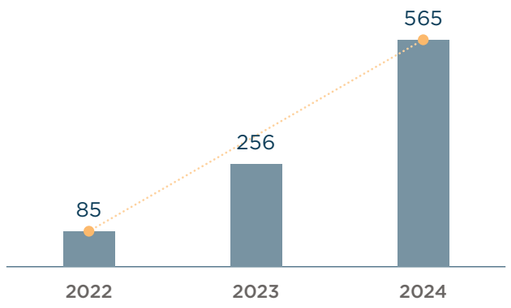
At Esan, we see resettlement not merely as physical relocation but as a chance to improve living standards and strengthen community resilience. Our approach emphasizes the protection of livelihoods, the preservation of social cohesion, and the enhancement of quality of life. By embedding PR5 principles into our sustainability agenda, we minimize the social impacts of our operations while contributing to inclusive and sustainable development in the regions where we operate.

Social Investment

We are committed to building long-term, meaningful relationships with the communities where we operate. Throughout every phase of our operations, we actively engage with local communities and stakeholders to ensure we conduct our activities responsibly and transparently. Social engagement is embedded across all aspects of our work, and we continuously develop and implement initiatives to deepen our positive impact on society.

Our volunteering efforts have also grown significantly over the years. Between 2022 and 2024, the total number of **volunteering hours by employees increased from 85 to 565**, and during the reporting period, we carried out a total of **17 volunteer projects**.

Employee Volunteering Hours



As part of our commitment to creating long-term social value, we design and implement corporate social responsibility projects with a sensitive, inclusive, and sustainable approach that addresses local needs. Rather than viewing CSR merely as social support, we see it as a fundamental component of sustainable development, directly aligned with the UN Sustainable Development Goals.

In recent years, we have carried out projects that promote education, capacity development, environmental restoration, and community well-being.

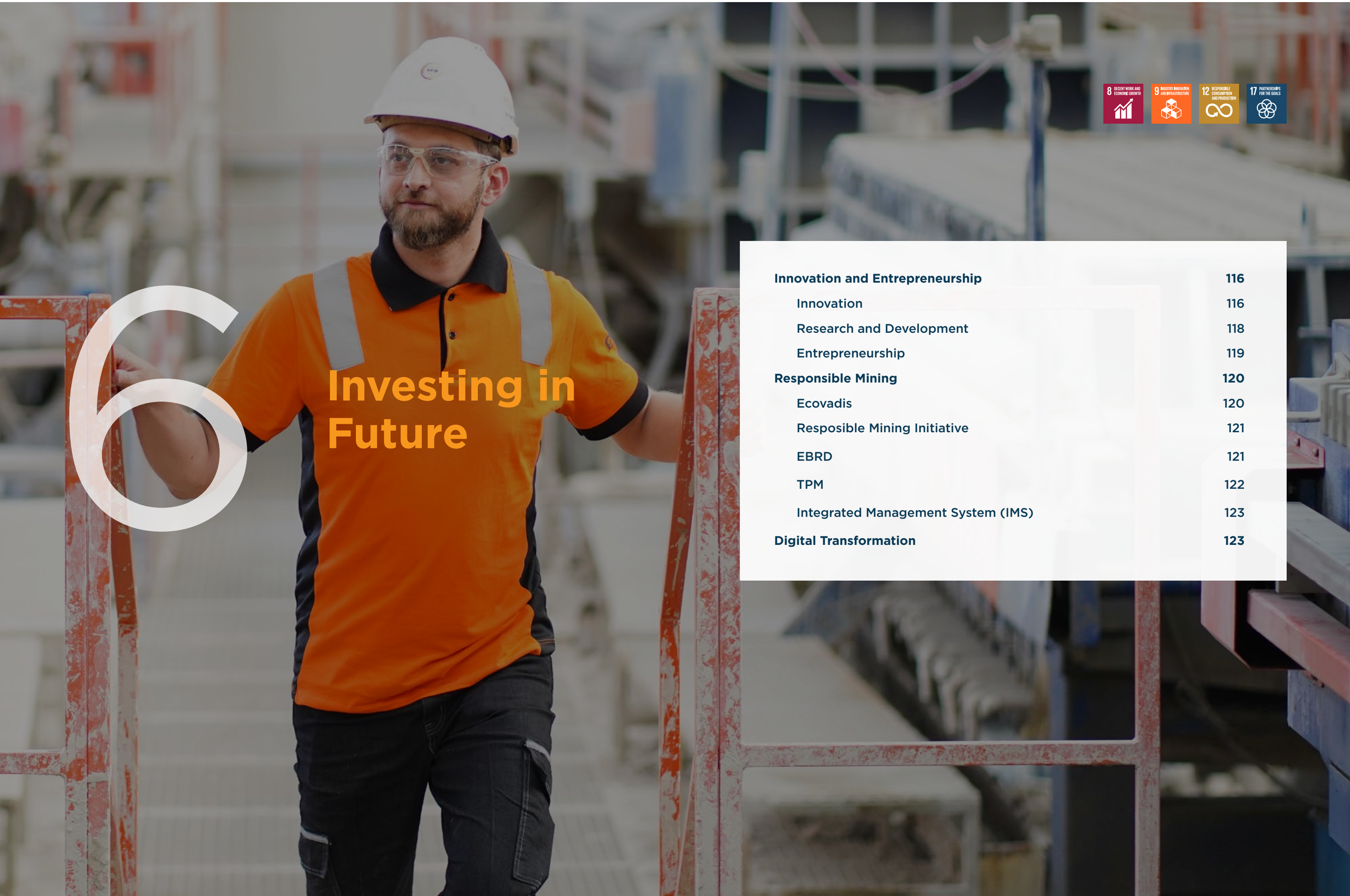
For instance, on National Afforestation Day, we planted 11,100 red pine saplings at our Yassıtaş Facilities and dispersed 2,000 seed balls by drone across our rehabilitation areas to support reforestation and ecological restoration. In addition, through collaborations with local stakeholders, we continue to develop initiatives that strengthen education, health, and social welfare in the regions where we operate.

Looking ahead, we are structuring our CSR strategy around five key focus areas that will guide the projects we implement in the coming years: **Education and Capacity Development, Local Economic Development and Employment, Health and Welfare, Gender Equality and Inclusion, and Social Solidarity and Strengthening Social Ties**. These areas will serve as the foundation for our long-term efforts to create measurable social and environmental impact, support local development, and reinforce our responsibility to future generations.

Partner Institution Perspective

Ayşe Bulut
Ilıca Neighborhood Women's Cooperative
President

Thanks to Esan's machinery and equipment support we increased our production, improved our work and helped women in our region take part in economic life. The trainings Esan plans as part of our collaboration are very valuable. We believe especially training on digitalization and building institutional capacity will help us grow our business and reach wider markets. Such support shows how valuable projects that truly meet local needs are for sustainable and lasting development.



6 Investing in Future

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Innovation and Entrepreneurship

At Esan, we are dedicated to creating value for society through the sustainable use of natural resources. We believe innovation, R&D, and advanced technologies are key to building a safer and more sustainable future. By applying efficient practices across all production stages, we work to minimize our environmental impact, reducing our footprint with every ounce, carat, and kilogram we produce.

Our approach is shaped by the integration of smart innovation and a strong sense of responsibility. We place high importance on the well-being of our employees, their families, local communities, our customers, and the global society. By strengthening the connection between the natural resources we extract and the people who rely on them, we aim to create long-lasting value.

We are also committed to supporting a healthier planet by addressing the growing demands of the global population. Our operations play a critical role in advancing sustainability by supplying key materials used in housing, electronics, and other forward-looking industries. Through our focus on sustainable practices, we are working to build a brighter, healthier, and more prosperous future for all.

Innovation

In the mining sector, we continuously promote innovation across all aspects of our operations. Our focus is on adopting creative and forward-thinking approaches that prioritize the safety and well-being of our employees. By leveraging advanced technologies, we aim to create safer workplaces and reduce potential risks.

Our innovation efforts also play a key role in strengthening the sustainability of our business. We actively seek out new solutions to minimize environmental impact, improve resource efficiency, and promote responsible mining practices. By integrating sustainable technologies into our operations, we work to reduce our carbon footprint, preserve natural resources, and contribute to a greener future.

Aligned with the Eczacıbaşı Group's broader innovation strategy, we have fully embraced a culture of innovation that enhances our competitiveness in the mining sector. Our innovation roadmap focuses on developing sustainable solutions that benefit both our operations and the communities in which we operate.

This innovative mindset enables us to create long-term value for all stakeholders. Through continuous improvement and the pursuit of new ideas, we aim to increase operational efficiency, drive productivity, and support sustainable economic growth. We are committed to implementing innovative strategies that generate positive social and economic outcomes for our employees, investors, communities, and business partners.

Ultimately, our dedication to innovation empowers us to tackle industry challenges, seize emerging opportunities, and contribute to a more sustainable and prosperous future.

Feeding System Upgrade for Roaster – with Automated Valve, Helical System, and Heat Recovery

We will initiate the Feeding System Upgrade for Roaster project at our Konya Roasting Facility. This comprehensive improvement includes installing an automated valve on the feeding chute, implementing a helical transfer system, preventing external air suction, and integrating a heat recovery system. The goal is to eliminate product leakage, enhance vacuum efficiency, and reduce fuel consumption by redirecting waste heat back into the system. Additional benefits include minimizing maintenance costs, preventing conveyor belt damage due to overheating, and improving dust control. With an investment of €435,000, the project is ongoing and expected to generate 5–10% fuel savings annually.

