

KAZAN SODA ELEKTRİK

SUSTAINABILITY REPORT

2021

Independent Assurance Opinion Statement

To the Management of Kazan Soda Elektrik Üretim A.Ş.

Scope and Objectives :

BSI was commissioned by Kazan Soda Elektrik Üretim A.Ş. (hereinafter “Kazan Soda”) to conduct independent assurance of its Kazan Soda 2021 Sustainability Report (‘the Report’), and to carry out an independent verification of total water withdrawal, health and safety performance indicators, used electricity, training man-hours and waste.

Our assurance engagement was planned and carried out in accordance with AA1000 Assurance Standard AA1000AS v3.

BSI’s approach

BSI’s assurance engagements are carried out in accordance with our verification procedure. Reviewing the data collection and consolidation processes used to compile selected data, including assumptions made, and the data scope and reporting boundaries; We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We were engaged to provide Type 2 moderate level assurance, which covers:

- Evaluation of adherence to the AA1000AS v3 principles of inclusivity, materiality and responsiveness (the Principles); and
- The reliability of specified sustainability performance information along with related claims in the report including:
 - Desk review
 - Site visit
 - Data sampling
 - Reporting

Inclusivity, Materiality, Responsiveness and Impact principles;

Kazan Soda has made a commitment to its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to Sustainability Report.

Kazan Soda publishes Sustainability Report information that enables its stakeholders to make informed judgments about the company’s management and performance. In our professional opinion the report covers the Kazan Soda’s materiality issues.

Kazan Soda has implemented the practice to respond to the expectations and perceptions of its stakeholders.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement.

Independence/Responsibilities of Kazan Soda and of the Assurance Providers

BSI was not involved in collecting and calculating data, or in the development of the Report. BSI's activities are independent from Kazan Soda. Kazan Soda has sole responsibility for preparation of the Report. In performing our assurance work, our responsibility is to the management of Kazan Soda.

The assurance team was composed of Lead auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, and ISO 9001, EU ETS, GS, VCS, ISO 50001 etc. . BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI verification procedure. There is no limitation.

BSI's Opinion

Based on BSI's approach, we believe that Kazan Soda Elektrik Üretim A.Ş. has:

- Met the requirements above
- Disclosed accurate and reliable data and information

Verified Data

Water consumption: 6,174,310 m³

Recycling water: 2,317,218 m³

Recycled water ratio: %37.53

Training man-hour: 40,246

Production volume (ton): 2,900,000 tons

Electricity consumption: 1,120,153 MWh

Green-tariff electricity: 93,681 MWh

Direct water intensity: 2.13 m³/ton product.

Recycled;

Metal: 478,740 kg

Paper and board: 4,050 kg

Glass: 1040 kg

Plastics: 59,110 kg

Material Usage;

Plastics: 1,325,000 kg

Wood: 3,719,000 kg

Overall Accident Rate: 392

Accident Severity Rate (1,000,000 Factor): 375

Accident Frequency Rate: 24

Accident Severity Rate (1000 Factor): 0.37

Work Accident Frequency Rate (RIDDOR): 14

Number of work accident (RIDDOR) : 21

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Mehmet Kumru
Sustainability Team Manager

Date: 16 March 2022

bsi.



AA1000

Licensed Assurance Provider
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BSI Group Eurasia Belgelendirme Hizmetleri Ltd. Şti.

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ABOUT THE REPORT

In line with the principles of transparency and accountability and following its approach of sustainability, Kazan Soda Elektrik presents in this sustainability report its performance in social, environmental, managerial and financial areas; its future targets; and the approach to matters prioritized by stakeholders. This report, which reflects the sustainability performance of Kazan Soda Elektrik between January 1st, 2021 and December 31st, 2021, is the third sustainability report that has been released. In addition to the performance indicators, the explanations found in this report were made taking into consideration the signed UN Global Compact (UNGC), the progress notification requirements of the CEO Water Mandate, and the UN Sustainable Development Goals.

The data in the Sustainability Reports from 2019, 2020 and 2021 were inspected by the independently accredited external party BSI and an Independent Assurance Statement was awarded. The greenhouse gas emissions that were reported for the year 2020, the conformance of the ISO 14064:2018 standards, the conformance of the water inventories as per ISO 14046 were externally verified by the external audit performed by BSI. The emissions and inventories for the 2021 year reporting period are still in the process of being verified.

Kazan Soda commits to continue the sustainability performance that is reported in its entirety and to further improve in light of the changing expectations of stakeholders. Reports of previous periods can be found at www.kazansoda.com. Questions and comments regarding this report and our sustainability undertakings can be fielded to us via surdurulebilirlik@kazansoda.com.



www.linkedin.com/company/kazan-soda-elektrik



surdurulebilirlik@kazansoda.com

A MESSAGE FROM OUR CEO



Dear Stakeholders,

In the year 2021, as we adapted to the changes required by the Covid-19 pandemic that ravaged the world, day to day life still continued and we powered full steam ahead in our labour for sustainability. Even though the acceleration of global vaccination rates is a hopeful development, the virus mutations and their fast spread once again show how important it is to continue to implement vigorous precautions. As Kazan Soda Elektrik, we have effectively managed through these difficult times by taking every precaution to ensure the health of our employees and associates.

According to the European Forest Fire Information System, a total of 175 thousand hectares of land were burned in the fires of 2021. As we mourned for all of the life that were negatively impacted by these fires, we were once again reminded the importance of the fight against climate change. In the year 2021 many strides were made in regards to the climate criss, both in Turkey and around the world. The Paris Agreement was approved by the General Assembly of the Grand National Assembly of Turkey and Turkey announced its goal to be Net Zero by the Year 2053. The COP26 Summit, greatly anticipated around the world and closely followed by our team, was held. I believe that the global agreement signed at this Summit, the Glasgow Climate Pact, which outlined the global actions to be taken regarding climate change, sent an important message. On the path to a low carbon economy, by following the scope of the developments of The European Green Deal, we are moving in line with the goals and strategies of the EU Green Deal. As a signatory party of the Science Based Targets Initiative (30.04.2021), we have committed to calculating via scientific data the greenhouse gases emitted by production and to reduce these emissions. As Kazan Soda Elektrik management, we are aware that we are responsible to minimize the negative impacts and to create positive impacts that we have on the environment. To effectively use the world's second largest trona reserve, we plan to invest 50 million USD into our system to increase our production capacity. Furthermore, with a 200 million USD investment we will be increasing our production with a sixth production line, and we also aim to lower our carbon emissions.

With respect to environmental legislation, by accelerating our renewable energy research and with our planned investment of 600 thousand USD per megawatt we continue to sustainably grow and add value while recognizing our responsibilities to society and the environment.

We continue to integrate the Sustainable Development Goals of the United Nations Global Compact, of which we are signatory party, into all of our processes and activities. In order to maintain the trust of our stakeholders we have earned through the principles of transparency and accountability, we are continuously improving our management mechanisms. Stakeholder engagement is carried out during our observations of all stages of our social and environmental development endeavors. Measuring our impacts and reporting and sharing them with our stakeholders helps us to become the change we want to see in the world and to serve with leadership that can be exemplified.

To ensure our top priority of providing our employees with healthy and safe working conditions is realized, we live by the principle of continuous improvement. We ensure that Occupational Health and Safety are an inseparable part of what we do and that they are actively supported. We are aware that the only path to achieving high quality human resources is with the equal participation of women. As the Kazan Soda Elektrik family, we would like to thank all of our stakeholders for our success, but especially our employees, for the support and strength they have provided us. We hope you enjoy reading this Kazan Soda Elektrik 2021 Sustainability Report in which we lay out our performance, improvements and targets pertaining to sustainability.

CEO
Gürsel USTA

A MESSAGE FROM OUR GENERAL MANAGER



Valued Stakeholders,

As the world strikes a balance with ever changing variables, here at Kazan Soda Elektrik we have come to the end of another successful year. As the Covid-19 pandemic continues to rage, the increased prevalence of vaccinations inspires hope. The pandemic not only deeply affected our health, but also the economy on a global scale and our social lives. From the onset of this pandemic we have not only continued our endeavors for sustainability, but also for our fellow colleagues.

We continued to ensure the safety of our employees and stakeholders in our COVID-19 TSE Safe Production certificate granted facility. As the fight against the pandemic continued, the environmental disasters spurred on by climate change gained global attention.

We experienced indescribable sorrow caused by the fires that claimed so many lives, both here in Turkey and around the world.

As a result of these disasters, we were once again reminded of the enormity of the responsibility we bear and that we need to not stray on the course of ensuring the continuity of our ecosystem. As Kazan Soda Elektrik, we continue to combat the climate crisis through sustainable goals and actions that support renewable energy and aim to reduce pollution.

The acceptance of the Paris Agreement by the Grand National Assembly of Turkey; the revision of the Ministry of Environment and Urbanization to the Ministry of Environment, Urbanization and Climate Change; and the COP26 summit were the most important developments in regards to climate change in the year 2021. As this was the first Summit at which the developments that have occurred since the Paris Agreement were evaluated, the COP26 was especially important and we followed it closely and evaluated its results.

Our responsible production and our approach to consumption contributes to the cyclical economy and reduces our carbon footprint. With our solution mining technology and effective waste management, we ensure our waste is minimized. We evaluate our product carbon footprint as a whole through Life Cycle Analysis. By calculating and verifying our corporate carbon and water footprints according to international standards since 2018, we regularly revize our roadmap. According to our verified data, from 2018 to 2020 our carbon footprint was reduced by 18% and our water consumption decreased by 17%.

In order to neutralize our Scope 2 greenhouse gas emissions we obtained a Renewable Energy Resource Guarantee System Certificate for 93,681 MWh of renewable energy. As a result of all of this labor, we are proud to have recieved 2nd place in Turkey in the 2021 CDP Climate and Water Reporting Program for both the metal and mining sectors. We have made it our mission to protect the endemic plants and wildlife that are found in our impact area by continuing the work have been carrying out since 2015 in the area of biodiversity.

The health and safety of our employees, who play the leading role in making our success permanent, is always one of our top priorities. In order to reach the ultimate goal of 'zero work accidents and occupational diseases', we continuously engage with our employees; receive consultation from experts; identify risks and manage them effectively; and improve work conditions.

As Kazan Soda Elektrik, we implement an effective risk management system with the principle of abiding both laws and business ethics. Aware of the necessity for diversity and inclusivity in the workplace, we strive to provide a work environment where the needs of all employees can be met without discrepancy We plan to implement projects to increase the role of women in every area.

For your valued stakeholder assessment, I present to you the Kazan Soda Elektrik 2021 Sustainability Report pertaining to environmental, social, and corporate management performance. I thank all of our stakeholders who have aided us on this journey to reach our sustainability targets, with a special thanks to our colleagues.

