SUSTAINABILITY REPORT 2025

Powering the resources
that drive modern life

ETİ BAKIR

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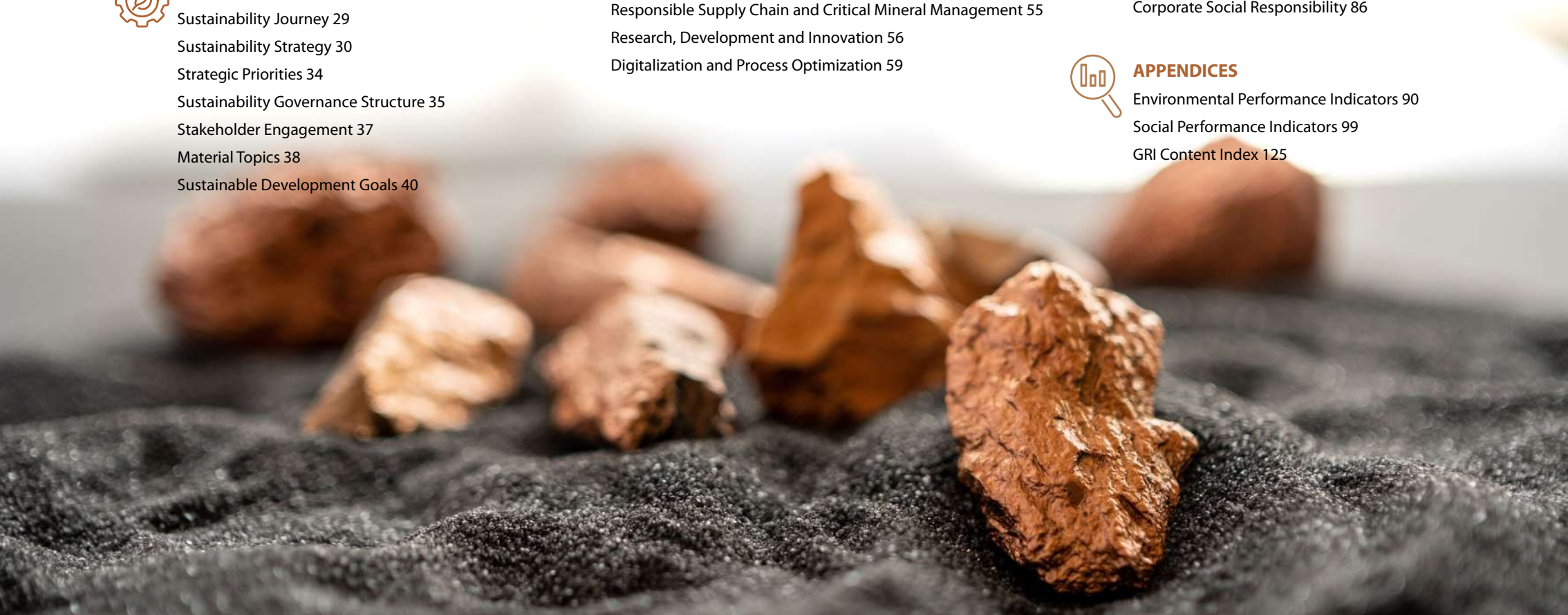

About The Report

Eti Bakır Küre

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About The Report

Eti Bakır's 2025 Sustainability Report presents the Company's environmental, social and governance (ESG) performance, strategic priorities and progress made throughout the reporting period. It has been prepared to transparently communicate Eti Bakır's approach to sustainability management, material topics, and performance to its stakeholders.

As Eti Bakır's second sustainability report, this publication builds on the reporting framework established in the previous reporting cycle by expanding the scope of disclosures, strengthening performance indicators and enhancing transparency. It reflects the further integration of sustainability into the Company's governance structure and business decision-making processes.

As a strategic mining company, Eti Bakır carries out mining, metallurgy, fertilizer production and metal recovery activities while focusing on the responsible use of natural resources, reducing environmental impacts, ensuring the health, safety and well-being of its employees, and creating long-term value through climate-responsive practices.

This report aims to communicate the outcomes of this approach and our progress toward sustainable value creation.

Reporting Scope

This report covers the period from 1 January 2025 to 31 December 2025.
The report includes Eti Bakır's sustainability strategy, governance practices, environmental, social and governance performance, material topics, climate- and nature-related risks and opportunities, and medium- and long-term targets.

The report covers the following facilities:

- **Eti Bakır Adıyaman Facility**
- **Eti Bakır Cerattepe Facility**
- **Eti Bakır Halıköy Facility**
- **Eti Bakır Küre Facility**
- **Eti Bakır Mazıdağı Metal Recovery and Integrated Fertilizer Facilities**
- **Eti Bakır Murgul Facility**
- **Eti Bakır Samsun Smelter and Electrolysis Facility**
- **Eti Bakır Siirt Facility**

Data collected from facilities operating across different geographical locations have been evaluated on a consolidated basis. Where relevant, facility-specific practices and performance examples are also presented.

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Reporting Principles and Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. Its content has been developed with consideration of the disclosures defined by the GRI Standards, sector-specific material topics and stakeholder expectations.

To demonstrate its contribution to sustainable development, Eti Bakır has aligned this report with the United Nations Sustainable Development Goals (SDGs) and reflected its related initiatives throughout the report.

Climate-related risks and opportunities have been assessed in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), covering governance, strategy, risk management, and metrics and targets. In addition, nature-related risks and opportunities have been evaluated based on the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), including biodiversity, ecosystem impacts, land use and nature-related dependencies.

Reporting Period and Frequency

Eti Bakır considers the regular and comparable disclosure of its sustainability performance to stakeholders as an integral part of its corporate responsibility. Accordingly, the Company aims to publish its Sustainability Report on an annual basis.

Eti Bakır's 2025 Sustainability Report was published in July 2026.

Contact

Eti Bakır believes that stakeholder feedback plays an important role in the continuous improvement of its sustainability management. Accordingly, stakeholder engagement mechanisms and a commitment to continuous improvement are fundamental elements of the Company's reporting approach.

For comments, questions or suggestions regarding this report or Eti Bakır's sustainability practices, please contact: **surdurulebilirlik@etibakir.com.tr**

Eti Bakır Samsun Smelter and Electrolysis Facility

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General Manager's Message

Dear Stakeholders,

The global mining and metals industry is undergoing a profound transformation driven by the energy transition, technological advancements and the growing demand for critical minerals. In this evolving landscape, expectations regarding climate change, the responsible management of natural resources and sustainable value creation continue to increase, while intensifying global competition is reshaping business practices. Success is increasingly defined by operational excellence, resource efficiency, the effective use of digital technologies and the ability to create long-term sustainable value.

Strong governance, operational efficiency and a circular economy approach are integral to our decision-making processes. We continuously improve the efficiency of our production processes while strengthening our environmental and social performance. Sustainable mining, the responsible management of natural resources and the effective use of innovative technologies remain fundamental principles shaping our long-term value creation strategy.

At Eti Bakır, sustainability is one of the cornerstones of our corporate strategy. We pursue an integrated approach that combines environmental, social and economic value creation. Through initiatives in industrial symbiosis, environmental impact reduction and renewable energy, we deliver meaningful outcomes with the dedication and commitment of our employees, our most valuable asset.

Our integrated value chain transforms the value generated from mining into strategic products that contribute to the future. Through our Mazıdağı Metal Recovery and Integrated Fertilizer Facilities in Mardin, we have established one of the world's leading examples of circular economy and industrial symbiosis by recovering cobalt from pyrite concentrate.

As we expand our production capacity, we remain firmly committed to reducing our environmental footprint. Guided by the principles of water stewardship and resource efficiency, we continue to optimize our operations from a circular economy perspective. We are accelerating the transition to renewable energy to reduce our carbon footprint while strengthening our environmental performance through strategic investments. Following our investment in a 135 MW solar power plant, with a total investment value of approximately USD 120 million, we aim to increase the share of renewable energy in our total electricity consumption to 65%.

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We believe that sustainable development is only possible through social well-being. With this understanding, we implement projects that create social impact and contribute to regional development. Through our "Environmental Inspectors" initiative, we have reached more than 4,400 students across 82 schools, helping to foster environmental awareness among future generations.

The achievements we have realized and the goals we have set for the future are made possible by the knowledge, expertise and dedication of our employees. We adopt a proactive approach to occupational health and safety with the goal of zero lost-time injuries, while continuously improving our working environment. We leverage innovative technologies, including Virtual Reality (VR) training to simulate safe working environments, and AI-powered Visual Inspection Systems to support the early identification of field risks.

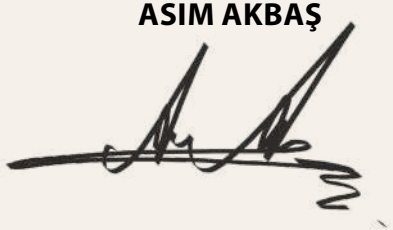
Our people-first approach is built on fostering equal opportunity. In 2025, our workforce increased by 17%, and the employment of Türkiye's first female jumbo drilling machine operator represented another important milestone in promoting greater diversity within the mining sector.

Globally, the European Union is strengthening its framework to support secure supplies of critical minerals and net-zero ambitions, while Türkiye is accelerating its transition toward sustainability and decarbonization goals. As Eti Bakır, we closely follow these developments and continue to invest in renewable energy to enhance the competitiveness of our copper and cobalt production, which are among the key inputs required for electrification. In doing so, we contribute to sustainable development through responsible mining and support Türkiye's transition toward a low-carbon future. We believe that the mining of the future will be shaped by responsible resource management, technological transformation, environmental and social value creation, and sustainable value generation. With this vision, we remain committed to creating lasting value for our stakeholders.

On this meaningful journey, I would like to express my sincere gratitude to our employees, business partners and all our stakeholders for their trust, commitment and contributions in helping us turn our vision into reality.

Yours sincerely,

GENERAL MANAGER
ASIM AKBAŞ



Corporate Profile

Eti Bakır Cerattepe

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About Eti Bakır

Eti Bakır is one of Türkiye's leading industrial companies, adding high value to the country's domestic natural resources through integrated production processes. Operating across the entire copper value chain—from ore enrichment and smelting to refining and the production of end products—the Company contributes to meeting the raw material needs of Turkish industry through the efficient utilization of national resources.

With operations located across different regions of Türkiye, Eti Bakır maintains an integrated production structure spanning copper, cobalt, zinc, nickel, antimony, phosphate and fertilizer production. Through advanced technologies, process diversity and integrated operations, the Company has successfully established one of the few fully integrated production models in the world.

Copper ore extracted from the Company's mining facilities in Küre (Kastamonu), Murgul (Artvin), Cerattepe (Artvin), Siirt and Adıyaman is processed through crushing, grinding, flotation and filtration before being transported to the Samsun Smelter and Electrolysis Facility. There, copper concentrate is converted into high-purity 99.99% cathode copper, creating significant value for Türkiye's supply security of this strategic metal.

In addition to copper production, the Samsun Smelter and Electrolysis Facility also stands out for its integrated by-product recovery and chemical production capabilities. By recovering valuable materials generated throughout the production process, the facility enhances resource efficiency while supporting the Company's circular economy approach.

At its Halıköy Facility in İzmir, Eti Bakır produces antimony concentrate. Meanwhile, the Mazıdağı Metal Recovery and Integrated Fertilizer Facilities in Mardin represent one of the Company's most significant examples of industrial innovation. In these facilities, pyrite—previously considered a by-product—is transformed into economic value, while mineral-rich residues generated during different production processes are recovered and reintegrated into the production cycle, contributing to resource efficiency and circularity.

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Integrated processes at the Mazıdağı Facilities enable the recovery of strategic metals such as cobalt, zinc and copper, while supporting fertilizer production through the manufacture of sulfuric acid and phosphoric acid. By utilizing the energy potential generated during these processes, the facility meets a significant portion of its own energy demand from internal resources. This integrated approach enhances resource efficiency, maximizes the value of by-products and supports the production of high value-added products.

Eti Bakır also contributes to Türkiye's agricultural sector through strategic investments. The new integrated fertilizer plant at the Samsun Smelter and Electrolysis Facility commenced production in 2025 with an annual capacity of approximately 300,000 tonnes of ABD fertilizer. Together with the existing 450,000 tonnes per year of DAP fertilizer production capacity, the Company's total annual DAP fertilizer capacity has reached 750,000 tonnes. Supported by advanced automation systems, state-of-the-art process infrastructure and emission control technologies, the investment strengthens domestic fertilizer production while contributing to improved environmental performance.

Eti Bakır continuously enhances its production capabilities through technology and innovation. The R&D Center, operating within the T.C. Ministry of Industry and Technology framework at the Samsun Facility, focuses on process improvement, efficiency enhancement, innovative product design, metal recovery technologies and sustainable production practices. Through collaborations with universities, TÜBİTAK and research institutions, scientific knowledge is transformed into industrial applications.

Through its activities supporting the agricultural sector, the Eti Gübre brand plays an important role in strengthening Türkiye's domestic production capacity. Products are manufactured in accordance with national and international standards. Product analyses and testing are carried out in accredited quality control laboratories certified by the Turkish Accreditation Agency (TÜRKAK), ensuring compliance with applicable quality standards.

Vision

To become an internationally recognized model for responsible mining by continuously improving our business model and processes while creating sustainable value for our stakeholders.

Mission

To transform natural resources into circular value through responsible production that respects people and the environment.

Eti Bakır plays a pivotal role in advancing Türkiye's industrial transformation through its strong production infrastructure, integrated multi-metal production model, strategic investments in technology and focus on critical industries.

Eti Bakır Murgul

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ETİ BAKIR

6,212 EMPLOYEES

272 FEMALE EMPLOYEES

Annually **1** MILLION TONNES CONCENTRATED ORE PRODUCED

92 THOUSAND TONNES CATHODE COPPER PRODUCED

Annually **1** MILLION TONNES FERTILIZER PRODUCED

To Date **2.4** MILLION TREES PLANTED

8 OPERATING FACILITIES

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SAMSUN
Smelter and Electrolysis Facility

Eti Bakır's Samsun Smelter and Electrolysis Facility is one of Türkiye's leading integrated copper production facilities, converting copper concentrate into high-purity end products. Copper concentrate is processed through metallurgical operations to produce 99.99% purity cathode copper, making a strategic contribution to Türkiye's economy by reducing import dependency, increasing domestic value creation and strengthening export competitiveness.

Since joining the Cengiz Holding Group in 2004, the facility has undergone continuous modernization through comprehensive investments in production infrastructure. Investments in advanced technologies, digitalization and process optimization have significantly improved efficiency, transforming the facility into a competitive and sustainable production hub.

The facility operates integrated processes including anode casting, sulfuric acid production, flotation (concentrator), smelting, electrolysis, hydrometallurgical processing and fertilizer production. By-products generated throughout the production process are recovered and reused, supporting resource efficiency and the Company's circular economy approach. Employing 1,286 people, the facility also contributes significantly to regional employment through coordinated operations with other Eti Bakır facilities.

Sulfuric acid generated during copper production is recovered and used as a key input in fertilizer manufacturing. This integrated approach both reduces environmental impacts and increases economic value. The existing fertilizer production facility, with an annual capacity of 660,000 tonnes, has strengthened Türkiye's domestic fertilizer supply, while further investments continue to expand local production capacity.

The new fertilizer facility integrated into the Samsun Smelter and Electrolysis Facility commenced operations in 2025. The investment increased annual ABD fertilizer production capacity from 300,000 tonnes to 450,000 tonnes, while annual NPK compound fertilizer capacity reached 720,000 tonnes. As a result, Eti Bakır's total annual fertilizer production capacity has exceeded 1 million tonnes. This investment supports domestic fertilizer security while contributing to the sustainable development of Türkiye's agricultural sector.

Advanced automation systems, rail-connected logistics infrastructure, modern storage facilities and multi-stage emission control technologies enable high levels of operational efficiency while supporting superior environmental performance.

In 2024, the facility also commissioned a grinding media production plant, one of the Company's strategic investments supporting domestic manufacturing and industrial transformation. Established with an investment of approximately USD 8 million, the facility has an annual production capacity of 50,000 tonnes with a diameter range of 9 mm to 150 mm. This investment is expected to reduce import dependency for grinding media while creating additional value for Turkish industry.

INTEGRATED PROCESS FLOW WITHIN THE FACILITY

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Samsun Smelter and Electrolysis Facility

In 2025:

230 THOUSAND TONNES
Ammonium Sulfate
FERTILIZER PRODUCED

92 THOUSAND TONNES
Cathode
COPPER PRODUCED

5,500 TONNES
GRINDING MEDIA PRODUCED

142 THOUSAND TONNES
NP (20:20)
FERTILIZER PRODUCED

1,286
EMPLOYEES

80
Female
EMPLOYEES

103 THOUSAND TONNES
Dap
FERTILIZER PRODUCED

500
TREES PLANTED

Eti Bakır Samsun

The Samsun Smelter and Electrolysis Facility is one of Eti Bakır's strategic production hubs, reflecting the Company's integrated approach through copper production, fertilizer manufacturing, by-product recovery, technological investments and sustainable production practices.

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MAZIDAĞI

Metal Recovery and Integrated Fertilizer Facilities

Eti Bakır's Mazıdağı Metal Recovery and Integrated Fertilizer Facilities, located in Mardin, represent one of Türkiye's most advanced integrated industrial investments. Established through an investment of approximately USD 1.2 billion, the facilities combine advanced production technologies, resource efficiency and circular economy practices. As one of the largest private sector investments in Eastern and Southeastern Türkiye, the project makes a significant contribution to regional development, industrial transformation and employment.

Since commencing operations in 2018, the Mazıdağı Metal Recovery and Integrated Fertilizer Facilities have produced more than 3 million tonnes of fertilizer, marking a significant milestone.

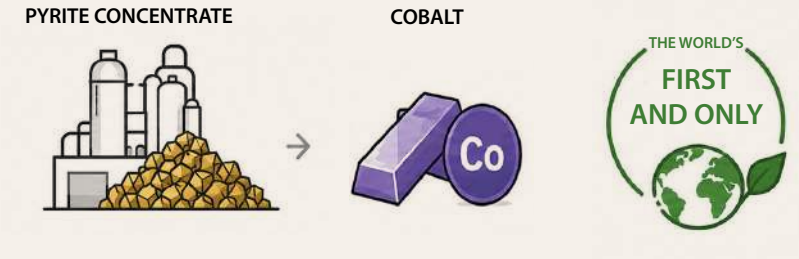
The facilities are distinguished globally by their integrated structure. By recovering valuable metals from pyrite concentrate, they transform industrial by-products into strategic raw materials. Cobalt, nickel, manganese, zinc and copper contained in pyrite concentrate supplied from the Küre Facility are recovered through advanced processing technologies.

With an annual capacity to recover 2,500 tonnes of cobalt, the facilities play a strategic role in supporting industries such as battery technologies, electric vehicles, aerospace and electronics. This circular production model reduces dependence on virgin natural resources, transforms industrial residues into economic value and serves as a strong example of resource efficiency and circular economy practices.

Cobalt recovered from the facilities is supplied to ICoNiChem, Eti Bakır's refining facility in Widnes, England, where it undergoes further refining and is converted into high-value metal products for international markets. Through this integrated value chain, Eti Bakır strengthens its position as a global supplier of strategic metals.

The Mazıdağı Metal Recovery and Integrated Fertilizer Facilities also produce fertilizers using 100% domestically sourced phosphate rock, supporting Türkiye's agricultural sector while reducing import dependency. Through the processing of phosphate resources, the facilities manufacture phosphate-based compound fertilizers, including DAP, NP and NPK, with an annual production capacity of 500,000 tonnes. This integrated production model contributes to national food security, strengthens domestic resource utilization and supports sustainable agricultural production. Integrated processes at the facilities generate sulfuric acid, phosphoric acid, energy and other valuable intermediate products that are utilized within the production system. This industrial symbiosis approach optimizes resource use, increases operational efficiency and minimizes waste.

Beyond creating economic value, the Mazıdağı Facilities contribute to reducing imports of both fertilizers and strategic metals while supporting regional development through employment, local procurement and social investments, generating long-term value for the Mardin region and its surrounding communities.



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Mazıdağı Metal Recovery and Integrated Fertilizer Facilities

In 2025 :

2,172.26 TONNES
COBALT PRODUCED

528,092 TONNES
Compound
FERTILIZER PRODUCED

1,652
EMPLOYEES

92
Female
EMPLOYEES

48,719
TREES PLANTED

Eti Bakır Mazıdağı

The Mazıdağı Metal Recovery and Integrated Fertilizer Facilities embody Eti Bakır's vision for the future of sustainable industry through advanced metal recovery technologies, strategic metal production, domestic fertilizer manufacturing, regional development and circular economy practices, serving as one of the Company's flagship investments.

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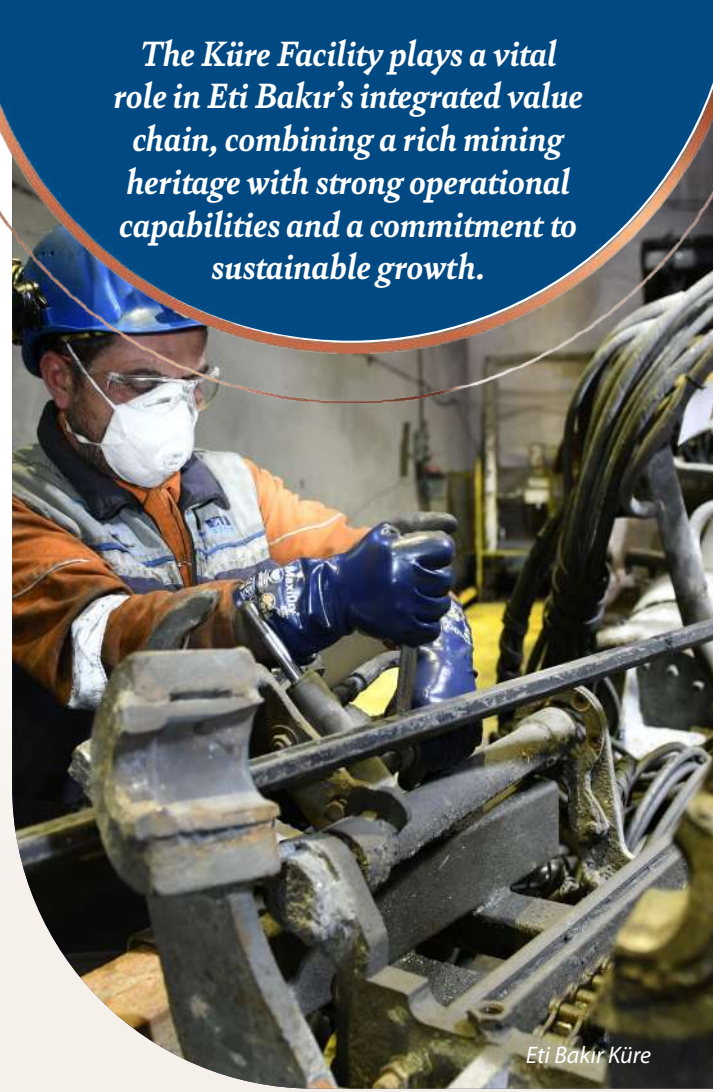
KÜRE FACILITY

The Küre Facility plays a vital role in Eti Bakır's integrated value chain, combining a rich mining heritage with strong operational capabilities and a commitment to sustainable growth.


Eti Bakır Küre

Located in Kastamonu, the Küre Facility is one of Türkiye's most established mining operations, with a long-standing history of copper production. As one of Eti Bakır's strategic mining assets, the facility is distinguished by its deep underground mining capabilities, strong production infrastructure and decades of mining expertise.

Historically known as the "Küre-i Nühas" (Copper Mine), the site has been recognized as one of Anatolia's major copper production centers. Today, the facility carries this rich mining heritage into the future through modern mining technologies while continuing to play a strategic role in Eti Bakır's integrated copper value chain.

The Küre Facility conducts underground copper mining using advanced technologies, digital monitoring systems and efficient ore extraction methods. Copper ore extracted from the mine is processed into copper concentrate through beneficiation processes before being transferred to Eti Bakır's integrated production network for further processing.

With an annual production capacity of 195,500 tonnes of copper concentrate, the Küre Facility is one of the key contributors to the Company's copper production. The facility also supplies the pyrite concentrate processed at the Mazıdağı Metal Recovery and Integrated Fertilizer Facilities, serving as an important source of raw materials for integrated metal recovery operations.

Safety is the highest priority in underground mining operations. The facility operates approximately 12 kilometres of underground decline ramps, 40 production faces, and 13 refuge chambers designed for emergency situations. Ventilation systems, emergency preparedness infrastructure, communication systems and safe working practices support a strong occupational health and safety culture throughout the operation.

The Küre Facility also continues to implement initiatives focused on energy efficiency, equipment modernization, efficient use of natural resources and environmental impact reduction. Through its responsible mining practices, the facility contributes to improving resource efficiency while strengthening operational sustainability.

In 2025:

171 THOUSAND TONNES
Concentrate
COPPER PRODUCED

960 metres
MINE DEPTH

909
EMPLOYEES

32
Female
EMPLOYEES

300
TREES PLANTED

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ADIYAMAN FACILITY

Located in Adıyaman, the Adıyaman Facility is one of Eti Bakır's strategic mining operations, contributing to regional development through its modern mining practices, strong production infrastructure and local employment. As an important source of copper ore within the Company's integrated mining model, the facility supports the continuity of Eti Bakır's integrated value chain.

Commissioned in 2019, the Adıyaman Facility has an annual production capacity of 159,000 tonnes of copper concentrate. Copper ore extracted from the mine is processed through crushing, grinding and flotation before being converted into copper concentrate at the beneficiation plant. The concentrate is subsequently transferred to Eti Bakır's integrated production network, where it is processed into high-value products.

With an estimated 13-year mine life, the operation supports long-term production planning while making a sustained contribution to the regional economy.

Beyond its production activities, the Adıyaman Facility creates significant socioeconomic value through employment. Providing direct employment to 494 people, the facility contributes to local economic development while supporting workforce development, occupational skills enhancement and safe working conditions.

Occupational health and safety, environmental management and responsible resource use remain fundamental priorities across all operations. Through initiatives focused on risk prevention, environmental performance improvement and the efficient use of natural resources, the Adıyaman Facility continues to strengthen its commitment to responsible and sustainable mining.