Research and Development

Our R&D Center is committed to creating value through both operational efficiency and customer-focused solutions. Our efforts focus on enhancing the performance of existing facilities and developing sector-specific products, while also investing in innovative products and processes that address future technologies and needs. All R&D activities are carried out in alignment with our business and sustainability strategies.

With 40% of the Eczacıbaşı Group's analytical devices housed at Esan, we possess a robust laboratory infrastructure that enables us to provide comprehensive, standards-compliant services to internal and external stakeholders. Since 2008, our accredited laboratories have offered reliable testing services. In 2020, we established application laboratories, enabling us to conduct trials not only for sanitaryware, tile, and cat litter applications based on customer demands but also for polymer and paint applications. In 2021, we developed an in-house method to analyze rare earth elements, supported by collaborations with Istanbul Technical University and the Rare Earth Elements Institute.

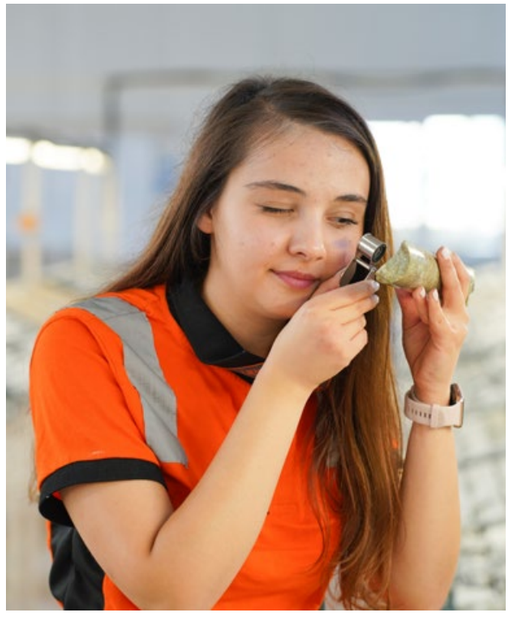
Sustainable mining remains the focal point of our R&D strategy. In this context, we analyze global trends such as population growth and climate change to anticipate shifts in mining practices and ore requirements. Our R&D activities are designed to create value by enhancing the efficiency and performance of our facilities, while also developing customer- and industry-specific products. Supported by a strong laboratory infrastructure, we deliver comprehensive services to both internal and external stakeholders.

In line with our continuous improvement and digital transformation agenda, we also focus on upgrading existing systems and processes to ensure future-ready solutions.

We also assess the capacity and lifespan of current mining sites and conduct evaluations for potential new locations. These assessments include product development tailored to specific fields and applications, ensuring the suitability of different ore types for a variety of industrial uses.

Key ongoing projects include copper-zinc enrichment in Kazakhstan, molybdenum enrichment, and refractory gold development. On the industrial minerals front, we focus on ready-mix formulations, mineral modification for polymer and paint applications, and facility optimization studies.

Digital transformation is another strategic priority. In this context, we are working to migrate both current and new systems to digital platforms. One notable outcome is the Predictive Maintenance project, developed by our R&D Center and implemented at our Yeniköy and Çine facilities.



Entrepreneurship

We acknowledge that addressing the complex and evolving challenges of our industry requires collaboration and diverse expertise. For this reason, our R&D Center actively pursues partnerships with industrial organizations to co-develop entrepreneurial solutions to sector-specific issues.

Industrial Collaborations

Our R&D Center continues to build value through partnerships with both universities and industrial stakeholders at national and international levels. With universities, we engage in thesis and project work, internship programs, technical visits, across undergraduate, graduate, and doctoral levels. With industrial partners, we focus on areas such as waste recovery, productivity improvements, new product development, and formulation studies.

These collaborations are supported by regular brainstorming sessions and shared analysis results, creating a platform for mutual knowledge exchange and continuous improvement. In 2024, we partnered with around 13 organizations and also provided sample and analysis support for many academic studies. During the 2023–2024 period, we conducted one collaborative project, and we are preparing to launch two new joint initiatives under the European Union Framework Programme.

Through these efforts, we have expanded our product portfolio and enhanced customer-specific solutions, while also contributing to our sustainable growth goals.

Aligned with the Eczacıbaşı Group's entrepreneurship strategies, we place strong emphasis on collaboration and internal empowerment. We believe that innovative solutions often arise from within, and we foster a culture where employees are encouraged to actively participate in innovation and problem-solving.

Following the successful completion of several ongoing R&D projects in 2022, we transitioned a number of them into implementation. In 2023, we continued our efforts on remaining projects and completed two additional ones in 2024. Our commitment to advancing R&D initiatives will continue in the coming years.

Over time, the total number of projects in our portfolio has decreased. This change reflects not only the completion of certain projects but also the suspension or non-continuation of others due to various reasons and evaluation outcomes. As of 2024, our active R&D portfolio consists of 12 focused and high-potential projects.

This evolution indicates a strategic shift toward a more efficient and impact-oriented R&D structure, aligned with our principles of technological depth and value creation. In the coming period, we will continue to invest in innovative solutions, enhance our technological capabilities, and drive forward R&D activities that support sustainable growth.

R&D	2022	2023	2024
Number of R&D Employees (#)	24	26	24
Total Number of R&D Projects (#)	**40**	**19**	**13**

Responsible Mining

At Esan, we recognize the increasing importance of aligning sustainability practices with global benchmarks. Since 1978, we have remained committed to the responsible and transparent management of natural resources, conducting our mining operations with due consideration for environmental, social, and economic impacts.

Our approach extends beyond resource extraction and reflects a broader responsibility—supporting the well-being of local communities, minimizing environmental impacts, adhering to ethical business principles, and engaging stakeholders through transparent dialogue.

Rooted in the principles of responsible mining, our philosophy focuses on minimizing environmental and social risks, operating with the highest ethical standards, and contributing to a livable planet for future generations. In this context, we maintain our commitment to continuous improvement by aligning with international sustainability standards, implementing robust policies, cultivating a responsible supply chain, and enhancing stakeholder engagement.

Ecovadis

At Esan, we recognize the increasing importance of aligning sustainability practices with global benchmarks. In 2024, Esan we joined the EcoVadis platform to assess and enhance its sustainability performance on a global scale. EcoVadis is an independent platform that evaluates corporate ESG performance based on globally accepted sustainability criteria and offers a framework for continuous improvement across the supply chain.

We received a Bronze Medal with a score of 58 from the EcoVadis assessment. This recognition reflects our dedication to embedding sustainability into our core business and reaffirms our continuous progress and commitment to the global ESG framework.

The EcoVadis assessment also provides strategic feedback by highlighting our strengths and areas for improvement in environmental responsibility, human rights, business ethics, and sustainable procurement.

Employee Perspective

Mehveş Özer

Esan
Marketing & Sales Director

At Esan, we place great importance on providing our customers with sustainable solutions. When developing our products and services, we prioritize not only quality and efficiencyas well as circular economy principles and a low-carbon approach. This enables us to support our clients in achieving their sustainability goals and to add value to long-term partnerships.

With this mindset, in 2024 we participated in the EcoVadis assessment to measure our sustainability performance and were awarded the Bronze Medal with a score of 58. A central part of our sustainability agenda is our alignment with EcoVadis assessment requirements. This alignment reflects our commitment to ethics, transparency, and continuous improvement in environmental and social performance. Going forward, we will continue to take part in EcoVadis assessments to track our progress and further improve ourselves.

Responsible Minerals Initiative (RMI)

As Esan, we embrace internationally recognized sustainability and social responsibility standards by focusing on both ESG and the Responsible Mining Assurance Program (RMAP) under the Responsible Minerals Initiative (RMI). Our ESG framework aims to minimize environmental impact, uphold social responsibility, and ensure strong governance across all operations. This approach not only adds value within the business but also contributes to the communities in which we operate.

RMAP is a globally acknowledged program that supports ethical mining practices and promotes compliance with the highest environmental and social standards across the mining lifecycle. We have joined the RMAP to develop supply chain processes aligned with high ethical standards. This process ensures transparency, traceability, and sustainable use of resources, particularly from high-risk regions. Our Responsible Sourcing Policy issued within this framework reinforces our commitment to human rights, environmental impact management, and social responsibility.

In the coming years, we also aim to further enhance our ESG engagement by participating in the ESG assessment of the RMI and improving our performance in line with global ESG standards.

European Bank for Reconstruction and Development (EBRD)

We are proud to contribute to a sustainable future through a $50 million sustainability-linked loan* provided by the EBRD. This financial facility supports our initiatives to reduce environmental impact and enhance operational efficiency, particularly through carbon reduction and energy optimization projects at our Balya mining site.

Our partnership with EBRD not only focuses on improving environmental performance but also aims to create social value. Key performance indicators of the loan include promoting the inclusion of women and young professionals in the sector, ensuring fair working conditions, and maintaining transparency in resettlement processes. This process represents a strategic milestone in strengthening our international accountability in both environmental and social sustainability.

* Information based on EBRD announcement: “Turkish mining company gets green boost with EBRD loan”, 2024.
https://www.ebrd.com/home/news-and-events/news/2024/turkish-mining-company-gets-green-boost-with-ebrd-loan.html

TPM

As Esan, we recognize that operational excellence is a critical pillar of sustainable growth. In March 2024, we launched our Total Productive Maintenance (TPM) journey with training programs, followed by an official kick-off in July. TPM aims to increase total productivity through full employee engagement, systematic problem-solving, and a continuous improvement mindset.