**General Manager
M.Tanzer ERGÜL**

A MESSAGE FROM OUR EMPLOYEE REPRESENTATIVE



My Dear Work Family,

I would like to start by stating that I am honored to participate in this sustainability journey as an employee of Kazan Soda Elektrik , one of the most innovative and people-oriented organizations, and to offer a message to you, my dear working family.

Kazan Soda Elektriks existing holistic approach and its journey to internalizing personnel policies, the latest and most concrete example of the sustainability journey of 2021 is this Chief Employee Representative message itself.

Kazan Soda Elektrik has undertaken many endeavours in the year 2021 in the name of its policy of sustainability.

As par of these operations, environmentally friendly electric bicycles were provided to employees. This contributed to their time management and physical comfort.

As our institution, which views providing our employees a healthy, safe, and ideal work environment is one of our most fundamental duties, has adopted the responsible production approach of minimizing environmental impact and provides Basic Environmental Awareness Training for this purpose.

Vocational training, social development training, management seminars and occupational safety training are provided in line with the requirements of talent management and employee engagement goals.

Sustainability and environmentally friendly production is a continuously moving target that is always open to development.

Kazan Soda Elektrik continues on this journey without reservation in the name of operating at world class standards. In 2021, with the collaboration of a renewable energy firm, the carbon footprint of Kazan Soda Elektrik's 700 employees was made net zero. In order to protect the biodiversity of the natural areas surrounding our facility site, through a project that is a first in Turkey , an Endemic Plant Protection Area of 8,000 m² was established.

With policies that promote diversity and reject all forms of discrimination, the rates of female employees increase at Kazan Soda Elektrik every year, which also adheres to the Work Law principle of 'Equal Pay for Equal Work'. One of the most poignant indicators of this is that in the last Employee Representative elections three women were voted to be employee representatives.

In our company, meetings attended by the foreman, employee representative and the Occupational Safety Unit are held regularly, and the problems encountered in production and productivity, occupational safety, relations with supervisors, employee satisfaction and social rights are discussed in these meetings, and the sustainability and improvement of existing opportunities are ensured.

We aim to achieve success in the marathon that is sustainability with the commitment and participation of our employees. In line with this aim, motivational incentive activities are carried out in order to encourage employees' participation, which will ensure the system is reliable.

In order to provide easier access to healthy living practices, in 2021, complementary health insurance was provided to our employees. Furthermore, the provision of Nutrition and Dietetics, and Psychological Counseling and Guidance services commenced within our organization. It is also among our sustainability goals to increase the number of social activity projects, taking into account the need for rest, social interaction, communication and satisfaction of our employees.

The locomotive brand of our company, Kazan Soda Elektrik , officially opened its doors on January 15th, 2018. To ensure this special day is remembered, a large organization is planned for all of our employees once the conditions of the pandemic allow.

As the Chief Employee Representative, I would like to thank all of my esteemed work family that have contributed to us reaching our goals on this journey of sustainability. I leave you with the words of our Great Leader **Mustafa Kemal Atatürk**:

"To work does not mean to toil meaninglessly in sweat. According to the needs of the time, it is essential to maximize the use of science and all other opportunities of civilization."

Chief Employee Representative
Mihre K. DİNLER



**ABOUT KAZAN SODA
ELEKTRIK**

ABOUT KAZAN SODA ELEKTRIK

Kazan Soda Elektrik is a subsidiary of Ciner Group, one of the leading companies in the mining, energy and media sectors in Turkey. Kazan Soda Elektrik is the largest natural Heavy Soda Ash and Sodium Bicarbonate producer in Europe.

Our company was established in Ankara in 2011 in order to contribute to the country's economy in the production of Heavy Soda Ash and Sodium Bicarbonate, with an innovative and increasing value chain that is sensitive to nature and the environment. Commercial production commenced in 2018.

Kazan Soda Elektrik, located in the northwest of Ankara, consists of 3 separate units: a mine, a processing plant and a cogeneration power plant. The investment budget of the project is 1.5 billion USD. Two and a half million tonnes of Heavy Soda Ash and 200,000 tonnes of Sodium Bicarbonate are annually produced from 1.6 billion tonnes of trona ore within the 20 km² operating area of the Kazan Elektrik Soda facility. Production is of the highest purity. Our Heavy Soda Ash (Sodium Carbonate) and Sodium Bicarbonate, which are used in many sectors from glass production to baking powder, are exported to many regions of the world, especially to European Union countries, thus providing a significant export income to the country's economy.

Kazan Soda Elektrik delivers its products to 47 different countries with its logistics network and has an export target of 600 million USD. Strategically, it maintains its leadership in the global Soda Ash industry in terms of production volume, reliability in product quality and the supply chain, innovation in technology and processing, and safety and environmental standards – and it continues to evolve day by day. The electricity and steam energy needed for production are produced in the natural gas cogeneration power plant within the factory, with the remaining 2.3 billion kWh of electricity being sent to the Ankara community every year.



ABOUT KAZAN SODA ELEKTRİK

Kazan Soda Elektrik has adopted an environmentally friendly production approach with its preferred solution mining technique. Trona ore, located at a depth of approximately 650 m underground, is brought to the surface by dissolving it with a hot water-based solvent through vertical and horizontal boreholes. The Trona ore solution, is transferred to the production area with the help of wells and pumps. The trona solution, which is purified in the Pre-Treatment unit, is sent to the Stripper-Evaporator section in order to increase its concentration and to convert the sodium bicarbonate in it to sodium carbonate. After the Stripper-Evaporator unit, deca crystal is obtained in the Decahydrate Crystallization unit and the deca solution, which is divided into two, is transferred to the Monohydrate and Sodium Bicarbonate Crystallizer units, respectfully. Finally, natural Sodium Carbonate and Sodium Bicarbonate products are obtained by Centrifugation and Drying processes.

Kazan Soda is a production facility that closely follows sectoral developments and follows environmental and sustainable policies in mining, energy and waste management. The Kazan Soda Elektrik facility, provides job opportunities to 754 people.



Operations Permit Area: ~20km²
 Economic Reserve Area: ~10km²
 Total Geological Reserve: ~1.68 Million tonne Trona Reserve

MISSION & VISION, AND OUR VALUES





OUR MISSION

Our mission is to be a company that values a young, dynamic and educated personnel team; that develops; that improves itself; and that strives for 100% customer satisfaction as it contributes to the Turkish economy, and to the economies in our business environment through increasingly higher quality products and services.

OUR VISION

Our vision is to be a world leader in Dense Soda Ash and Sodium Bicarbonate production as a company that follows the latest technological developments; that is sustainable; that cares for nature and its environment; that is innovative; and adds value.



OUR VALUES



CARING FOR THE ENVIRONMENT

In light of the respect and accountability we feel towards the community and environment we are a part of, we continue to combat climate change and continuously improve our responsible resource use, waste and energy management.



CARING FOR COMMUNITIES

In our adopted work model of sustainability, we create a positive impact and value for all of our stakeholders by staying true to our principles of integrity, accountability and transparency,



CARING FOR HUMANITY

We believe that investing in human resources and in people is the guarantee for future success; and so we see providing a work environment that is healthy, safe, ideal and where rights are respected as one of our most basic responsibilities.

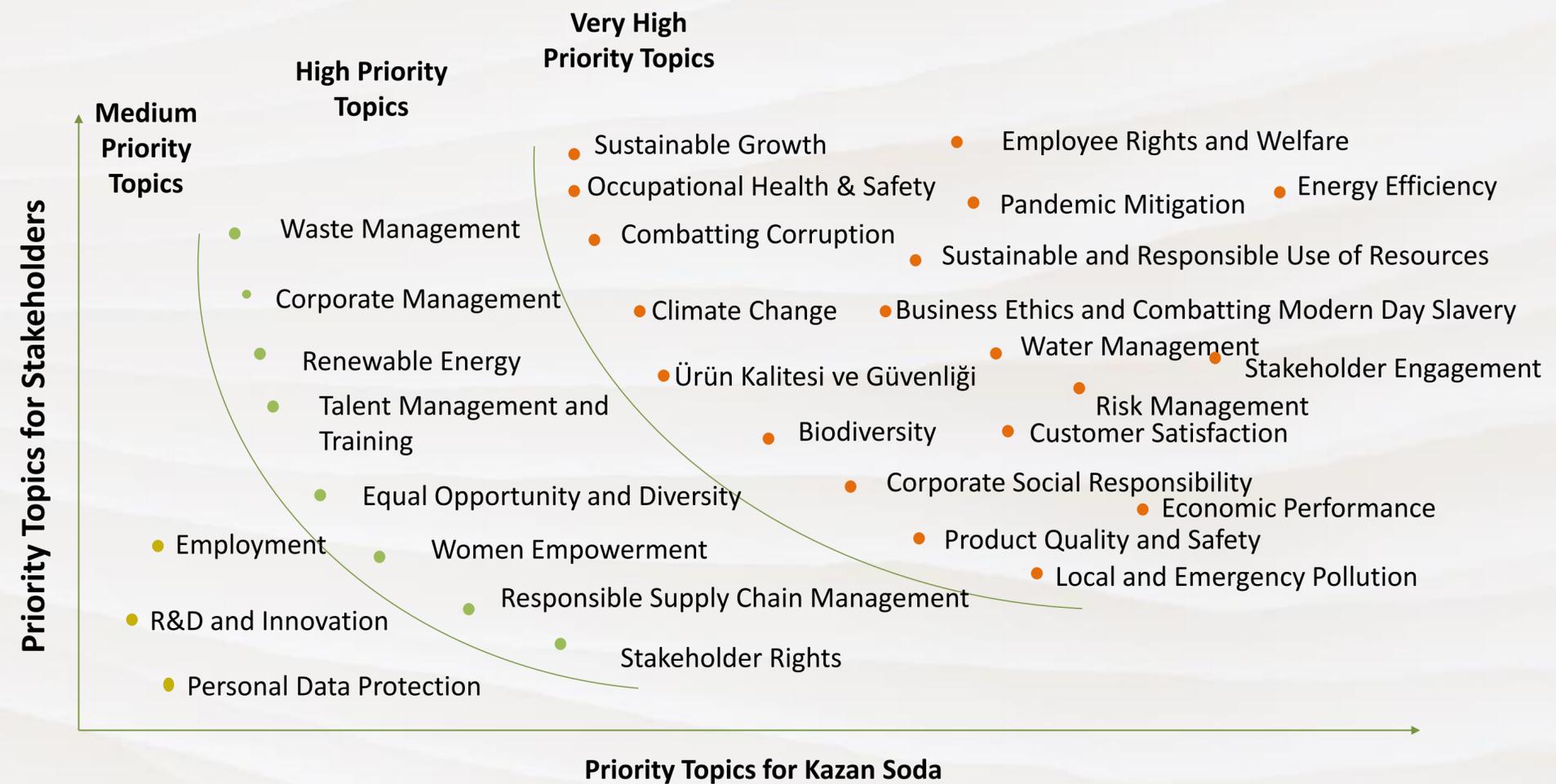
PRIORITY ANALYSIS

As Kazan Soda Elektrik , we review a priority analysis every year in order to identify the material issues that guide our sustainability strategy more accurately and completely. Within the scope of this analysis, we include stakeholder ideas and feedback, external trends, business strategy and senior management views.