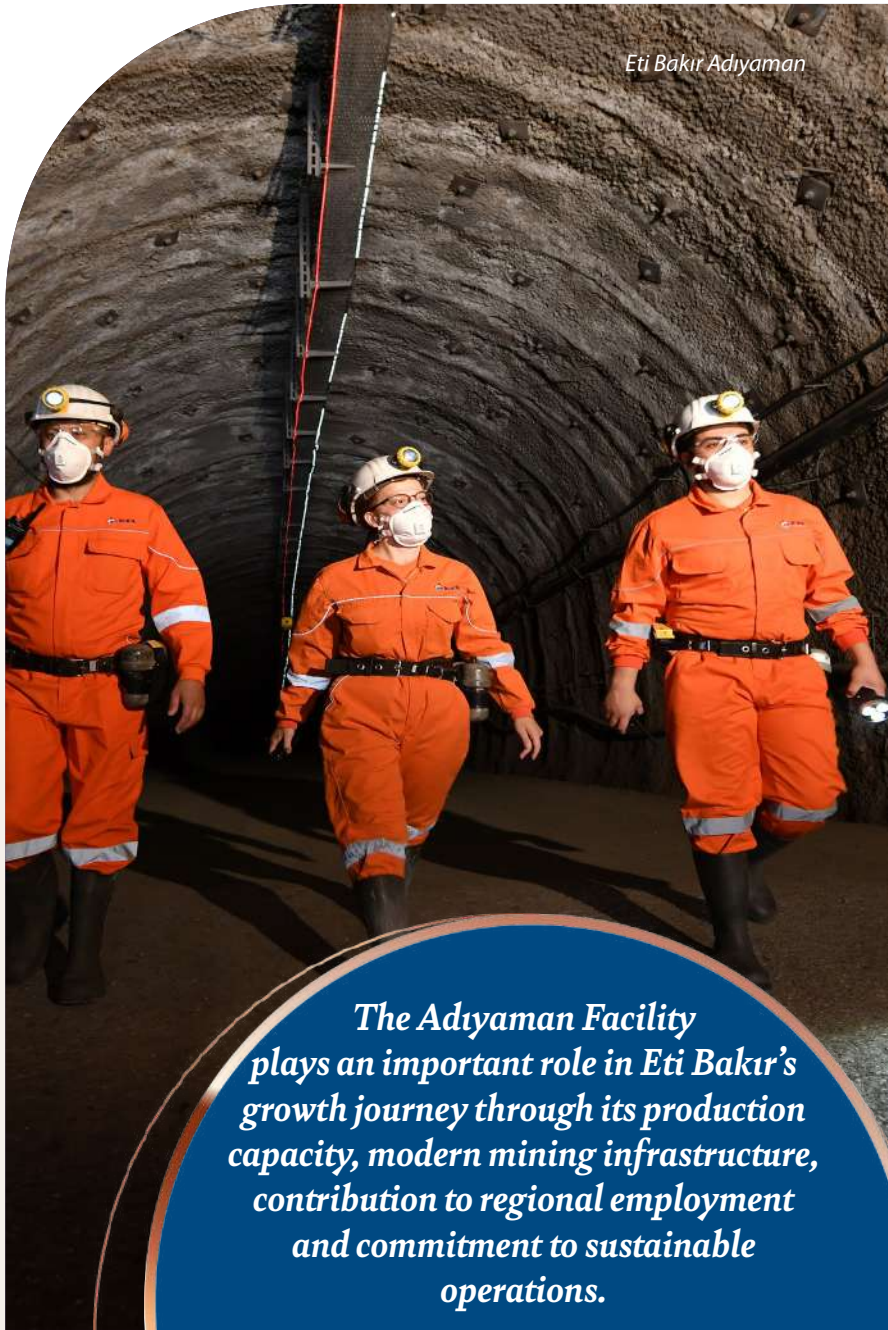
In 2025:

162 THOUSAND TONNES
Concentrate **COPPER PRODUCED**

494 **EMPLOYEES**

10 Female **EMPLOYEES**

1.000 **TREES PLANTED**


Eti Bakır Adıyaman

The Adıyaman Facility plays an important role in Eti Bakır's growth journey through its production capacity, modern mining infrastructure, contribution to regional employment and commitment to sustainable operations.

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CERATTEPE FACILITY

The Cerattepe Facility plays a strategic role in Eti Bakır's sustainable growth vision through its innovative logistics solutions, underground mining model and contribution to the Company's integrated value chain.

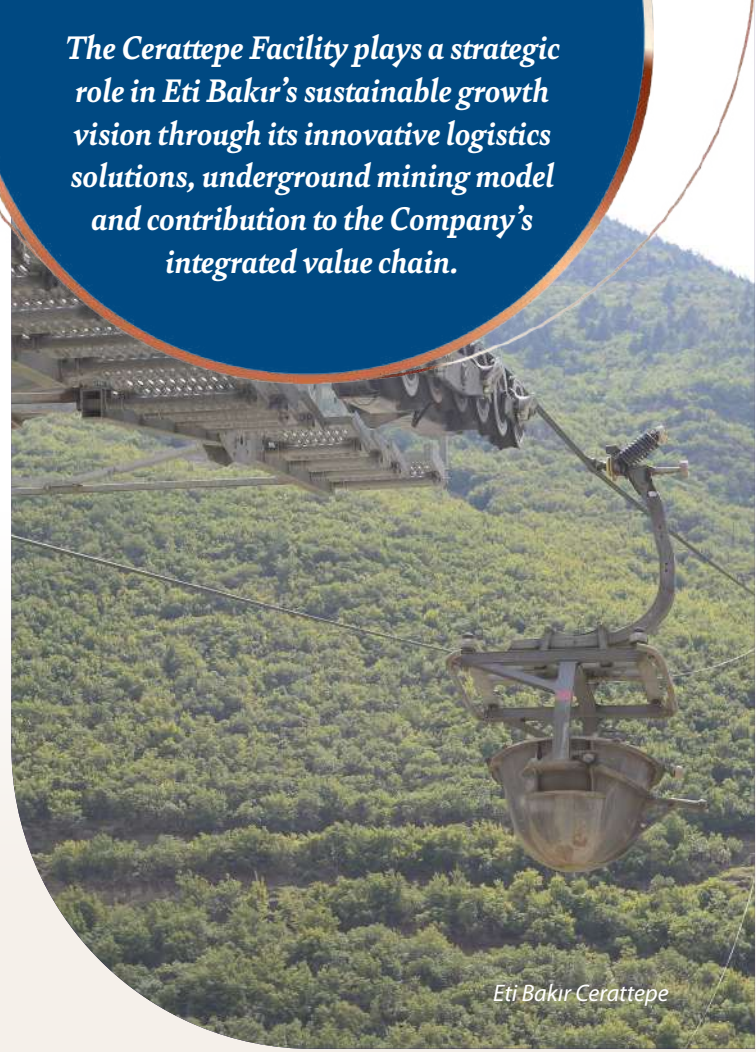
Located in Artvin, the Cerattepe Facility is one of Eti Bakır's key mining operations, combining responsible natural resource management with modern mining practices. The facility operates with a planned production model that balances efficient resource utilization with the protection of environmentally sensitive areas.

Commissioned in 2018, the Cerattepe Facility carries out underground copper mining. By employing underground mining methods, surface disturbance and land use are minimized, contributing to the preservation of the region's natural environment.

Innovative logistics infrastructure further supports the facility's environmental performance. Ore extracted from the mine is transported through a 4,808-metre-long ropeway system comprising 52 towers, significantly reducing the need for road transportation and minimizing associated environmental impacts.

The facility has an annual ore production capacity of 600,000 tonnes. Extracted ore is processed into copper concentrate at Eti Bakır's Murgul Facility through beneficiation processes. The concentrate is subsequently transported to the Samsun Smelter and Electrolysis Facility, where it undergoes advanced metallurgical processing to produce 99.99% purity cathode copper. Through this integrated production model, the Cerattepe Facility forms an important part of Eti Bakır's value chain, extending from ore extraction to finished products.

Occupational health and safety, environmental management and operational excellence remain core priorities at the Cerattepe Facility. Continuous improvement initiatives, including risk management practices, environmental monitoring systems and process optimization, support the facility's commitment to responsible mining. In addition to its economic contribution, the operation creates employment opportunities and generates value for the regional supply chain, supporting sustainable regional development.


Eti Bakır Cerattepe

In 2025:

480 THOUSAND TONNES Copper **ORE PRODUCED**

4,808 metres **ROPEWAY LINE**

1,600 TONNES **ORE TRANSPORTED DAILY BY ROPEWAY**

262 **EMPLOYEES**

8 Female **EMPLOYEES**

200 **TREES PLANTED**

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İZMİR FACILITY

Located in İzmir, Eti Bakır's Halıköy and Emirli Facilities are among the Company's strategic mining operations, combining a long-standing mining heritage with modern production practices. As one of Türkiye's leading antimony production sites, the facilities preserve their historical mining legacy while advancing operations through contemporary mining technologies.

The Halıköy region has been recognized as an important mining district for centuries. Antimony mining activities in the area date back to the 1800s, while modern mining operations began in 2007, following the integration of the İzmir Facility into Eti Bakır. Since then, investments in modernization and underground mining technologies have continuously enhanced operational performance.

Ore extracted through underground mining methods is processed through beneficiation to produce antimony concentrate, which is supplied for further industrial applications.

Thanks to its alloying properties and superior technical performance, antimony is a strategic mineral used across a wide range of industries, including defence, automotive, aerospace, electronics, chemicals, glass and ceramics, making it an important critical raw material for industrial production.

With an annual production capacity of approximately 1,100 tonnes of antimony concentrate, the Halıköy Facility is one of Türkiye's leading producers of antimony. By contributing to domestic production capacity, the facility helps reduce import dependency while strengthening the country's access to critical raw materials.

The facility also plays an important role in regional development through employment. Providing direct employment for approximately 205 people, the Halıköy Facility supports the local economy while creating social value through workforce development, occupational health and safety, and responsible mining practices.

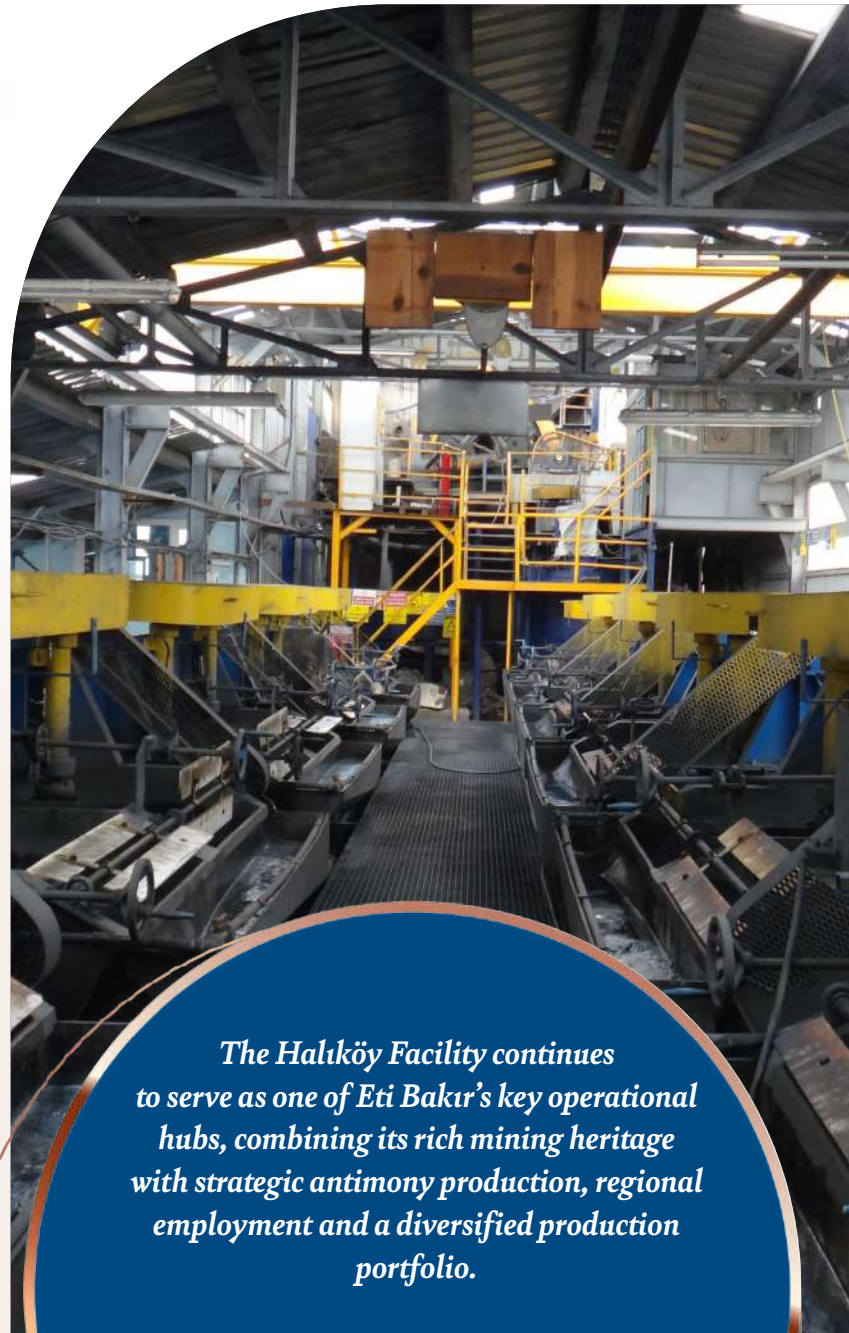
In 2025:

818 TONNES
Antimony **CONCENTRATE PRODUCED**

167
EMPLOYEES

9
Female EMPLOYEES

80
TREES PLANTED



The Halıköy Facility continues to serve as one of Eti Bakır's key operational hubs, combining its rich mining heritage with strategic antimony production, regional employment and a diversified production portfolio.

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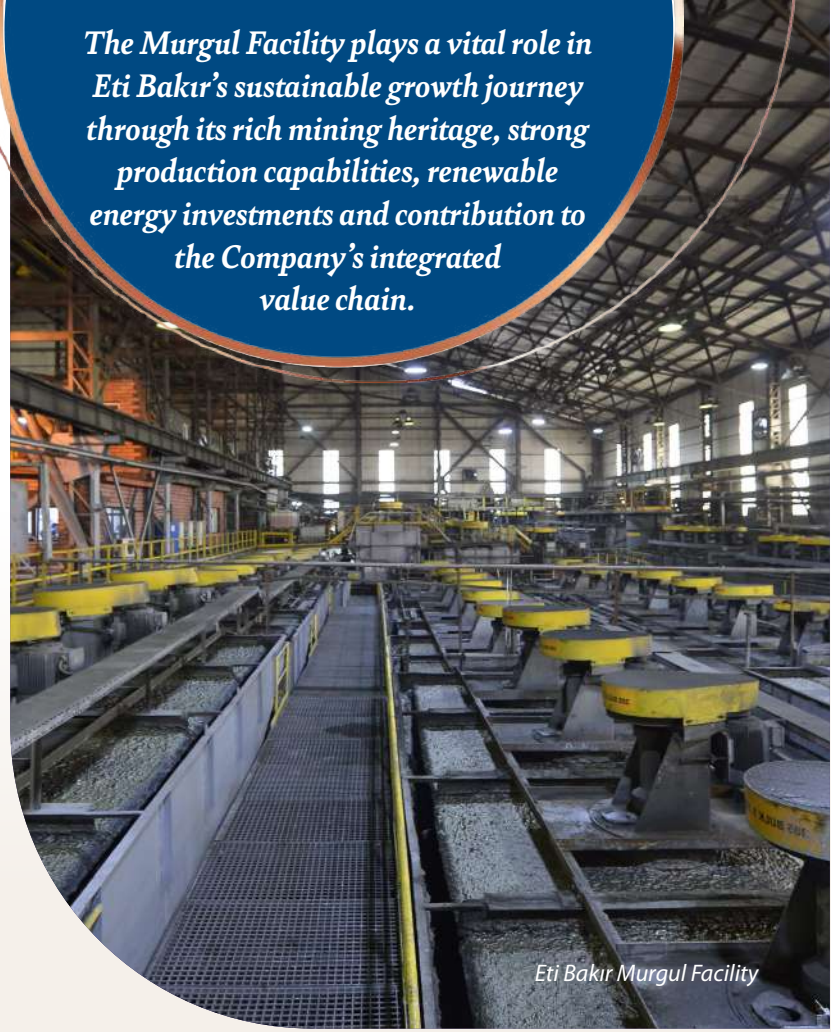
MURGUL FACILITY

The Murgul Facility plays a vital role in Eti Bakır's sustainable growth journey through its rich mining heritage, strong production capabilities, renewable energy investments and contribution to the Company's integrated value chain.


Eti Bakır Murgul Facility

Located in Artvin, the Murgul Facility holds a unique place in Türkiye's mining history as the country's first copper mine to commence official operations during the Republican era. Since starting production in 1951, the facility has played a significant role in the development of Türkiye's mining industry by transforming domestic natural resources into economic value.

With its long-established mining heritage, the Murgul Facility is now one of Eti Bakır's strategic production hubs, supported by modern production infrastructure, strong operational capabilities and an integrated production model. The facility operates across three mining sites, consisting of one open-pit mine and two underground mines.

The Murgul Facility has an annual production capacity of 155,122 tonnes of copper concentrate and 100,000 tonnes of pyrite concentrate. Ore extracted from the mines is processed through beneficiation to produce copper concentrate, which is then supplied to Eti Bakır's integrated value chain.

Copper concentrate produced at the facility is transported via a pipeline system to the Hopa Logistics Port, where it undergoes filtration and drying before being shipped to the Samsun Smelter and Electrolysis Facility. There, it is further processed into 99.99% purity cathode copper, forming an integral part of Eti Bakır's end-to-end copper value chain.

The Murgul Facility also stands out for its investments in energy management. The 20 MW hydroelectric power plant (HPP) located within the facility meets a significant portion of its energy demand through renewable electricity generation. This investment reduces dependence on fossil fuels, improves energy efficiency and contributes to lowering the Company's carbon footprint.

In 2025:

113 THOUSAND TONNES
Concentrate **COPPER PRODUCED**

87 THOUSAND TONNES
Concentrate **PYRITE PRODUCED**

62.5 KM
COPPER CONCENTRATE TRANSPORT PIPELINE

577
EMPLOYEES

27
Female **EMPLOYEES**

1,000
TREES PLANTED

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SİİRT FACILITY

Located in the Madenköy region of Siirt, the Siirt Facility is one of Eti Bakır's strategic mining operations, distinguished by its advanced engineering infrastructure, modern underground mining practices and high level of automation. As one of the Company's newest facilities, it serves as a benchmark for technology-driven mining applications.

The Siirt Facility operates using the underground block caving mining method, minimizing surface impacts while ensuring the efficient utilization of natural resources. Advanced equipment, digital control systems and automated mining technologies enhance operational safety, efficiency and productivity. The facility has an annual production capacity of 90,000 tonnes of copper concentrate.

One of the facility's key engineering achievements is its integrated underground transportation infrastructure, comprising a 669-metre-deep shaft and a 4.5-kilometre inclined conveyor system. This system enables the safe and efficient transport of ore and equipment while supporting the continuity of underground mining operations.

Underground mining activities extend across 42 kilometres of tunnels, with an average daily production of approximately 1 million tonnes of ore. Located approximately 46 kilometres from Siirt city centre, the facility makes a significant contribution to regional industrial development and economic growth.

Beyond its production activities, the Siirt Facility creates value through employment, local procurement and regional economic development. By supporting the local workforce and strengthening economic activity in the region, the facility plays an important role in Eti Bakır's contribution to sustainable regional development.

In 2025:

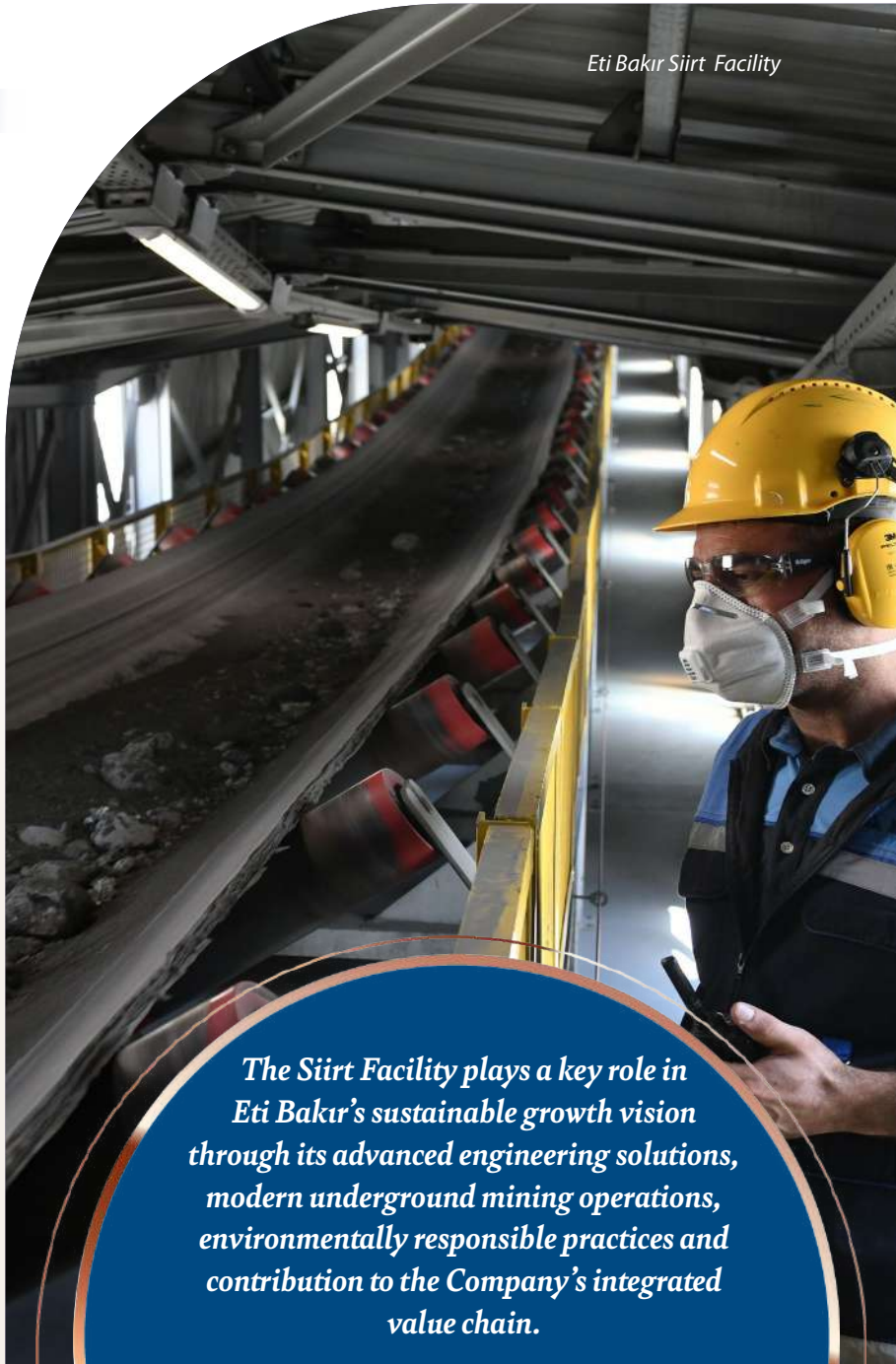
76 THOUSAND TONNES
Concentrate **COPPER PRODUCED**

1 MILLION TONNES
RUN-OF-MINE ORE PRODUCED

856
EMPLOYEES

14
Female **EMPLOYEES**

53,925
TREES PLANTED



Eti Bakır Siirt Facility

The Siirt Facility plays a key role in Eti Bakır's sustainable growth vision through its advanced engineering solutions, modern underground mining operations, environmentally responsible practices and contribution to the Company's integrated value chain.

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Milestones

1935
Murgul mining fields commenced operations under the General Directorate of Mineral Research and Exploration (MTA).

1937
The operation was transferred to Etibank.

1951
The Murgul mine resumed operations under the management of MTA.

1973
The Samsun Smelter was commissioned with the first ignition.

1979
Production commenced at the Halıköy mining fields.

1987
Copper concentrate production began at the Küre Facility.

2004
Eti Bakır A.Ş. was acquired from the Privatization Administration and became part of Cengiz Holding.

2010
The capacity expansion of the 20 MW hydroelectric power plant at the Murgul Facility was completed.

2011
An investment was made in the electrolysis unit as part of the modernization program at the Samsun Smelter.

2018
The Mazıdağı Metal Recovery and Integrated Fertilizer Facilities, established with an investment of approximately USD 1.2 billion, commenced operations.

2025
The Samsun Integrated Fertilizer Facility, established with an investment of approximately USD 150 million, commenced operations.

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Integrated Production Process and Products

Eti Bakır has established a unique position in Türkiye's mining industry through its integrated production model, spanning the entire value chain from mining to refined end products. The Company creates high added value by integrating mining, mineral processing, smelting, refining, recycling and fertilizer production within a single value chain. Through its operations across different regions of Türkiye, Eti Bakır produces strategic and critical minerals such as copper, cobalt, antimony and zinc, while also supporting the chemicals and fertilizer industries through its integrated production structure.

Each ore extracted by Eti Bakır is processed through dedicated production routes tailored to its specific characteristics and intended end use. This integrated approach maximizes resource efficiency, increases recovery rates and ensures the highest possible economic value from natural resources.

COPPER COBALT NICKEL

ZINC ANTIMONY PHOSPHATE FERTILIZERS

Eti Bakır Mazıdağı Facility

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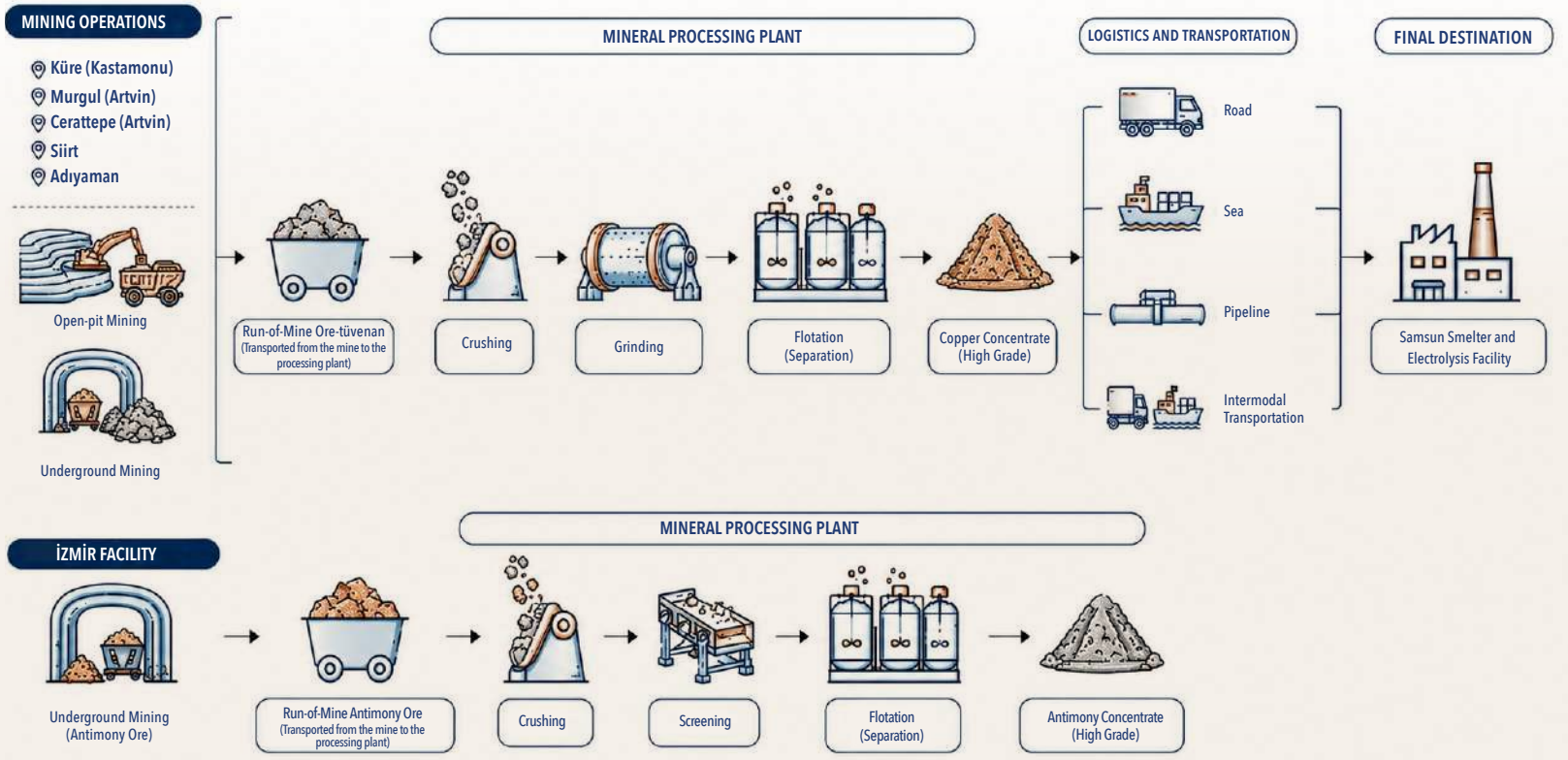
Mining and Mineral Processing

Eti Bakır produces copper ore through both open-pit and underground mining operations at its facilities in Kastamonu (Küre), Artvin (Murgul and Cerattepe), Siirt and Adıyaman. Following geological exploration and reserve development activities, run-of-mine ore is transported to on-site mineral processing plants.