Key Initiatives Carried Out in 2024:

- Completed performance assessments across productivity (OEE), quality, cost, delivery, occupational health and safety, environmental impact, and employee motivation.
- Delivered comprehensive trainings on TPM, Lean Thinking and Eight Wastes, Kaizen Philosophy, Focused Kaizen, Before/After Kaizen, and 5S methodology.
- Increased awareness across the workforce to identify and address waste, losses, and risks in our operations.
- Implemented 353 Before/After Kaizen projects in our metallic mining operations.
- Completed 9 targeted improvement projects using the Focused Kaizen methodology.
- Established cross-functional committees to coordinate activities in 5S, organizational development, safety, health, professional maintenance, and Kaizen.
- Launched and institutionalized 5S practices in the field to ensure organized, clean, efficient, and safe workplaces.
- Developed daily management systems for rapid problem identification and corrective actions at all levels.
- Applied the Hoshin Kanri approach to cascade our 3-year strategic goals into actionable improvement projects across teams.

Our TPM efforts reflect our firm commitment to excellence, safety, and sustainability, enabling us to achieve continuous performance improvement and resilience throughout our operations.

Integrated Management System (IMS)

Our IMS provides a holistic framework that unifies our environmental, occupational health and safety, quality, energy, information security, and laboratory management practices. Within this system, we operate in compliance with internationally recognized standards, including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), ISO 50001 (Energy Management), ISO 27001 (Information Security), and ISO 17025 (Testing and Calibration Laboratories). Beyond ensuring compliance, we continuously implement improvement initiatives across all these management systems, particularly under ISO 9001, 14001, 45001 and 50001, to enhance performance, minimize risks, and drive sustainable value creation.

In line with our commitment to continuous improvement, the scope of our Energy Management System (ISO 50001) has recently been expanded. In 2024, our Bozüyük and Balya facilities were newly certified, reinforcing our capacity to systematically monitor and optimize energy performance across operations. In addition, during the reporting period, restructuring efforts were initiated to re-establish the Integrated Management System (ISO 9001, 45001, 14001 and 50001) within an integrated framework that enhances managerial effectiveness, ensures compliance with legal and customer requirements, and drives continuous performance improvement in line with international standards.

Through this integrated structure, we ensure operational efficiency, compliance with international standards, and alignment with our strategy for transitioning to a low-carbon economy.

Digital Transformation

Digital transformation is positioned as a strategic priority within the Eczacıbaşı Group's business model. At Esan, we recognize that digitalization and sustainability are two complementary pillars, and we view simultaneous progress in both areas as essential to preparing our business for the future.

By integrating our digital solutions with our Sustainable Mining commitments, we are developing innovative systems designed to deliver greater value to our stakeholders. We believe this comprehensive and integrated approach will generate multifaceted benefits ranging from enhanced safety and reduced environmental impact to increased social value while reinforcing the ethical foundations of our production practices.

Amid rapidly evolving global dynamics and increasing uncertainty, the mining industry is challenged with the dual task of adapting to digitalization while meeting growing demand. In this context, digital transformation has become an indispensable component of the sector's shift toward sustainable business models, offering clear advantages in improving efficiency, ensuring the responsible use of natural resources, and optimizing costs. Moreover, it plays a pivotal role in securing and maintaining operational permits.

By enhancing interconnectivity and data flow across systems, digital mining solutions significantly strengthen occupational safety, productivity, and operational performance.

At Esan, we regard digital transformation as a cornerstone of our mining operations and a key enabler of our pursuit of operational excellence. Our investments in this area focus on streamlining processes and promoting a safe working environment with a zero-accident goal at the core.

Our digital transformation initiatives, particularly in metallic and industrial minerals, aim to deliver concrete value in terms of operational efficiency, alignment with sustainability principles, and improvements in health and safety performance. To this end, we are implementing advanced technologies such as intelligent mine planning, predictive maintenance, and real-time monitoring systems.

The remote control and digital monitoring of our energy infrastructure contribute to our environmental goals by reducing energy consumption and preventing potential leaks. With the support of centralized systems that continuously track key performance indicators, we are reinforcing a culture of continuous improvement across our operations.

Signal Optimization AI Project at Balya Lead and Zinc Mine

At Esan, we continuously strive to integrate smart technologies into our operations to improve efficiency and support our sustainability goals. One of our flagship initiatives in this area is the Signal Optimization AI project, implemented at our Balya underground lead and zinc mine. This site presents significant operational complexity, with depths reaching 1,200 meters, a tunnel network spanning 170 kilometers, and a main ramp over 10 kilometers long. Within this environment, 75 mobile equipment units operate across 20 production areas, where a one-way traffic system makes real-time coordination essential.

Through this project, we deployed an artificial intelligence-powered traffic optimization system that analyzes live data from mobile units to manage underground traffic flow dynamically. The system ensures that equipment reaches workstations more quickly and efficiently, reduces idle times, and minimizes unnecessary fuel consumption. Launched in the first quarter of 2023 with an investment of 400,000 euros, the project was designed to generate an annual EBITDA contribution of approximately 9 million euros. As a result, we achieved an average yearly saving of 5.9 million euros and avoided 27,000 liters of diesel consumption over two years, corresponding to a reduction of 36,386 tons of CO_2 emissions. The project continued to deliver measurable financial and environmental benefits in 2024 and is prominently featured in our sustainability reporting as a strong example of how digital transformation enhances operational performance and climate resilience.

Mineral Prospectivity Mapping Project in Kazakhstan Exploration Region

In 2024, we launched the Mineral Prospectivity Mapping project within our exploration license areas in Kazakhstan to apply artificial intelligence and data analytics to mineral discovery. As traditional exploration methods have already been extensively applied across our regions of operation, identifying new deposits has become increasingly difficult. With this project, we aimed to overcome that challenge by re-evaluating historical geological data using advanced machine learning algorithms.

By analyzing years of accumulated data through computational models, we sought to uncover previously undetected mineral potential and reduce focus on areas with low prospectivity. Our primary objective was to enhance the strategic efficiency of our exploration efforts while opening up new opportunities in regions that were previously considered mature or fully scanned using conventional techniques.

We successfully completed the project in the fourth quarter of 2024 with a total investment of 20,000 euros. This initiative marks a significant shift toward data-driven decision-making in our exploration approach and demonstrates our ongoing commitment to innovation and resource optimization. As one of the pioneering applications of artificial intelligence in mineral exploration, the project has been featured in our sustainability report as a key contributor to long-term growth and operational excellence.

7 Annexes

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List of Associations, Initiatives and Memberships

Institution	Status
IMA Europe – Industrial Minerals Association	Membership
EUROFEL – European Association of Feldspar	Board of Trustees Membership Technical Committee
National Mining Development Foundation	Membership
Turkish Miners Association	Board of Directors Membership
SERHAM - Association of Ceramic, Glass, and Cement Raw Material Producers	Board of Directors Membership Technical Committee
KPC Europe	Technical Committee
R&D and Design Centers Collaboration Platform	Membership
BEBKA – Bursa Bilecik Eskisehir Development Agency	Membership

Awards

Awards	Awarded By
Was included in the "**Top 250 Companies in Türkiye with the Highest R&D Expenditures**" list prepared by Turkishtime.	Turkishtime
Fast Company Türkiye ranked the company **14th** on its list of "**Top 50 Most Innovative Companies**" for the Mineral Prospectivity Mapping Project.	Fast Company Türkiye
Received two awards at the Mine Rescue Competition organized by the Turkish Miners Association. The awarded categories were the **Team Competence Award** and the **Most Equitable Team Award**.	Turkish Miners Association
The company has been ranked **2nd** on the list of "**Companies with the Highest Spending on Energy Efficiency**" in the "Türkiye EN-EFFICIENCY 100 List" prepared by Turkishtime. It also has been ranked **4th** among the "**Companies with the Highest Spending on Training within the Scope of Energy Management**." Additionally, it has been ranked **5th** among the "**Companies with the Highest Spending on Energy Management**".	Turkishtime
Was awarded the **Production Award** for its production volume in the field of lead-zinc mining at the Mining Awards organized by the Domestic Mining Development Foundation.	National Mining Development Foundation
As Esan, achieved **first place** in the mining sector in **Türkiye's Export Champions** determined by the Turkish Exporters Assembly.	Turkish Exporters Assembly
Was awarded a **Bronze Medal** in its initial assessment by **Ecovadis**, one of the world's most reliable sustainability rating organizations.	Ecovadis
The **Signal Optimization AI Project** (Innovation Award-Process Innovation Award) won the **Eczacıbaşı Innovation Awards**.	Eczacıbaşı
The **Vibration Measurement Project in Grinding Units** received the **Big Data and Data Mining Award** from the Turkish Artificial Intelligence Association.	Turkish Artificial Intelligence Association