In the priority analysis conducted in 2021, we added the following 10 new topics to our current topics:

- **Local and Emergency Pollution**
- **Renewable Energy**
- **Employment**
- **Employee Rights and Welfare**
- **Stakeholder Engagement**
- **Stakeholder Rights**
- **Women Empowerment**
- **Economic Performance**
- **Sustainable Growth**
- **Risk Management**

As a result of the priority analysis, we divided the important issues into three groups as medium priority, high priority and very high priority. Eighteen of these topics are grouped under very high priority.



CORPORATE
MANAGEMENT

Kazan
SODA ELEKTRİK



CORPORATE MANAGEMENT

As Kazan Soda Elektrik, we create value for all our stakeholders with a transparent, accountable, fair and sustainable corporate management approach. By integrating sustainability into all our business processes and business strategy, we undertake projects with high added value with the awareness of our responsibility towards society.

Kazan Soda Elektrik 's Board of Directors consists of a total of 7 members, one of which is the General Manager. The duties of the Board of Directors and General Management are carried out by different individuals. The Ethics Committee, Risk Committee and Sustainability Board regularly report to the Board of Directors. Strategic plans and corporate policies created by the Board of Directors are implemented under the oversight of senior management, chaired by the General Manager.

We carry out our management practices at international standards and work to ensure that continuous improvement is adopted throughout the entire value chain. We carry out our operations and our relations with all stakeholders we engage with in accordance with the ethical values we have adopted. We expect all of our stakeholders, especially our employees, suppliers and other business partners, to comply with the ethical rules we have in order to establish a solid and sustainable business relationship.

The determination of policies and strategies related to environmental, social and economic studies carried out within the scope of sustainability; monitoring of sustainability performance; and management of sustainability issues are carried out by the Sustainability Board under the chairmanship of the CEO. The Sustainability Team, on the other hand, ensures the creation and implementation of action plans for targets, defining and evaluating risks and opportunities within the scope of sustainability, determining the necessary steps, and reporting all work to the Board.

Board of Directors

Name - Surname	Position
Gürsel Usta	Chairman of the Board
Ali Coşkun Duyak	Vice President of the Board
Cevdet Özçevik	Member of the Board
Erdal Yavuz	Member of the Board
Orhan Yüksel	Member of the Board
Selçuk Yeşiltaş	Member of the Board
Mustafa Tanzer Ergül	Member of the Board and General Manager

Other Boards and Committees

Sustainability Board & Team

Ethics Committee

Stakeholder Committee

Discipline Board

Higher Discipline Board

Mess Hall Board

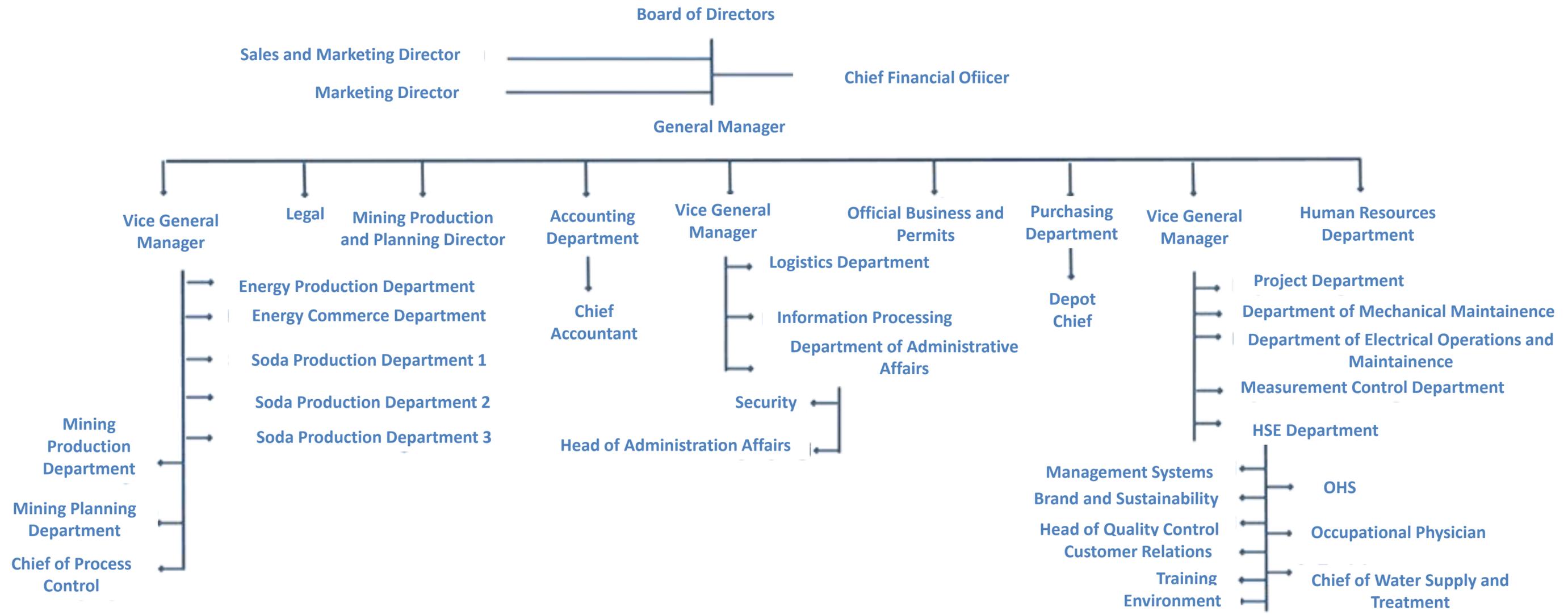
OHS Board

Risk Committee

Kaizen Committee

PIPL (KVKK) Adaptation and Implementation Committee

KAZAN SODA ORGANIZATION SCHEME



FEATURES OF 2021

Environmental Development

- We erased the carbon footprint of 700 employees
- We planted 3,605 trees and plants
- Emission Density of 0.342 tCO₂e
- 3,527,694 m³ water reclamation
- 551 man.hours of Environmental Awareness and Zero Waste, Carbon Management, and Climate Sustainability Training
- We purchased YEK-G certificates representing 93.681 MWh worth of renewable energy.
- We received a 'B' score from the CDP Climate Change Program, ranking 10th in the world and 2nd in Turkey.
- We received a 'B' score from the CDP Water Security Program, ranking 18th in the World and 12th in Turkey.
- We became a signatory of the CEO Water Mandate, an undertaking of the UN Global Compact

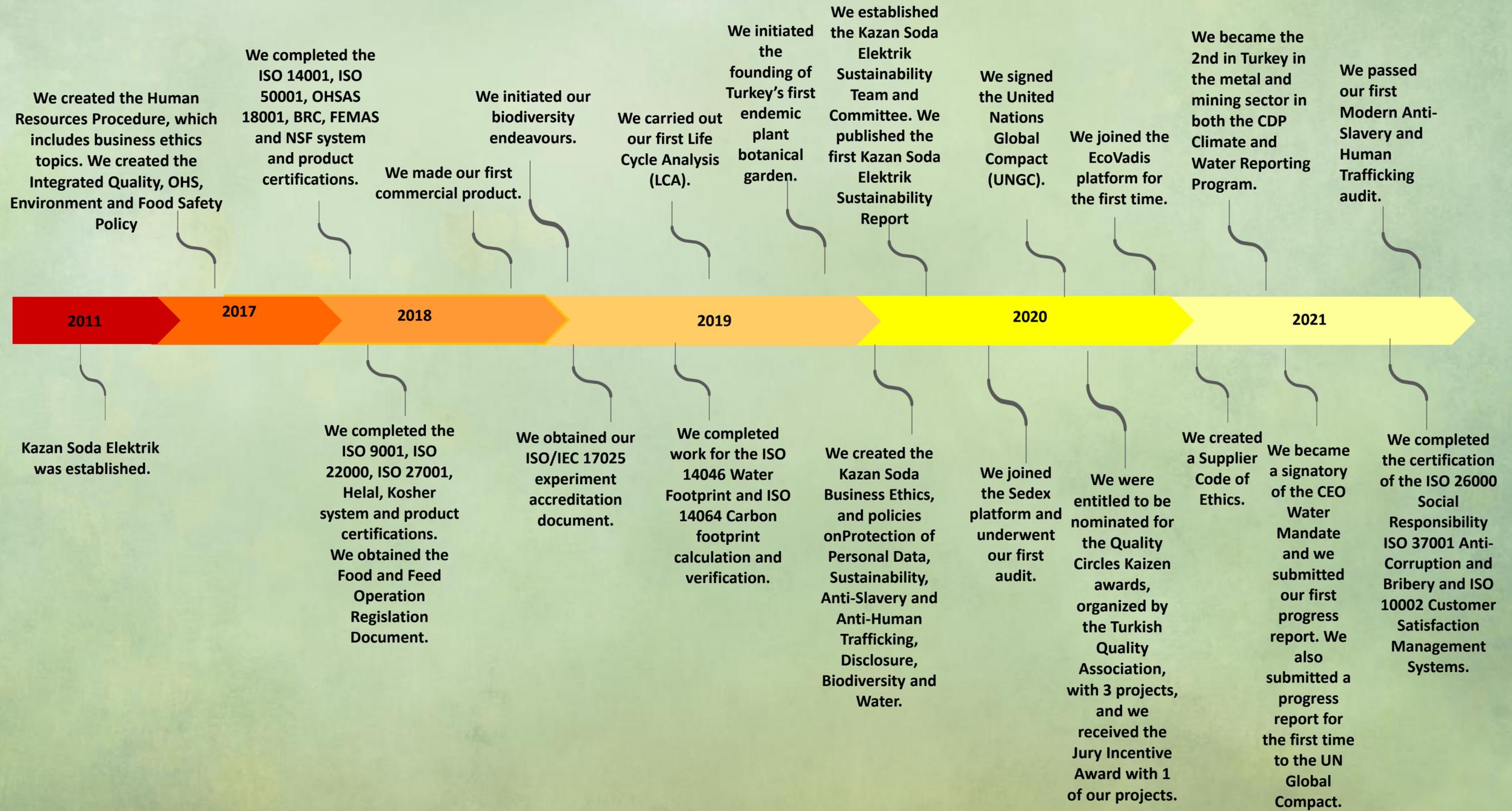
Social Development and Quality

- As part of the CDP Supplier Engagement Rating we received a score of 'B'.
- Our training modules "Climate Change and Sustainability Leaders" and "OHS Leaders in Soda Ash Production" at the management level were approved and published by the Ministry of National Education General Directorate of Lifelong Learning.
- We passed a Modern Slavery and Anti-Trafficking audit
- We have completed the ISO 26000 Social Responsibility, ISO 37001 Anti-Corruption and Bribery and ISO 10002 Customer Satisfaction management system certifications.
- We became a party to the Science Based Targets Initiative.
- We placed 53 OHS Leaders via the Champions League Project.
- We renewed our Life Cycle Analysis (LCA) study.
- We prepared a Supplier Code of Ethics.
- We reduced work accident frequency rate by 26%.
- We employed 63 women.
- 20,025 man.hours of OHS Training
- 40,246 man.hours of total training

Economic Development

- Production of 2,713,000.00 tonnes of Sodium Carbonate
- Production of 187,000 tonnes of Sodium Bicarbonate
- Generation of 1,987,382,464.75 kWh of electricity
- Sale of 2,901,571 tonnes of product
- Sale of 1,048,984,483 kWh of electricity
- Total of 462,850.83 TL in investments in the community and charity
- Expenditures of 655,328,388 TL in investments

OUR SUSTAINABILITY JOURNEY



A herd of sheep is grazing in a lush green field in the foreground. In the background, a large industrial power plant with several tall chimneys emitting white steam is visible. The plant is situated in a valley with rolling green hills and a clear blue sky with some clouds. A red tractor is partially visible on the right side of the frame.