During the mineral processing stage, the ore is first crushed and ground to the required particle size. Through flotation, copper minerals are separated from other mineral components, producing high-grade copper concentrate.

Depending on the logistics infrastructure of each operation, the copper concentrate is transported to the Samsun Smelter and Electrolysis Facility by road, sea, pipeline or intermodal transportation. This integrated supply chain ensures the efficient movement of materials from mining operations to final metal production.

At the Halıköy Facility in İzmir, antimony ore extracted through underground mining is processed through crushing, screening and flotation to produce antimony concentrate.



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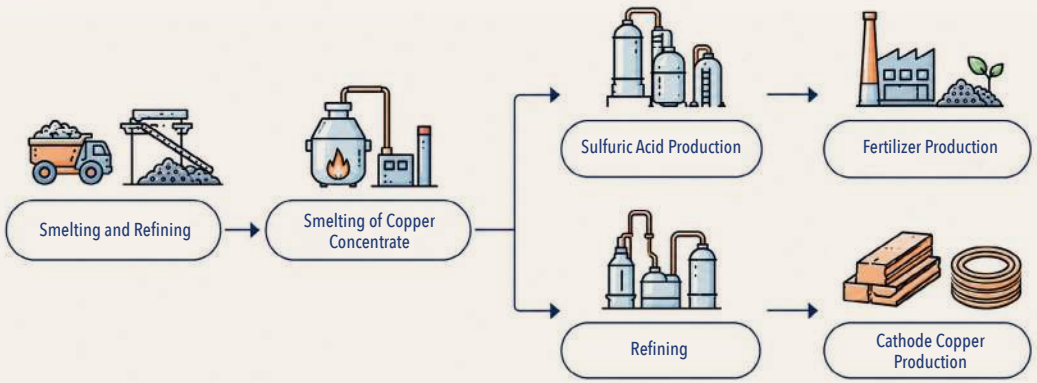
Cathode Copper and Chemical Production

The Samsun Smelter and Electrolysis Facility is at the heart of Eti Bakır's integrated production model. Copper concentrate received from the Company's mining operations is smelted to produce blister copper with a purity of approximately 98–99%. The blister copper is then refined through the electrolysis process to produce 99.99% purity cathode copper.

In addition to copper production, the facility manufactures a range of chemical and industrial products. Sulfur dioxide (SO_2) generated during the smelting process is recovered and converted into sulfuric acid. Through the reaction of sulfuric acid with ammonia, ammonium sulfate fertilizer is produced. The Air Separation Facility supplies industrial gases such as oxygen, nitrogen and argon, which are utilized throughout the production processes.

The Grinding Media Production Facility, commissioned in 2024, has an annual production capacity of 50,000 tonnes. This investment supports the domestic production of grinding media, a strategic industrial product widely used in the mining sector.



Eti Bakır Samsun Facility

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Integrated Metal Recovery and Fertilizer Production

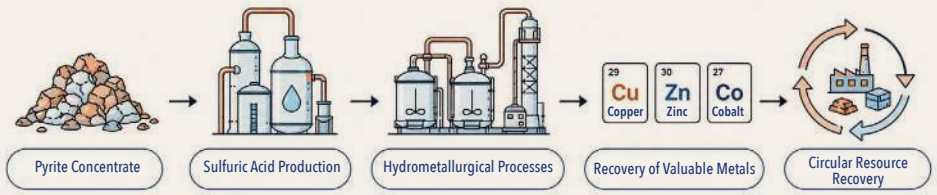
The Mazıdağı Metal Recovery and Integrated Fertilizer Facilities, located in Mardin, are among the world's most innovative industrial complexes. The facilities are distinguished by their integrated production model, where cobalt is recovered from pyrite concentrate. This unique investment represents one of the strongest examples of the circular economy in the mining industry.

At the facilities, pyrite concentrate is processed to produce sulfuric acid, followed by advanced hydrometallurgical processes that recover copper, zinc, cobalt and other valuable metals. Through this integrated approach, materials previously considered by-products are transformed into valuable resources and returned to the economy.

Phosphate ore extracted from the Mazıdağı deposit is processed with sulfuric acid to produce phosphoric acid, which is then reacted with ammonia to manufacture DAP and other phosphate-based fertilizers. Process residues generated during production are recovered through integrated recycling systems and reused within the production cycle.

The integrated production model combines metal recovery, chemical production, energy efficiency and fertilizer manufacturing within a single industrial ecosystem, maximizing resource efficiency and value creation.

In addition, the Integrated Fertilizer Facility at the Samsun Smelter and Electrolysis Facility, commissioned in 2025, has an annual production capacity of 450,000 tonnes of ABD fertilizer and up to 720,000 tonnes of NP/NPK compound fertilizer, depending on market demand.



Eti Bakır Mazıdağı Facility

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Integrated Value Chain

Eti Bakır places its integrated value chain at the core of its operations by managing the entire production process—from mining to finished products—within a unified industrial ecosystem. This integrated model encompasses mining, mineral processing, smelting, refining, metal recovery and the production of end products, maximizing value creation from Türkiye's domestic natural resources.

Through the integration of mining operations located across different regions of Türkiye with advanced production facilities in Samsun and Mazıdağı, Eti Bakır ensures uninterrupted material flows and high operational efficiency. Ore extracted from the mines is processed into concentrate through mineral processing, followed by smelting and electrolysis to produce high-purity cathode copper. Throughout the production cycle, intermediate products and by-products are recovered and reused through metal recovery and fertilizer production processes, maximizing resource efficiency and economic value.

The resulting industrial symbiosis model creates a multi-layered production ecosystem that integrates the mining, chemicals and agriculture sectors. Sulfur dioxide generated during smelting is converted into sulfuric acid, which is subsequently used in fertilizer production. Likewise, cobalt recovered from pyrite concentrate demonstrates the strong integration between different production processes. This approach minimizes waste generation, optimizes resource utilization and maximizes value creation.

The integrated value chain also enhances the use of domestic resources by producing high-value strategic products. By managing production processes in an integrated manner, the Company strengthens supply chain resilience, improves logistics efficiency and supports the sustainable use of critical raw materials.

Furthermore, the integrated production model enables the systematic management of environmental and social impacts. Metal recovery, energy efficiency and resource optimization initiatives improve environmental performance, while employment generation, local procurement and regional development contribute to long-term economic and social value creation.

Sustainable and high-value-added production from domestic resources

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STAGE	KEY ACTIVITIES	LOCATIONS / FACILITIES	KEY OUTPUTS	VALUE CREATED	SUSTAINABILITY IMPACT
 **1. Resource Development and Reserve Management**	Geological exploration, drilling, resource modelling, mine planning and design	Küre, Murgul, Cerattepe, Adıyaman, Siirt, Halıköy, Mazıdağı	Confirmed mineral reserves and mine production plans	Long-term production continuity and resource security	Planned and efficient utilization of natural resources
 **2. Ore Production**	Open-pit and underground mining, drilling and blasting, excavation, loading and transportation	Küre, Murgul, Cerattepe, Adıyaman, Siirt, Halıköy, Mazıdağı	Run-of-mine copper ore, antimony ore, pyrite ore and phosphate rock	Domestic raw materials supplied to the economy	Reduced dependence on imported raw materials
 **3. Mineral Processing**	Crushing, grinding, flotation, filtration and thickening processes	Küre, Murgul, Adıyaman, Siirt and other mineral processing facilities	Copper concentrate, antimony concentrate, pyrite concentrate and phosphate concentrate	Higher-grade products and improved logistics efficiency	Increasing recovery rates
 **4. Integrated Logistics Management**	Pipeline, ropeway, road, rail and maritime transport, port operations and inventory management	Hopa Port, Samsun Port and site logistics connections	Continuous and secure supply of raw materials	Operational continuity and cost optimization	Fuel and time efficiency
 **5. Smelting and Refining**	Smelting, electrolysis and refining processes	Samsun Smelter and Electrolysis Facility	Cathode copper (99.99% purity) and blister copper	Production of high-value-added final products	Domestic metal production and reduced import dependency

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STAGE	KEY ACTIVITIES	LOCATIONS / FACILITIES	KEY OUTPUTS	VALUE CREATED	SUSTAINABILITY IMPACT
 **6. Chemical and By-product Production**	Smelter off-gas recovery, sulfuric acid production and air separation	Samsun, Mazıdağı	Sulfuric acid, calcine, steam, oxygen, nitrogen and argon	Creating economic value from by-products	Emission reduction and resource circularity
 **7. Fertilizer Production**	Chemical reactions, granulation and packaging	Samsun (new facility commissioned in 2025), Mazıdağı	Ammonium sulfate, DAP, NP, NP+Zn and NPK fertilizers	Supply of domestically produced fertilizers for the agricultural sector	Food security and sustainable agriculture
 **8. Metal Recovery**	Hydrometallurgical processes, autoclave processing, precipitation and separation	Mazıdağı Metal Recovery Facility	Cobalt, zinc and copper products	Bringing critical minerals into the economy	Transforming waste into value (circular economy)
 **9. Sub-industry Products**	Grinding media production and industrial gas production	Samsun	Grinding media and industrial gases	Domestic production of intermediate goods	Supply chain resilience
 **10. Market Introduction and Value Distribution**	Domestic sales, exports and sectoral supply	Türkiye and international markets	Industrial and agricultural inputs	Export revenue and contribution to the current account balance	National economic sustainability

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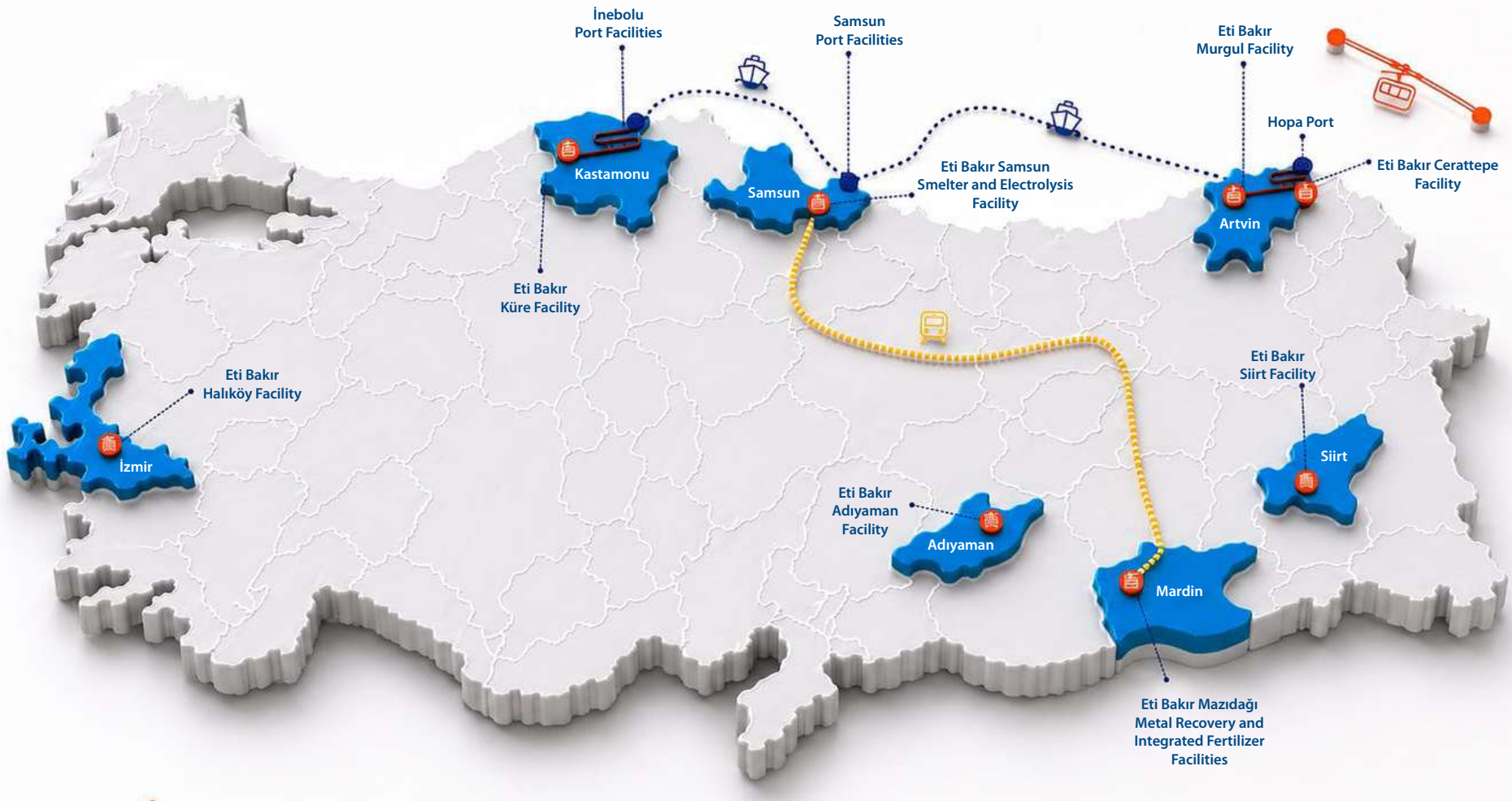
INTEGRATED STRENGTH, LOW-CARBON FUTURE

The Strategic Importance of Eti Bakır



Sustainability Approach

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Sustainability Journey

STEP 1

Foundation and Governance (2020)

A sustainability governance framework and the related organizational structure were established. Initial work was launched to identify the Company's priority sustainability topics.

STEP 2

Awareness and Strategic Positioning (2021–2022)

Sustainability was integrated into business strategies, with energy management, emissions reduction and resource efficiency identified as strategic priorities. Company-wide awareness initiatives were implemented.

STEP 3

Management Systems and Certification (2023)

The ISO 50001 Energy Management System was established, and the certification process was completed. Management systems were further aligned with the Company's sustainability objectives.

STEP 4

Reporting and Transparency (2023–2024)

A sustainability reporting framework was developed to monitor and disclose sustainability performance, culminating in the publication of the Company's first Sustainability Reports.

STEP 5

Scaling and Stakeholder Engagement (2024)

The sustainability management approach was expanded across the organization through the active participation of employees, technical teams and management. Stakeholder engagement was strengthened and feedback mechanisms were further enhanced.

STEP 6

Training and Capacity Building (2024)

Sustainability training programmes were delivered across different functions, enhancing sustainability knowledge and implementation capabilities throughout the Company while fostering a culture of continuous improvement.

STEP 7

Strategic Alignment and Targets (2024)

Medium- and long-term targets were established for climate change, the circular economy and resource efficiency. Environmental, social and economic priorities were addressed through an integrated strategic approach.

STEP 8

Institutionalization and Integration (2025)

The sustainability governance framework was expanded across all facilities, strengthening sustainability management throughout the organization. With the publication of Eti Bakır's first consolidated Sustainability Report, the Company achieved an important milestone in its corporate reporting journey.

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Sustainability Strategy

Eti Bakır has adopted an integrated sustainability approach that encompasses environmental, social and governance (ESG) priorities while reinforcing its leading position in the metals industry. Through its integrated value chain extending from mining to finished products, the Company places the efficient use of natural resources and the production of high-value products at the core of its business model, creating long-term value for all stakeholders.

The Company's sustainability strategy is built around key priorities including operational excellence, resource efficiency, climate action, employee well-being and value creation for society. This approach not only supports continuous improvements in operational performance but also strengthens the Company's ability to manage future risks and capitalize on emerging opportunities.

Climate Action, Energy Performance and Environmental Impact

Eti Bakır systematically manages the environmental impacts arising from its operations while pursuing continuous improvement. Reducing greenhouse gas emissions, improving energy efficiency and promoting the efficient use of natural resources are among the Company's strategic priorities.

Across its facilities, investments in advanced technologies and digital infrastructure are continuously evaluated to enhance operational performance. Energy efficiency initiatives and renewable energy investments contribute to reducing the Company's carbon footprint.

The recovery and reuse of by-products further strengthen the Company's circular economy approach by minimizing waste generation while creating additional economic value.

Leadership in Sustainability

Eti Bakır's achievements in sustainability have been recognized by leading organizations, reflecting the Company's commitment to responsible business practices. One of the most notable examples is the Fast Company's "Sustainable Leaders 50" program, where Eti Bakır was honored with the "Leader in Sustainable Management Systems" award and was also recognized among Türkiye's Sustainable Leaders. These achievements demonstrate the Company's strong leadership, innovative approach and long-term commitment to embedding sustainability across its business.

"Creating Sustainable Value from Natural Resources"

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Investing in People and a Strong Safety Culture

At Eti Bakır, people are at the heart of sustainable growth. The Company is committed to providing a healthy, safe and inclusive working environment where employees can develop both professionally and personally.

Occupational health and safety is embedded across all operations as a fundamental business priority. Through a proactive approach to risk management, continuous training, talent development and career planning, Eti Bakır supports the well-being, competence and long-term development of its workforce.

Promoting a strong safety culture, achieving zero lost-time injuries, and encouraging active employee participation form the foundation of the Company's occupational health and safety approach.

Promoting a strong safety culture, striving for zero lost-time injuries and fostering active employee participation are the cornerstones of our approach to occupational health and safety.

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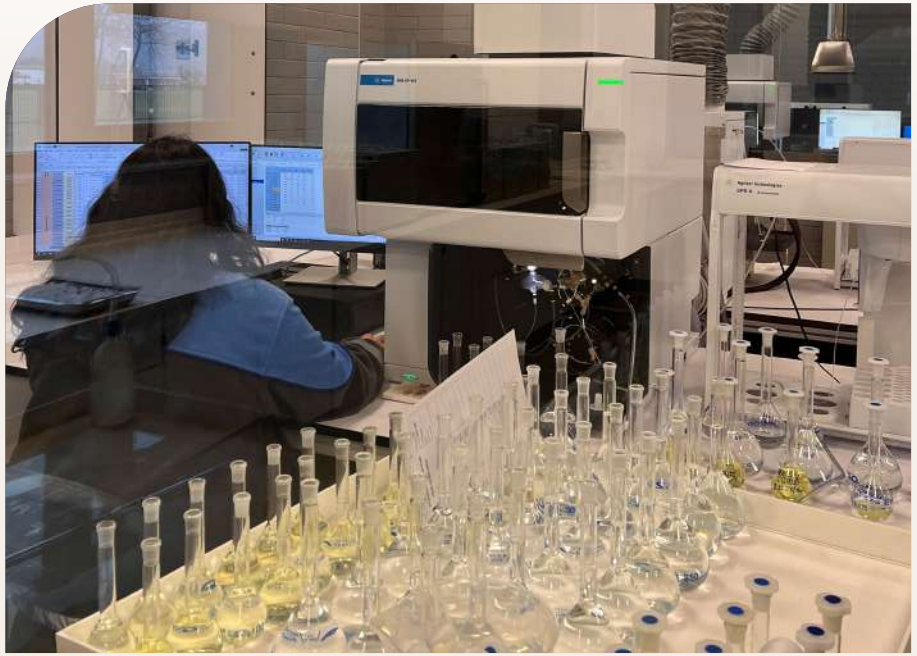
Research, Innovation and Technology-Driven Transformation

Eti Bakır strengthens its sustainable production model through continuous investments in technology and innovation. Its research and development activities contribute to improving operational efficiency, reducing environmental impacts and developing innovative products and processes.

Advanced technological solutions enhance operational performance while optimizing resource utilization. Through digitalization and data-driven management practices, the Company improves process traceability, operational efficiency and informed decision-making.

Advanced technological solutions enhance operational performance while optimizing the use of natural resources.



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Community Development and Local Impact

Eti Bakır supports the economic and social development of the regions where it operates through a responsible and sustainable approach. By creating employment opportunities, strengthening local supply chains and investing in community development, the Company contributes to long-term regional prosperity.

Projects focusing on education, infrastructure, environmental protection and social development form an integral part of Eti Bakır's long-term value creation strategy. Close collaboration with local stakeholders further supports the achievement of sustainable development objectives.

Ethics, Compliance and Transparency

Eti Bakır conducts its operations in accordance with the principles of ethics, transparency and accountability. All business activities are carried out in compliance with applicable laws, regulations and internationally recognized standards, while ethical values remain a cornerstone of the Company's corporate culture.

Compliance processes are supported by internal control mechanisms and risk management practices that enable the systematic monitoring of operational and corporate risks. Ethics reporting channels and awareness programmes encourage employees to actively contribute to maintaining a strong culture of integrity.

Projects in education, infrastructure, environmental protection and social development are an integral part of the Company's long-term value creation strategy.

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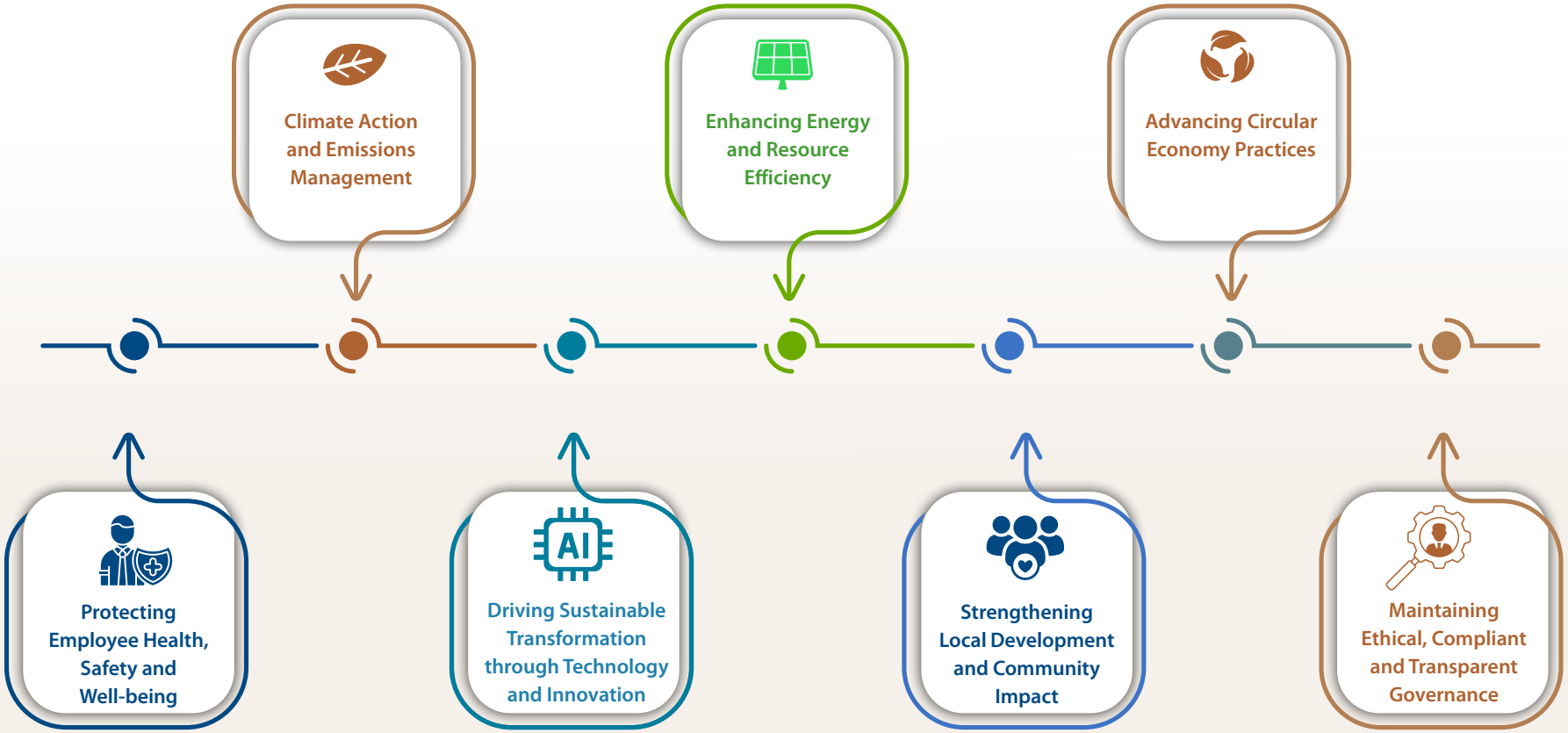
Strategic Priorities

Eti Bakır's sustainability strategy is built around the following strategic priorities:



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Sustainability Governance

At Eti Bakır, sustainability governance is designed to integrate strategic decision-making with operational implementation, ensuring that sustainability objectives are embedded across the organization. Sustainability is recognized as an integral part of the Company's business model, with environmental, social and economic considerations incorporated into decision-making processes.

The governance model establishes clear roles and responsibilities while enabling the systematic monitoring of sustainability performance. Through this structure, the sustainability approach is implemented across all business units, ensuring that activities carried out at different facilities are managed in line with common standards. The governance framework also supports the continuous improvement of sustainability performance through an effective and dynamic management system.

Governance and Decision-Making

The Company's sustainability agenda is overseen by the Sustainability Committee, chaired by the General Manager. The Committee brings together representatives from different functions and operational units to ensure the effective implementation of the sustainability strategy and the integration of sustainability priorities into business decisions.

The Committee's activities cover key topics including climate change, environmental performance, occupational health and safety, human resources, supply chain management and innovation. Short-, medium- and long-term objectives are established, performance indicators are regularly monitored, and strategic decisions are taken based on progress against these objectives.

Decision-making processes are supported by the active participation of employees, suppliers, customers, public institutions and local communities. This collaborative approach strengthens the scope, effectiveness and continuous development of Eti Bakır's sustainability strategy.

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Coordination and Implementation Structure

The effective implementation of Eti Bakır's sustainability objectives is supported through a central coordination structure. The Coordination Team is responsible for communicating the sustainability strategy across business units, monitoring implementation and systematically tracking sustainability performance.

This structure enables the consistent implementation of sustainability initiatives across different facilities. During implementation, performance data are regularly collected, analyzed and reported, ensuring that sustainability performance is managed in a transparent, measurable and comparable manner.