Stakeholder Relations Table

Stakeholder Groups	Stakeholders	Importance for Esan	Value Created for Stakeholders	Communication Methods and Frequency
Civil Society	Local Community	Local communities are fundamental to our social license to operate, operational legitimacy, and regional stability. Their well-being directly impacts our long-term sustainability and reputation.	We provide local employment, contribute to regional economic development, and support social projects (education, health, infrastructure). We ensure transparent communication and address concerns via a robust grievance mechanism.	E-mail (complaint channel), Phone, Face to Face (Daily and regularly)
	Universities and Research	Academic partnerships drive our innovation, R&D, and help us adopt best practices in sustainable mining. They are crucial for enhancing our technical capabilities and informing our environmental and social strategies.	We offer research opportunities, internships, and project collaborations (e.g., with Balıkesir Mining School), providing practical experience and contributing to scientific knowledge and skill development.	E-mail, Phone, Meetings (Weekly)
	NGOs	NGOs provide valuable insights, expertise, and critical perspectives on our environmental and social performance. They help us identify and address impacts, ensuring we meet international standards and community expectations.	We engage in transparent dialogue, collaborate on social and environmental projects (e.g., our €1.13 million social investments), and support their initiatives, fostering shared solutions for sustainable development.	E-mail, Phone, Face to Face (Daily and regularly)
	Media	Media shapes public perception and trust. Transparent communication ensures accurate reporting of our operations, fostering our reputation as a responsible mining company.	We provide timely and accurate information about our operations, sustainability efforts, and community engagement, ensuring informed public dialogue and accountability.	E-mail, Phone, Meetings (Weekly)
Employees	Potential Employees	Attracting top talent is essential for our growth, innovation, and competitive edge. Potential employees are our future workforce, bringing fresh perspectives and skills to Esan.	We offer an inclusive, safe, and professional work environment with clear growth opportunities, fair compensation, and a strong commitment to sustainability, making Esan an attractive employer.	E-mail, Phone, Meetings (Regularly and constantly)
	Employees	Our employees are the core of our operations, driving productivity, innovation, and ensuring our commitment to safety and quality. Their engagement and well-being are paramount to our success.	We provide a safe, inclusive, and equitable workplace with continuous learning, career development (e.g., Esan Academy, leadership programs), competitive remuneration, and a focus on well-being and work-life balance.	E-mail, Phone, Meeting (Regularly)

Stakeholder Groups	Stakeholders	Importance for Esan	Value Created for Stakeholders	Communication Methods and Frequency
Customers	Clients	Our clients are vital for our revenue, market position, and product innovation. Understanding their needs and delivering high-quality, sustainable products ensures our business continuity and growth.	We provide high-quality, sustainably sourced industrial minerals and metallic ores. We offer customized solutions, reliable supply, technical support, and transparent communication regarding our ESG performance.	E-mail, Phone, Meetings, Face to Face (Weekly and regularly)
Supply Chain	Industry Colleagues	Collaboration with industry colleagues (e.g., associations, peers) enables knowledge sharing, adoption of best practices, and collective advocacy for responsible mining standards.	We contribute to industry standards, share best practices in safety, sustainability, and innovation, fostering a more responsible and efficient mining sector collectively.	E-mail, Phone, Meetings (Regularly)
	Suppliers and Contractors	Suppliers and contractors are integral to our operations, providing essential goods and services. Their adherence to our ethical and sustainability standards (e.g., RMI-aligned Responsible Sourcing Policy) is critical for our value chain integrity.	We foster long-term, ethical partnerships, ensuring fair business practices, timely payments, and collaboration on improving ESG performance. We prioritize local suppliers, with 90% of payments going to local businesses.	E-mail, Phone, Meetings (Daily)
Government and Regulators	Governments, Local Government Agencies and Regulators	Regulatory bodies provide the essential framework for our operations, ensuring compliance, social license, and environmental stewardship. Their support is crucial for permitting and long-term stability.	We maintain full compliance with national and international laws, contribute taxes, engage in transparent dialogue, and collaborate on policy development for responsible resource management and regional development.	E-mail, Phone, Meetings, Face to Face (Regularly – Weekly - constantly)
Finance Community	Community and Shareholders	The finance community provides crucial capital for our investments, growth, and sustainability initiatives. Their confidence in our financial and ESG performance is vital for accessing funds.	We provide transparent financial reporting, demonstrate strong ESG performance (e.g., sustainability-linked loans with EBRD, EcoVadis rating), and ensure sound governance, offering attractive, responsible investment opportunities.	E-mail, Meetings (Monthly)

Performance Indicators

Environmental Performance Indicators

Energy Consumption (MWh)*	2022	2023	2024
Non-renewables	**131,671.00**	**126,571.72**	**212,244.05**
Grid Electricity	0	0	0
Natural Gas	75,931.00	69,003.21	150,256.31
Diesel	55,740.00	57,568.51	61,879.80
LPG/LNG	0	0	0
Renewables	**160,307.00**	**163,234.00**	**196,546.69**
Purchased renewable electricity	159,039.00	163,233.54	191,492.20
Own-generated renewable electricity	1,268.00	2,109.03	5,054,493.80
Total Energy Consumption	**291,978.00**	**289,805.72**	**408,790.74** ✓

* Operations in Türkiye, Ukraine, and Kazakhistan are included in the calculation.

Energy Consumption (MWh)*	2022	2023	2024
Renewable Energy Consumption	160,307.00	163,234.00	196,546.69
Non-renewable Energy Consumption	131,671.00	126,571.72	212,244.05
Total Energy Consumption	**291,978.00**	**289,805.72**	**408,790.74** ✓

* Operations in Türkiye, Ukraine, and Kazakhistan are included in the calculation.

Energy Intensity (MWh/per production)*	2022	2023	2024
	0.059	0.07	0.08 ✓

* This data relates to production sites located in Türkiye.

Carbon Emissions (tCO_2e)	2021	2023	2024
Direct GHG emissions (Scope 1)	32,992.00 ✓	29,381.00 ✓	307,037.30 ✓
Indirect GHG emissions (Scope 2) (Location Based)	75,022.00 ✓	78,056.00 ✓	82,127.94 ✓
Scope 3	2,105,398.00 ✓	1,631,201.00 ✓	1,335,204.23 ✓

Scope 3 Sub Categories	2021	2023	2024
Category 1 – Purchased goods and services	480,887.00	153,574.00	292,509.87
Category 2 – Capital goods	13,744.00	52,416.00	20,277.86
Category 3 – Fuel and energy-related activities	23,481,00	34,328.00	215,097.84
Category 4 – Upstream transportation and distribution	13,865,00	5,791.00	7,300.88
Category 5 – Waste generated in operations	45.00	64.00	134.42
Category 6 – Business travel	76.00	308.00	369.85
Category 7 – Employee commuting	477.00	963.00	130.61
Category 8 – Upstream leased assets	1,329	1,153	0
Category 9 – Downstream transportation-distribution	116,164.00	61,725.00	139,922.38
Category 10 – Processing of sold products	1,450,867.00	1,318,678.00	657,779.09
Category 12 – End-of-life treatment of sold products	2,262.00	2,201.00	1,681.4
Total	**2,105,398.00** ✓	**1,631,201.00** ✓	**1,335,204.23** ✓

Total Carbon Emissions (tCO_2e)	2021	2023	2024
Total Emissions (Market Based)	**32,992** ✓	**29,381** ✓	**1,644,389.02** ✓
Total Emissions (Location Based)	**2,213,413.00** ✓	**1,738,638.00** ✓	**1,724,369.47** ✓

Electricity Usage (MWh)	2024	%
Purchased renewable electricity	191,492.20	97%
Self-generated renewable electricity	5,054.00	3%

Water Withdrawal (m³)*	2022	2023	2024
Municipal water	60,98	76,950	107,596
Ground water	1,285,531	1,728,678	2,128,676
Rainwater	125,636	16,682	23,816
Total	**1,411,167**	**1,822,310**	**2,260,088**

* Operations in Türkiye are included in the calculation.

Water Intensity (m³/ton of product)*	2022	2023	2023
	0.3	0.43	0.45

* Operations in Türkiye are included in the calculation.

Waste Management		2024
Hazardous Waste		710
	recycled/reused	648
	Energy Recovery	62
Non-Hazardous Waste		2,543
	recycled/reused	2,543
	disposed	-
Total Waste Amount		**3,253**

Waste Results (ton)	2024
Waste recycled	3,253.00
Waste disposal	0.100
Total Waste Amount	**3,253.00**

Social Performance Indicators

Workforce by Gender		2022	2023	2024
Total Workforce		**903**	**1,805**	**1,819**
	Women	123	181	167
	Men	780	1,624	1,652
White-collar employees		**393**	**443**	**434**
	Women	111	124	132
	Men	282	319	302
Blue-collar employees		**525**	**1,362**	**1,385**
	Women	22	57	35
	Men	503	1,305	1,350

Equal Opportunities	2022	2023	2024
Share of women in STEM positions	19.6%	6.21%	28.6%

Employee Demographics	2022	2023	2024
Total Workforce	**906**	**1,805**	**1819**
White-collar employees	393	443	434
Blue-collar employees	525	1362	1385
Number of employees in the management work family	30	34	26
Number of non-management employees	363	426	430

Employee Training	2022	2023	2024
Average hours of training per employee	**24**	**106.9**	**52**

New Recruits	2022	2023	2024
Total number of new employee hires during the year	**119**	**949**	**69**
Women	28	54	19
Men	91	895	50
Under 30 years old	**40**	**413**	**99**
Women	13	31	40
Men	27	382	59
30-50 (including) years old	**77**	**520**	**45**
Women	14	23	10
Men	63	497	35
Over 50 years old	**2**	**16**	**1**
Women	1	0	0
Men	1	16	1

Employees Who Left Work	2022	2023	2024
Total	**89**	**215**	**90**
Women	24	22	14
Men	65	193	76
Under 30 years old	**14**	**89**	**17**
Women	5	12	4
Men	9	77	13
30-50 (including) years old	**72**	**101**	**67**
Women	19	10	9
Men	53	91	58
Over 50 years old	**3**	**25**	**6**
Women	-	-	1
Men	3	25	5
Number of employees who voluntarily left work	**65**	**112**	**36**
Women	18	7	5
Men	47	105	31

Turnover	2022	2023	2024
Employee turnover rate	24%	22%	20%
Voluntary employee turnover rate	18%	6%	12%