APPROACH TO CORPORATE SUSTAINABILITY

APPROACH TO CORPORATE RESPONSIBILITY

Sustainability is the focal point of the works carried out at Kazan Soda Elektrik and an important element that forms the basis of the way of doing business. In line with this, all investment decisions, product and process development studies are planned and carried out by considering the social and environmental impacts of the activities. Kazan Soda Elektrik aims to expand its sustainability vision to include all its stakeholders in this wide value chain, from raw material supply to post-consumption recovery.

Kazan Soda Elektrik determined the SDGs to which it contributed the most, and concentrated its sustainability efforts on these targets. In its works, Kazan Soda Elektrik contributes to 13 main sustainable development headings. Our suppliers are also expected to establish SDG targets and implement actions accordingly.



-
- 3 Good Health and Well-Being
 - 4 Qualified Education
 - 5 Gender Equality
 - 6 Clean Water and Sanitation
 - 7 Affordable and Clean Energy
 - 8 Decent Work and Economic Growth
 - 9 Industry, Innovation and Infrastructure
 - 10 Reduced Inequalities
 - 12 Responsible Consumption and Production
 - 13 Climate Action
 - 14 Life Below Water
 - 15 Life On Land
 - 16 Peace, Justice and Strong Institutions
 - 17 Partnerships for the Goals
-

Kazan Soda Elektrik's 2023 Strategic Targets and UN Sustainable Development Goals

Sustainability at Kazan Soda Elektrik is defined as providing long-term financial, environmental, social and ethical value for the benefit of our customers, suppliers, employees and society. Our understanding of sustainability is positioned on three building blocks: Sustainable procurement, sustainable operations and corporate social responsibility. As a producer that supplies its raw materials from nature, environmental impacts play a key role for the continuity of our sustainability activities. Climate change and dwindling resources have a significant impact on water supply.

Therefore, the fight against the climate crisis is among our top priorities. In addition to managing water risks, we have received the ZERO WASTE certificate within the scope of our aim to implement waste and packaging practices that support the circular economy. We see adding value to society as the key to long-term success. While contributing to economic growth and employment around the factory site where we operate, we also give priority to local development.

In Kazan Soda Elektrik's sustainability strategy, all risks affecting business processes are evaluated from a holistic perspective. This approach in all related matters aims to create permanent value, protect natural resources, invest in people, and continuously increase the added value that is foreseen to be created for stakeholders by actively evaluating technology risks and opportunities. Following innovative technologies and integrating them is one of Kazan Soda Elektrik's business strategies. People are at the center of our work. Kazan Soda Elektrik sees talent development as the most important factor that carries a business forward. In this context, we invest in employee development, we provide a fair working environment that values diversity and we focus on increasing employee satisfaction

Goal	Target	Performance Criteria	Target Compliance (%)	UN Global Compact SDG
Continuity of Production	Supply of raw materials needed for production	Establishment of Production Units	47	Goal 6
		Bringing Production Units On Line		Goal 8
Sustainable Brand	Increase in the brand value	Completion of the infrastructure works of the units to be established	70	Goal 9
		Brand Management Works		Goal 12
Sustainable Market Network	Collecting and evaluating new market network research	BRC Certification	66	Goal 17
		FEMAS Certification		Goal 8
Decreasing Emissions and Energy Efficiency	30% reduction in emissions per tonne of product	Identification of the Target Margets	56	Goal 11
		Agreements reached with potential customers		Goal 17
Combating Water Scarcity	Afforestation Works	Realization of a 90% Sales/Production ratio	60	Goal 6
		Dense Soda Ash and Sodium Bicarbonate Production Amounts		Goal 7
Increasing Supply Chain Awareness Levels	Maintaining water Recover rates above 15%	Calculation of the ISO 14064 Carbon Footprint	60	Goal 9
		Ensuring Efficiency		Goal 12
Combating Water Scarcity	Pilot Dam Water Storage	Calculation of the ISO 14064 Carbon Footprint	60	Goal 13
		Ensuring Efficiency		Goal 14
Combating Water Scarcity	Pilot Dam Water Storage	Determination of tree type and planting areas	60	Goal 15
		Realization of tree planting activities		Goal 1
Combating Water Scarcity	Pilot Dam Water Storage	Max. Waste rate not to exceed 30%	60	Goal 3
		ISO 14046 Water Footprint Reporting Works		Goal 6
Combating Water Scarcity	Pilot Dam Water Storage	Identification of energy efficiency areas	60	Goal 9
		Ensuring efficiency		Goal 11
Combating Water Scarcity	Pilot Dam Water Storage	ISO 14046 Water Footprint Reporting Works	60	Goal 12
		Water impoundment area identification, dam construction.		Goal 14
Combating Water Scarcity	Pilot Dam Water Storage	Use of water impoundment area	60	Goal 15
		Establishment of Supplier Code of Conduct		Goal 1
Combating Water Scarcity	Pilot Dam Water Storage	Notification to Suppliers	88	Goal 2
		Obtaining Commitment from 70% of approved suppliers.		Goal 3
Combating Water Scarcity	Pilot Dam Water Storage	Creation of the Supplier Portal	30	Goal 4
		Implementation of the Supplier Survey		Goal 8
Combating Water Scarcity	Pilot Dam Water Storage	Creation of the Supplier Portal	30	Goal 10
		Implementation of the Supplier Survey		Goal 17



SUSTAINABILITY INDICATORS

At Kazan Soda Elektrik, sustainable business models are developed in order to leave a more habitable world behind for future generations. As a global organization, the sustainability approach is integrated into the way of doing business throughout the entire value chain. With our effective in-house sustainability structuring, policies in these areas are disseminated throughout the organization and value chain, from the management level to the lowest levels. As Kazan Soda Elektrik, we continue to improve our sustainable production techniques and are committed to providing a fair, equitable, human rights mindful working environment in line with the goals of the United Nations Global Compact, of which we are a signatory as of this year. Within the scope of our sustainability roadmap and with the devoted efforts of our employees, we continuously improve operational processes, use global resources more effectively, and continue to grow by creating sustainable value for all our stakeholders.

Our Focus Points

Climate Change
Water Management
Waste and Packaging
Management

Talent Management
Worker Loyalty
**Occupational Health
and Safety**

Contributions to the
Local Economy

**Responsible
Production**
Responsible Supplies
**Quality and Food
Safety**

Community Benefiting
Investments



By participating in the Quality Circles Award ceremony with the system of the Turkish Quality Association, Trona Hunters won the Jury Incentive Award.



With the improvements made between 2018 and 2020, our water footprint was reduced by 17.06%.



In 2020, by participating in the Ecovadis Sustainable Supply Management platform, the Silver Recognition Level was achieved. The 2021 results have yet to be announced.



Between 2018 and 2020, an improvement of 1818% was achieved with regard to our carbon footprint.

Signing the United Nations Global Compact our sustainable commitments have been elevated to the international scale.



ISO 26000 Social Responsibility Training, ISO 37001 Anti-Bribery and Anti-Corruption and Combating Modern Slavery Training were completed and documented. Certificates were obtained.



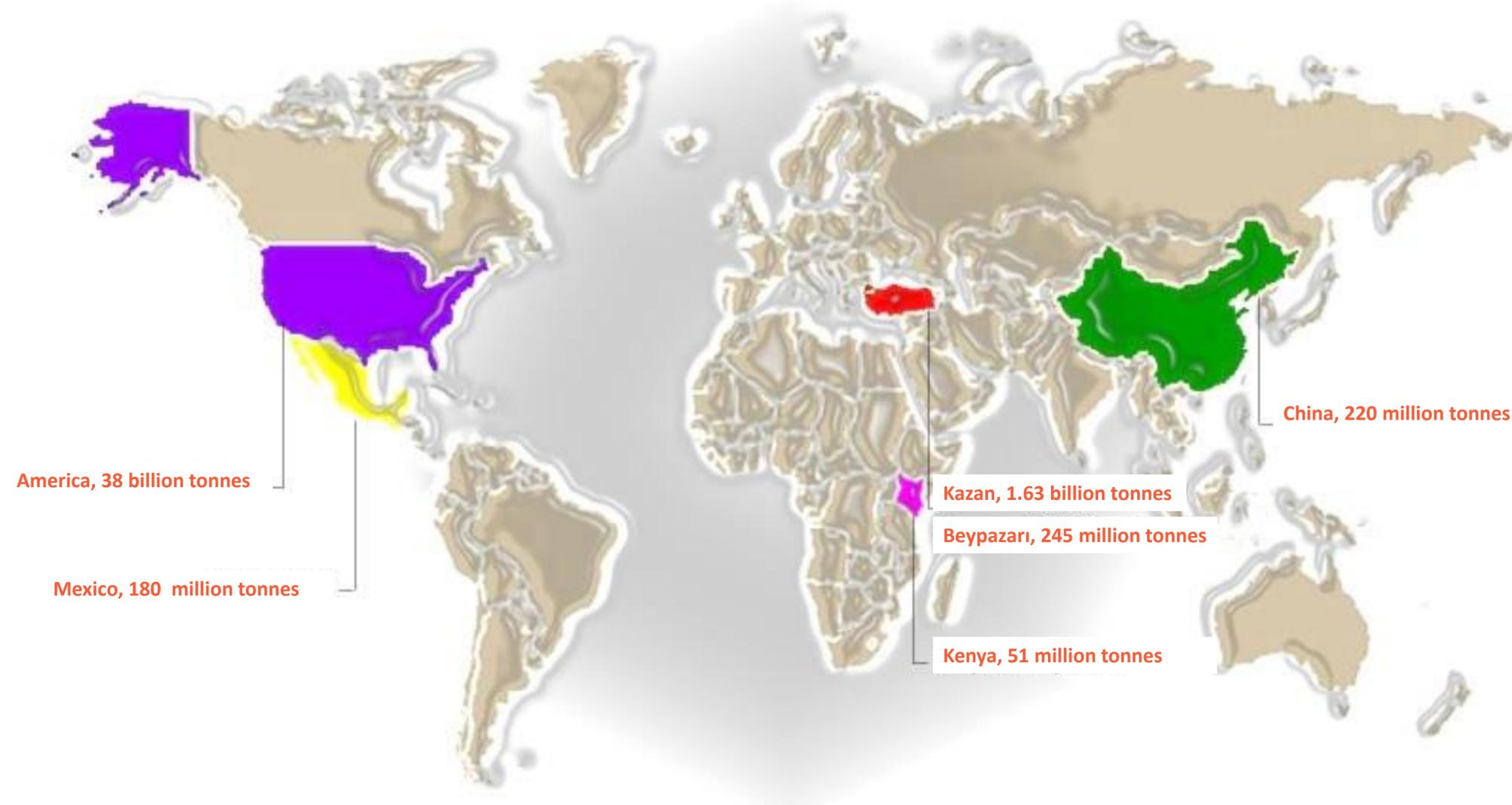
By becoming a member of the SEDEX platform, an audit was successfully completed and thus employee shift schedules were improved.