The coordination process is also supported by employee feedback and evaluation mechanisms, providing valuable input for improving implementation and identifying opportunities for continuous development.

Cross-Functional Working Groups and Operational Integration

Eti Bakır's sustainability strategy is implemented through dedicated cross-functional working groups. Each group is responsible for managing sustainability topics within its area of expertise and developing practical solutions to improve performance.

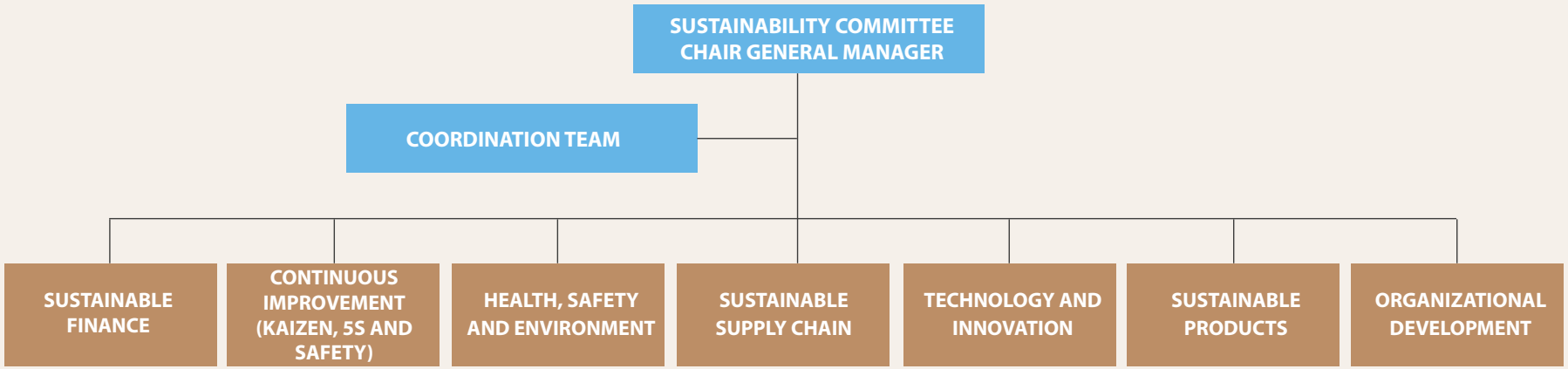
The working groups are organized under the following themes:

- **Sustainable Finance**
- **Sustainable Supply Chain**
- **Technology and Innovation**
- **Health, Safety and Environment**
- **Sustainable Products**
- **Continuous Improvement (Kaizen, 5S and Safety)**
- **Organizational Development**

This structure ensures that sustainability objectives are embedded into day-to-day operations rather than remaining solely at the strategic level.

The activities of each working group are regularly monitored and evaluated. Outcomes are reported to the Sustainability Committee through the Coordination Team, enabling sustainability management to operate as a performance-driven system focused on measurable results and continuous improvement.

GOVERNANCE STRUCTURE



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Stakeholder Engagement

Eti Bakır considers long-term and trust-based relationships with its stakeholders to be an integral part of its business approach. The Company seeks to understand the expectations and priorities of its stakeholders while integrating this feedback into its decision-making processes.

Stakeholder engagement extends beyond one-way communication and is built on mutual dialogue and continuous feedback. Through regular interaction with customers, suppliers, employees, local communities, public authorities and other key stakeholder groups, Eti Bakır evaluates diverse perspectives and incorporates them into its sustainability strategy.

A variety of engagement channels, including meetings, site visits, digital platforms, surveys and feedback mechanisms, are used to ensure effective and continuous communication with each stakeholder group.

Stakeholder feedback plays a vital role in identifying, assessing and reviewing sustainability priorities. This input helps the Company identify risks at an early stage, define improvement opportunities and better evaluate emerging opportunities.

Strong relationships with local stakeholders remain particularly important in the regions where Eti Bakır operates. Collaboration with local communities, public authorities and other regional stakeholders supports the effective management of social impacts and contributes to sustainable regional development.

Eti Bakır views every engagement as an opportunity for continuous improvement and regularly reviews its processes in light of stakeholder feedback.

Stakeholder Group	Engagement Platforms	Frequency
Customers	E-mail, telephone, meetings, social media, face-to-face meetings, trade fairs	●●●●●
Suppliers	E-mail, telephone, meetings, site visits	●●●●●
Employees	E-mail, intranet, meetings, surveys	●●●●○
Holding Company	Meetings, reporting, digital platforms	●●●●●
Group Companies	Meetings, joint initiatives	●●●●●
Public Authorities	Official correspondence, meetings	●●●●●
Local Communities	Face-to-face meetings, community projects	●●●○○
Peer Companies	Meetings, business association platforms	●●○○○
Financial Institutions	Meetings, reporting, e-mail	●●●○○
Industry Associations	Meetings, collaborative projects	●●●○○
Non-Governmental Organizations (NGOs)	Meetings, community projects	●●●○○
Customs Consultancy Firms	E-mail, operational communication	●●○○○
University Collaborations	Joint projects, seminars	●●○○○
Intermediary Institutions	E-mail, telephone, meetings	●●○○○
Subcontractors	Meetings, site visits	●●●●●

●●●●● Very High
●●●●○ High
●●●○○ Medium
●●○○○ Low

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Material Topics

At Eti Bakır, the identification of material sustainability topics is based on a structured assessment process that evaluates the environmental, social and economic impacts of the Company's activities. This approach ensures that resources are directed toward the areas of greatest significance, supporting long-term value creation.

The materiality assessment considers international sustainability developments, sector trends and the Company's operational priorities to establish a comprehensive pool of sustainability topics. Throughout the process, stakeholder perspectives are incorporated to ensure that the assessment reflects both external expectations and internal priorities.

The assessment is conducted through a multi-stage methodology. In the first stage, potential sustainability topics are identified and evaluated based on stakeholder expectations using a structured survey approach. Feedback collected from a broad range of stakeholders is analyzed together with operational considerations to develop a comprehensive dataset.

In the second stage, representatives from different functions and business units evaluate the identified topics from an operational perspective. During this phase, each topic is assessed in terms of its environmental, social and economic impacts, as well as related risks and opportunities, taking into account the Company's strategic priorities.

In the final stage, stakeholder assessments are combined with operational evaluations to determine the relative importance of each topic. The resulting materiality matrix classifies sustainability topics according to their priority levels.

The materiality matrix evaluates each topic across two key dimensions: its importance to stakeholders and its significance to Eti Bakır's operations. This approach ensures that material topics reflect a balanced consideration of both stakeholder expectations and the Company's operational dynamics.

The assessment identified occupational health and safety, energy management, water management, operational efficiency and product quality as the Company's highest-priority sustainability topics. Circular economy, climate action, innovation and ethical business practices were also identified as strategic priorities. Digitalization, sustainable supply chain management, community investment and continuous improvement were recognized as important areas for ongoing development.

The outcomes of the materiality assessment provide the foundation for shaping Eti Bakır's sustainability strategy. Material topics support the development of sustainability targets, performance indicators and action plans.

To ensure continued relevance, material topics are reviewed regularly in response to evolving stakeholder expectations, industry developments and changes in the Company's operating environment, and are updated whenever necessary.

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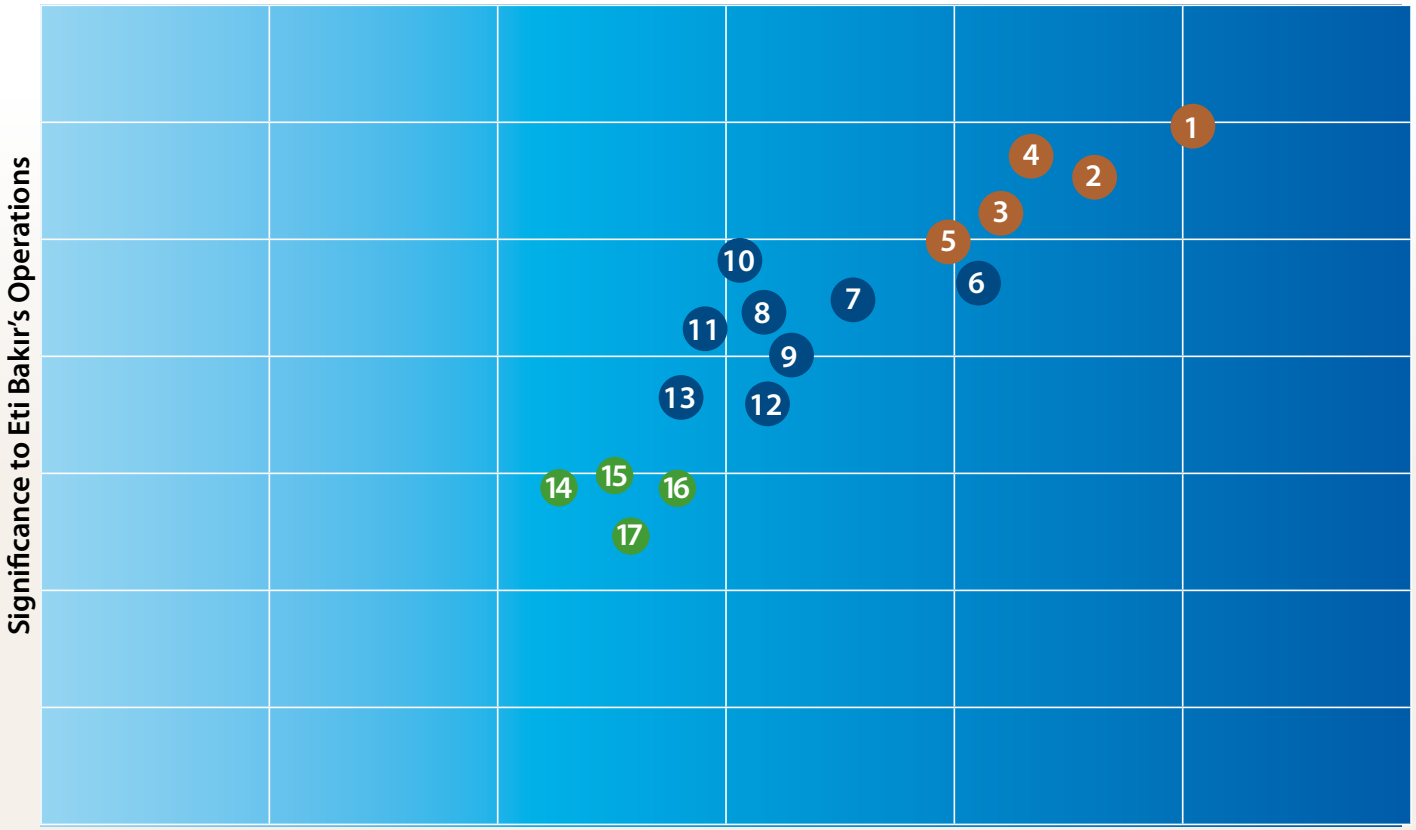
Eti Bakır Materiality Matrix



Very High Material Topics

1 Occupational Health and Safety
2 Operational Efficiency
3 Water Management
4 Energy Management
5 Product Quality

High Material Topics

6 Waste Management Practices
7 Circular Economy
8 Climate Change Mitigation and Adaptation
9 Talent Management
10 Research, Development and Innovation
11 Ethics and Transparency
12 Equal Opportunity and Diversity
13 Biodiversity

Material Topics

14 Digitalization
15 Community Investment Programmes
16 Sustainable Supply Chain
17 Continuous Improvement

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Sustainable Development Goals

MATERIAL TOPIC	APPROACH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Climate Change Mitigation and Adaptation	It is managed within the scope of reducing greenhouse gas emissions, identifying climate risks and opportunities, and scaling up low-carbon production practices.						○	●					●	●				
Energy Management	Energy performance is monitored through energy efficiency projects, recovery practices and renewable energy investments.							●	●				●	●				
Water Management	Initiatives are carried out to reduce water consumption, promote water recovery and improve discharge quality.						●						●		●	○		
Waste Management Practices	Processes are implemented to reduce waste generation, increase recovery rates and ensure disposal in compliance with applicable legislation.												●			○		

● Direct Contribution ○ Indirect Contribution

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MATERIAL TOPIC	APPROACH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Circular Economy	Resource efficiency is enhanced through the recovery of materials and the development of closed-loop production processes.									●			●	○				
Biodiversity	Biodiversity monitoring, conservation and ecological restoration programmes are implemented across operational sites.													○	●	●		
Occupational Health and Safety (OHS)	A safe working environment is maintained through proactive risk management, training and continuous performance monitoring.			●					●									
Operational Efficiency	Resource optimization and process improvement initiatives are implemented to enhance operational performance and efficiency.							●	●	●			●	○				
Sustainable Supply Chain	Suppliers are assessed against sustainability criteria, responsible procurement practices are developed, and the Responsible Sourcing Policy is implemented.								●				●					●
Research, Development and Innovation	Sustainable production technologies are developed to reduce environmental impacts and improve operational performance.									●			○					

● Direct Contribution ○ Indirect Contribution

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MATERIAL TOPIC	APPROACH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Digitalization	The effectiveness of operational processes is enhanced through digital monitoring systems and data analytics.								●	●								
Ethics and Transparency	A transparent and accountable management approach is supported through ethical principles and compliance mechanisms.															●		
Talent Management	Training and career management processes are carried out to support employee development and enhance competencies.				●				●									
Equal Opportunity and Diversity	Employees are provided with equal opportunities through an inclusive working environment and equality policies.					●			●		●						○	
Community Investment Programmes	Social value is created through social projects that support local development.	●	○		○				●			●						●
Continuous Improvement	Processes are continuously improved through Kaizen and performance monitoring tools.								●	●			○					

● Direct Contribution ○ Indirect Contribution

Climate and Nature Governance

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Climate and Nature-related Risk Management

At Eti Bakır, the impacts of its operations on natural resources and ecosystems, together with the Company's dependencies on these systems, are considered an integral part of business operations. Climate- and nature-related dependencies, impacts, risks and opportunities are managed in line with internationally recognized frameworks.

1 TCFD and TNFD Frameworks

To effectively manage the financial and strategic implications of climate change and nature loss, Eti Bakır aligns its assessments with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD).

2 TNFD LEAP Methodology

The TNFD LEAP (Locate, Evaluate, Assess and Prepare) approach is used to identify and assess the Company's interactions with nature. This methodology supports the evaluation of operational dependencies on ecosystem services, such as water supply and climate regulation, together with impacts related to emissions, waste generation and water consumption.

3 SBTN AR3T Mitigation Hierarchy

Strategies for managing nature-related risks and opportunities are guided by the AR3T framework developed by the Science Based Targets Network (SBTN). This hierarchy follows the sequence of Avoid, Reduce, Regenerate, Restore and Transform to minimize impacts on nature while promoting long-term environmental resilience.

4 Kunming–Montreal Global Biodiversity Framework (GBF)

Eti Bakır's climate- and nature-related risk and opportunity assessments contribute to the objectives of the Kunming–Montreal Global Biodiversity Framework (GBF), supporting international efforts to halt and reverse biodiversity loss.

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Risk and Opportunity Management Approach

At Eti Bakır, climate- and nature-related dependencies, impacts, risks and opportunities are overseen by the Board of Directors and senior management. Sustainability performance, environmental indicators and strategic investments are regularly monitored and evaluated. Operational implementation is supported through dedicated committee structures, ensuring that site-level data and local risks are integrated into decision-making processes.

The environmental and social impacts of operations are managed in accordance with human rights principles and responsible production practices. Continuous engagement with local stakeholders, community development initiatives and environmental awareness programmes further strengthen this approach.

RISK / OPPORTUNITY	CATEGORY	IMPACT	KEY ACTIONS AND STRATEGIES
Water Stress	Physical Risk	Disruption to production continuity and increased seasonal operating costs	Closed-loop water management, high-rate water recycling infrastructure and water efficiency initiatives
Extreme Weather Events and Infrastructure Safety	Physical Risk	Infrastructure damage, supply chain disruptions and increased maintenance costs	Strengthening flood protection and drainage infrastructure, maintaining emergency inventories for severe weather conditions and using the D365-based integrated logistics system
Carbon Costs	Transition Risk	Increased operating expenses arising from CBAM and green raw material requirements	Electrification initiatives, renewable energy investments, low-carbon logistics and the ISO 50001 Energy Management System
Circular Economy and Demand for Green Products	Transition Risk	Loss of competitiveness and market share if sustainability certification requirements are not met	RMI (Responsible Mining) certification, OECD due diligence processes, life cycle assessments (LCA) and compliance with international standards
Social Licence and Reputation	Transition Risk	Reputational damage if environmental and social expectations are not met in multi-stakeholder environments	Facility-level local employment rates of 80–98%, prioritization of local procurement, regional development investments and an open-door policy
Resource Efficiency and Circular Economy	Opportunity	Reduced dependence on external resources and sustained cost reductions	Industrial symbiosis across facilities and recovery of value-added raw materials from waste and by-products
Green Products in Strategic Markets	Opportunity	Market growth by supplying sectors such as batteries, aerospace and advanced technology	Strengthening the strategic "green product" portfolio through London Metal Exchange (LME) "Grade A" registered cathode copper, RMI (Responsible Mining) certified products and antimony produced in compliance with international standards; ensuring the credibility of this portfolio in global markets through REACH compliance, CE certification, TSE production certificates, ISO 17025-accredited laboratory approvals and Life Cycle Assessment (LCA) studies

Operational Excellence and Value Creation

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Integrated Management Systems

Integrated management systems have been implemented across all Eti Bakır facilities to ensure the effective management of environmental, social and operational performance. This management framework enables the systematic management of risks and opportunities, the standardization of operational processes and the monitoring of performance through measurable indicators.

The integrated management system encompasses key disciplines including quality, environment, occupational health and safety, energy management and laboratory competence. Beyond ensuring regulatory compliance, these management systems support operational efficiency, optimize resource utilization and drive the continuous improvement of sustainability performance.

All management systems are aligned with the Company's strategic planning processes and are supported through objective setting, performance monitoring, internal audits, management reviews and continuous improvement cycles. This integrated structure strengthens interaction among different management systems while promoting a consistent management approach across the organization.

Operational processes are managed using a risk-based approach, whereby environmental, social and sustainability-related risks are systematically identified and assessed. Based on the findings, improvement actions are planned, implemented and regularly monitored to ensure effective performance.

The effectiveness of the integrated management systems is regularly evaluated through internal audits, site inspections and performance monitoring. Management review meetings provide senior management with a comprehensive assessment of system performance and support strategic decision-making.

Active employee participation is recognized as a key element of the integrated management approach. Training and awareness programmes, field implementation practices and feedback mechanisms are used to strengthen employee engagement and foster a culture of continuous improvement.

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Implemented Management Systems

MANAGEMENT SYSTEM	SCOPE	IMPLEMENTED FACILITIES
ISO 9001 – Quality Management System	It is implemented to ensure the quality of products and services, meet customer expectations and continuously improve processes. Quality control and performance monitoring processes are carried out at all stages, from production to dispatch.	Adıyaman Mardin Kastamonu Samsun
ISO 14001 – Environmental Management System	It ensures that environmental impacts are controlled, natural resources are used efficiently, and waste management processes are carried out effectively. Emissions, water and waste performance are regularly monitored.	Adıyaman Mardin Kastamonu Samsun
ISO 45001 – Occupational Health and Safety Management System	It provides a framework supported by risk assessments, preventive actions and on-site practices aimed at protecting employee health and safety. A proactive OHS approach is adopted.	Adıyaman Mardin Kastamonu Samsun
ISO 50001 – Energy Management System	It is implemented to improve energy performance, increase energy efficiency and reduce greenhouse gas emissions. Energy consumption is analyzed, and improvement projects are developed.	Mardin Samsun
TS EN ISO/IEC 17025 – Testing and Calibration Laboratories Management System	It covers the management of laboratory processes in accordance with international standards to ensure the accuracy and reliability of analytical results. Measurement accuracy, traceability and quality assurance processes are carried out under this system.	Mardin Samsun

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Operational Efficiency and Continuous Improvement

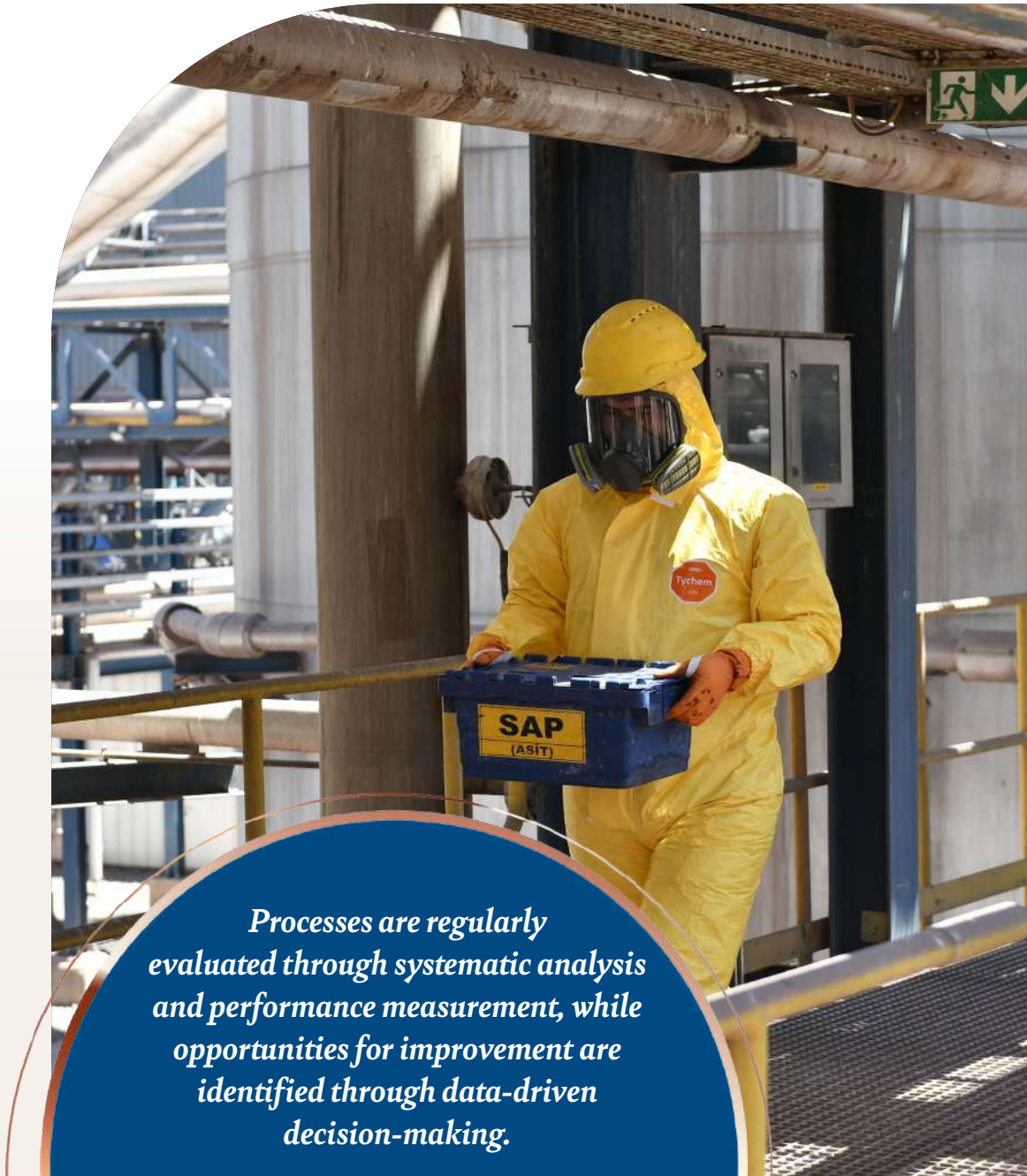
Eti Bakır continuously enhances its operational processes with a focus on efficiency, quality and sustainability. Production activities are managed in accordance with lean manufacturing principles and a data-driven management approach. The Company's continuous improvement culture extends beyond cost and performance optimization to encompass resource efficiency, environmental impact reduction and the strengthening of occupational health and safety.

Eti Bakır's operational excellence model is supported by Kaizen practices, process optimization initiatives, performance monitoring systems and employee suggestion mechanisms. Operational processes are regularly assessed through data analysis and performance measurement, while improvement opportunities are identified using evidence-based decision-making.

Across all production facilities, improvement initiatives are designed to enhance production line performance, optimize energy and raw material consumption, increase maintenance effectiveness and ensure operational continuity. This approach reduces process losses, improves equipment efficiency and promotes the more effective use of resources.

The Company's Kaizen culture encourages employees to actively participate in operational improvement. Employee suggestions are systematically evaluated, feasible projects are implemented and successful practices are replicated across other facilities to drive continuous improvement throughout the organization.

Operational performance is monitored regularly against established performance indicators. Findings are reviewed by senior management and incorporated into strategic decision-making. This systematic approach supports sustainable growth while strengthening Eti Bakır's long-term competitiveness.



Processes are regularly evaluated through systematic analysis and performance measurement, while opportunities for improvement are identified through data-driven decision-making.

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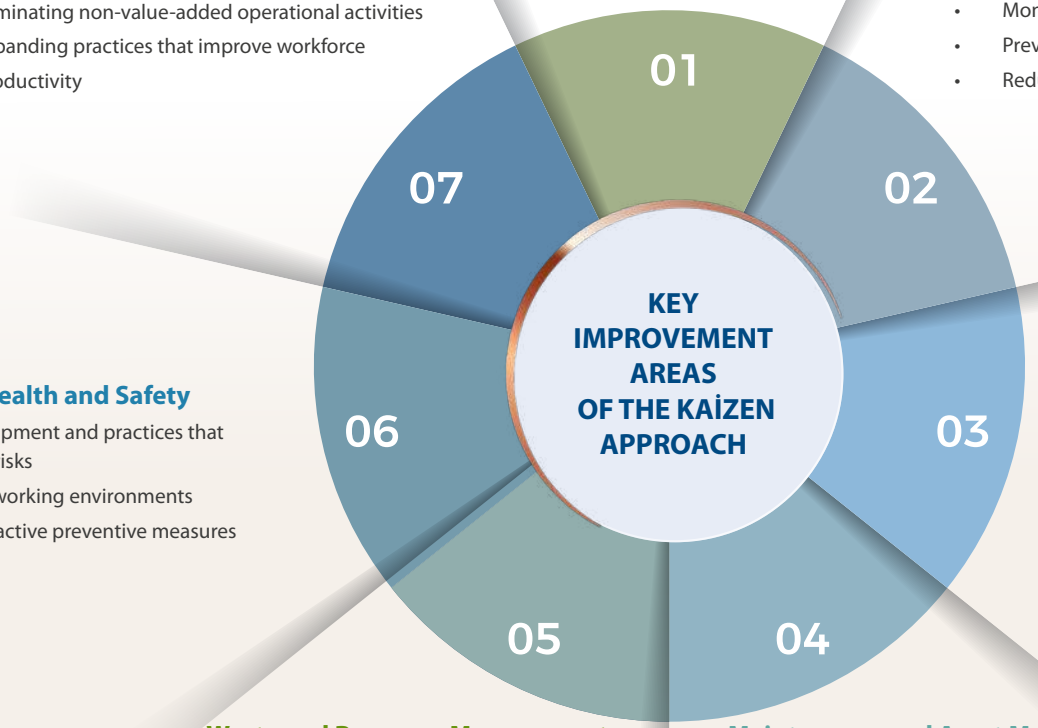
Key Improvement Areas of the Kaizen Approach



Operational Efficiency
- Eliminating production bottlenecks
- Reducing process cycle times and increasing capacity utilization
- Improving equipment performance

Energy and Resource Efficiency
- Monitoring and optimizing energy consumption
- Preventing water and energy losses
- Reducing fuel consumption and the use of consumables

Digitalization and Process Improvement
- Transforming manual processes into digital workflows
- Strengthening data-driven decision-making
- Enhancing operational traceability

Maintenance and Asset Management
- Implementing technical solutions to extend equipment life
- Improving planned maintenance processes
- Reducing equipment failures and downtime

Waste and Recovery Management
- Reducing waste generation at the source
- Improving the efficiency of recovery processes
- Recovering and reusing by-products

Occupational Health and Safety
- Improving equipment and practices that present safety risks
- Creating safer working environments
- Expanding proactive preventive measures

Time and Workforce Efficiency
- Optimizing workforce utilization
- Eliminating non-value-added operational activities
- Expanding practices that improve workforce productivity

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Best Practices- Kaizen Projects

Kaizen projects implemented across Eti Bakır's facilities contribute directly to operational excellence, resource efficiency and sustainability performance.