Lost Time Incident Rate	2022	2023	2023
	0.52	0.39	0.22 ✓

Occupational Health and Safety Training	2022	2023	2024
Total training hours given to employees on OHS (employee*hours)	**112,033**	**148,416**	**146,150**
Number of employees who received training on OHS	2,399	3,092	3,450
Average training hours on OHS	47	48	42

Incidents	2022	2023	2024
Incidents Resulting in Lost Time	**17**	**17**	**12**
Employees	0	9	6
Contractors	17	8	6
Incidents Not Resulting in Lost Time	**87**	**96**	**98**
Employees	18	43	52
Contractors	69	53	46
Total Number of Incidents	**104**	**113**	**110**

Technical Glossary

Term	Explanation
Compressor	A machine used to supply air or other gas at increased pressure
Drum motor	A geared motor drive enclosed within a steel shell providing a single component driving pulley for conveyor belts.
EFRAG	European Financial Reporting Advisory Group
ESRS	European Sustainability Reporting Standards
Furnace Capacity	Furnace capacity refers to the maximum amount of material an industrial furnace can safely and efficiently process within a given period.
Kiln	An oven used for processing a substance by burning, firing, or drying.
Lime Sedimantation	Lime sedimentation refers to the process where lime is added to a liquid to help unwanted particles settle at the bottom, allowing the clarified liquid to be separated more easily.
Metallic Ore	All the materials which are removed from the mine for the purpose of extracting the desired metal(s)
Nozzle	A cylindrical or round spout at the end of a pipe, hose, or tube used to control a jet of gas or liquid.
Production Shaft	A shaft is a rotating machine element, usually circular in cross section, which is used to transmit power from one part to another.
Welding Electrodes	Wire lengths connected to the welding machine to create an electric arc when an electrical current passes through them.
5S Methodoly	A five-step methodology that creates a more organized and productive workspace. The 5S's are: Sort, Straighten, Shine, Standardize, and Sustain.

GRI Content Index

GRI CONTENT INDEX ESSENTIALS SERVICE 2025

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

The service was performed on the English version of the report.

Statement of Use:		Eczacıbaşı Esan has reported in accordance with the GRI Standards for the period between 1 January 2024 and 31 December 2024.
GRI 1 Use:		GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):		-
GRI Standard	**Disclosure**	**Location**
GRI 2: General Disclosures 2021	2-1 Organizational details	Overview of Esan, page 10-13; Our Organizational Structure, Products and Services, page 16-19
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 4-5 Limited Assurance Report, page 154-157
	2-3 Reporting period, frequency and contact point	About the Report, page 4-5
	2-4 Restatements of information	About the Report, page 4-5
	2-5 External assurance	Limited Assurance Report, page 154-157
	2-6 Activities, value chain and other business relationships	Our Organizational Structure, Products and Services, page 16-19; Our Value Creating Business Model, page 32-37
	2-7 Employees	Equality, Diversity, and Inclusion, page 101-103
	2-8 Workers who are not employees	Equality, Diversity, and Inclusion, page 101-103
	2-9 Governance structure and composition	Governance Approach, page 50-56
	2-10 Nomination and selection of the highest governance body	Governance Approach, page 50-56
	2-11 Chair of the highest governance body	Governance Approach, page 50-56
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Approach, page 50-56
	2-13 Delegation of responsibility for managing impacts	Governance Approach, page 50-56
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, page 54-55
	2-15 Conflicts of interest	Governance Approach, page 50-56
	2-16 Communication of critical concerns	Governance Approach, page 50-56
	2-17 Collective knowledge of the highest governance body	Governance Approach, page 50-56
	2-18 Evaluation of the performance of the highest governance body	Governance Approach, page 50-56
	2-19 Remuneration policies	Governance Approach, page 50-56; Equality, Diversity, and Inclusion, page 101-103
	2-20 Process to determine remuneration	Governance Approach, page 50-56; Equality, Diversity, and Inclusion, page 101-103
	2-21 Annual total compensation ratio	Governance Approach, page 50-56
	2-22 Statement on sustainable development strategy	Message from the CEO, page 6-7; Sustainability at Esan, page 38-39
	2-23 Policy commitments	Message from the CEO, page 6-7; Sustainability at Esan, page 38-39
	2-24 Embedding policy commitments	Message from the CEO, page 6-7; Sustainability at Esan, page 38-39
	2-25 Processes to remediate negative impacts	Ethics and Compliance, page 64-67
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 64-67
	2-27 Compliance with laws and regulations	Ethics and Compliance, page 64-67
	2-28 Membership associations	List of Associations, Initiatives and Memberships, page 128
	2-29 Approach to stakeholder engagement	Stakeholder Relations, page 108-111
	2-30 Collective bargaining agreements	Equality, Diversity, and Inclusion, page 101-103
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality, page 40-43
	3-2 List of material topics	Double Materiality, page 40-43

Climate Change Mitigation and Climate Change Adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Energy Management and Transition to Low Carbon Emissions, page 74-81
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Management and Transition to Low Carbon Emissions, page 74-81; Environmental Performance Indicators, page 134-136
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Management and Transition to Low Carbon Emissions, page 74-81; Environmental Performance Indicators, page 134-136
	305-3 Other indirect (Scope 3) GHG emissions	Energy Management and Transition to Low Carbon Emissions, page 74-81; Environmental Performance Indicators, page 134-136
	305-4 GHG emissions intensity	Energy Management and Transition to Low Carbon Emissions, page 74-81
	305-5 Reduction of GHG emissions	Energy Management and Transition to Low Carbon Emissions, page 74-81
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Energy Management and Transition to Low Carbon Emissions, page 74-81
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management and Transition to Low Carbon Emissions, page 74-81; Environmental Performance Indicators, page 134-136
	302-2 Energy consumption outside of the organization	Energy Management and Transition to Low Carbon Emissions, page 74-81
	302-3 Energy intensity	Energy Management and Transition to Low Carbon Emissions, page 74-81; Environmental Performance Indicators, page 134-136
	302-4 Reduction of energy consumption	Energy Management and Transition to Low Carbon Emissions, page 74-81
	302-5 Reductions in energy requirements of products and services	Energy Management and Transition to Low Carbon Emissions, page 74-81

Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43, Water Management, page 82-84
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page 82
	303-2 Management of water discharge-related impacts	Water Management, page 82
	303-3 Water withdrawal	Water Management, page 82 Environmental Performance Indicators, page 134-136
	303-5 Water consumption	Water Management, page 82
Responsible Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Supply Chain Management, page 88-90
Waste Management and Circular Economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Waste Management and Circular Economy, page 83
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, page 83
Restricted and Prohibitied Substances		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43

Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Ethics and Compliance, page 64-67; Labour Management, page 96-100; Equality, Diversity, and Inclusion, page 101-103
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics and Legal Compliance, page 64-67
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Business Ethics and Legal Compliance, page 64-67
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance, page 64-67
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance, page 64-67; Supply Chain Management, page 88-90
Conservation of Nature		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Resource Management, page 86-87
Development of Feedback Channels		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Stakeholder Relations, page 108-111; Stakeholder Relations Table, page 130-133
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Biodiversity, page 84-85; Resource Management, page 86-87
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity, page 84-85
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, page 84-85
	304-3 Habitats protected or restored	Biodiversity, page 84-85

Environmental Pollution		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Environmental Management and Compliance, page 83-84
Working Conditions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Health and Wellbeing, page 104; Health and Safety, page 104-108
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Attracting, Developing and Retaining Talent, page 96-100; Social Performance Indicators, page 137-140
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equality, Diversity, and Inclusion, page 101-103
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, page 104-108
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 104-108
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 104-108
	403-5 Worker training on occupational health and safety	Health and Safety, page 104-108
	403-6 Promotion of worker health	Health and Safety, page 104-108
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, page 104-108
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, page 104-108
	403-9 Work-related injuries	Health and Safety, page 104-108

Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Business Ethics and Legal Compliance, page 64-67
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics and Legal Compliance, page 64-67
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Business Ethics and Legal Compliance, page 64-67
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance, page 64-67
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance, page 64-67; Supply Chain Management, page 88-90
Relations with Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Social Management, page 88-93; Stakeholder Relations, page 108-111; Relations with Local Communities, page 111
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Relations with Local Communities, page 111
	413-2 Operations with significant actual and potential negative impacts on local communities	Relations with Local Communities, page 111
Organizational Culture		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Labour Management, page 96-100

Equality, Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Equality, Diversity, and Inclusion, page 101-103
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Approach, page 50-56
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting, Developing and Retaining Talent, page 96-100
	404-3 Percentage of employees receiving regular performance and career development reviews	Attracting, Developing and Retaining Talent, page 96-100
Access to Information		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Cybersecurity, page 63
Product Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43
Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality, page 40-43; Innovation and Entrepreneurship, page 116-117; Innovation, page 116-117; Research and Development, page 118

WEF Stakeholder Capitalism Metrics

Pillar	Core Metrics and Disclosures	Description	References
Principles of Governance			
Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Message from Our CEO, page 6-7
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	Governance Approach, page 50-56
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Double Materiality, page 40-43
Ethical behavior	Anti-Corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.	Business Ethics and Legal Compliance, page 64-67
		2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	
	Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.	Business Ethics and Legal Compliance, page 64-67
Risk and opportunity oversight	Integrating Risk and Opportunity into Business Process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Risk Management, page 56-64
Planet			
Climate Change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO_2e) GHG Protocol Scope 1 and Scope 2 emissions.	Energy Management and Transition to Low Carbon Emissions, page 74-81
		Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Scope 1 and Scope 2 emissions are calculated and reported annually. We aim to calculate Scope 3 emissions across the Group in the coming years.
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	We initiated detailed studies for climate risk assessment. In this context, efforts to comply with TCFD are planned.
Nature Loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in/or adjacent to protected areas and/or key biodiversity areas (KBA).	We do not have an operational center located in protected areas, especially RAMSAR areas.
Freshwater Availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	Water Management, page 82-84
		Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	