TRONA RESERVES

TRONA RESERVES IN THE WORLD



The largest trona deposits in the world are in the Green River basin of Southwest Wyoming in the USA, representing 95% of the world's reserves. After the largest trona deposit in the Green River basin, the second largest trona deposit in the world is located in the Kazan District of Ankara.

CINER GROUP TRONA RESERVES



ETI SODA
Beypazari/ANKARA
Known Trona Reserves: 245
Million Tonnes Trona
Estimated Production: 30 years



CINER RESOURCES
Green River/Wyoming
Total Reserves: 246 Million
Tonnes Trona
Estimated Production: 60 years

KAZAN SODA
Sincan/ANKARA
Known Trona Rezerves: 1.63
Billion Tonnes Trona
Estimated Production: 40 years

Trona ore with a molecular structure of $\text{Na}_2\text{CO}_3 \cdot \text{NaHCO}_3 \cdot 2\text{H}_2\text{O}$, located at a depth of approximately 650 m, is dissolved with a solvent consisting of hot water through vertical and horizontal boreholes from underground and is then brought to the surface. Trona ore, which is now in solution form, is transferred to the production area with the help of wells and pumps.

Ciner Group carries out its natural soda production in three different locations around the world. Ciner trona resources consist of Kazan Soda, located in Kazan Ankara, with the largest reserve in Turkey, Eti Soda, located in the Ankara-Sincan region and with Ciner Resources located in the US state of Wyoming.

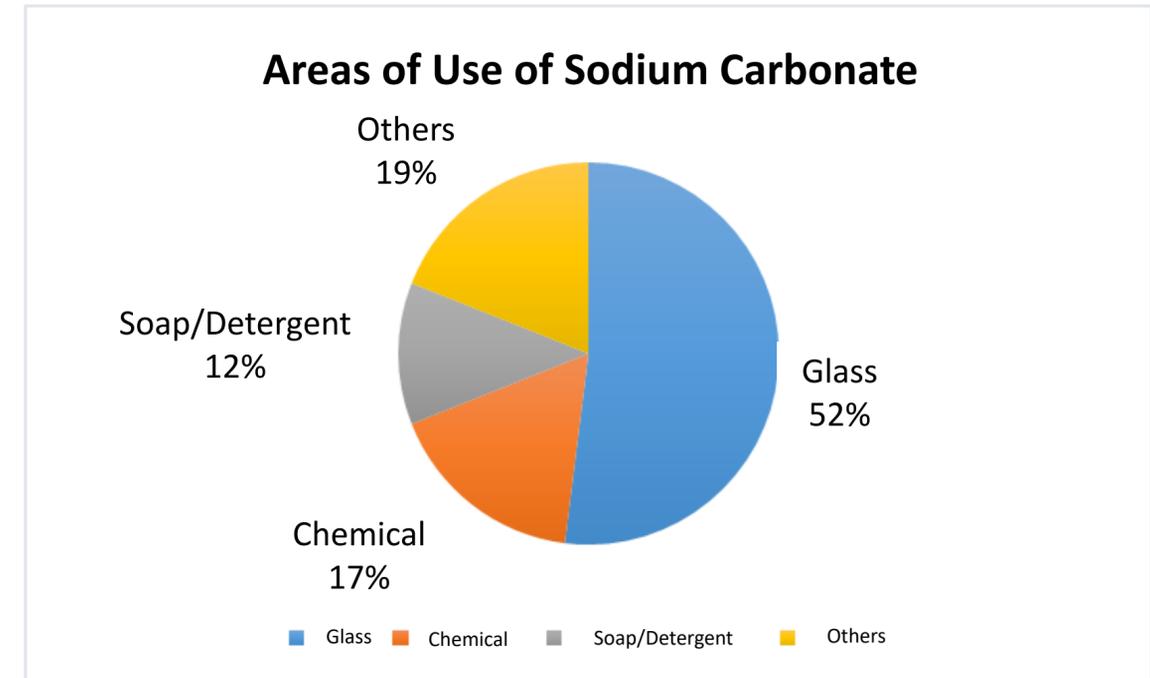
Kazan Soda Elektrik is a leader in exports with its strong sales network. Countries we do business with include:

The United Arab Emirates- Belgium- Brazil- Algeria- Denmark- Dominican Republic- Indonesia- Morocco- Ivory Coast- Finland- France- Guatemala- India- Irak- Italy- UK- Spain- Israel- Japan- Canada- Columbia- Latvia- Lebanon- Malaysia- Egypt- Moldova- Namibia- Nigera- Norway- Panama- Peru- Portugal- Romania- Russia- Senegal- Chile- Ukraine- Jordan- New Zealand- Greece

PRODUCTS AND AREAS OF USE

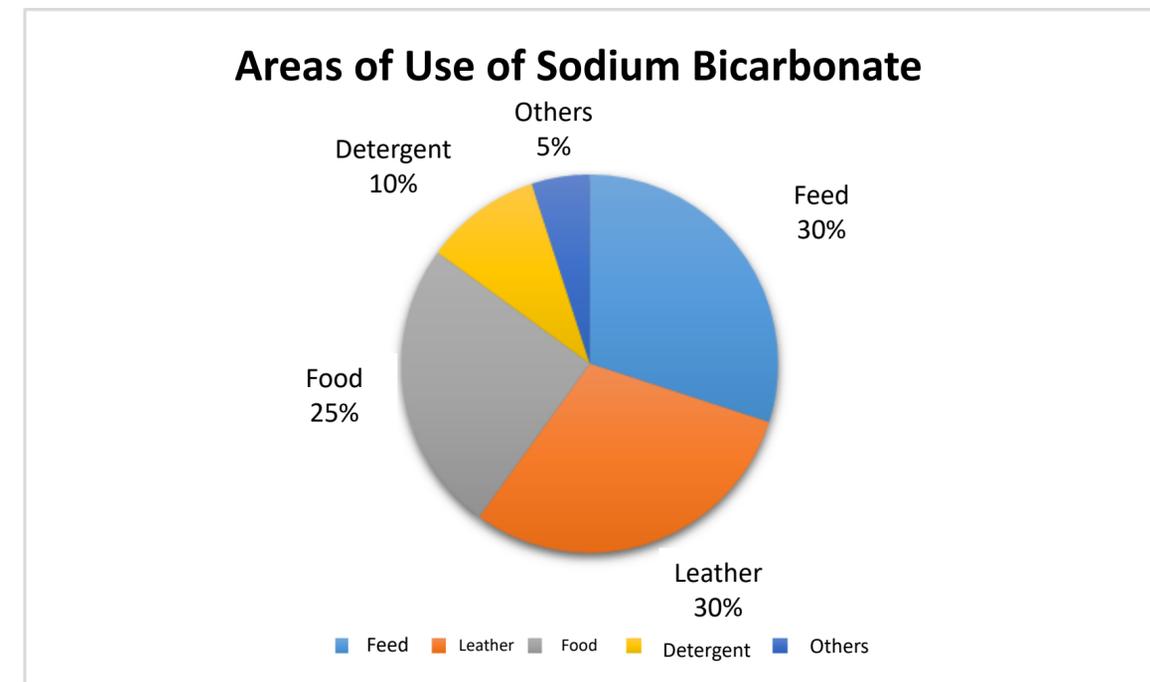
Sodium Carbonate

Sodium Carbonate, also called Heavy Soda Ash and Disodium Carbonate, is a chemical substance whose aqueous solution is clear and colorless. Sodium carbonate is the 10th most consumed inorganic compound in the world, and has been used for more than 5 thousand years. The main industry branch where heavy soda ash is used is the glass industry, and soda ash is the second main raw material after silica in the glass mixture. The soap and detergent industry comes in second in soda consumption. Sodium carbonate is widely used in the chemical industry, aluminum production, the cellulose and paper industry, flue gas desulphurization, water and wastewater treatment and the textile industry.