Adıyaman Facility – Energy and Resource Efficiency

Automation systems introduced for the underground ventilation network enable remote control of ventilation fans, preventing unnecessary energy consumption and delivering significant energy savings.

Additional initiatives at the facility include the implementation of a hydraulic oil recovery system and the optimization of equipment maintenance processes. These improvements have reduced maintenance costs while minimizing waste generation.

Process optimization projects aimed at reducing ore dilution have also increased production efficiency and significantly lowered operating costs.

Küre Facility – Award-Winning Kaizen Projects (2025)

During 2025, a total of 12 improvement projects were implemented at the Küre Facility under the Kaizen programme. These initiatives improved production efficiency while reducing operational risks. Notable achievements include the early identification of high-noise risks and the implementation of sound insulation solutions, contributing to improved occupational health and safety performance.

Key improvements included:

- Process improvements supporting production continuity
- Optimization of equipment maintenance processes through cost-effective solutions
- System improvements to reduce occupational health and safety risks
- Technical solutions extending the service life of critical equipment
- Alternative products and methods to reduce material and consumable usage

These projects demonstrate how site-driven innovation contributes to operational excellence and how successful practices are replicated across different facilities, reinforcing a culture of continuous improvement throughout the organization.

11th Kaizen Best Practice Sharing Event

Eti Bakır participated in the 11th Kaizen Best Practice Sharing Event, organized by the İzmir Branch of the Chamber of Mechanical Engineers (TMMOB). The Company presented eight projects showcasing achievements in operational efficiency, resource utilization, cost optimization and sustainable production.

The event provided a valuable platform for sharing knowledge and best practices with industry representatives, supporting the wider adoption of innovative solutions and strengthening Eti Bakır's commitment to sustainable value creation and operational excellence.

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Mardin (Mazıdağı) Facility – Process Improvement and Resource Efficiency

At the Mardin (Mazıdağı) Facility, process improvement initiatives have focused on developing an alternative precipitation process that replaces sodium carbonate with ammonium hydroxide available within existing process streams and carbon dioxide recovered as a by-product from the ammonia plant. The project aims to produce cobalt carbonate through the controlled addition of ammonium hydroxide and carbon dioxide to cobalt-bearing solutions. This approach reduces raw material costs, minimizes sodium-based waste generation and creates value from existing process streams.

Further improvement initiatives have assessed the use of process water in the sulfuric acid cooling tower. Through detailed analyses and pilot testing, the project seeks to reduce freshwater consumption, lower water-related costs and improve the efficient use of natural water resources.

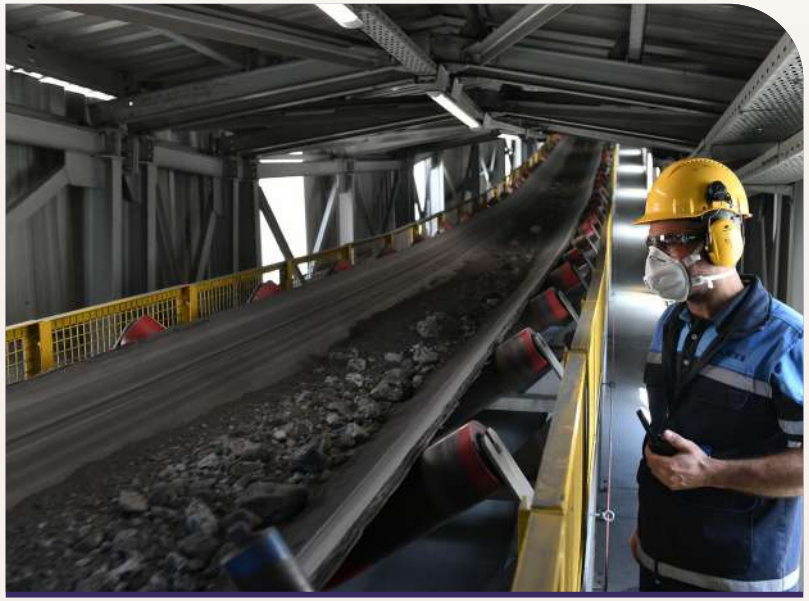
Another project focuses on the combined utilization of calcium-based process residues and carbon dioxide during ammonium sulfate production. The initiative reduces waste generation, lowers emissions, decreases reliance on externally sourced raw materials and enhances resource efficiency, supporting the Company's circular economy objectives.

Siirt Facility – Operational Excellence Initiatives

During the reporting period, the Siirt Facility implemented a series of operational excellence initiatives aimed at improving equipment efficiency and reducing unplanned downtime. A total of nine improvement projects were completed, supporting production continuity and enhancing operational performance.

Key initiatives included:

- Developing a redesigned process unit within the construction and engineering operations to manage processes using fewer resources while achieving significant cost savings.
- Optimizing pump systems by reducing the number of pumps in operation, improving the efficiency of high-capacity equipment and lowering energy consumption.
- Improving flotation and process equipment to manufacture certain equipment components in-house, reducing procurement needs and lowering operating costs.
- Optimizing chemical consumption to better control material usage while increasing process efficiency.
- Implementing alternative production methods that reduced energy consumption and improved resource efficiency through the reuse of equipment modules, while introducing technical improvements to decrease wear-related consumable material usage.



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Kaizen Activities – Murgul Facility

As part of Eti Bakır's continuous improvement approach, Kaizen initiatives play a key role in enhancing operational efficiency and supporting sustainable production. Within this framework, the Third Wave Kaizen Programme at the Murgul Facility was successfully completed.

The programme delivered 15 new improvement projects, generating both operational and financial savings. Together with initiatives implemented over the previous three years, a total of 93 Kaizen projects have strengthened the Company's culture of continuous improvement.

Projects focused on energy efficiency, waste recovery and process modernization resulted in annual energy savings of 3.7 million kWh and a reduction of approximately 42,000 litres of fuel consumption. These improvements deliver an environmental benefit equivalent to the annual electricity consumption of approximately 1,860 households.

The Third Wave Kaizen Programme at the Murgul Facility delivered 15 new improvement projects, generating operational and financial savings. Combined with a total of 93 Kaizen projects implemented over the past three years, these initiatives have significantly strengthened Eti Bakır's culture of continuous improvement.

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Supply Chain Management

Eti Bakır's supply chain management approach is built around operational continuity, resource efficiency and sustainable value creation. Procurement activities extend beyond traditional cost and quality considerations to include environmental performance, social responsibility and ethical business principles through a comprehensive supplier evaluation process.

To enhance supply chain effectiveness, digital infrastructure and data-driven management systems are utilized to systematically monitor and analyze procurement and supplier activities. Supplier records, evaluations and performance monitoring are managed through centralized systems, improving transparency, traceability and operational efficiency.

Supplier selection extends beyond technical capability assessments to include environmental and social performance criteria. Candidate suppliers are evaluated on environmental management practices, occupational health and safety performance, ethical compliance and operational capabilities. Qualified suppliers are included in the approved supplier list following site visits and on-site assessments where necessary.

To strengthen supply chain resilience, Eti Bakır promotes supplier diversification while giving strategic priority to collaboration with local suppliers. Partnerships with businesses operating in and around its facilities support shorter logistics routes, greater operational flexibility and regional economic development. Increasing the use of local suppliers also contributes to reducing supply chain risks and improving resource efficiency.

Procurement from local suppliers accounts for 9% of the Company's total procurement expenditure.

Potential operational risks across logistics activities are assessed through detailed analyses, with natural disasters, climate conditions, infrastructure constraints and regional risks integrated into supply planning. Measures such as freight consolidation, alternative transportation scenarios, inventory management and local response capabilities help ensure supply continuity.

Supply chain performance is monitored through regular review and evaluation processes. Supplier audits, performance assessments and feedback mechanisms support continuous improvement, enabling the supply chain to remain resilient, adaptive and responsive to changing market conditions.

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Responsible Sourcing and Critical Minerals Management

Eti Bakır has established its responsible sourcing approach in line with internationally recognized standards and leading industry practices, building a supply chain management model founded on transparency, traceability and accountability. The Company's Responsible Sourcing Policy is implemented in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs).

All business partners within the supply chain are expected to operate in accordance with human rights, environmental protection and ethical business principles. Eti Bakır applies a zero-tolerance approach to child labour, forced labour, discrimination, bribery and corruption. Compliance with these principles is supported through contractual requirements, supplier assessments and audit mechanisms.

The Company's critical minerals management approach is based on a risk-based due diligence process. Potential risks associated with minerals sourced from Conflict-Affected and High-Risk Areas (CAHRAs) are systematically identified, assessed and managed through appropriate mitigation measures. A key strength of Eti Bakır's supply chain is that the primary raw material used in its production processes, pyrite, is generated internally as a by-product of the Company's own copper beneficiation operations, significantly reducing reliance on externally sourced critical mineral feedstocks.

Responsible sourcing due diligence follows a structured five-step process, beginning with the establishment of robust management systems and continuing through risk identification, assessment and mitigation planning. The process is reinforced through internal control mechanisms and independent third-party audits, ensuring continuous improvement based on audit findings.

Following an independent third-party audit conducted in 2023, Eti Bakır achieved Responsible Minerals Initiative (RMI) Conformant Smelter/Refiner status.

Eti Bakır's performance in responsible minerals management has been internationally recognized. Following an independent third-party audit conducted in 2023, the Company obtained Responsible Minerals Initiative (RMI) Conformant Smelter/Refiner status and has maintained this recognition through subsequent surveillance audits.

With this recognition, Eti Bakır is among:

- 45 RMI-conformant companies worldwide in cobalt production
- 7 RMI-conformant companies worldwide in copper production
- 2 RMI-conformant companies worldwide in zinc production

Social, environmental and ethical risks across the supply chain are monitored on a regular basis. Where non-conformities are identified, corrective actions are required and business relationships are reassessed when necessary. This approach supports the development of a sustainable, resilient and ethically managed supply chain.

To strengthen awareness of responsible sourcing practices, employees receive regular training programmes, supporting the consistent implementation of responsible sourcing principles across the organization.

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Research, Development and Innovation

Eti Bakır strengthens its integrated production model—from mining to finished products—through advanced technologies, positioning research, development and innovation as key drivers of sustainable growth. R&D activities focus on improving production efficiency, optimizing resource utilization, recovering valuable materials and reducing environmental impacts.

Research and development efforts are primarily directed toward critical mineral recovery, energy efficiency, low-carbon production technologies and circular economy applications. These initiatives not only improve production processes but also support the development of high-value-added products.

Strategic Approach and Roadmap

R&D activities are structured around short-, medium- and long-term objectives.

Short-term priorities focus on strengthening technical infrastructure, institutionalizing R&D processes and ensuring that analytical activities comply with international standards for accuracy, reliability and repeatability. Completing the ongoing TÜRKAK accreditation process is also a key objective.

Medium-term priorities include expanding national and international collaborations, strengthening university–industry partnerships and increasing participation in projects supported by Horizon Europe and TÜBİTAK. The Company also aims to transform research outcomes into intellectual property through patent applications.

Long-term priorities focus on deploying advanced technologies, developing pilot facilities for critical metal recovery and scaling these solutions to industrial applications. Other strategic priorities include expanding AI-supported production optimization systems and developing innovative technologies to reduce water consumption and carbon emissions.

Expanding AI-supported production optimization systems and developing innovative solutions to reduce water consumption and carbon emissions are among Eti Bakır's strategic R&D priorities.

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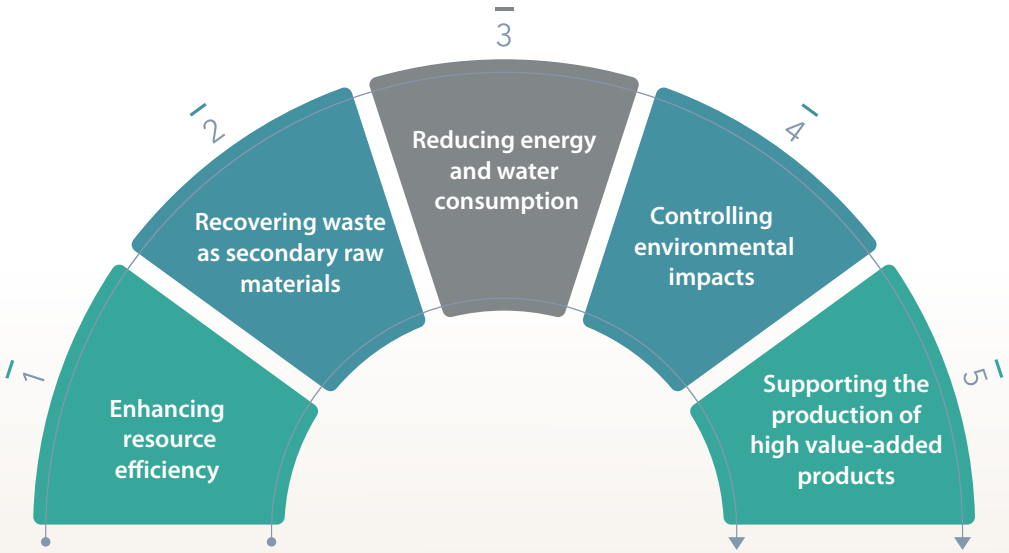
Operational and Sustainability Contributions

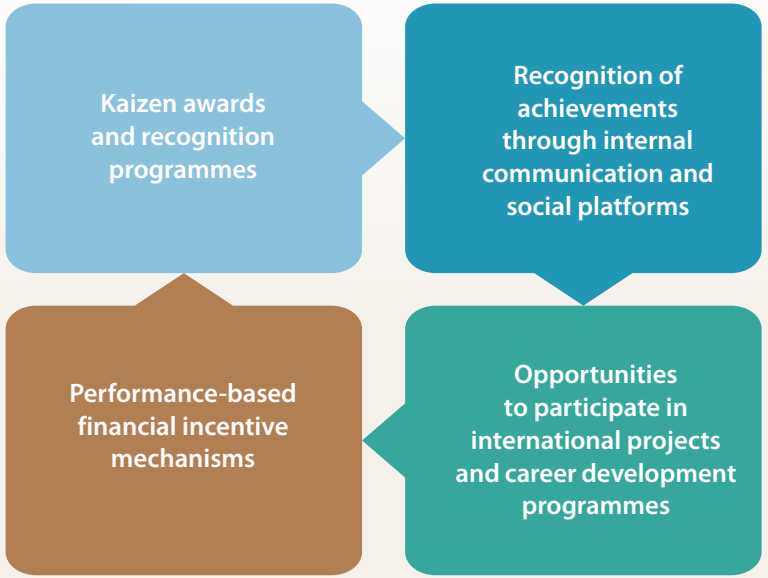
R&D activities play a critical role in implementing Eti Bakır's sustainability strategy. Through its innovation projects, the Company delivers the following operational and sustainability benefits:



People and Innovation Culture

To strengthen employee participation in research, development and innovation activities, Eti Bakır implements structured performance management and incentive mechanisms. The Company's performance management approach is based on the Measure–Perform–Review–Apply (MPRA) methodology developed by the Balanced Scorecard Institute, ensuring that objectives are monitored through measurable performance indicators.

The Company's 5S + Safety and Kaizen methodologies are integrated into R&D activities, reinforcing a culture of continuous improvement and encouraging active employee participation. To promote innovation, Eti Bakır provides employees with:



In addition, initiatives such as the "Most Innovative Idea" and "Employee with the Highest Number of Patent Applications" awards encourage creativity and support the integration of an innovation-driven culture throughout the organization.

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R&D Projects and Technological Development

R&D projects carried out during the reporting period were designed to directly support Eti Bakır's sustainable production objectives. One of the flagship initiatives is a Horizon Europe project led by the Company's R&D Centre at the Mardin (Mazıdağı) Integrated Metal Recovery and Fertilizer Facilities.

Within the project, which has a total budget of €6 million, approximately €600,000 has been allocated to support Eti Bakır's R&D activities. The project's primary objective is to synthesize high-value battery materials from primary and secondary resources, including spent batteries, through environmentally friendly and sustainable technologies.

As a result of the project, cobalt, nickel, manganese and lithium compounds have been successfully recovered from secondary resources, establishing an important technological foundation for advanced industrial applications.

This approach supports the recovery of critical raw materials, enhances resource efficiency and strengthens circular economy practices, while reinforcing Eti Bakır's vision for sustainable and innovation-driven production.

NUMBER OF R&D EMPLOYEES	Unit	2023	2024	2025
Mardin (Mazıdağı) Integrated Metal Recovery and Fertilizer Facilities	Employees	2	6	5
Samsun Smelter and Electrolysis Facility	Employees	21	27	37

NUMBER OF PATENT APPLICATIONS	Unit	2023	2024	2025
Samsun Smelter and Electrolysis Facility	number	0	0	1

COLLABORATIVE PROJECTS	UNIVERSITY	AREA/PROGRAMME OF COLLABORATION
Assessment of Iron Recovery Opportunities from Iron-Bearing Copper Ores	Hacettepe University	R&D Project
Development of a Gold/Silver (Au/Ag) Recovery Process from Artvin–Cerattepe Gossan Ores	Karadeniz Technical University (KTU)	TÜBİTAK 1505 University–Industry Collaboration Support Program

Inter-Laboratory Coordination and Continuous Improvement

To strengthen knowledge sharing and promote continuous improvement across R&D and technical functions, Eti Bakır organizes Inter-Laboratory Coordination Meetings. Held annually, these meetings serve as a platform for sharing best practices and fostering collaboration among laboratories across different operating sites. The fourth meeting, hosted by the Küre Facility in 2025, brought together laboratory teams from across the Company to exchange experience and develop common solutions.

The meeting addressed key topics including cost optimization, digital transformation, sustainability practices and technical competence development. The discussions supported the establishment of common methodologies and standards, helping improve methodological consistency, operational efficiency and knowledge-based decision-making throughout the organization.

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Digitalization and Process Optimization

Eti Bakır has identified digital transformation as a strategic priority to strengthen data-driven management across its operations, from mining to metal production. By expanding the use of digital technologies across production, maintenance, occupational health and safety, quality, supply chain and human resources, the Company aims to build a more integrated, predictive and agile operating model.

In this context, operational and administrative data are managed through integrated digital systems, reducing manual processes and enabling data-driven decision-making. Enterprise-wide integration has been established through the Microsoft Dynamics 365 (D365) platform, standardizing data flows across business functions while centralizing monitoring, reporting and performance management activities.

The Company's digital transformation roadmap is being implemented progressively in line with operational requirements and sustainability objectives.

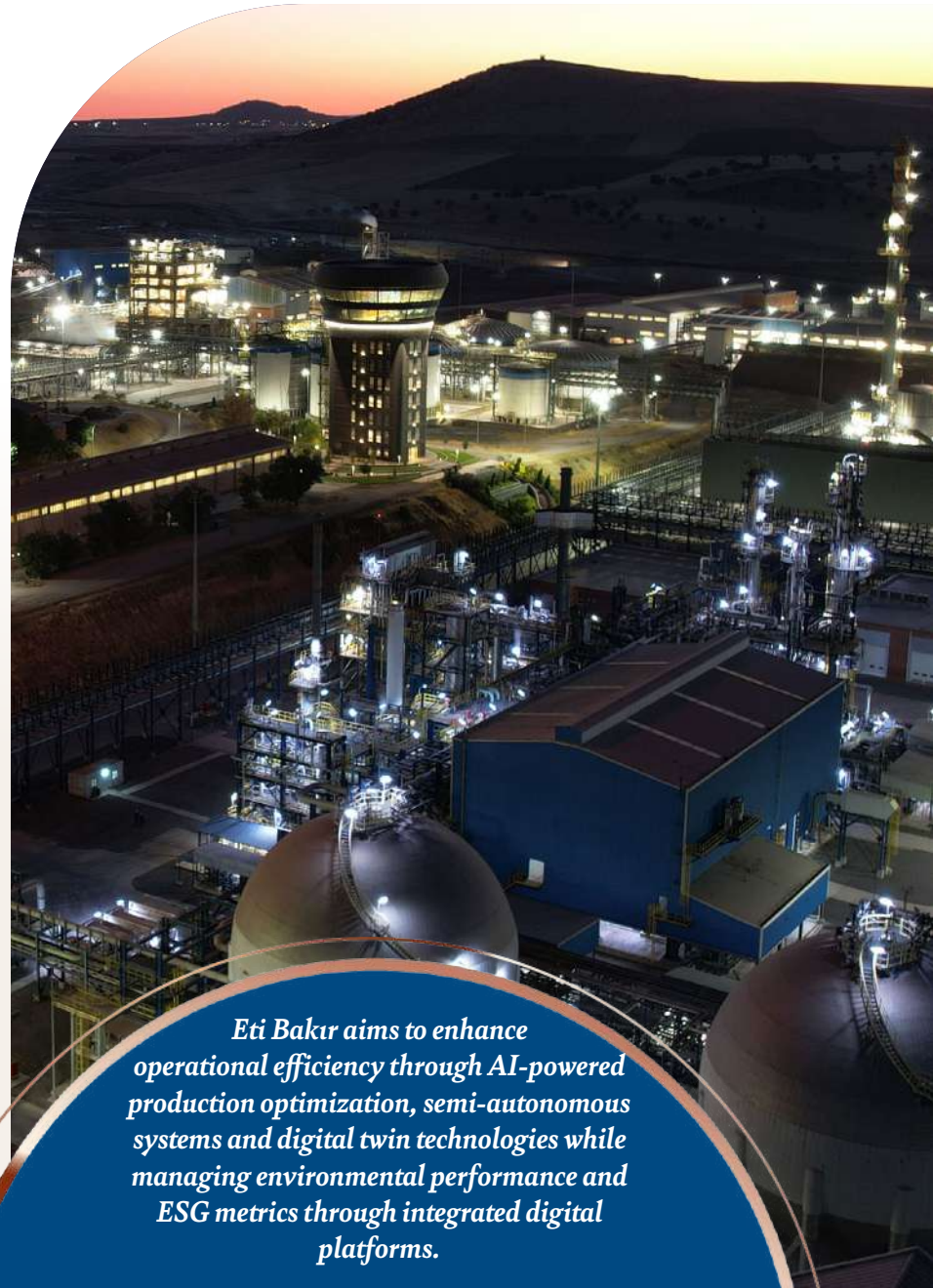
In the short term, priorities include digitizing field and office data, consolidating production, maintenance and occupational health and safety information onto a single platform, and minimizing manual processes.

In the medium term, IoT and sensor technologies will enable the real-time monitoring of equipment and production processes, supporting predictive maintenance while optimizing energy and fuel consumption through reduced unplanned downtime.

In the long term, Eti Bakır aims to deploy AI-powered production optimization, semi-autonomous systems and digital twin technologies to further improve operational efficiency while managing environmental impacts and ESG performance through integrated digital platforms.

Among the technologies currently implemented are automated ventilation systems that enable the remote monitoring and control of underground ventilation equipment, as well as underground tracking systems that provide real-time monitoring of field operations and support operational continuity.

Digitalization also contributes to improving occupational health and safety performance. AI-powered computer vision systems enable the real-time detection of unsafe behaviours, allowing preventive actions to be implemented rapidly. In addition, virtual reality (VR)-based training programmes enhance employees' risk awareness and strengthen the Company's safety culture.



Eti Bakır aims to enhance operational efficiency through AI-powered production optimization, semi-autonomous systems and digital twin technologies while managing environmental performance and ESG metrics through integrated digital platforms.

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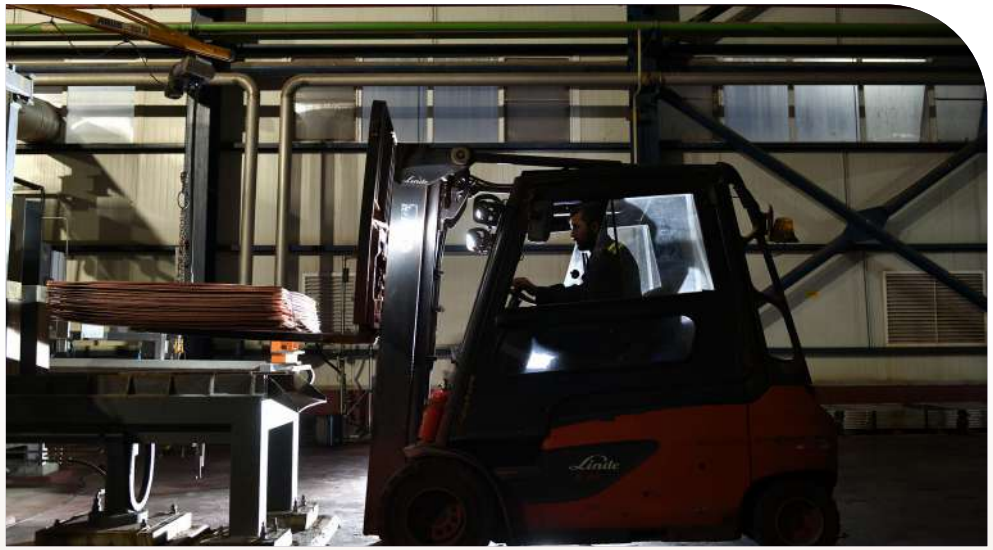
Site-Specific Digitalization Initiatives – Mardin (Mazıdağı) Facility

Digital transformation initiatives at the Mardin (Mazıdağı) Facility focus on process standardization, data integrity and operational efficiency.