People			
Dignity and Equality	Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender and other indicators of diversity.	Equality, Diversity, and Inclusion, page 101-103
	Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Equality, Diversity, and Inclusion, page 101-103
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	Equality, Diversity, and Inclusion, page 101-103
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	
	Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Business Ethics and Legal Compliance, page 64-67
Skills for the future	Training provided	Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	Attracting, Developing and Retaining Talent, page 96-100
		Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Health, Safety and Wellbeing, page 104
Health and Wellbeing	Health and safety (%)	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	Health, Safety and Wellbeing, page 104 https://www.esan.com.tr/en/sustainability/sustainability-approach-and-model#occupational-health-and-safety
		An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	

Prosperity			
Employment and wealth generation	Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Attracting, Developing and Retaining Talent, page 96-100
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Attracting, Developing and Retaining Talent, page 96-100
	Economic Contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment	Economic and Financial Performance, page 69
		2. Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	Economic and Financial Performance, page 69
	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Economic and Financial Performance, page 69
		2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	
Innovation of better products and services	Total R&D expenses ($)	Total costs related to research and development.	Year in Review, page 28-29
Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Our Value-Creating Business Model, page 32-33

Limited Assurance Report

GRI 2-1

GRI 2-1

Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş. Limited Assurance Report

Limited Assurance Report to the Board of Directors of Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş.

We have been engaged by the Board of Directors of Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş. (the "Company") to perform a limited assurance engagement in respect of the Selected Sustainability Information (the "Selected Information") stated in the in the Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş.'s (the "Company") Integrated Sustainability Report 2023-2024 (the "Integrated Sustainability Report - 2024") for the year ended 31 December 2024 and listed below.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Selected Information for the year ended 31 December 2024, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

Scope and Criteria of Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) on whether the Selected Sustainability Information listed below (the "Selected Information") in the Company's Integrated Sustainability Report for the year ended 31 December 2024 (the "2024 Sustainability Report") has been prepared in accordance with the principles set out in the Reporting Guidance section of the Integrated Sustainability Report.

Selected Information

We have been engaged by the Company to perfonn limited assurance procedures on the accuracy of the following key performance indicators included in the 2024 Integrated Sustainability Report for the year ended 31 December 2024. The scope of the indicators subject to limited assurance procedures and marked with an "✓" of the 2024 Integrated Sustainability Report for the year ended 31 December 2024 is as follows:

Environmental Indicators

- Production amount (ton)
- Total energy consumption (MWh)
- Share of own-generated renewable electricity (%)
- Share of own-generated renewable electricity in Türkiye (%)
- Share of renewable electricity consumed (%)
- Share of renewable electricity consumed in Türkiye (%)
- Total waste amount (ton)
- Share of recycled waste (%)
- Total waste disposed (ton)
- Total recycled waste (ton)
- Total freshwater withdrawal (thousand m^3)
- Energy intensity (MWh/ton)
- Water intensity (m^3/ton)

Social Indicators

- Training hours per employee (#)
- Women among new recruits (%)
- Total share of women professionals (%)
- Women in management positions (%)
- Lost time incident rate
- Total recordable incident rate

Our assurance was with respect to the year ended 31 December 2024 information only and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with "✓" in the "Integrated Sustainability Report 2024" and, any other elements included in the "Integrated Sustainability Report 2024" and, therefore, do not express any conclusion thereon.

Responsibilities of Management

The Management is responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Group executives are responsible for setting the Group's sustainability goals, establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Responsibilities of the Auditor

Our responsibility is to reach a conclusion on the Selected Information based on our procedures.
We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) on "Assurance Engagements Other than Independent Audits". The assurance engagement performed represents a limited assurance engagement. The nature, timing and extent of the procedures performed in a limited assurance engagement are limited compared to those required in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower.

Our Independence and Competence

We comply with the independence and other ethical provisions of the Code of Ethics for Accounting Professionals published by the International Ethics Standards Board for Accounting Professionals, which sets out the basic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply the International Standard for Quality Management 1 (ISQM 1) and accordingly maintain a robust system of quality control, including policies and procedures that document compliance with relevant ethical and professional standards and requirements in laws or regulations.

Inherent Limitations

All assurance engagements have inherent limitations due to the selective testing of the information under review. Fraud, error or non-compliance may therefore occur and not be detected. In addition, non-financial information, such as non-financial information contained in reporting documents, is subject to more structural limitations than financial information, given the nature and methods used to identify, calculate and sample or estimate such information.

Our assurance engagement provides limited assurance as defined in ISAE 3000 (Revised). The procedures performed as part of a limited assurance engagement differ in nature and timing - and to a lesser extent - from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore significantly narrower than the scope of a reasonable assurance engagement.

Our Key Assurance Procedures

We conducted limited assurance on the accuracy of the selected key performance indicators specified above in the section “Selected Information” related to the period of 2024 and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

To draw our conclusions, We undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation, and reporting processes of the selected key performance indicators;
- Performed on-site observations to evaluate the Group’s data collection methods, source data, and operational processes (The selected site was determined based on its size and significance within the Group’s operations. Our procedures did not include testing the information systems used for collecting and consolidating facility data or the controls at these sites.);

- Conducted interviews with employees of the Group responsible for sustainability performance, policies and corresponding reporting;
- Conducted selective substantive testing to confirm the accuracy of received data to the selected key performance indicators;
- Made enquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management relevant to the identification, management, and reporting of sustainability issues;
- Evaluated the source data used to prepare the Selected Information and reperformed selected examples of calculation;
- Undertook analytical procedures over the reported data;

and We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assistthe Board of Directors in reporting on the Company’s performance and activities related to the Selected Information. We permit the disclosure of this report within the Integrated Sustainability Report 2024 for the year ended 31 December 2024; to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Company. as a body and the Company for our work or this report saves where terms are expressly agreed and with our prior consent in writing.

RSM Turkey Uluslararası Bağımsız Denetim Anonim Şirketi
Member of RSM International

Özgür ÇEKİL
Partner

Istanbul, 2 September 2025

Reporting Principles

Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş. Reporting Principles

This reporting principles (the "Reporting Principles") provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the Esan Eczacıbaşı Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş.'s (the "Company") Integrated Sustainability Report 2023-2024 (the "Integrated Sustainability Report -2024").

The indicators include social indicators (Educational Programs/Trainings, Equal Opportunity, and Occupational Health and Safety) and environmental indicators (Production, Water, Waste Management, Energy). It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare the indicators mentioned below in line with, in all material respects, the principles. The information contained in these principles covers the financial year ending December 31, 2024 and the relevant operations in Türkiye and abroad (Ukraine and Kazakhstan) for which the Company is responsible, as detailed in the "Key Definitions, Scope of Reporting, and Preparation of the Data" section. In this context, the operations in Ukraine include open-pit mining activities, while in Kazakhstan the operations are limited to exploration activities. Furthermore, as Maltepe location functions as the headquarters, production data is not applicable.

Reporting Principles includes the company and its facilities and offices in Ukraine and Kazakhstan.

Share of women in employment, share of women among new recruits, and share of women in management positions only include white-collar employees at the Türkiye locations of the Company.

"Training Hours per Employee," covering the Company's white-collar employees at its Türkiye locations.

Key Definitions, Scope of Reporting, and Preparation of the Data

For this report, the Company makes the following definitions:

KPI	Indicator	Definition	Formula
Educational Programs/ Trainings	Training hours per employee (#)	In the reporting period, it refers to the ratio of total training hours attended by Company employees to the average number of employees annually, which is monitored through the training tracking platform of Human Resources belonging to Company.	Total training hours / Average number of employees per year
Energy	Total energy consumption (MWh)	In the reporting period, it refers to the total amount of energy consumption by the Company [OC1.1] [EY1.2]which is monitored monthly and invoiced by the service provider institutions. Energy consumption data includes electricity, natural gas, diesel, fuel oil, LPG consumption	Total electricity + natural gas + diesel + LPG / LNG
Energy	Share of own-generated renewable electricity (%)	In the reporting year, it represents the percentage share of renewable electricity generated by the organization's own facilities within the total electricity consumption.	Total renewable electricity produced from own resources / Total electricity consumption
Energy	Share of renewable electricity consumed (%)	In the reporting period, it represents the share of renewable electricity generated and purchased within the total electricity consumption.	Total renewable electricity produced from own resources + purchased renewable electricity / Total electricity consumption
Energy	Energy intensity (MWh/ton)	In the reporting period, it represents the ratio of the Company's total energy consumption to its total production volume (measured in tons).	Total energy consumption (MWh) / Total production amount (tons)
Energy	Share of own-generated renewable electricity in Türkiye (%)	In the reporting period, this indicator refers to the percentage share of electricity generated in the Company's own renewable energy plants located in Türkiye, within the total electricity consumption in Türkiye.	Electricity generated from own renewable sources in Türkiye / Total electricity consumption in Türkiye