Sodium Bicarbonate

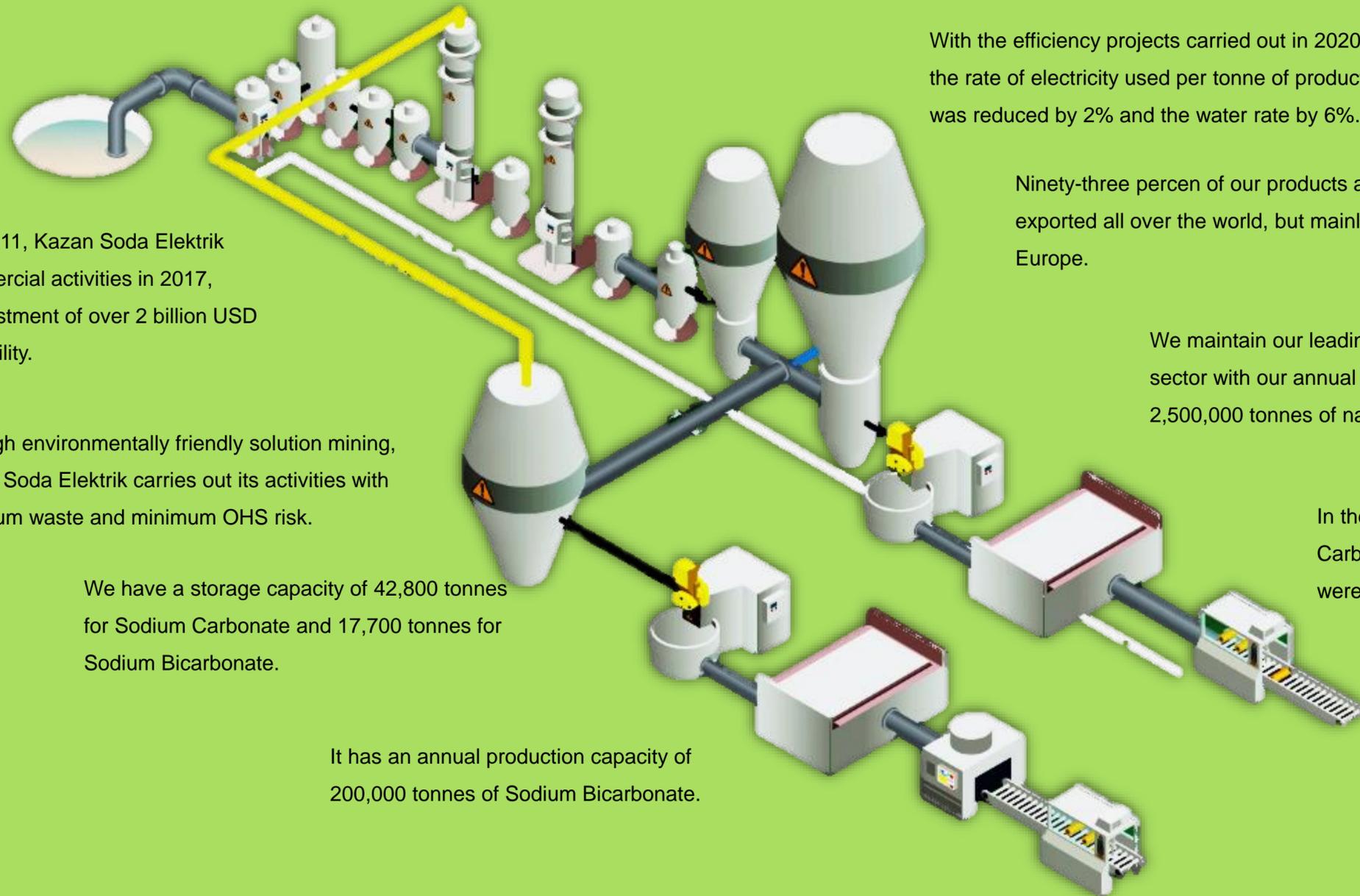
Sodium Bicarbonate or Sodium Hydrogen Carbonate is a chemical substance that is white in color and whose aqueous solution is clear and colorless. Sodium bicarbonate, popularly known as carbonate, is mostly used in the feed, food and leather industries. Kazan Soda Elektrik produces 3 types of Sodium Bicarbonate as food, feed and technical. The food type is used as a food additive in the food industry, the feed type is used as a feed ingredient in the animal feed industry, and the technical type is used in various fields and industries such as textiles, flue gas, water and wastewater treatment, toothpaste, the leather industry, beverages, cleaning materials, paper production and chemicals.





KAZAN SODA ELEKTRİK IN NUMBERS

KAZAN SODA ELEKTRIK IN NUMBERS



Established in 2011, Kazan Soda Elektrik started its commercial activities in 2017, following an investment of over 2 billion USD to develop its facility.

Through environmentally friendly solution mining, Kazan Soda Elektrik carries out its activities with minimum waste and minimum OHS risk.

We have a storage capacity of 42,800 tonnes for Sodium Carbonate and 17,700 tonnes for Sodium Bicarbonate.

It has an annual production capacity of 200,000 tonnes of Sodium Bicarbonate.

With the efficiency projects carried out in 2020, the rate of electricity used per tonne of product was reduced by 2% and the water rate by 6%.

Ninety-three percent of our products are exported all over the world, but mainly to Europe.

We maintain our leading position in the sector with our annual production of 2,500,000 tonnes of natural Soda Ash.

In the year 2020, 2,713,000 tonnes of Sodium Carbonate and 187,000 tonnes of Sodium Bicarbonate were produced.

The trona solution coming from the mine solution wells is first sent to the Pre-Treatment Unit to be purified from its impurities, and then to the Stripper-Evaporator section in order to increase the concentration and convert the NaHCO_3 ratio in it to Na_2CO_3 . After the Stripper-Evaporator Unit, deca crystal is obtained in the decahydrate crystallization unit. The deca solution, which is divided into 2 after the Decahydrate Unit, is passed through the Monohydrate and Sodium Bicarbonate Crystallizer Units and then the Centrifuge & Drying Unit to obtain natural Sodium Carbonate and Sodium Bicarbonate products.

QUALITY MANAGEMENT



As Kazan Soda Elektrik , we ensure the standardization of our products and services by managing our business processes with the help of international management systems. In addition to conducting internal audits to ensure the efficiency and sustainability of said management systems, we are also audited by independent institutions.

At Kazan Soda Elektrik , we manage all of our activities within the framework of the Integrated Quality Management System, which consists of the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System and ISO 22000 Food Safety Management System standards.

Product quality and safety are among the top priorities for both our stakeholders and our company. With our BRC (British Retail Consortium) Food Safety and FEMAS Feed Safety documents, all processes of our supply chain are controlled in accordance with international standards.

Our company, which also has Halal and Kosher product certificates, meets the requests of our customers. The production of sodium carbonate and sodium bicarbonate products used in drinking and utility water is provided in accordance with the requirements of NSF International, TS EN 897 Sodium Carbonate Used in the Treatment of Drinking and Potable Water and TS EN 898 Sodium Bicarbonate Used in the Treatment of Drinking and Potable Water. The analyses of our products are carried out in our laboratory, which maintains a TS EN ISO/IEC 17025 standard, which is the certificate of the Turkish Accreditation Agency's international recognition and acceptability of laboratories. After the COVID-19 outbreak, we quickly determined and implemented the necessary procedures and measures for the uninterrupted continuation of our production. As a result of the measures we have taken, our factory has been awarded the Covid-19 Safe Production Certificate in 2020.

Kazan Soda Elektrik employs an ISO 27001 Information Security Management System to ensure information security. Thus, risks regarding information security are constantly analyzed, precautions are determined and implemented.

It is of great importance for Kazan Soda Elektrik to carry out energy efficiency studies in order to make production more efficient and to reduce greenhouse gas emissions. In this context, all activities are carried out in accordance with the ISO 50001 Energy Management System Standard.

We continue to fight the climate crisis, water scarcity and environmental pollution without compromise. In this context, our carbon and water footprints are calculated in accordance with the ISO 14064 and ISO 14046 standards. These footprints are verified by third parties. In our factory, which has a Zero Waste Certificate, we aim to reduce the amount of waste and to separate and recover the generated wastes at the source through effective waste management.

With our business principles of customer satisfaction and customer focus, we aim to ensure that the products and services we offer go above and beyond the expectations of our customers. For this purpose, we have successfully completed the ISO 10002 Customer Satisfaction Management System certification audit, which we had targeted for 2021, and we were entitled to receive the ISO 10002 certificate.

As Kazan Soda Elektrik , we continue our activities by adhering to our business ethics principles. In this context, our company received ISO 37001 Anti-Corruption Management System and ISO 26000 Social Responsibility Management System certificates in 2021. In 2021, the internal audits of the senior management and of all units were completed by our 53-person internal audit team. No major findings were reported in the external audits carried out by independent organizations.



 **KAZAN SODA ELEKTRIK DOCUMENTS AND CERTIFICATES**

<p>Quality Management System ISO 9001</p>	<p>Food Safety Management System BRC</p>	<p>Food Safety Management System ISO 22000</p>	<p>Occupational Health and Safety Management System ISO 45001</p>	<p>Environmental Management System ISO 14001</p>	<p>Zero Waste Document</p>
<p>Information Security Management System ISO 27001</p>	<p>Energy Management System ISO 50001</p>	<p>Laboratory Accreditation ISO 17025</p>	<p>Feed Security Management System FEMAS</p>	<p>HELAL</p>	<p>KOSHER</p>
<p>NSF</p>	<p>ISO 14046 Water Footprint</p>	<p>ISO 14064 Carbon Footprint</p>	<p>Sodium Carbonate Used in Drinking and Potable Water TS EN 897</p>	<p>Sodium Bicarbonate Used in Drinking and Potable Water TS EN 898</p>	<p>TSE Covid19 Safe Production Document</p>
<p>Social Responsibility Management System ISO 26000</p>	<p>Anti-Bribery Management System ISO 37001</p>	<p>Modern Slavery Declaration of Conformity</p>	<p>LCA Life Cycle Analysis</p>	<p>SEDEX Social Compliance</p>	<p>ISO 10002 Customer Satisfaction</p>

RISK MANAGEMENT AND INTERNAL CONTROLS



Risks that have been previously identified are evaluated in terms of their realization status and the consequences they will have on targets and activities if they occur. In addition to scoring, risks are reviewed considering their impact on targets and the willingness of management or process managers to take this risk. The risks identified and the actions taken are periodically evaluated by Senior Management.

Kazan Soda Elektrik internal audits have a proactive methodology as a risk-based business plan, they take into consideration International ISO BRC and FEMAS Standards and a specialized internal auditing team assesses the determined process and topic under the main headings of risk, process, legal compliance, business code of ethics, modern slavery and anti-brivery.

Basic financial and process audits of Kazan Soda Elektrik are carried out once a year by an accredited external institution. Internal controls are constantly carried out in order to ensure that the activities and services of Kazan Soda Elektrik are carried out effectively, reliably and uninterrupted; and to ensure the integrity, consistency, reliability and timely availability of the information obtained from the accounting and financial reporting system which is used in the consolidated financial statements. Financial processes of the company are verified by independent supervisory company PwC Independent Auditing and a Certified Independent Accountant, periodically.

Risks Management Principles:



Risk management is a part of all processes and activities at Kazan Soda Elektrik . With the risk-based thinking approach, the risks that may be encountered are identified early and the necessary planning is made in order to turn these risks into opportunities. All units, in coordination with the Senior Management and Management Systems Unit, are responsible for defining, evaluating, monitoring and managing risk factors, establishing internal control systems for this purpose, integrating these systems into the corporate structure, and measuring risk factors.

While conducting risk assessments, the following risks that may arise from our activities are taken into consideration:

- Corporate,
- Operational,
- Contractual,
- Customer Expectations,
- Process Requirements,
- Legal Requirements.