- Human Resources: Overtime management has been digitized through the EBA platform, enabling electronic recording, approval and reporting processes. This has improved process traceability while reducing administrative workload.
- Logistics and Dispatch: A D365-based integrated dispatch system has been implemented and connected with the Samsun Facility, enabling logistics and shipment operations to be managed through a single platform. This integration strengthens data consistency and improves operational coordination.
- Maintenance Management: The BEAM dashboard enables all equipment performance KPIs to be monitored through a single interface, accelerating maintenance planning and supporting faster decision-making.
- Visitor and Financial Processes: Visitor registration has been digitized, reducing paper consumption and accelerating reporting through digital archiving. In finance, a receivables maturity tracking dashboard has been introduced to improve payment monitoring and automate notification processes.
- Business Intelligence and Reporting: A Power BI-based reporting infrastructure has been developed to consolidate operational data into a centralized database, enabling standardized reporting and supporting data-driven management decisions.
- Laboratory Digitalization: Calibration tracking has been digitized through electronic displays and automated notification systems, improving inventory management as well as traceability and measurement accuracy.
- Emergency Management: Digital reporting systems have been introduced to enable real-time monitoring of field personnel during emergency situations, improving the effectiveness of emergency response processes.
- Operational Safety: Work permit management, Lockout/Tagout (LOTO) procedures and permit-to-work systems have been digitized to strengthen operational control and process safety. Applications integrated through Meditek and Microsoft Dynamics 365 improve the safety, traceability and governance of permit processes and field operations.



Environmental Performance

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Environmental Management

Eti Bakır manages environmental performance across all of its operations through a systematic, measurable and continuously improving environmental management approach. Environmental management practices are implemented in accordance with the ISO 14001 Environmental Management System, while also aligning with international best practices and the Company's environmental policy commitments beyond regulatory compliance.

In line with its Environmental Policy, Eti Bakır prioritizes the identification of environmental impacts throughout the entire operational lifecycle, the mitigation of environmental risks and the efficient use of natural resources. The Company implements initiatives to minimize its carbon footprint, water footprint and other environmental impacts, while regularly monitoring its performance related to energy, water, air emissions and land resources.

Environmental aspects and impacts are periodically assessed across all facilities. Operational indicators—including emissions, waste generation, water consumption and energy use—are systematically monitored and analyzed. Based on these assessments, environmental risks are prioritized, action plans are implemented and progress is tracked through defined performance indicators. Changes in regulatory requirements, process modifications, environmental incidents and deviations from performance targets trigger the review and update of risk assessments.

Waste management is based on the principles of waste prevention, resource recovery and environmentally sound disposal. In line with its circular economy approach, Eti Bakır develops projects to recover by-products and secondary materials generated during production processes. Material recovery initiatives implemented at the Samsun and Mardin (Mazıdağı) facilities contribute both to reducing environmental impacts and creating additional economic value.

Water management is recognized as a critical component of the Company's environmental sustainability strategy. Through investments in water recovery systems, closed-loop water management and water efficiency technologies, Eti Bakır reduces freshwater consumption while minimizing pressure on local water resources.

Energy management is integrated with the ISO 50001 Energy Management System. Through energy efficiency projects and process optimization initiatives, the Company reduces both energy consumption and greenhouse gas emissions. Energy performance indicators are monitored regularly, and opportunities for continuous improvement are systematically identified and implemented.

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Mardin (Mazıdağı) and Samsun facilities implement measures to prevent major industrial accidents and mitigate their potential impacts in accordance with the Seveso (BEKRA) legislation. Both facilities are classified as upper-tier establishments under the relevant regulations, and the required notifications and comprehensive safety reports have been completed. Hazardous chemical management, potential accident scenarios and associated environmental impacts are systematically assessed, with preventive and mitigation measures implemented accordingly.

Across all operations, Eti Bakır maintains a high level of preparedness for environmental emergencies. Regular emergency drills and training programmes strengthen employees' response capabilities, while established organizational structures and technical infrastructure enable rapid and effective intervention in the event of an environmental incident.

The Company's environmental management approach extends beyond its own operations to include employees, contractors and business partners. Environmental awareness training is conducted regularly, and employee suggestions that contribute to environmental performance are evaluated and incorporated into continuous improvement initiatives.

Through its ongoing efforts to reduce environmental impacts, Eti Bakır continues to strengthen its sustainable production model by advancing initiatives in resource efficiency, circular economy, climate action and biodiversity conservation.

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Environmental Inspectors Project

Eti Bakır extends its commitment to environmental sustainability beyond its operations by promoting environmental awareness within local communities. The Environmental Inspectors Project is a comprehensive education programme designed to raise environmental and sustainability awareness among children and young people from an early age.

Originally launched in 2021 at the Mazıdağı Integrated Metal Recovery and Fertilizer Facilities, the programme has since expanded to all regions where Eti Bakır operates. Delivered by environmental engineers, the training covers 11 core topics, including environmental awareness, natural resource conservation, recycling, water and energy efficiency, and zero waste.

During the 2024–2025 academic year, the programme was implemented across 82 schools in Mardin, Artvin (Cerattepe and Murgul), Kastamonu (Küre), Adıyaman, Siirt and İzmir, reaching 4,448 students.

Since its launch, the project has engaged a total of 7,154 students, contributing to the development of environmental awareness among younger generations.

Through the Environmental Inspectors Project, Eti Bakır strengthens its relationships with local stakeholders while supporting the development of environmentally conscious future generations and promoting its sustainability vision beyond its operational boundaries.

During the 2024–2025 academic year,

The project reached 4,448 students across 82 schools, including 48 schools in Mardin (1,310 students), 8 schools in Artvin (Cerattepe and Murgul) (853 students), 11 schools in İzmir (1,000 students), 6 schools in Kastamonu (400 students), 6 schools in Adıyaman (335 students) and 3 schools in Siirt (550 students).

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Energy and Emissions Management

Eti Bakır manages its energy efficiency and emissions reduction efforts as integral components of its operational excellence, competitiveness and low-carbon transition strategy. Despite increasing production capacity, the Company prioritizes reducing energy intensity, optimizing resource use and lowering its carbon footprint through process optimization, energy-efficient technologies, renewable energy investments and continuous improvement initiatives.

Energy consumption is monitored and analyzed at the process, equipment and facility levels across the organization. Electricity is tracked through meters and automation systems in real time or at defined intervals, while fuel consumption (natural gas, fuel oil and coal) is systematically recorded. Digital monitoring systems enable real-time performance analysis, helping identify efficiency opportunities and support data-driven decision-making. Since 2022, Eti Bakır has calculated its corporate carbon footprint in accordance with ISO 14064-1, using the results to identify key emission sources and implement targeted carbon reduction projects.

Emissions management is carried out in full compliance with applicable environmental legislation. Emission sources are regularly monitored, measured and reported across all facilities. At the Mardin (Mazıdağı) and Samsun facilities, stack emissions are continuously monitored through Continuous Emission Monitoring Systems (CEMS), with periodic verification and calibration ensuring data accuracy. At other sites, emissions from point sources (e.g. particulate matter and dust) are monitored through environmental permitting programmes and field measurements performed by accredited laboratories.

Energy efficiency initiatives are tailored to the operational characteristics of each facility while supporting common corporate objectives:

Adıyaman: Pump systems are designed to operate under optimum conditions, reducing unnecessary energy consumption.
Cerattepe: Energy-efficient equipment and optimized operational planning minimize resource consumption.
Murgul: IE3–IE4 high-efficiency motors, LED lighting upgrades, process optimization projects and energy efficiency training programmes continuously improve energy performance.
Samsun: High-efficiency motor replacement, waste heat recovery systems and LED lighting conversion projects deliver direct energy savings.
İzmir: A demand-controlled underground ventilation system has reduced energy consumption in underground mining operations by approximately 40%.

Renewable energy also plays an increasingly important role in Eti Bakır's energy strategy. The 52 MW Solar Power Plant (SPP) commissioned at the Mardin (Mazıdağı) facility provides a significant share of the site's electricity demand from renewable sources, while the 20 MW hydropower plant at the Murgul facility supplies part of the operation's electricity from renewable energy.

The Company's energy and emissions management approach is supported by short-, medium- and long-term objectives. In the short term, operational improvements and low-cost efficiency measures are prioritized. Medium-term plans focus on equipment-based efficiency projects and system optimization. Long-term priorities include the adoption of low-carbon production technologies, greater electrification of operations, AI-supported optimization systems, and expanded integration of renewable energy into production processes.

The demand-controlled ventilation system implemented in underground operations at the İzmir Facility has achieved approximately 40% energy savings.

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GREENHOUSE GAS EMISSIONS (tCO_2e)	2023		2024			2025		
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 3*	Scope 1	Scope 2	Scope 3*
Adıyaman Facility	4,358	15,513	5,309	16,749	79,489	6,138	15,874	75,268
Artvin Cerattepe Facility	2,144	978	1,199	882	8,977	3,117	1,426	22,874
Artvin Murgul Facility	12,210	35,123	9,072	26,419	13,341	7,021	28,429	19,466
Kastamonu Küre Facility	8,082	41,719	8,434	43,475	79,240	8,732	44,059	103,948
Samsun Smelter and Electrolysis Facility	21,033	81,356	20,067	89,305	389,538	53,212	136.368	1.519,816**
Siirt Madenköy Facility	9,369	27,269	10,271	23,792	32,338	10,589	25,398	32,517
İzmir Halkköy Facility	189	1,065	477	1,472	1,907	1,085	1,866	8,572
Mazıdağı Integrated Metal Recovery and Fertilizer Facilities	279,452	24,370	243,861	32,211	1,039.341	228,665	21,756	744,614
Consolidated	336,837	227,393	298,690	234,305	1.644,172	318,558	275,176	2.527,075**

** Scope 3 emissions include emissions from fuel- and energy-related activities, purchased goods and services, capital goods, waste generated in operations, business travel, employee commuting, and upstream and downstream transportation and distribution.*

*** The increase in consolidated Scope 3 emissions in 2025 is primarily attributable to the commissioning of the phosphoric acid and fertilizer production facilities at the Samsun Smelter and Electrolysis Facility.*

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Green Financing for Renewable Energy Investments

Eti Bakır is accelerating its renewable energy investments in line with its energy management and emissions reduction objectives while supporting this transition through sustainable financing mechanisms. In this context, solar power plant (SPP) investments implemented by Eti Bakır and Eti Aluminium have been financed through green financing instruments.

Projects with a total investment value of USD 120 million received USD 64.5 million in financing under the Carbon Reduction Comprehensive Investment Loan programme.

The commissioning of the 45 MW solar power plant in Doğubayazıt (Ağrı) and the 90 MW solar power plant in Araban (Gaziantep) is expected to increase Eti Bakır's renewable electricity share to 65%. These investments are expected to supply a significant portion of the Company's electricity demand from renewable sources, directly contributing to the reduction of its carbon footprint.

The investments also strengthen energy security, improve the management of energy costs and support the transition towards a low-carbon production model. Increasing the share of renewable energy further enhances the Company's operational resilience to climate-related risks.

Projects with a total investment value of USD 120 million include USD 64.5 million financed through the Carbon Reduction Comprehensive Investment Loan programme.

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Water Management

Eti Bakır adopts an integrated water management approach across all of its operations, focusing on the protection of water resources, efficient water use and increasing water reuse rates. Water management practices are tailored to process requirements, geographical conditions and operational needs at each site, while promoting circular water use and resource efficiency as core principles.

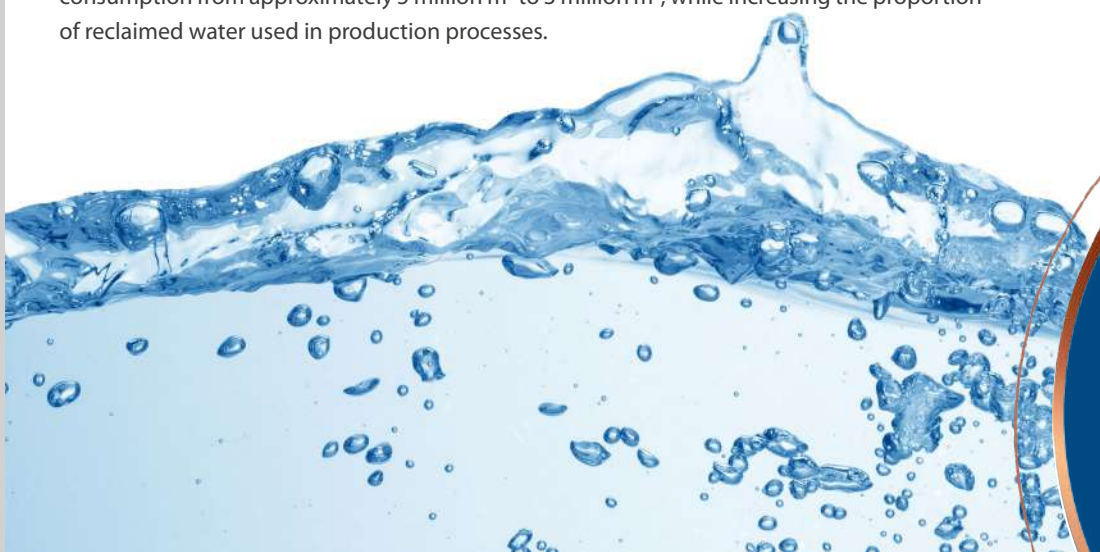
The Company sources water from a variety of supplies, including groundwater, surface water (reservoirs, rivers and seawater), and reclaimed process water. Process water at the Samsun Facility is supplied from the Çakmak Dam, while cooling water is abstracted from the Black Sea. The Murgul, Siirt and Adıyaman facilities utilize reclaimed water recovered from underground operations and tailings storage facilities. At Cerattepe, production water is supplied from the Çoruh River, while the Küre Facility uses water from reservoirs and surface water resources. Drinking water is generally supplied through municipal water networks or bottled water.

Closed-loop systems and water recovery practices form the foundation of Eti Bakır's water management strategy. At the Mazıdağı Integrated Metal Recovery and Fertilizer Facilities, closed-loop process systems recover approximately 250 m^3 of water per hour, significantly reducing total water consumption. Continuous improvement initiatives have reduced annual water consumption from approximately 5 million m^3 to 3 million m^3, while increasing the proportion of reclaimed water used in production processes.

At the Adıyaman Facility, the high water demand of flotation operations is largely met through water recovered from the tailings storage facility using physical sedimentation processes. Supported by a SCADA-based monitoring system, water levels and balance are continuously monitored. Most process water is supplied from the tailings storage facility, while freshwater serves only as a supplementary source. The reuse of process water has helped stabilize water consumption and maintain operational continuity without experiencing water shortages.

The Siirt Facility operates a closed-loop water management system with a high water recovery rate. Approximately 95% of process water is recovered and reused, with only a limited volume of freshwater withdrawn from natural sources. Physical sedimentation within the tailings storage facility enables water reuse, while water stress risks are managed through regular monitoring and alternative water supply planning.

At the Samsun Facility, process water is reused wherever possible, while collaborative studies with academic institutions continue to identify additional water recovery opportunities. Modernization projects related to stormwater and wastewater infrastructure are also being implemented to further strengthen water management capacity.



At the Mazıdağı Integrated Metal Recovery and Fertilizer Facilities, approximately 250 m^3 of water is recovered every hour through closed-loop process systems, significantly reducing overall water consumption.

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Similar water recovery and reuse practices are implemented across Eti Bakır's other operations. At the Küre Facility, water recovered from sedimentation ponds is reused in production processes. At the Cerattepe and Adıyaman facilities, treated wastewater is reused in operational activities, while at the Siirt and Murgul facilities, naturally accumulated water from open-pit mines is utilized as process water, reducing pressure on freshwater resources.

Efforts to improve water efficiency extend beyond technical solutions and are supported by employee engagement initiatives. Regular training programmes promote efficient water use, while water consumption data are monitored in real time and periodically through digital systems and metering infrastructure. Water performance is tracked using defined KPIs, and continuous improvements are supported through the Company's Kaizen methodology.

Climate change and drought-related risks are integrated into Eti Bakır's water management approach. Changes in groundwater levels, rainfall patterns, evaporation rates and water availability are regularly monitored. Alternative water sources, supplementary wells and water storage solutions are evaluated to strengthen water security, while reservoirs, drainage systems and storage infrastructure are designed and operated to high safety standards to enhance resilience against extreme weather events.

Eti Bakır's water management strategy is built on the principles of the circular economy, prioritizing water reuse, improved water efficiency and the reduction of impacts on natural water resources. Increasing water recovery rates, reducing freshwater demand and supporting the long-term sustainability of water resources remain key priorities.

In addition, all Eti Bakır operations conduct water footprint assessments in accordance with ISO 14046. Water-related data are systematically collected and analyzed, enabling the identification and implementation of improvement opportunities aimed at reducing water consumption, increasing water reuse and continuously improving water efficiency.

Eti Bakır's water management approach is based on circular economy principles, focusing on increasing water reuse, improving water efficiency and reducing impacts on natural water resources.

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WATER FOOTPRINT INTENSITY (m^3 water/ton)	2023			2024			2025		
	Blue Water (m^3 su/ton)	Grey Water (m^3 su/ton)	Green Water (m^3 su/ton)	Blue Water (m^3 su/ton)	Grey Water (m^3 su/ton)	Green Water (m^3 su/ton)	Blue Water (m^3 su/ton)	Grey Water (m^3 su/ton)	Green Water (m^3 su/ton)
Adıyaman Facility	3.75	8.96	0	1.26	0.10	0	2.22	0.16	0
Artvin Cerattepe Facility	0.85	5.80	0	0.10	0.08	0	0.03	0.08	0
Artvin Murgul Facility	38.79	0.00	0	3.87	0.11	0	3.48	0.11	0
Kastamonu Küre Facility	16.69	3.07	0	0.56	0.003	0.13	0.43	0.00	0.05
Samsun Smelter and Electrolysis Facility	16.62	9.82	0	3.01	0.36	0	1.10	0.17	0
Siirt Madenköy Facility	25.20	29.68	0	0.72	0.04	0	0.69	0.05	0
İzmir Halkköy Facility	223	189	0	0.04	0.01	0	0.05	0.04	0
Mazıdağı Integrated Metal Recovery and Fertilizer Facilities	10.91	1.54	0	2.72	0.06	0.06	2.59	0.08	0.22
Consolidated	335.81	247.87	0	12.28	0.77	0.2	10.59	0.69	0.3

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Waste Management and Circular Economy

Eti Bakır manages waste in line with the principles of the circular economy, integrating waste prevention, reuse and recycling into its operations. Waste generated throughout production processes is classified according to its characteristics, collected separately at source and transferred to licensed recovery or disposal facilities in full compliance with applicable environmental regulations. These processes are regularly monitored to ensure environmental compliance and continuous improvement.

In accordance with the Company's Waste Management Hierarchy, priority is given to preventing waste generation, followed by reuse and recycling wherever feasible. Initiatives such as reducing material consumption, minimizing packaging waste, expanding digitalization and improving resource efficiency support the reduction of waste generation at source.

Across its operations, Eti Bakır has integrated circular economy principles into production processes by recovering and reusing process outputs and by-products. Examples of site-specific initiatives include:

Adıyaman Facility: Process water from flotation operations is recovered through physical sedimentation in the tailings storage facility and reused in production. Valuable minerals contained in process sludge are recovered with approximately 95% efficiency, supporting resource efficiency and near-zero waste objectives. Contaminated packaging classified as hazardous waste is reused through the management of IBC tanks and waste oil, reducing waste generation and extending material use.

Murgul Facility: Initiatives focus on reducing single-use materials, expanding recycling collection points and improving source segregation of packaging waste. Limiting the use of disposable PET bottles is one of the key waste prevention measures.

Siirt Facility: Approximately 95% of process water is recovered and reused through closed-loop systems. Water is separated from tailings by physical sedimentation, while part of the generated waste is reused in applications such as mine backfilling, supporting circular resource use.

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities: Circular economy principles are embedded throughout the integrated production model. Pyrite generated at the Küre Facility is processed at Mazıdağı for fertilizer and metal production, transforming process by-products into valuable raw materials. In addition, approximately 250 m^3 of water is recovered every hour through closed-loop process systems, integrating water efficiency and waste management.

Samsun Smelter and Electrolysis Facility: The Bulk Raw Material Supply Project eliminates the use of big-bag packaging by enabling direct bulk delivery of raw materials, significantly reducing packaging waste. Recovery projects for anode sludge, sulfuric acid by-products and calcium-based reaction residues further support the conversion of process outputs into economic value.

Waste reduction efforts are also supported through Kaizen-based continuous improvement programmes, which focus on process optimization, equipment efficiency and resource management to reduce waste generation and operational losses. All facilities have established the required infrastructure for Zero Waste Management, ensuring the separate collection of recyclable materials such as paper, plastic, metal and glass for transfer to licensed recycling facilities. All Eti Bakır operations have obtained the Basic Level Zero Waste Certificate, while employees receive regular training on waste management and environmental awareness.

Looking ahead, Eti Bakır continues to identify new opportunities to advance its circular economy approach. These include recovering additional valuable elements from by-products, increasing the use of process residues as raw materials in other industries, and expanding the application of life cycle assessment (LCA) methodologies to support sustainable resource management.

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Biodiversity

Eti Bakır places the protection of biodiversity and the preservation of ecosystem integrity among its strategic priorities across all operational locations. Biodiversity management is supported through scientific research, monitoring programmes and habitat rehabilitation activities. Potential impacts arising from mining operations are systematically assessed through field-based environmental monitoring, and preventive and corrective measures are implemented where necessary.

Flora and fauna monitoring programmes are carried out across different operational sites in collaboration with universities using scientific methodologies. At the Adıyaman Facility, biodiversity monitoring focuses on assessing and monitoring the impacts of project activities on ecosystems, vegetation and biological diversity, while developing measures to avoid or minimise potential impacts. Surveys covering various habitat types are conducted at numerous sampling locations, where flora and fauna are systematically identified and evaluated.

As part of the monitoring programme updated in 2025, the impacts of project activities on biodiversity continued to be assessed through seasonal field surveys. Flora and fauna observations were repeated across different periods of the year, taking seasonal variability into account. The findings were used to evaluate the effectiveness of measures implemented to protect species and habitats.

Monitoring activities at the Cerattepe site confirmed the continued presence of previously identified endemic and sensitive species. The findings also indicated that project activities remained within the conditions of the environmental permits and that natural vegetation had largely regenerated.

Eti Bakır Adıyaman Facility

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Ecosystem assessments conducted at the Küre Facility focus on identifying and evaluating the flora and fauna within the operational area and defining measures to protect these natural assets. The assessments cover different ecosystem components, including forest vegetation and open habitats, with the aim of minimising potential impacts of operations on biodiversity.

Biodiversity management is supported not only through monitoring programmes but also through ecological rehabilitation initiatives. Projects aimed at restoring waste rock storage areas to functional ecosystems are carried out in collaboration with universities and TÜBİTAK. As part of TÜBİTAK TEYDEB-supported R&D projects, studies are being undertaken to identify plant species suitable for rehabilitation of waste rock areas and to assess the adaptation of Quercus ithaburensis (Boz Pirnal Oak) to local conditions. The knowledge and experience gained from these studies are intended to support future rehabilitation projects across different sites.

Site-specific initiatives include:

- **Murgul Facility:** Flora and fauna monitoring is supported through camera trap surveys, enabling continuous monitoring of wildlife movements and providing data for biodiversity assessments.
- **Siirt Facility:** In cooperation with the Regional Directorate of Forestry, saplings are supplied for afforestation activities, while waste rock storage areas are rehabilitated under the Nature Restoration Plan.
- **Küre Facility:** Biodiversity monitoring and reporting are carried out whenever required based on operational needs, and tree planting activities are implemented within rehabilitated areas.
- **Samsun Facility:** Operating within a Special Industrial Zone, the facility conducts its activities in line with its Environmental Management Plans. Although the site is not located within or adjacent to sensitive biodiversity areas, environmental impacts are continuously monitored through centralised environmental management systems.

Eti Bakır also promotes biodiversity and ecosystem awareness through environmental training programmes for employees. Together with rehabilitation, afforestation and nature conservation initiatives, these efforts contribute to creating long-term ecological value in the regions where the Company operates.

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Afforestation Activities Conducted as Part of National Afforestation Day

ti Bakır continued its afforestation initiatives under the National Afforestation Day programme as part of its commitment to protecting and enhancing natural ecosystems. Activities were carried out across the Adıyaman, Cerattepe, Halkköy, Küre, Mazıdağı, Murgul, Samsun and Siirt operations, resulting in the planting of a total of 41,000 saplings.

The programme was implemented with the participation of approximately 1,000 employees and stakeholders, including local communities, primary school students and representatives of public institutions. Beyond increasing green cover, the initiative also contributed to raising environmental awareness and strengthening stakeholder engagement.

Afforestation activities are integrated with the Company's rehabilitation programmes to improve restored areas and expand green spaces, forming an important part of Eti Bakır's sustainability approach. In line with the protocol signed with the General Directorate of Forestry, the Company aims to plant an additional one million saplings over the next four years.

Social Performance

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Business Ethics and Compliance

Responsible management of natural resources, strong governance practices and stakeholder trust form the foundation of Eti Bakır's long-term value creation approach. In line with this commitment, the Company strengthens mechanisms that promote compliance with ethical principles across all operations, fostering a transparent, accountable and trustworthy business environment.

Ethical principles and standards are defined through policies and regulations established at the Holding level, providing a binding framework for all employees. The Code of Ethics sets out the principles governing the prevention of conflicts of interest, anti-bribery and anti-corruption, respect for human rights, confidentiality and fair working practices. Policy documents are regularly reviewed in line with applicable legislation, international standards and industry best practices, with the latest comprehensive revision completed in 2025. All policies and regulations are publicly available and accessible to stakeholders.

To strengthen the corporate ethics and compliance culture, regular training programmes are provided to employees. Training covering the Code of Ethics, anti-corruption principles and policy requirements is delivered through the Company's digital learning platform, while participation is systematically monitored by the Human Resources function. Training content is reviewed periodically and remains available to all employees. During 2026, Eti Bakır plans to introduce updated training modules reflecting the revised policy documents and to conduct employee surveys to measure ethics awareness.

A secure, accessible and multi-channel reporting mechanism has been established to enable the identification and reporting of potential ethical concerns. Employees and stakeholders can submit reports through a 24/7 web-based ethics hotline operated by an independent third party or directly contact the Compliance function. Reports may be submitted anonymously or confidentially. All reports are handled in accordance with strict confidentiality principles, and the Company maintains a zero-tolerance approach to retaliation against individuals who raise concerns in good faith.

Reports of potential ethical violations are managed through a structured investigation process defined by internal procedures. Following an initial assessment by the relevant specialist functions, cases involving potential ethical breaches are escalated to the Ethics Committee for evaluation. Matters requiring disciplinary action are managed in coordination with the relevant functions in accordance with established procedures.