KPI	Indicator	Definition	Formula
Energy	Share of renewable electricity consumed in Türkiye (%)	In the reporting period, this indicator refers to the percentage share of renewable electricity generated and procured by the Company in Türkiye, within the total electricity consumption in Türkiye.	(Electricity generated from own renewable sources in Türkiye + Renewable electricity purchased in Türkiye) / Total electricity consumption in Türkiye
Equal Opportunity	Women among new recruits (%)	In the reporting period, it refers to ratio of women to total employee number hired by the Company and declared to the Social Security Institution with the Employment Declaration. It covers data on white-collar employees working in Türkiye.	Number of white-collar women employees in recruitment / Total number of employees
Equal Opportunity	Total share of women professionals (%)	In the reporting period, it refers to the ratio of women to total employee number, who were monitored through Eczacıbaşı Human Resources data platform and who were reported to the Social Security Institution. It covers data on white-collar employees working in Türkiye.	Number of white-collar women employees / Total number of employees
Equal Opportunity	Women in management positions (%)	In the reporting period, the ratio of the number of women employees at the managerial levels of the Company, including Manager, Director, Senior Management managers to the Total Number of Employees. It covers data on white-collar employees working in Türkiye.	Number of white-collar women in managerial position / Total number of employees in managerial position
Occupational Health and Safety	Loss time incident rate	In the reporting period, it refers to frequency of work-related injuries that result in the employee being unable to work for a full calendar day or more following the incident.	(Lost Time Incident Quantity x 200.000) / Total Manhours
Occupational Health and Safety	Total recordable incident rate	In the reporting period, it refers to the total of all incidents resulting in Fatal Incident, Lost Time Injury (LTI), Medical Treatment Injury (MTI), Occupational Illness (Confirmed)(OOI), and Restricted Work Injury (RWI)	(Total Recordable Incident Quantity x 200.000) / Total Manhours

KPI	Indicator	Definition	Formula
Production	Production amount (ton)	In the reporting period, it refers to the total production quantity achieved by the company during the reporting period. In line with mining industry practices, production quantities are calculated and reported based on the feed amounts obtained from the respective facilities	Total production quantity
Waste Management	Share of recycled waste (%)	In the reporting period, it refers the ratio of the waste that is recovered and recycled by the Company, followed up with the waste declarations and declared to the State, to the total amount of waste	Total amount of recycled waste / Total amount of waste
Waste Management	Total waste disposed (ton)	In the reporting period, it refers to the amount of waste disposed by the Company, tracked by waste declarations and declared to the Government	Total amount of waste disposed
Waste Management	Total recycled waste (ton)	In the reporting period, it refers to the amount of waste recycled by the Company, tracked by waste declarations and declared to the Government	Total amount of recycled waste
Waste Management	Total waste amount (ton)	In the reporting period, it refers to the total amount of waste disposed of and recovered by the company during the reporting period.	Total waste amount
Water	Total water withdrawal (thousand m^3)	In the reporting period, it refers to the total amount of municipal water withdrawn, which is monitored through invoices received from service providers, as well as groundwater, surface water, and rainwater withdrawn, which is monitored by meters.	Total municipal water withdrawal + total ground water withdrawal + total surface water withdrawal + total rain water withdrawal
Water	Water intensity (m^3/ton)	In the reporting period, it represents the ratio of the Company's total water withdrawal to its total production volume (measured in tons).	Total water withdrawal (m^3) / Total production amount (tons)

Indicators

GRI 2-3, GRI 2-4

The data for 2024 are as follows:

Indicators	Group Data
Production amount (ton)	5,072,231
Total energy consumption (MWh)	408,791
Share of own-generated renewable electricity (%)	3%
Share of own-generated renewable electricity in Türkiye (%)	3%
Share of renewable electricity consumed (%)	100%
Share of renewable electricity consumed in Türkiye (%)	100%
Total waste amount (ton)	3,253
Share of recycled waste (%)	100%
Total waste disposed (ton)	0
Total recycled waste (ton)	3,253
Total freshwater withdrawal (thousand m^3)	2,260
Energy intensity (MWh/ton)	0.08
Water intensity (m^3/ton)	0.45
Loss Time Incident Rate (LTIR)	0.22
Total Recordable Incident Rate (TRIR)	1.92
Women among new recruits (%)	23%
Total share of women professionals (%)	31%
Women in management positions (%)	16%
Training hours per employee (#)	52

Greenhouse Gas Verification Statement

QSI CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

ESAN ECZACIBAŞI A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Girne Mahallesi Nehir Sokak No.1-3/33 Maltepe 34852 Maltepe/İstanbul

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / *Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.*

GHG PROTOCOL

Scope 1 - Direct emissions / *Doğrudan emisyonlar*	32.992,00	t CO_2 eq
Scope 2- Location based purchased energy emissions / *Lokasyon bazlı satın alınan enerji emisyonlar*	75.022,00	t CO_2 eq
Scope 3- Other indirect emissions / *Diğer dolaylı emisyonlar*	2.105.398,00	t CO_2 eq
Total Location Based Emissions / *Toplam Lokasyon Bazlı Emisyonlar*	2.213.413,00	**t CO_2 eq**
Total Market Based Emissions / *Toplam Market Bazlı Emisyonlar*	-	**t CO_2 eq**
Biogenic Emissions / *Biyojenik Emisyonlar*	-	t CO_2 eq
Purchased renewable energy emission allowance / *Satın alınan yenilenebilir enerji emisyon karşılığı*	-	t CO_2 eq
Scope 2- Market based purchased energy emissions / *Market bazlı satın alınan enerji emisyonlar*	-	**t CO_2 eq**
Renewable energy references / *Yenilenebilir enerji referansları:*		
Credits from GHG Scheme / Satın alınan krediler	-	t CO_2 eq
Credits references / Kredi referansları		

Level of Assurance : Reasonable / Makul
Reporting Period : 01.01. 2021 – 31.12. 2021
Verification Report Date : 17.12.2025
Statement No : SG-GNL-537 / 2021

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

Carbon Verified Company

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
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FRD.13/F13_GHGPREV.04/26.02.2025

CERTIFICATION & INSPECTION

ANNEX-1 / EK-1

Reporting Boundaries / Raporlama Sınırları

Esan Eczacıbaşı Endüstriyel Hammaddeler San. ve Tic. A.Ş. - Genel Müdürlük	Girne Mahallesi Nehir Sokak No.1-3/33 Maltepe 34852 Maltepe/İstanbul
Balya Kurşun Çinko İşletmesi	Enverpaşa, Kurtuluş Cd No: 38-1, 10840 Balya/Balıkesir
Yeniköy Feldspat Flotasyon Tesisi	Yeniköy Mah Akkovanlık köyü Milas/Muğla
Çine Kırma ve Harmanlama Tesisi	Saraçlar, Çine Karpuzlu Yolu, 09500 Yürükler Köyü Çine/Aydın
Milas Feldspat Zenginleştirme Tesisi	Güneş, 19 Mayıs Blv No: 128, 48200 Milas/Muğla
Güllük Depo	Ekinanbarı Mahallesi, Kocakışla Sokak, Bina No: 24A Güllük, Milas/ Muğla
Yassitas Feldspat Zenginleştirme Tesisi	Sarıkaya Mahallesi, Merkez Sokak No 99 Milas/Muğla
Polat Çine Kuartz ve Feldspat Zenginleştirme Tesisi	Yağcılar mahm Merkez Sok No 117 Çine/Aydın
Polat Hisarardi Tesisi	Hacıbayramlar Mah. Hacıbedeller Sok No 12 Yatağan/Muğla
Bozüyük Hammadde Zenginleştirme Tesisi	4 Eylül Mah. Düzdağyolu - 1 No: 15 Bozüyük/Bilecik
Esan Eczacıbaşı Niğde Şubesi	İlhanlı Mahallesi Çevre Yolu Caddesi No:9 A2 Blok Kapı No: 19/1 (Gıda Toptancılar Sitesi) Niğde/Merkez
Esan İtalya Ofisi	Esan Italia Minerals SRL V Regina Pacis, 42 41049 SASSUOLO (MO)
Esan Kazakistan Ofis	Esan Kazakhstan LLC Almaty city, Bostandykskiy District, Koktem-1, building 15A, office 602
Esan Ukrayna Ofisi	LLC Esan Minerals Ukraine (Cermin) 18/14 Vikentiya Khvoyky Str, Office No: 246 Kiev 04655 Ukraine
Esan Çin Ofisi	Yan An Middle Road 1440,Room 541,JingAn Disctrict, Shanghai China
Inlice Maden İşletmesi	Antalya Çevreyolu Caddesi İnlice Mahallesi No: 738 Meram/Konya
Canakkale Hammadde Kırma Tesisi	Sarıbeyli Köyü Sığırlı Mevkii No:21 Merkez/Çanakkale
Bandırma Stok Alanı	Çalışkanlar Köyü, Topraklık Mevkii, Ayyıldız Tepe Yolu, Bandırma/Balıkesir

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
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CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

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Organizational Boundaries / Organizasyonel Sınırlar

Girne Mahallesi Nehir Sokak No.1-3/33 Maltepe 34852 Maltepe/İstanbul

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / *Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.*

GHG PROTOCOL

Scope 1 - Direct emissions / *Doğrudan emisyonlar*	29.381,00	t CO_2 eq
Scope 2- Location based purchased energy emissions / *Lokasyon bazlı satın alınan enerji emisyonlar*	78.056,00	t CO_2 eq
Scope 3- Other indirect emissions / *Diğer dolaylı emisyonlar*	1.631.201,00	t CO_2 eq
Total Location Based Emissions / *Toplam Lokasyon Bazlı Emisyonlar*	**1.738.638,00**	**t CO_2 eq**
Total Market Based Emissions / *Toplam Market Bazlı Emisyonlar*	**-**	**t CO_2 eq**
Biogenic Emissions / *Biyojenik Emisyonlar*	-	t CO_2 eq
Purchased renewable energy emission allowance / *Satın alınan yenilenebilir enerji emisyon karşılığı*	-	t CO_2 eq
Scope 2- Market based purchased energy emissions / *Market bazlı satın alınan enerji emisyonlar*	**-**	**t CO_2 eq**
Renewable energy references / *Yenilenebilir enerji referansları:*		
Credits from GHG Scheme / Satın alınan krediler	-	t CO_2 eq
Credits references / Kredi referansları		