Identifying risks and opportunities provides assurance that the integrated management system can achieve its intended outputs, improve desired effects, prevent or reduce undesirable effects, and provide access to continuous improvement. Based on risk analysis results or information; it can be decided to avoid risk, to take risks while chasing an opportunity, to eliminate the risk at its source, to change the realization or results, and/or to share the risk.

KAZAN SODA ELEKTRIK ON INTERNATIONAL PLATFORMS

As Kazan Soda Elektrik , we continue to create value for our stakeholders on the path of sustainable growth by carrying our sustainability efforts onto international platforms. In this way, we carry out our activities with the understanding of continuous improvement as a part of various initiatives.

United Nations Global Compact

Kazan Soda Elektrik became a signatory to the United Nations Global Compact (UNGC) in 2020. The UNGC, the world's largest corporate sustainability initiative, provides companies with their strategy and operations. It calls for them to harmonize their 10 Principles in the fields of human rights, labor standards, environment and anti-corruption and to take action to achieve social goals. We have made the UN Global Compact and its principles a part of our company's strategies, culture and daily activities, and we take part in cooperation projects that support the development of other comprehensive development goals of the United Nations - especially the Sustainable Development Goals. Within the framework of the principles of accountability and transparency, we regularly present our activities and targets in the fields of human rights, labor standards, environment and anti-corruption in the form of a Progress Report every year.

CEO Water Mandate

Kazan Soda Elektrik joined the supporters of the CEO Water Mandate in 2021. The CEO Water Mandate is a United Nations Global Compact initiative that tackles the water problems the world faces. As a supporter of this initiative, we develop our policies, systems and processes related to water management within the framework of the principles set forth by the initiative, carry out studies for the protection of water resources and report our water management performance annually in line with the principle of transparency.

Science Based Targets Initiative

With the Science-Based Targets Initiative, which we signed in 2021, we committed to calculate and reduce the amount of emissions we release based on scientific data. The Science-Based Targets Initiative, a partnership initiative between the CDP, UNGC, WRI and WWF, encourages organizations to identify best practices to achieve the goals of the Paris Agreement. It aims to integrate the scientific target culture into business strategies as a standard and to help companies contain global warming at 1.5°C.

Carbon Disclosure Project

Kazan Soda Elektrik took part in the CDP Climate Change and Water Programs voluntarily for the first time in 2021. By getting a B score in both programs, it ranked 2nd in Turkey in the metal and mining sector. CDP is a worldwide reporting platform that enables companies, investors and governments to voluntarily disclose their greenhouse gas emissions and climate change strategies to the public and investors. At the same time, organizations can share their water use and their effects on water resources in a transparent way with CDP reporting.

EcoVadis

EcoVadis, the world's largest and most trusted holistic sustainability and Corporate Social Responsibility rating provider, evaluates how well a company integrates Sustainability/CSR principles into its process and management systems. In 2021, Kazan Soda Elektrik took its place in the Silver company category in the evaluation made under the titles of Environment, Labor & Human Rights, Ethical and Sustainable Procurement.

Sedex

Sedex is a membership organization that provides one of the world's leading online platforms for companies to manage and improve working conditions in their global supply chains. Using Sedex allows businesses to work together to better manage their social and environmental performance and improve working conditions throughout the supply chain. As Kazan Soda Elektrik , in addition to being a member of the Sedex platform since 2020, we voluntarily undergo Sedex audits.



WORK ETHICS AND MODERN
SLAVERY CODES AND
COMBATTING CORRUPTION

WORK ETHICS AND MODERN SLAVERY CODES AND COMBATING CORRUPTION

Kazan Soda Elektrik carries out its operations and relations with all stakeholders it engages with in accordance with the ethical values it has adopted. The Business Ethics and Modern Slavery Codes, which we have prepared based on our basic principles and values, form the framework of our responsibilities towards Kazan Soda Elektrik and our stakeholders. The 'Anti-Slavery and Human Trafficking Policy', 'Anti-Bribery and Anti-Corruption Policy', the 'Whistleblowing Policy', and the "Supplier Code of Conduct Policy", which are prepared in accordance with our ethical codes, serve as a guide as well as a reflection of our commitment.

Our stakeholder groups (Kazan Soda Elektrik employees in all positions, our suppliers, company representatives, consultants, etc.) are expected to read, understand and implement our ethical codes and policies. A commitment is taken from our suppliers to carry out their activities in line with the rules set forth in the Supplier Code of Conduct Policy. Leading the implementation and serving as an example of the Code of Business Ethics is among the primary responsibilities of our managers. In addition to setting an example by following these rules, it is also among their duties to ensure that our employees receive the necessary training on ethical rules, and to provide the environment and conditions that will enable employees to report these violations comfortably in case of non-compliance with the rules.

Employees and all relevant stakeholders can raise their concerns at etik@kazansoda.com or it can be reported to the Ethical Behavior Board Chairman at the address of Kazan Soda Elektrik Inc. It is the Ethics Committee's responsibility to investigate complaints and notifications regarding violations of the Code of Business Ethics, to evaluate and to resolve inappropriate situations. The Ethics Committee examines and finalizes all incoming notifications, reports them to the Board of Directors, and ensures that the necessary measures are taken. Our employees are able to report violations of legal, policy or ethical rules that they detect or suspect in good faith, on the basis of confidentiality, without incurring any retaliation or victimization.

As Kazan Soda Elektrik, we are committed to meeting the standards of honesty and fairness in all of our internal and external relations, in accordance with national and international laws against corruption and bribery. Aware of the importance of the existence of a competitive market, we comply with all rules and regulations regarding competition and transparency in all of our commercial transactions. In this context, anti-corruption policies and procedures have been established within the scope of the ISO 37001 Anti-Bribery and Anti-Corruption Management System Standard, and a Bribery and Anti-Corruption Compliance Manager has been appointed. As a result of the certification audit carried out on 15.02.2021, we were granted the ISO 37001:2016 certificate.

With our Anti-Slavery and Human Trafficking Policy, our company demonstrates its commitment and approach to combating modern slavery.

At the same time, a Modern Slavery and Human Trafficking Manager has been appointed to provide, develop, carry out, monitor, review, guide the employees and report the activities carried out to the Senior Management in our company. We have a zero-tolerance approach to modern slavery and human trafficking crimes in our operations and supply chain. Systems have been developed that aim to ensure that modern slavery does not occur in any area of our organization or at any stage of our supply chain. Our company provides safe and fair working conditions for all its employees and acts in accordance with the Labor Law and the International Labor Organization (ILO) agreements, to which the Republic of Turkey is a party, on the issue of not employing child labor. It is also observed that the companies in our supply chain are in compliance with the legal regulations valid in the countries where they are located. Between 09-10.02.2021, upon the request of Kazan Soda Elektrik, an audit of Combating Modern Slavery and Human Trafficking was carried out by an independent organization. As a result of the audit, Kazan Soda Elektrik's current situation assessment and review report was made.

At Kazan Soda Elektrik, we value diversity, different perspectives, talents and experiences. We offer our employees a fair, safe and healthy working environment free from discrimination in any form during the recruitment process, our employment relationship, discipline actions, promotions, salary determination, working hours, complaints and dismissal processes. In our company, physical, psychological violence, verbal abuse or sexual abuse is strictly prohibited. The private and family life of our employees is respected and they are not forced to talk to managers about private or sensitive issues. As Kazan Soda Elektrik, we have added the ISO 26000:2013 certificate to our existing documents as a result of the audit carried out in 2021, by meeting all the requirements within the scope of the ISO 26000 Social Responsibility Management System.

In 2021, there were no reports of corruption, anti-competitive practices, information management violations, modern slavery and/or human trafficking crimes, discrimination and/or harassment, external stakeholder human rights violations or food safety violations. In addition, there were no lawsuits filed against our company during the period due to non-compliance with laws and regulations regarding bribery and corruption.

Work Ethics and Modern Slavery Codes training was provided to all Kazan Soda Elektrik employees in 2020. At the same time, training on the Ethical Codes has been made a part of our orientation process for new hires, and it is ensured that our employees carry out their work with this awareness starting on their first day. In this context, 52 manhours of Ethical Codes and Modern Slavery on-the-job training, and 253 manhours of ISO 37001 Information and ISO 26000 Social Responsibility Management System Internal Auditor trainings were provided in 2021.



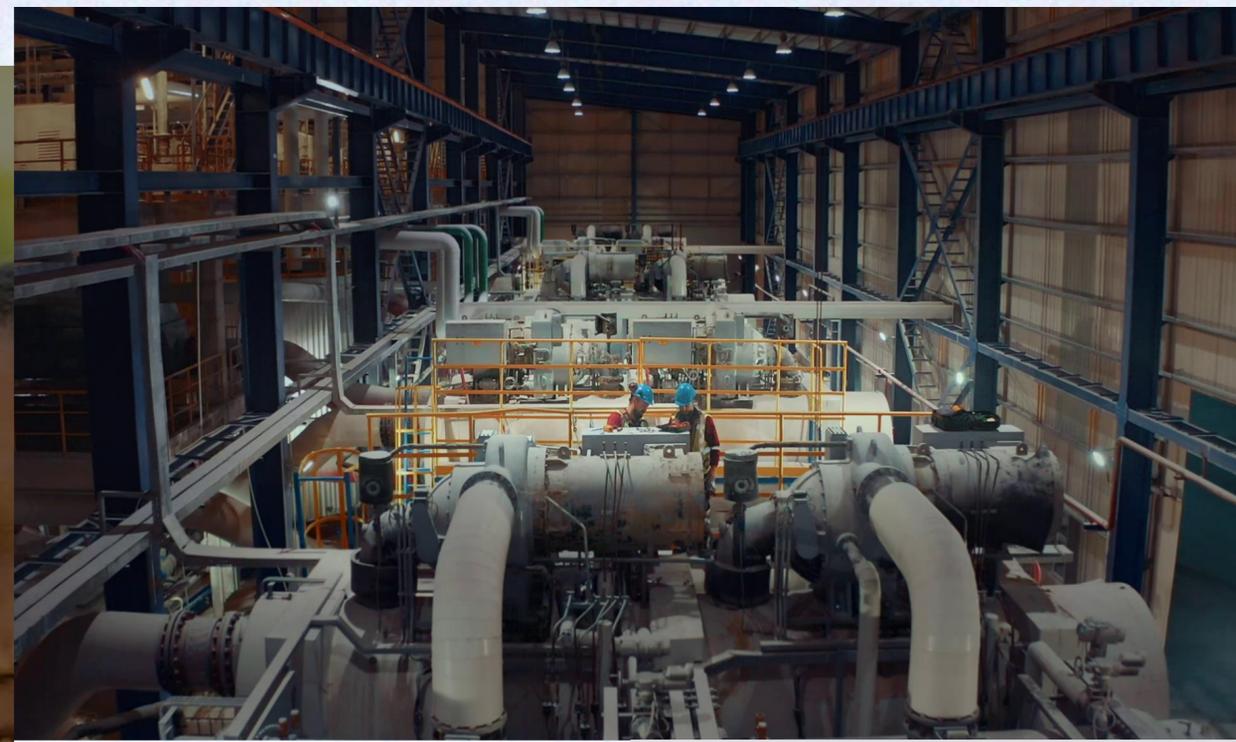
End human trafficking !