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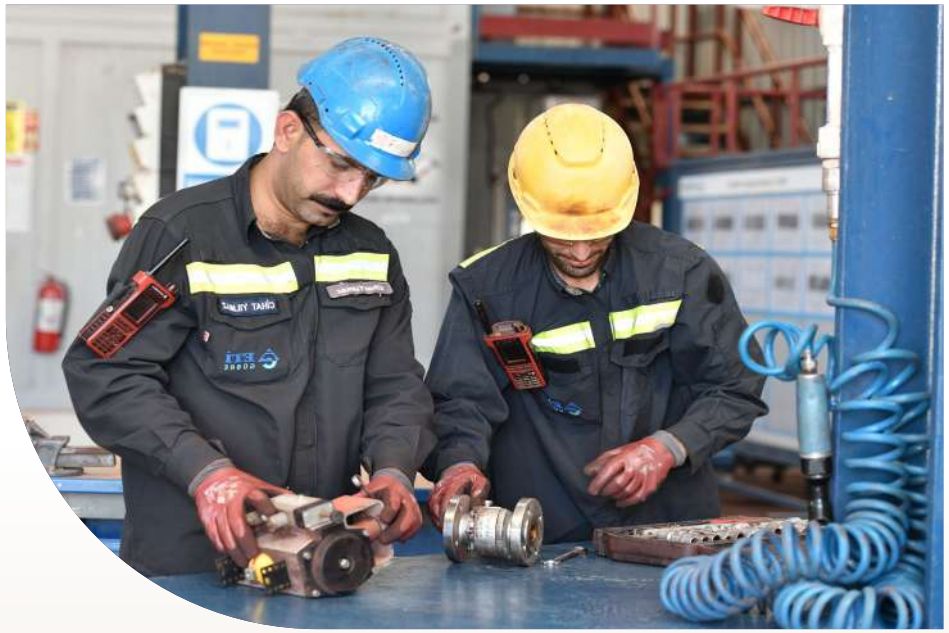
Reports are acknowledged as soon as possible after submission, and the initial assessment is generally completed within three business days. Cases requiring more comprehensive review may take longer depending on their complexity and are managed in accordance with the Company's established governance mechanisms. Investigations are conducted impartially, and individuals with potential conflicts of interest are excluded from the assessment process. Where necessary, corrective and preventive actions are implemented, and cases are concluded under the oversight of the relevant governance bodies.

Eti Bakır adopts a continuous improvement approach to strengthen the effectiveness of its ethics and compliance programme. During 2025, policy documents were updated and awareness activities were carried out to promote the ethics reporting mechanisms. Looking ahead to 2026, the Company plans to update its digital training content, conduct ethics awareness surveys and define new actions based on the findings to further strengthen its compliance culture.

The Company's ethical approach extends beyond its own operations and encompasses its entire value chain. Third parties are subject to risk-based assessments before business relationships are established, and where necessary, enhanced due diligence is performed to identify and manage ethics- and human rights-related risks. Ethics reporting channels are also available to employees, suppliers and other stakeholders, reinforcing the scope and effectiveness of the Company's ethics and compliance management system.

During 2025, a limited number of reports were received through the compliance channels. All reported cases were assessed in accordance with established procedures and resolved within the defined timeframes. To ensure a consistent and centralised approach to ethics management, reports submitted through different communication channels are encouraged to be shared with the Compliance function.

Ethics	Unit	2025
Number of Reported Ethical Violations	Number	8
Ethical Violation Closure Rate	%	100
Employees Receiving Ethics and Compliance Training	Person-days	40.3



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Human Resources and Employee Profile

At Eti Bakır, human resources management is built around attracting, developing and retaining a qualified workforce in line with the Company's sustainable mining approach. Human resources processes are governed by ethical standards, fundamental labour principles and relevant corporate policies, ensuring that employees are assigned to roles aligned with their competencies, supported in their professional development and provided with a fair and respectful working environment.

Recruitment, Selection and Placement

Recruitment processes are conducted in line with organisational needs and workforce planning to identify the most suitable candidates for each position.

Candidates are sourced through career platforms, direct applications, employee referrals and talent pools. Where necessary, recruitment consultancy firms are also engaged. Applicants are evaluated through a multi-stage assessment process that considers technical qualifications, competencies and organisational fit.

Internal recruitment mechanisms also provide employees with career development opportunities while supporting the effective utilisation of internal talent.

Onboarding and Integration

A comprehensive onboarding programme is implemented to support the smooth and effective integration of new employees into the Company. During this process, employees receive detailed information on the organisational structure, operational processes, field practices and management systems.

As part of the onboarding programme, all new employees receive occupational health and safety training before starting their duties, followed by job-specific training within their assigned functions. Office-based employees participate in a structured corporate orientation programme covering all business functions, while operational employees receive practical, site-based induction training tailored to their roles.

To facilitate successful integration, newly recruited employees are assigned mentors, and their adaptation and development are supported through regular feedback throughout the onboarding process.

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Training, Development and Career Management

Employee learning and professional development are managed through a structured framework based on annual training plans. Training needs are identified in line with the Company's strategic priorities, operational requirements, performance outcomes and employee feedback.

As of 2025, Eti Bakır's workforce of 695 employees completed a total of 6,897 training hours through the Cengiz Academy platform. Of these, 3,355 hours consisted of mandatory training, while 3,542 hours focused on professional and personal development.

Training is delivered through classroom sessions, on-the-job learning, cross-functional programmes and digital learning platforms. The effectiveness of training activities is evaluated through post-training assessments, supporting the continuous improvement of learning programmes.

Leadership Development and Mentoring

Leadership development programmes are implemented to strengthen organisational capabilities by enhancing managers' competencies in team leadership, communication and performance management.

At the Mardin Facility, a mentoring programme supports the successful integration of newly recruited employees while encouraging knowledge transfer and experience sharing between experienced and new employees. Regular mentoring sessions are held throughout the programme, and the outcomes are evaluated at the end of the mentoring period.

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Technician Development Programme

Implemented at the Mazıdağı Integrated Metal Recovery and Fertilizer Facilities, the Technician Development Programme is designed to systematically strengthen employees' technical and operational competencies. As one of the Company's flagship talent development initiatives, the programme delivered training across 73 different topics during 2025, covering production processes, occupational health and safety, technical applications and environmental awareness.

Supported by mentoring from experienced engineers, the programme combines practical field experience with theoretical knowledge to promote comprehensive professional development. By enhancing employees' technical capabilities, the programme also contributes to operational excellence and a strong safety culture. The programme is designed as a sustainable development model, with technicians receiving certification upon successful completion of the training curriculum.

Equal Opportunity and Diversity

Eti Bakır is committed to embedding equality and inclusion across all human resources processes. Equal opportunities are provided throughout recruitment, training, promotion and career development, without discrimination of any kind.

As of 2025, the number of female employees increased by 17% compared with the previous year. This reflects the Company's commitment to building a more diverse workforce and strengthening the representation of women in the workplace. At the Samsun Facility, in particular, the number of female employees increased by 30% compared with the previous year.

Supporting the professional development of women employees and increasing their representation in leadership positions remain key priorities within Eti Bakır's human capital strategy.

As of 2025, the number of female employees increased by 17% compared with the previous year.

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Empowering Women in Mining

Eti Bakır is leading the way in advancing women's employment in the mining sector by employing Türkiye's first and only female jumbo drilling machine operator.

Women employees contribute not only to field operations but also to critical functions such as mine planning, production management and groundwater management at mining sites. This approach represents an important step towards increasing women's participation in technical roles and promoting equal opportunities across the mining industry.

Eti Bakır is leading the way in advancing women's employment in the mining sector by employing Türkiye's first and only female jumbo drilling machine operator.

Employee Engagement, Feedback and Grievance Mechanisms

Employees have access to multiple channels through which they can share their opinions, suggestions and grievances. Feedback is received through digital platforms, written submissions, e-mail and face-to-face communication.

All grievances are systematically recorded, classified and assessed in coordination with the relevant functions, with action plans developed where appropriate. Reports relating to ethical concerns are referred to the Ethics Committee when necessary. Throughout the process, confidentiality and transparency are maintained.

Performance Management

Performance management processes are designed in line with employees' roles, competencies and organisational objectives. Performance is regularly monitored through probationary assessments, managerial observations and development-oriented feedback.

The Company continues to enhance its digital performance management systems with the aim of further integrating performance outcomes into training, talent development and career planning processes.

Compensation and Benefits

Compensation policies are based on job responsibilities, level of accountability, experience and performance, and are implemented in accordance with applicable legislation and industry practices.

Employee benefits include private accident insurance, pension savings schemes (BES), social benefits, transportation support and a range of additional employee welfare programmes.

Working Environment and Employee Well-being

Providing a healthy, safe and productive working environment is a core priority for Eti Bakır. This commitment is supported through occupational health and safety practices, regular training programmes and field inspections.

The Company also promotes employee engagement through workplace well-being initiatives and internal communication activities, contributing to a positive, inclusive and sustainable working culture.

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Occupational Health and Safety

At Eti Bakır, occupational health and safety (OHS) management is based on protecting employee health, continuously improving safe working conditions and proactively managing workplace risks. Across all operations, OHS practices are implemented in accordance with Law No. 6331 on Occupational Health and Safety, Labour Law No. 4857, Law No. 5510 on Social Insurance and General Health Insurance, and other applicable legislation governing mining, metallurgy, chemical processes, work equipment, emergency preparedness, firefighting and hazardous substances. Beyond legal compliance, Eti Bakır's OHS approach focuses on eliminating risks at their source, strengthening employee participation and embedding a strong safety culture throughout its operations.

Risk Management, Hazard Reporting and Continuous Improvement

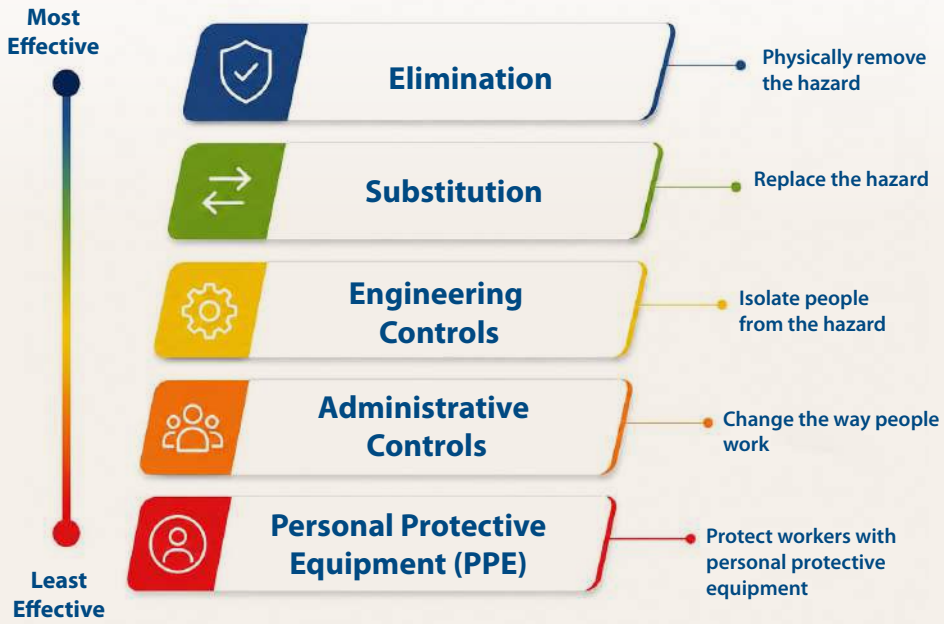
Hazard identification and risk reduction activities are based on the hierarchy of controls. Priority is given to eliminating hazards wherever possible. Where elimination is not feasible, hazards are controlled through substitution, engineering controls, administrative controls and, as a final measure, the use of personal protective equipment (PPE).

Risk assessments are conducted with the participation of OHS professionals, occupational physicians, employee representatives, support personnel, line managers and employer representatives. Given the high-risk nature of the Company's operations, risk assessments are reviewed regularly and updated whenever changes occur, including workplace accidents, near misses, equipment modifications or process changes.

Employees can report hazards quickly and safely through verbal, written and digital reporting channels. Unsafe conditions identified in the workplace may be reported directly to supervisors, employee representatives or the OHS function. In high-risk situations, employees are entitled to exercise their right to refrain from work. Near-miss reports, hazard observation cards, field scorecards, suggestion and feedback systems, and digital platforms such as the corporate intranet are used to record and track reported issues until resolution. At certain operations, near-miss reporting is further encouraged through recognition and reward programmes to strengthen employee participation.

OHS performance is monitored regularly through indicators such as occupational accidents, near misses, hazard reports, lost workdays and non-conformities. Root cause analysis methodologies, including the Heinrich Pyramid, Five Whys and Cause-and-Effect Analysis, are used to investigate incidents and establish corrective and preventive actions aimed at preventing recurrence.

Whenever an incident occurs, the area is first secured, followed by an investigation conducted by the designated incident investigation team. Risk assessments are revised based on the findings, and refresher training is provided where necessary. To prevent similar incidents across other operations, safety alerts are prepared and shared with relevant teams.



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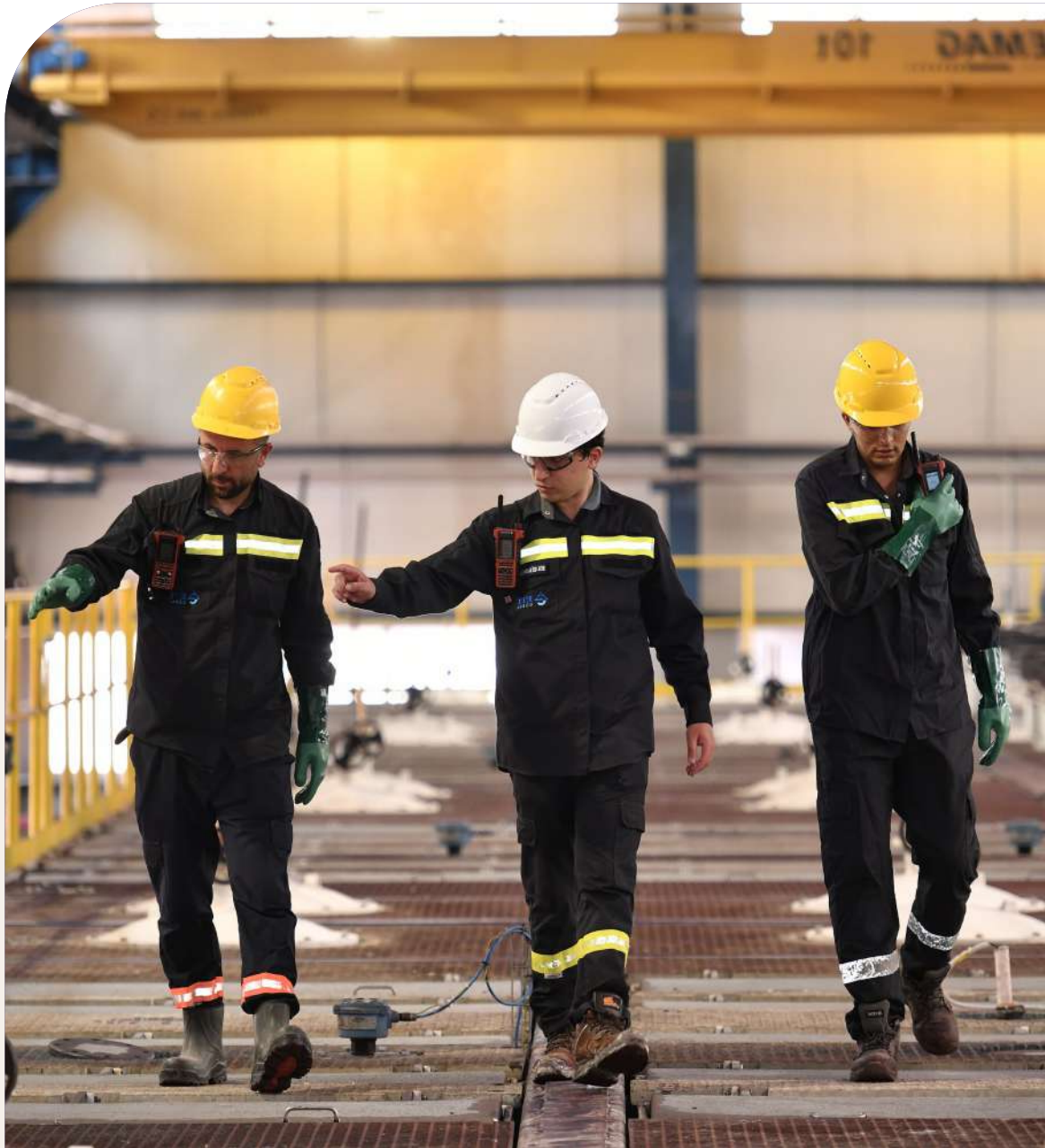
OHS Committees, Employee Participation and Occupational Health Services

Occupational Health and Safety (OHS) Committees convene regularly across Eti Bakır's operations. Committee members include employer representatives, OHS professionals, occupational physicians, employee representatives, line managers and relevant support teams. Committee meetings review field inspection findings, hazard reports, near misses, occupational accidents, corrective actions, training needs and OHS performance indicators. Decisions are communicated through workplace notice boards, digital platforms and departmental briefings. In cooperation with subcontractors, corrective action deadlines are established for identified non-conformities and monitored until completion.

Employees have access to OHS information and documentation through workplace notice boards, procedures and work instructions, digital management systems and training announcements. Employee input is actively incorporated into risk assessment processes through employee representatives and direct feedback mechanisms presented to the OHS Committees. Risk awareness is strengthened through training programmes, toolbox talks, behavioural safety practices, field observations and pre-shift safety briefings. In addition, employee feedback on newly introduced personal protective equipment (PPE) is collected through sample evaluations, helping ensure that employee experience is reflected in implementation practices.

To protect employee health, comprehensive occupational health services are provided across all operations, including on-site medical centres, occupational physicians, healthcare personnel, ambulance services and medical referral procedures. On-site medical facilities operate 24 hours a day, ensuring continuous access to healthcare for both above-ground and underground operations. Pre-employment and periodic medical examinations are conducted regularly, with referrals to specialist healthcare providers arranged where necessary. Employees involved in occupational accidents are not permitted to return to work until occupational health monitoring has been completed. Psychological support and additional medical referrals are also provided where appropriate. Furthermore, the Company promotes employee well-being through health risk awareness programmes, blood donation campaigns, substance dependency awareness initiatives and voluntary health screening activities.



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Training, Competency and Good Practices

Eti Bakır promotes a strong occupational health and safety culture by providing regular and comprehensive training programmes tailored to operational risks, legal requirements and site-specific needs. Employees working in both underground and surface operations receive task-specific training covering induction, shift briefings, emergency response, personal protective equipment (PPE), working at height, confined space entry, fire prevention and evacuation, gas measurement and the safe use of equipment. The company employs Class A, B and C Occupational Safety Specialists holding internationally recognised certifications such as IOSH and NEBOSH to support the effective implementation of these programmes.

Digital solutions also play an important role in strengthening OHS management. Hazard and near-miss reporting, performance monitoring and incident tracking are managed through digital platforms, improving traceability, reporting quality and response times.

Site-level practices further reinforce the integration of safety into day-to-day operations. Stop-and-Think applications encourage employees to assess workplace hazards before starting work, while safety alert cards help communicate lessons learned across sites. Underground operations are supported by emergency exit guidance systems, LED directional lighting, emergency response cabinets located in refuge areas, automatic fire suppression systems in electrical panels, and regular calibration of gas detection equipment to enhance risk control.

At the Murgul Operation, a safety awareness video developed as part of the 6S–Kaizen programme and narrated by employees' children has been displayed on cafeteria screens to promote safe behaviours. Following its positive impact, the initiative has been shared across other operations, contributing to the wider adoption of a proactive safety culture throughout the organisation.

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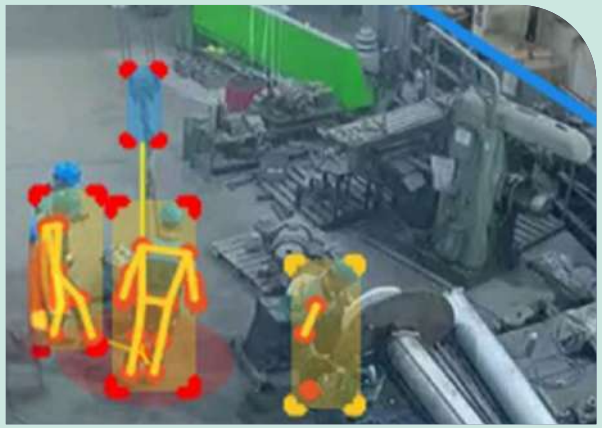
Virtual Reality (VR) Safety Training Programme

Eti Bakır has introduced a Virtual Reality (VR) Training Programme as part of its commitment to strengthening occupational health and safety through innovative learning approaches. The programme recreates high-risk working environments in a realistic virtual setting, allowing employees to experience potential hazards without exposure to actual risk. This approach helps strengthen hazard awareness, improve decision-making and reinforce safe working behaviours.

The training covers high-risk activities such as lifting and material handling operations, the correct use of personal protective equipment (PPE), machine and equipment safety, and working at height. By transforming theoretical instruction into immersive practical scenarios, employees can safely experience the consequences of unsafe behaviours and develop stronger risk perception.



Artificial Intelligence (AI)-Supported Visual Monitoring System

Artificial Intelligence (AI)-supported visual monitoring technologies have been integrated into occupational health and safety management to strengthen proactive risk prevention. Implemented at the Samsun Smelter and Electrolysis Facility, the system continuously monitors workplace activities in real time to support the company's "zero accidents" objective.

The AI platform detects critical safety risks, including improper PPE use, unsafe interactions between vehicles and pedestrians, working at height and violations of restricted areas. Early identification of unsafe conditions enables rapid intervention, reducing the likelihood of incidents caused by human error while supporting data-driven decision-making and continuous improvement of safety performance.

Earthquake Preparedness and Emergency Response

Emergency preparedness remains a key component of Eti Bakır's occupational health and safety approach. At the Küre Operation, emergency response teams participated in a large-scale regional earthquake drill organised across Kastamonu Province, working in coordination with AFAD, UMKE and local fire services.

The exercise included realistic rescue scenarios involving hydraulic cutting equipment, search and rescue operations and coordinated emergency response activities. These drills strengthen employees' emergency response capabilities, improve inter-agency coordination and reinforce organisational preparedness for potential natural disasters and other emergency situations.

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Corporate Social Responsibility

Growtech Antalya 2025

Eti Bakır participated in Growtech Antalya 2025, one of the world's leading agricultural technology exhibitions, through its Eti Gübre brand to showcase sustainable agricultural solutions and resource-efficient production practices. During the exhibition, the company presented advanced fertilizer products and technologies designed to improve agricultural productivity while supporting the efficient use of natural resources.

The event provided an opportunity to exchange knowledge with producers, business partners and industry representatives from different countries, contributing to the wider adoption of sustainable agricultural practices and innovative production solutions.

Kastamonu Table Tennis Team

Eti Bakır continues to serve as the main sponsor of the Kastamonu Table Tennis Team during the 2025–2026 season, supporting youth development and the promotion of sports. Competing in the Turkish Super League, the club has made significant contributions to the national team through athletes developed within its youth academy.

By supporting the club, Eti Bakır aims to encourage young people to participate in sports, strengthen local sporting infrastructure and contribute to the long-term development of Turkish table tennis.

Kastamonu Dynamic Sports Club Women's Handball Team

Eti Bakır also continues its sponsorship of the Kastamonu Dynamic Sports Club Women's Handball Team during the 2025–2026 season. The company has supported the team for three consecutive years as it competes in the Turkish Women's First League.

The partnership reflects Eti Bakır's commitment to promoting women's participation in sports, increasing the visibility of female athletes and expanding equal opportunities in sport. At the same time, the initiative contributes to youth development and the wider promotion of a strong sporting culture within local communities.

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Samsun Agriculture Fair

Eti Bakır participated in the Samsun Agriculture Fair through its Eti Gübre brand to strengthen collaboration with agricultural stakeholders and promote sustainable farming practices. During the exhibition, the company showcased its portfolio of advanced fertilizer products and resource-efficient agricultural solutions developed to support sustainable crop production.

The event provided an important platform for engaging with producers, business partners and industry professionals, enabling the exchange of knowledge and the promotion of practices that improve agricultural productivity while reducing environmental impacts.

Supporting the Inkaya Cave Archaeological Excavations

Eti Bakır continues to support the Inkaya Cave Archaeological Excavations as part of its commitment to preserving cultural heritage and contributing to scientific research. Conducted in cooperation with its sister company Tüprag, the project focuses on uncovering archaeological findings from a site that provides evidence of migration routes from the Middle East to Europe dating back approximately 86,000 years.

The collaboration, formalised through a cooperation protocol with public institutions and academic partners, contributes to the preservation of cultural heritage while supporting regional scientific research and local development.

Turkish Red Crescent Blood Donation Campaign

Eti Bakır organised a voluntary blood donation campaign in cooperation with the Turkish Red Crescent (Kızılay) at the Mazıdağı Integrated Metal Recovery and Fertilizer Facilities to promote community solidarity and social responsibility.

The two-day campaign resulted in 228 units of blood donations through the voluntary participation of employees. In addition to contributing to the national blood supply, the initiative strengthened the culture of volunteerism, solidarity and employee engagement across the organisation.

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National Sporting Achievement – Kastamonu Table Tennis Sports Club

The Türkiye U15 Boys' National Team, featuring Kuzey Gündoğdu, an athlete from the Kastamonu Table Tennis Sports Club sponsored by Eti Bakır, won the silver medal at the European Youth Championships held in Ostrava, Czech Republic, between 11–15 July.

This international achievement highlights the importance of investing in youth talent and grassroots sports development. Through its continued support, Eti Bakır contributes to creating opportunities for young athletes to compete at national and international levels while encouraging wider participation in sport.

League Championship – Kastamonu Table Tennis Sports Club

The women's team of the Kastamonu Table Tennis Sports Club, supported by Eti Bakır, secured the Women's First League Group B Championship after completing an unbeaten regular season and winning 13 of 15 matches during the play-off stage.

The championship earned the team promotion to the Turkish Second League, reflecting the positive impact of sustained investment in women's sports. Eti Bakır continues to support initiatives that strengthen female participation in sport and contribute to the long-term development of local athletic talent.

ODTÜ Geological Engineering Career Fair

Eti Bakır participated in the Middle East Technical University (METU) Geological Engineering Career Fair to engage with future professionals and promote career opportunities within the mining sector.

Representatives from the company's human resources and technical teams met with engineering students to introduce Eti Bakır's operations, career pathways and professional development opportunities. The event also provided valuable insight into students' career expectations while strengthening the company's relationship with young engineering talent.

Supporting the Salkaya Archaeological Excavations

Eti Bakır supports the Salkaya Archaeological Excavations in Elazığ as part of its commitment to preserving Türkiye's cultural heritage and contributing to scientific research. The project has helped uncover a significant Early Byzantine mosaic featuring depictions of wolves, deer and the Anatolian leopard, providing valuable insights into the region's historical and cultural landscape.

Beyond supporting archaeological research, the initiative contributes to protecting cultural heritage and transferring this knowledge to future generations, while creating long-term social value in the regions where the company operates.