Level of Assurance	:	Reasonable / Makul	Verification Report Date	:	17.12.2025
Reporting Period	:	01.01. 2023 – 31.12. 2023	Statement No	:	SG-GNL-537 / 2023

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

Carbon Verified Company

FRD.13/F.13_GHGREV/04/26.03.2025

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CERTIFICATION & INSPECTION

ANNEX-1 / EK-1

Reporting Boundaries / Raporlama Sınırları

Esan Eczacıbaşı Endüstriyel Hammaddeler San. ve Tic. A.Ş. - Genel Müdürlük	Girne Mahallesi Nehir Sokak No.1-3/33 Maltepe 34852 Maltepe/İstanbul
Balya Kurşun Çinko İşletmesi	Enverpaşa, Kurtuluş Cd No: 38-1, 10840 Balya/Balıkesir
Yeniköy Feldspat Flotasyon Tesisi	Yeniköy Mah Akkovanlık köyü Milas/Muğla
Çine Kırma ve Harmanlama Tesisi	Saraçlar, Çine Karpuzlu Yolu, 09500 Yürükler Köyü Çine/Aydın
Milas Feldspat Zenginleştirme Tesisi	Güneş, 19 Mayıs Blv No: 128, 48200 Milas/Muğla
Güllük Depo	Ekinanbarı Mahallesi, Kocakışla Sokak, Bina No: 24A Güllük, Milas/ Muğla
Yassitas Feldspat Zenginleştirme Tesisi	Sarıkaya Mahallesi, Merkez Sokak No 99 Milas/Muğla
Polat Çine Kuartz ve Feldspat Zenginleştirme Tesisi	Yağcılar mahm Merkez Sok No 117 Çine/Aydın
Polat Hisarardi Tesisi	Hacıbayramlar Mah. Hacıbedeller Sok No 12 Yatağan/Muğla
Bozüyük Hammadde Zenginleştirme Tesisi	4 Eylül Mah. Düzdağyolu - 1 No: 15 Bozüyük/Bilecik
Esan Eczacıbaşı Niğde Şubesi	İlhanlı Mahallesi Çevre Yolu Caddesi No:9 A2 Blok Kapı No: 19/1 (Gıda Toptancılar Sitesi) Niğde/Merkez
Esan İtalya Ofisi	Esan Italia Minerals SRL V Regina Pacis, 42 41049 SASSUOLO (MO)
Esan Kazakistan Ofis	Esan Kazakhstan LLC Almaty city, Bostandykskiy District, Koktem-1, building 15A, office 602
Esan Ukrayna Ofisi	LLC Esan Minerals Ukraine (Cermin) 18/14 Vikentiya Khvoyky Str, Office No: 246 Kiev 04655 Ukraine
Esan Çin Ofisi	Yan An Middle Road 1440,Room 541,JingAn Disctrict, Shanghai China
İnlice Maden İşletmesi	Antalya Çevreyolu Caddesi İnlice Mahallesi No: 738 Meram/Konya
Canakkale Hammadde Kırma Tesisi	Sanbeyli Köyü Sığırlı Mevkii No:21 Merkez/Çanakkale
Bandırma Stok Alanı	Çalışkanlar Köyü, Topraklık Mevkii, Ayyıldız Tepe Yolu, Bandırma/Balıkesir

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CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

ESAN ECZACIBAŞI A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Girne Mahallesi Nehir Sokak No.1-3/33 Maltepe 34852 Maltepe/İstanbul

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GHG PROTOCOL

Scope 1 - Direct emissions / *Doğrudan emisyonlar*	307.037,30	t CO_2 eq
Scope 2- Location based purchased energy emissions / *Lokasyon bazlı satın alınan enerji emisyonlar*	82.127,94	t CO_2 eq
Scope 3- Other indirect emissions / *Diğer dolaylı emisyonlar*	1.335.204,23	t CO_2 eq
Total Location Based Emissions / *Toplam Lokasyon Bazlı Emisyonlar*	**1.724.369,47**	**t CO_2 eq**
Total Market Based Emissions / *Toplam Market Bazlı Emisyonlar*	**1.644.389,02**	**t CO_2 eq**
Biogenic Emissions / *Biyojenik Emisyonlar*	-	t CO_2 eq
Purchased renewable energy emission allowance / *Satın alınan yenilenebilir enerji emisyon karşılığı*	79.980,46	t CO_2 eq
Scope 2- Market based purchased energy emissions / *Market bazlı satın alınan enerji emisyonlar*	**2.147,49**	**t CO_2 eq**

Renewable energy references / *Yenilenebilir enerji referansları:*
YEK-G Cancellation No/ YEK-G İtfa Numarası: 8824918864 / 2308498986 / 3488180819 / 9673304509 / 7175145413 / 9601316536 / 8788078789 / 7494983299

Credits from GHG Scheme / Satın alınan krediler - t CO_2 eq
Credits references / Kredi referansları

Level of Assurance	:	Reasonable / Makul	Verification Report Date	:	17.12.2025
Reporting Period	:	01.01.2024 – 31.12.2024	Statement No	:	SG-GNL-537 / 2024

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür

Carbon Verified Company

PRO.13/F13_GHGREC/ 04.06.03.2025

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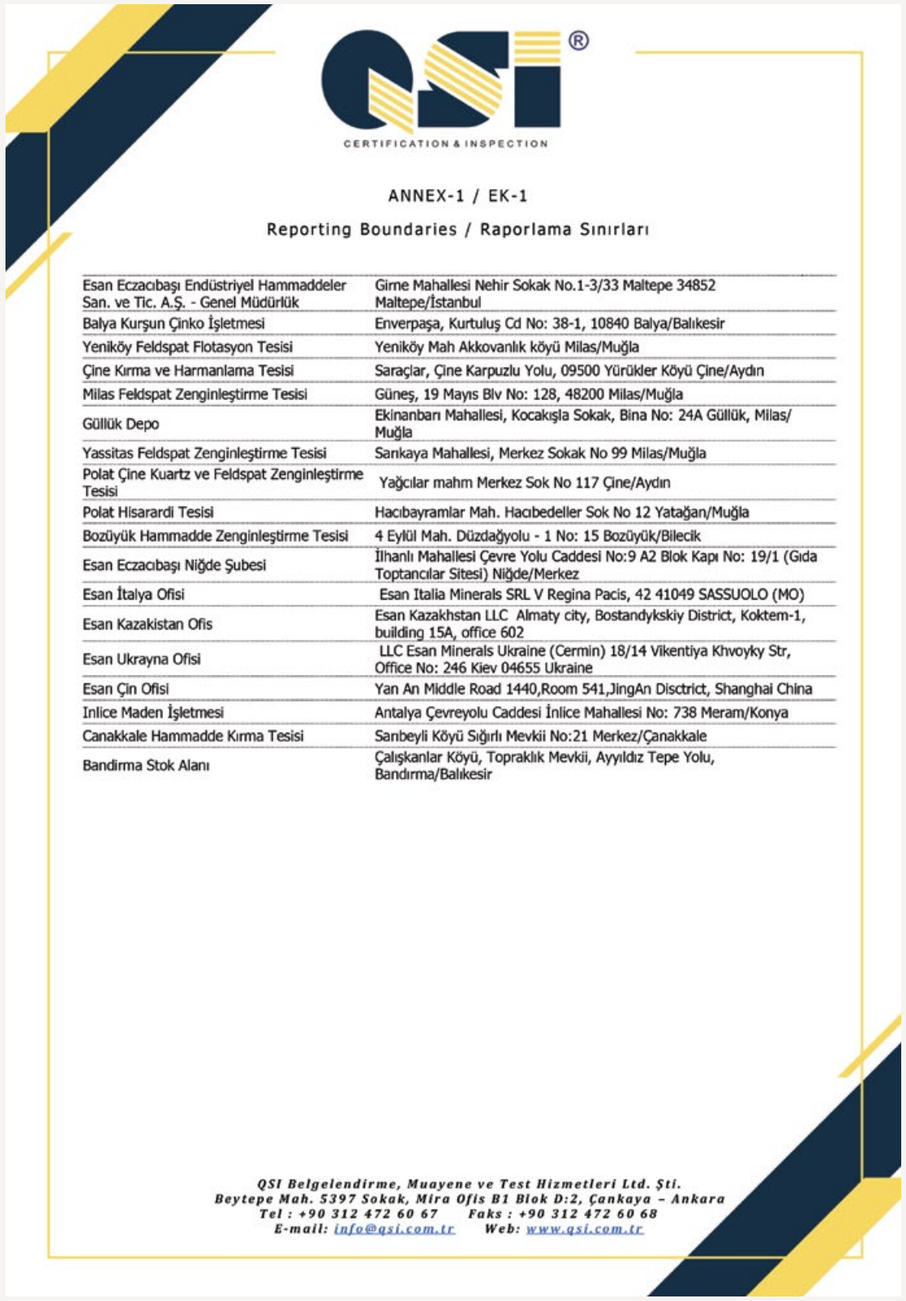

CERTIFICATION & INSPECTION

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In this report, “Esan,” “the Company,” “we,” “us,” and “our” refers to Esan Industrial Raw Materials Co., unless otherwise stated.

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