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Environmental Performance Indicators

Energy Consumption Data

Adıyaman Facility

Energy Management	Unit	2023	2024	2025
Gasoline Consumption	L	1,920	1,840	2,166
Diesel Consumption	L	1,350,000	1,440,000	1,671,850
Electricity Consumption	kWh	35,447,980	37,636,320	36,131,510

Artvin Cerattepe Facility

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	889,907	688,248	901,816
Coal	kg	70	73	80
Propane	litre	10,100	10,150	10,350
Electricity Consumption	kWh	2,235,328	1,981,456	3,148,324

Artvin Murgul Facility

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	4,534,992.21	2,767,879	2,110,368.95
Electricity Consumption	kWh	80,260	59,361	67,720
Gasoline Consumption	L	-	-	7,876
Energy Supplied from Renewable Sources	**Unit**	**2023**	**2024**	**2025**
Hydroelectric Power Plant (HPP)	kWh	65,603,155	66,368,377	55,844,582

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Kastamonu Küre Facility

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	2,816,520	2,427,904	2,567,059.96
Natural Gas Consumption	GJ	0	2,327.68	6,511.14
Other (Coal)	kg	403,000	108,760	50,990
Other (LNG)	kg	162,500	151,820	166,130
Electricity Consumption	kWh	95,332,723	97,690,626	100,598,133

Samsun Smelter and Electrolysis Facility

Energy Management	Unit	2023	2024	2025
Gasoline Consumption	L	2,220	3,152	2,888
Diesel Consumption	L	1,466,418.72	1,826,050.07	1,211,387
Natural Gas Consumption	GJ	332,857	333,821.3	979,673.2
Other (Coal)	kg	8,960	8,470	25,140
Electricity Consumption	kWh	245,325,130	200,671,380	306,423,650

Siirt Madenköy Facility

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	3,458,005	2,671,579	2,918,871.08
Electricity Consumption	kWh	64,086,000	53,420,000	56,901,000

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İzmir Halıköy Facility

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	59,035	155,419	508,586
Electricity Consumption	kWh	2,175,000	3,241,000	4,144,782

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Energy Management	Unit	2023	2024	2025
Diesel Consumption	L	4,956,100	5,440,106	6,127,135
Natural Gas Consumption	GJ	4,230,822	4,475,537	4,106,387
Electricity Consumption	kWh	60,078,180	75,780,220	48,886,410
LNG	kg	102,620	13,760	0
Propane	kg	1,764	3,516	4,989
Energy Supplied from Renewable Sources	**Unit**	**2023**	**2024**	**2025**
Solar Energy	GJ	621,362	590,234	644,310

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Greenhouse Gas Emissions Data

Adıyaman Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	4,358	5,309	6,138
Indirect CO_2 Emissions (Scope 2)	tCO_2e	15,513	16,749	15,874
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	79,489	75,268

Artvin Cerattepe Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	2,144	1,199	3,117
Indirect CO_2 Emissions (Scope 2)	tCO_2e	978	882	1,426
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	8,977	22,874

Artvin Murgul Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	12,210	9,072	7,021
Indirect CO_2 Emissions (Scope 2)	tCO_2e	35,123	26,419	28,429
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	13,341	19,466

Kastamonu Küre Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	8,082	8,434	8,732
Indirect CO_2 Emissions (Scope 2)	tCO_2e	41,719	43,475	44,059
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	79,240	103,948

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Samsun Smelter and Electrolysis Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	21,033	20,067	53,212
Indirect CO_2 Emissions (Scope 2)	tCO_2e	81,356	89,305	136,368
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	389,538	1,519,816*

**The increase in consolidated greenhouse gas emissions in 2025 is primarily driven by higher Scope 3 emissions associated with the phosphoric acid and fertilizer plant investments at the Samsun Smelter and Electrolysis Facility.*

Siirt Madenköy Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	9,369	10,271	10,589
Indirect CO_2 Emissions (Scope 2)	tCO_2e	27,269	23,792	25,398
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	32,338	32,517

İzmir Halkköy Facility

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	189	477	1,085
Indirect CO_2 Emissions (Scope 2)	tCO_2e	1,065	1,472	1,866
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	1,907	8,572

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Greenhouse Gas Emissions	Unit	2023	2024	2025
Direct CO_2 Emissions (Scope 1)	tCO_2e	279,452	243,861	228,665
Indirect CO_2 Emissions (Scope 2)	tCO_2e	24,370	32,211	21,756
Indirect CO_2 Emissions (Scope 3)	tCO_2e	-	1,039,341	744,614

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Waste Data

Adıyaman Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	tonnes	27.250	25.750	127.905
Non-hazardous Waste	tonnes	83.061	88.405	54.180
Total Waste	**tonnes**	**110.311**	**114.155**	**182.085**

Artvin Cerattepe Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	tonnes	33.700	40.450	44.071
Non-hazardous Waste	tonnes	10.9	40.760	133.760
Total Waste	**tonnes**	**44.60**	**81.21**	**177.831**

Artvin Murgul Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	tonnes	128.884	88.512	68.71
Non-hazardous Waste	tonnes	6.305	61.650	41.65
Total Waste	**tonnes**	**153.889**	**150.162**	**110.36**

Kastamonu Küre Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	tonnes	141.35	121.85	117.45
Non-hazardous Waste	tonnes	196.85	297.46	229.94
Total Waste	**tonnes**	**338.20**	**419.31**	**347.39**

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Samsun Smelter and Electrolysis Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	ton	27.77	27.20	64.47
Non-Hazardous Waste	ton	196,357.33	232,467.57	242,810.55
Total Waste	**ton**	**196,385.10**	**232,494.69**	**242,875.02**

Siirt Madenköy Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	ton	76.621	85.353	60.310
Non-Hazardous Waste	ton	43.170	91.230	-
Total Waste	**ton**	**119.791**	**176.583**	**60.310**

İzmir Halıköy Facility

Waste Category	Unit	2023	2024	2025
Hazardous Waste	ton	5.680	7.115	6.821
Non-Hazardous Waste	ton	0.150	0.375	0.283
Total Waste	**ton**	**5.830**	**7.490**	**7.104**

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Waste Category	Unit	2023	2024	2025
Hazardous Waste	ton	62	99	150
Non-Hazardous Waste	ton	157	166	532
Total Waste	**ton**	**219**	**265**	**682**

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Water Footprint Data

Adıyaman Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	3.75	1.26	2.22
Grey Water Footprint	m^3 water/ton	8.96	0.10	0.16

Artvin Cerattepe Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	0.85	0.10	0.03
Grey Water Footprint	m^3 water/ton	5.80	0.08	0.08

Artvin Murgul Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	38.79	3.87	3.48
Grey Water Footprint	m^3 water/ton	-	0.11	0.11

Kastamonu Küre Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	16.69	0.56	0.43
Grey Water Footprint	m^3 water/ton	3.07	0.003	0.00
Green Water Footprint	m^3 water/ton	-	0.13	0.05

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Samsun Smelter and Electrolysis Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	16.62	3.01	1.10
Grey Water Footprint	m^3 water/ton	9.82	0.36	0.17

Siirt Madenköy Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	25.20	0.72	0.69
Grey Water Footprint	m^3 water/ton	29.68	0.04	0.05

İzmir Halıköy Facility

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	223.00	0.04	0.05
Grey Water Footprint	m^3 water/ton	189.00	0.01	0.04

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Water Footprint	Unit	2023	2024	2025
Blue Water Footprint	m^3 water/ton	10.91	2.72	2.59
Grey Water Footprint	m^3 water/ton	1.54	0.06	0.08
Green Water Footprint	m^3 water/ton	-	0.06	0.22

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Social Performance Indicators

Employee Demographics Data

Adıyaman Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	445	465	484
Female	person	10	10	10
Total	**person**	**455**	**475**	**494**

Artvin Cerattepe Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	239	203	254
Female	person	6	3	8
Total	**person**	**245**	**206**	**262**

Artvin Murgul Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	535	504	550
Female	person	15	17	27
Total	**person**	**550**	**521**	**577**

Kastamonu Küre Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	769	819	877
Female	person	27	32	32
Total	**person**	**796**	**851**	**909**

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Samsun Smelter and Electrolysis Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	833	882	1.206
Female	person	43	58	80
Total	**person**	**876**	**940**	**1,286**

Siirt Madenköy Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	774	785	842
Female	person	6	10	14
Total	**person**	**780**	**795**	**856**

İzmir Halkköy Facility

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	144	193	157
Female	person	3	9	9
Total	**person**	**147**	**202**	**166**

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Employee Demographics – Total Number of Employees	Unit	2023	2024	2025
Male	person	1,308	1,463	1,560
Female	person	72	90	92
Total	**person**	**1380**	**1553**	**1652**

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Employee Data by Employment Type

Adıyaman Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	7	7	7
White-collar – Male	person	86	70	73
Blue-collar – Female	person	3	3	3
Blue-collar – Male	person	359	395	411

Artvin Cerattepe Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	1	0	4
White-collar – Male	person	40	38	42
Blue-collar – Female	person	5	3	4
Blue-collar – Male	person	199	165	212

Artvin Murgul Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	4	10	9
White-collar – Male	person	76	69	72
Blue-collar – Female	person	11	7	18
Blue-collar – Male	person	459	435	478

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Kastamonu Küre Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	20	25	23
White-collar – Male	person	83	100	140
Blue-collar – Female	person	7	7	9
Blue-collar – Male	person	686	719	737

Samsun Smelter and Electrolysis Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	27	36	43
White-collar – Male	person	128	130	164
Blue-collar – Female	person	16	22	37
Blue-collar – Male	person	705	752	1.042

Siirt Madenköy Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	3	6	11
White-collar – Male	person	100	113	122
Blue-collar – Female	person	3	4	3
Blue-collar – Male	person	674	672	720

İzmir Halıköy Facility

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	1	3	4
White-collar – Male	person	22	26	29
Blue-collar – Female	person	2	6	5
Blue-collar – Male	person	122	167	128

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Employee Demographics – Total Number of Employees by Employment Type	Unit	2023	2024	2025
White-collar – Female	person	42	46	44
White-collar – Male	person	172	192	207
Blue-collar – Female	person	30	44	48
Blue-collar – Male	person	1,136	1,271	1,253

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Employee Data by Contract Type

Adıyaman Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	10	7	10
Permanent – Male	person	390	408	422
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	55	60	62

Artvin Cerattepe Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	6	3	4
Permanent – Male	person	239	201	209
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	0	2	3

Artvin Murgul Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	15	17	27
Permanent – Male	person	510	497	540
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	25	7	10

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Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	27	32	32
Permanent – Male	person	769	819	877
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	0	0	0

Samsun Smelter and Electrolysis Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	43	36	80
Permanent – Male	person	831	900	1,206
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	2	4	0

Siirt Madenköy Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	6	10	14
Permanent – Male	person	774	785	842
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	0	0	0

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İzmir Halıköy Facility

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	3	9	9
Permanent – Male	person	144	193	155
Fixed-term – Female	person	0	0	0
Fixed-term – Male	person	0	0	2

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Employee Demographics – Total Number of Employees by Contract Type	Unit	2023	2024	2025
Permanent – Female	person	72	89	89
Permanent – Male	person	1,308	1,452	1,548
Fixed-term – Female	person	0	1	3
Fixed-term – Male	person	0	11	12

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Employee Data by Age Group

Adıyaman Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**101**	**131**	**142**
Female	person	5	4	2
Male	person	96	127	140
31 - 40 years	**person**	**217**	**213**	**132**
Female	person	2	3	4
Male	person	215	210	205
41 - 50 years	**person**	**117**	**111**	**125**
Female	person	3	2	3
Male	person	114	109	122
51 - 60 years	**person**	**20**	**19**	**22**
Female	person	0	1	1
Male	person	20	18	21
60 years and over	**person**	**0**	**0**	**0**
Female	person	0	0	0
Male	person	0	0	0

Artvin Cerattepe Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**92**	**82**	**123**
Female	person	1	0	4
Male	person	91	82	119
31 - 40 years	**person**	**111**	**92**	**105**
Female	person	3	2	3
Male	person	108	90	102
41 - 50 years	**person**	**35**	**26**	**27**
Female	person	3	1	1
Male	person	32	25	26
51 - 60 years	**person**	**7**	**6**	**7**
Female	person	1	0	0
Male	person	6	6	7
60 years and over	**person**	**0**	**0**	**0**
Female	person	0	0	0
Male	person	0	0	0

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Artvin Murgul Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**92**	**87**	**137**
Female	person	3	2	3
Male	person	89	85	134
31 - 40 years	**person**	**194**	**177**	**181**
Female	person	7	7	10
Male	person	187	170	176
41 - 50 years	**person**	**200**	**191**	**183**
Female	person	4	5	8
Male	person	196	186	175
51 - 60 years	**person**	**59**	**60**	**64**
Female	person	0	3	6
Male	person	59	57	58
60 years and over	**person**	**5**	**6**	**7**
Female	person	0	0	0
Male	person	5	6	7

Kastamonu Küre Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**320**	**329**	**312**
Female	person	5	9	7
Male	person	315	320	305
31 - 40 years	**person**	**318**	**315**	**323**
Female	person	13	13	14
Male	person	305	302	309
41 - 50 years	**person**	**115**	**160**	**202**
Female	person	5	6	7
Male	person	110	154	195
51 - 60 years	**person**	**34**	**37**	**54**
Female	person	3	3	3
Male	person	31	34	51
60 years and over	**person**	**9**	**10**	**18**
Female	person	1	1	1
Male	person	8	9	17

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Samsun Smelter and Electrolysis Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**223**	**300**	**484**
Female	person	13	21	22
Male	person	210	279	462
31 - 40 years	**person**	**368**	**355**	**463**
Female	person	15	16	26
Male	person	353	339	437
41 - 50 years	**person**	**226**	**227**	**278**
Female	person	12	17	27
Male	person	214	210	251
51 - 60 years	**person**	**57**	**48**	**51**
Female	person	2	0	4
Male	person	55	48	47
60 years and over	**person**	**2**	**10**	**10**
Female	person	1	1	1
Male	person	1	9	9

Siirt Madenköy Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**276**	**305**	**338**
Female	person	4	7	8
Male	person	272	298	330
31 - 40 years	**person**	**311**	**309**	**311**
Female	person	2	3	6
Male	person	309	306	305
41 - 50 years	**person**	**171**	**162**	**181**
Female	person	0	0	0
Male	person	171	162	181
51 - 60 years	**person**	**21**	**18**	**25**
Female	person	0	0	0
Male	person	21	18	25
60 years and over	**person**	**1**	**1**	**1**
Female	person	0	0	0
Male	person	1	1	1

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İzmir Halıköy Facility

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**46**	**57**	**38**
Female	person	2	3	4
Male	person	44	54	34
31 - 40 years	**person**	**54**	**78**	**73**
Female	person	0	2	2
Male	person	54	76	71
41 - 50 years	**person**	**41**	**50**	**43**
Female	person	0	3	3
Male	person	41	47	40
51 - 60 years	**person**	**6**	**15**	**11**
Female	person	0	0	0
Male	person	6	15	11
60 years and over	**person**	**2**	**2**	**1**
Female	person	1	1	0
Male	person	1	1	1

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Employee Demographics – Total Number of Employees by Age Group	Unit	2023	2024	2025
18 - 30 years	**person**	**369**	**433**	**494**
Female	person	27	32	34
Male	person	342	401	460
31 - 40 years	**person**	**591**	**656**	**669**
Female	person	29	39	37
Male	person	562	617	632
41 - 50 years	**person**	**326**	**350**	**373**
Female	person	12	15	16
Male	person	314	335	357
51 - 60 years	**person**	**85**	**100**	**104**
Female	person	4	4	5
Male	person	81	96	99
60 years and over	**person**	**9**	**14**	**12**
Female	person	0	0	0
Male	person	9	14	12

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Employees with Disabilities

Adıyaman Facility

Employee Demographics – Employees with Disabilities	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	6	6	6

Artvin Cerattepe Facility

Employee Demographics – Employees with Disabilities	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	2	1	2

Artvin Murgul Facility

Employee Demographics – Employees with Disabilities	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	12	12	9

Kastamonu Küre Facility

Foreign Employees	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	0	1	0
Employees with Disabilities	**Unit**	**2023**	**2024**	**2025**
Female	person	0	0	0
Male	person	13	13	13

Samsun Smelter and Electrolysis Facility

Foreign Employees	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	14	6	0
Employees with Disabilities	**Unit**	**2023**	**2024**	**2025**
Female	person	0	0	1
Male	person	27	28	32

Siirt Madenköy Facility

Employees with Disabilities	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	10	9	9

İzmir Halıköy Facility

Employees with Disabilities	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	0	0	2

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Foreign Employees	Unit	2023	2024	2025
Female	person	0	0	0
Male	person	4	3	3
Employees with Disabilities	**Unit**	**2023**	**2024**	**2025**
Female	person	1	3	5
Male	person	35	37	40

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Employees by Management Category

Adıyaman Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	5	5	5
Female	person	0	0	0
Male	person	5	5	5
Middle Management	person	43	43	66
Female	person	4	4	4
Male	person	39	39	62
Other	person	45	29	423
Female	person	3	3	6
Male	person	42	26	417

Artvin Cerattepe Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	1	4	1
Female	person	0	0	0
Male	person	1	4	1
Middle Management	person	40	34	42
Female	person	1	0	3
Male	person	39	34	39
Other	person	0	0	3
Female	person	0	0	1
Male	person	0	0	2

Artvin Murgul Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	2	2	2
Female	person	0	0	0
Male	person	2	2	2
Middle Management	person	7	8	7
Female	person	1	1	2
Male	person	6	7	5
Other	person	71	69	72
Female	person	3	9	7

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Kastamonu Küre Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	1	1	1
Female	person	0	0	0
Male	person	1	1	1
Middle Management	person	11	12	15
Female	person	0	0	0
Male	person	11	12	15
Other	person	91	112	893
Female	person	20	25	32
Male	person	71	87	861

Samsun Smelter and Electrolysis Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	9	8	24
Female	person	1	1	2
Male	person	8	7	22
Middle Management	person	15	17	33
Female	person	2	1	6
Male	person	13	16	27
Other	person	131	141	153
Female	person	24	34	35
Male	person	107	107	118

Siirt Madenköy Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	5	4	2
Female	person	0	0	0
Male	person	5	4	2
Middle Management	person	17	20	32
Female	person	2	2	2
Male	person	15	18	30
Other	person	81	95	99
Female	person	1	4	9
Male	person	5	4	120

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İzmir Halıköy Facility

Management Category	Unit	2023	2024	2025
Senior Management	person	2	2	2
Female	person	0	0	0
Male	person	2	2	2
Middle Management	person	13	14	9
Female	person	1	1	0
Male	person	12	13	9
Other	person	6	6	155
Female	person	0	0	0
Male	person	6	6	155

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Management Category	Unit	2023	2024	2025
Senior Management	person	12	21	21
Female	person	0	1	1
Male	person	12	20	20
Middle Management	person	30	88	95
Female	person	3	9	10
Male	person	27	79	85
Other	person	172	129	135
Female	person	39	36	33
Male	person	133	93	102

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Employee Turnover Data

Adıyaman Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	26	13	16
Blue Collar	person	76	105	71
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	20	26	15
Blue Collar	person	118	92	64
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
White Collar	person	5	1	0
Blue Collar	person	96	118	87
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
White Collar	person	2	4	1
Blue Collar	person	135	114	76

Artvin Cerattepe Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	15	11	29
Blue Collar	person	43	23	113
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	12	15	19
Blue Collar	person	36	58	65
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	0	2	10
Male	person	58	32	132
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	2	5	4
Male	person	46	68	80

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Artvin Murgul Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	21	9	13
Blue Collar	person	181	82	117
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	5	15	16
Blue Collar	person	121	100	59
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	1	2	11
Male	person	201	7	119
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	0	0	1
Male	person	126	115	74

Kastamonu Küre Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	25	22	25
Blue Collar	person	106	144	147
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	29	34	24
Blue Collar	person	219	143	159
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	5	5	4
Male	person	126	161	168
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	2	8	5
Male	person	246	169	178

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Samsun Smelter and Electrolysis Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	38	40	42
Blue Collar	person	200	230	349
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	26	2	3
Blue Collar	person	131	49	66
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	4	16	16
Male	person	234	193	296
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	3	4	1
Male	person	155	149	78

Siirt Madenköy Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	19	40	50
Blue Collar	person	167	83	109
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	20	25	39
Blue Collar	person	143	81	60
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	1	5	5
Male	person	185	118	154
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	2	1	1
Male	person	161	105	98

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İzmir Halıköy Facility

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	9	10	7
Blue Collar	person	39	83	142
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	1	5	2
Blue Collar	person	31	30	110
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	1	6	3
Male	person	47	86	146
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	0	0	2
Male	person	32	35	110

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Total Number of New Employee Hires	Unit	2023	2024	2025
White Collar	person	58	45	44
Blue Collar	person	171	351	213
Employees Leaving the Company	**Unit**	**2023**	**2024**	**2025**
White Collar	person	17	32	36
Blue Collar	person	46	155	114
Total Number of New Employee Hires by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	25	33	16
Male	person	204	363	241
Total Number of Employee Leaving by Gender	**Unit**	**2023**	**2024**	**2025**
Female	person	11	17	12
Male	person	52	170	138

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Training Hours

Adıyaman Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	43.47	151.81	218.07

Artvin Cerattepe Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	89.84	8.55	44.58

Artvin Murgul Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	510.76	303.82	606.86

Kastamonu Küre Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	22.81	31.72	715.18

Samsun Smelter and Electrolysis Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	60.46	585.42	582.42

Siirt Madenköy Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours	38.39	308.42	1,434.43

İzmir Halıköy Facility

Total Training Hours	Unit	2023	2024	2025
	person-hours		31.95	22.30

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Total Training Hours	Unit	2023	2024	2025
	person-hours	381.32	2,610.07	2,884.84

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Orientation and Retention Success

Artvin Murgul Facility

Orientation and Retention Success	Unit	2023	2024	2025
Orientation and retention program success rate for newly hired employees (0–2 years)	%	96	98	97

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Orientation and Retention Success	Birim	2023	2024	2025
Orientation and retention program success rate for newly hired employees (0–2 years)	%	95.43	87.96	88.7

Occupational Health and Safety Data

Adıyaman Facility

Occupational Health and Safety	Birim	2023	2024	2025
Total OHS Training Participants	person	453	473	513
Total OHS Training	person-hours	20,219	24,237	21,437
Total Number of OHS Committee Members	person	9	9	9

Artvin Cerattepe Facility

Occupational Health and Safety	Birim	2023	2024	2025
Total OHS Training Participants	person	245	206	265
Total OHS Training	person-hours	12,250	10,300	13,515
Total Number of OHS Committee Members	person	11	11	11
Number of Employee Representatives on OHS Committees	person	3	3	4

Artvin Murgul Facility

Occupational Health and Safety	Birim	2023	2024	2025
Total OHS Training Participants	person	769	601	509
Total OHS Training	person-hours	12,304	9,616	11,888
Total Number of OHS Committee Members	person	12	11	9
Number of Employee Representatives on OHS Committees	person	4	4	4

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Kastamonu Küre Facility

Occupational Health and Safety	Unit	2023	2024	2025
Total OHS Training Participants	person	772	768	860
Total OHS Training	person-hours	12,352	12,288	13,760
Total Number of OHS Committee Members	person	24	24	28
Number of Employee Representatives on OHS Committees	person	6	6	6

Samsun Smelter and Electrolysis Facility

Occupational Health and Safety	Unit	2023	2024	2025
Total OHS Training Participants	person	1,026	1,540	1,511
Company Employees	person-hours	2,438	2,602	28,842
Total OHS Training	person-hours	23,799	20,987	32,442
Total Number of OHS Committee Members	person	17	12	12
Number of Employee Representatives on OHS Committees	person	1	1	1

Siirt Madenköy Facility

Occupational Health and Safety	Unit	2023	2024	2025
Total OHS Training Participants	person	1,530	1,315	881
Company Employees	person-hours	12,480	12,720	13,696
Total OHS Training	person-hours	13,980	13,760	14,096
Total Number of OHS Committee Members	person	31	31	32
Number of Employee Representatives on OHS Committees	person	4	5	5

İzmir Halıköy Facility

Occupational Health and Safety	Unit	2023	2024	2025
Total OHS Training Participants	person	158	200	175
Company Employees	person-hours	2528	3,200	2800
Total OHS Training	person-hours	2,528	3,200	2800
Total Number of OHS Committee Members	person	7	8	12
Number of Employee Representatives on OHS Committees	person	4	4	4

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Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Occupational Health and Safety	Unit	2023	2024	2025
Total OHS Training Participants	person	1,608	1,969	1,986
Company Employees	person-hours	3,676,176	3,936,804	4,306,515
Total OHS Training	person-hours	18,596	21,128	21,632
Total Number of OHS Committee Members	person	29	29	23
Number of Employee Representatives on OHS Committees	person	2	2	2

Adıyaman Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	79	75	109
Lost Time Injury Frequency Rate (LTIFR)	rate	58,79 %	70,58 %	68,04 %
Lost Time Injury Severity Rate	rate	0,25 %	0,18 %	0,58 %

Artvin Cerattepe Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Lost Time Injury Frequency Rate (LTIFR)	rate	22,70 %	11,59 %	19,56 %
Lost Time Injury Severity Rate	rate	0,22 %	0,20 %	0,56 %

Artvin Murgul Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	148	271	214
Lost Time Injury Frequency Rate (LTIFR)	rate	3,70 %	5,93 %	6,67 %
Lost Time Injury Severity Rate	rate	0,06 %	0,06 %	0,04 %

Kastamonu Küre Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	62	77	45
Lost Time Injury Frequency Rate (LTIFR)	rate	38,55 %	24,95 %	21,81 %
Lost Time Injury Severity Rate	rate	0,58 %	0,06 %	0,21 %

Samsun Smelter and Electrolysis Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	13	18	30
Lost Time Injury Frequency Rate (LTIFR)	rate	18.26 %	17.58 %	13.07 %
Lost Time Injury Severity Rate	rate	0.35 %	0.17 %	0.18 %

Siirt Madenköy Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	2	1	1
Lost Time Injury Frequency Rate (LTIFR)	rate	79.28 %	78.67 %	42.67 %
Lost Time Injury Severity Rate	rate	0.28 %	0.79 %	0.26 %

İzmir Halıköy Facility

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	9	13	20
Lost Time Injury Frequency Rate (LTIFR)	rate	16.67 %	19.20 %	52.29 %
Lost Time Injury Severity Rate	rate	0.15 %	0.20 %	0.10 %

Mazıdağı Integrated Metal Recovery and Fertilizer Facilities

Occupational Health and Safety – Incident Data	Unit	2023	2024	2025
Near Misses and Hazard Reports	cases/year	431	500	896
Lost Time Injury Frequency Rate (LTIFR)	rate	1.09 %	0.76 %	3.02 %
Lost Time Injury Severity Rate	rate	0.06 %	0.02 %	0.07 %

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GRI Content Index

Statement of Use: Eti Bakır has reported in accordance with the GRI Standards for the reporting period 1 January 2025 – 31 December 2025.

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Disclaimer

This report contains forward-looking statements. These statements are based on current expectations, assumptions, estimates and projections regarding future events and are therefore subject to known and unknown risks, uncertainties and other factors that may cause actual results, performance or achievements to differ materially from those expressed or implied in such statements.These factors include, but are not limited to, fluctuations in commodity prices, changes in foreign exchange rates, general economic conditions, increasing costs, political and social risks, changes in the regulatory environment in which Eti Bakır operates or may operate in the future, adverse weather conditions, environmental factors, recruitment and retention of qualified personnel, industrial relations issues, and litigation.Forward-looking statements are based on the good-faith assumptions of Eti Bakır and its management regarding future financial, market, regulatory and operating conditions that may affect the Company's business and activities. However, no assurance can be given that these assumptions will prove to be correct or that the Company's operations will not be affected by unforeseen events, factors beyond its control, or other significant developments.Although Eti Bakır has sought to identify the factors that could cause actual results, performance, achievements or events to differ materially from those described in the forward-looking statements, additional factors may arise that could cause outcomes to differ from those anticipated, estimated or intended. Such factors may be beyond the reasonable control of the Company. Accordingly, Eti Bakır undertakes no obligation to publicly update or revise any forward-looking statements contained in this report, whether as a result of new information, future events, changes in assumptions or circumstances, or otherwise, except where required by applicable laws and regulations.

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