ANTI SLAVERY AND HUMAN TRAFFICKING

You can send any suspicious situations that you see against
the Modern Slavery and Human Trafficking Policy to
etik@kazansoda.com.

CONCERN LINE: etik@kazansoda.com

AS KAZAN SODA ELECTRIC, WE SUPPORT YOU WITH THE ANTI-
SLAVERY AND HUMAN TRAFFICKING POLICY &
WHISTLE BLOWING POLICY.
FOR MORE INFORMATION, VISIT THE KAZANSODA.COM WEBSITE'S
BUSINESS ETHICS AND MODERN SLAVERY CODES.



CARING FOR HUMANITY

kazan
SODA ELEKTRİK



İNSAN TİCARETİNE KAYITSIZ
VE TEPKİSİZ KALMAYIN!

KAZAN SODA İHBAR İLETİŞİMİ:

etik@kazansoda.com



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EMPLOYEE RIGHTS

Kazan Soda Elektrik , as one of the world's leading companies in its sector, acts with the awareness that its employees, who adopt its mission and vision in all aspects and contribute with their outstanding efforts, are the most important contributing factor in this success. Our company manages its employee rights activities in accordance with the Universal Declaration of Human Rights, the UN Global Compact and the International Labor Organization (ILO) Conventions, as well as with legal regulations. We identify the human rights risks to those in our sphere of influence and take the necessary actions to prevent them.

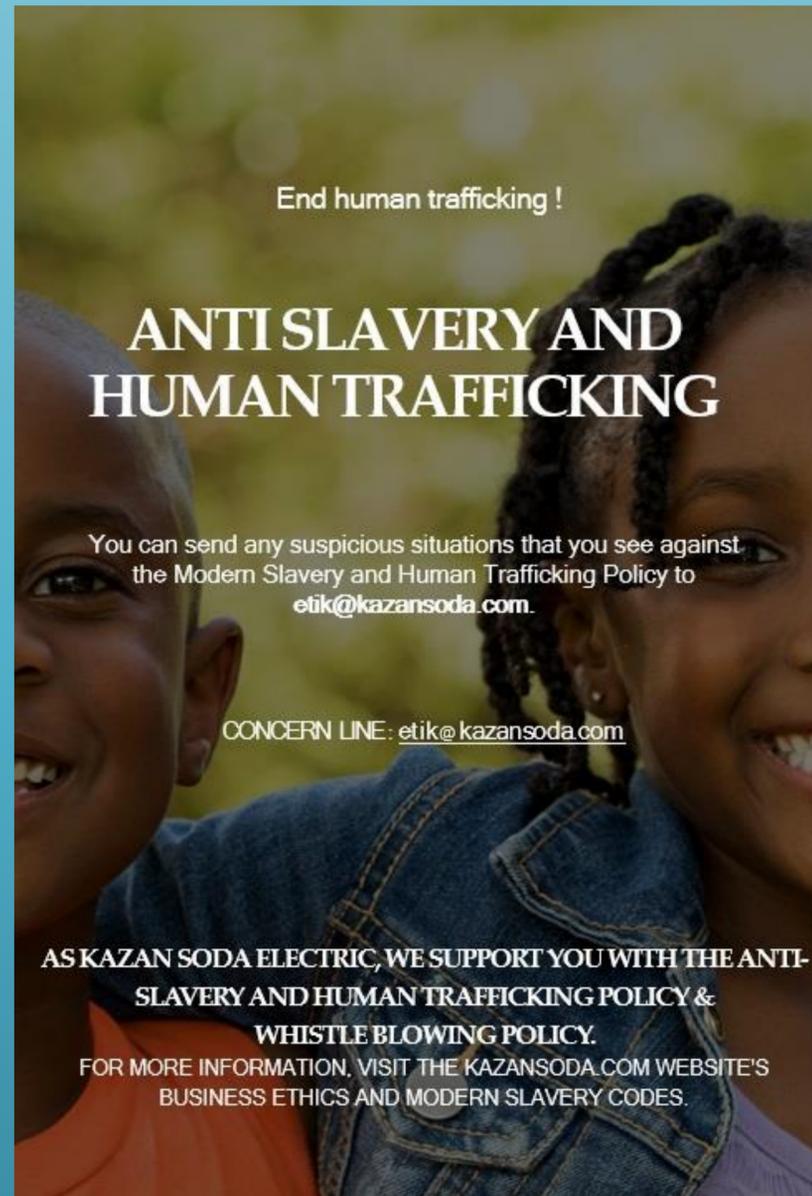
It is among our priorities to provide our employees with an inclusive, egalitarian and diverse working environment that respects human rights. Our newly recruited employees are informed about their rights and our Code of Business Ethics and Modern Slavery. Our employees are not discriminated against on the basis of age, ethnicity, gender, belief or any other personal basis throughout all human resources practices, starting from recruitment.

We have a zero-tolerance approach to modern slavery and human trafficking crimes in our operations and supply chain. We develop, implement and control systems aimed at ensuring that modern slavery and human trafficking crimes do not occur in any area of our organization or at any stage of our supply chain. Our company provides safe and fair working conditions for all of its employees and acts in accordance with the Labor Law and the International Labor Organization (ILO) agreements, to which the Republic of Turkey is a party, on the issue of not employing child labor.

At Kazan Soda Elektrik , physical and psychological violence, verbal abuse or sexual abuse are strictly forbidden. Restrictions, interventions, coercion or retaliation on or against our employees who report these violations or consult/witness them are strictly forbidden.

Our employees have the right to form a union, join a union or make a collective bargaining agreement at their own discretion. Employee representatives, who ensure effective dialogue between management and employees, are elected by the employees within the scope of the "Directive on the Qualifications of Employee Representatives Related to Occupational Health and Safety and the Election Procedures and Principles". There is one chief employee representative and seven employee representatives in our company. One of the employee representatives is appointed for foreign employees, and speaks Chinese.

As Kazan Soda Elektrik , we believe that one of the most important steps of diversity is to contribute to women's access to equal opportunities in business and social life, and their empowerment. With this in mind, we continue our efforts to increase the employment rate of women. By ensuring that our female employees benefit from all their legal rights during pregnancy and postpartum period, we support them during this special time. Since 2019, all of our female employees who took maternity leave have returned to work, and 80% of our employees who have returned to work have worked at our company for at least 12 more months. By 2022, we aim to develop our understanding of diversity by carrying out various projects for the empowerment of women.



EMPLOYEE WELFARE

Within Kazan Soda Elektrik , every year since 2019, a Psychosocial Risk Analysis has been carried out regularly to determine the factors that may affect the motivation of the employees within the workplace and cause work accidents by distracting them. We made it more inclusive by including our foreign national employees within the scope of the work carried out in 2021 as well. The questionnaires filled in by the employees, who are selected throughout the factory by the random sampling method, were evaluated using the parameters below. Within the scope of the reporting study, an Expert Clinical Psychologist served as the project manager and completed the reporting process. The experienced Clinical Psychologist conducted online psychological evaluation interviews with the employees, made a field visit and conducted the report analyses with the previously reported questionnaire. The psychosocial risk analysis outputs are compared with the results of previous years, and action plans for improvement areas are developed and followed up on. After this study, in 2021, our managers were given Psychosocial Risk Management and Awareness training, and the employees were given training on Family Relations and Stress Management.

- Colleague Support
- Work Family Conflict
- Work Satisfaction
- Reactions to Work Dissatisfaction İş Stresi
- Engagement
- Psychological Abuse
- Trainings
- Occupational Health and Safety
- Manager Support

As Kazan Soda Elektrik , we care about the physical and mental health of our employees. In this context, in 2021, we provided our employees with psychologist and dietician services that they can benefit from once a week. Our Specialist Psychologist and Dietitian from a contracted institution conduct their meetings within the framework of confidentiality.

Kazan Soda Elektrik employees can buy discounted fuel from Shell stations all over Turkey and can shop at Puma stores at a discount, as part of Ciner Group's collaborations.

In order for our employees to benefit from health services and opportunities within a broader scope, all Kazan Soda Elektrik employees are included in the scope of complementary health insurance. Within the scope of this program, employees are offered the opportunity to include their families at very affordable costs.





CAREER MANAGEMENT

As Kazan Soda Elektrik , investing in our educators and business-oriented employees is one of our priorities. Our career management practices continue as we pursue work that will develop our characters. In line with this, specially designed training is planned for our employees.

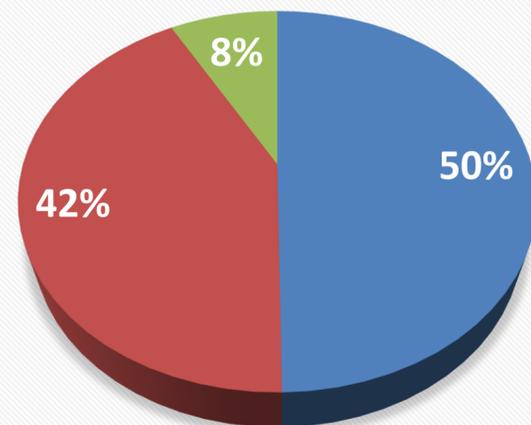
In order to improve the technical knowledge, awareness and management skills of our employees, trainings are organized on management systems, professional competence, the environment, OHS, personal development, and social and current issues. In this context, 40,246 man-hours of training were provided to Kazan Soda Elektrik employees in 2022.

Kazan Soda Elektrik created the "Climate Change and Sustainability Leader" and "OHS Leader in Soda Ash Production" training modules in order to ensure that sustainability activities and OHS culture and mentality are adopted and implemented by all employees. The training for these modules, published by the General Directorate of Lifelong Learning under the Ministry of National Education, will begin to be given to our employees at Kazan Soda Elektrik in 2022.

With the "Graduate Education Cooperation Protocol" signed between Başkent University and our company in 2021, a discount is applied to Kazan Soda Elektrik employee students who are accepted as full-time students into graduate programs at Başkent University.

With their knowledge and experience, Kazan Soda Elektrik employees play a critical role in the success of our company. Our employees are rewarded for their outstanding effort, work and success in their duties. Promotion applications are carried out taking into account performance evaluations and employee registry findings. At the end of the year, a performance evaluation is carried out by the unit supervisors and these results guide wage management and promotions. In 2021, consultancy services were received in order to integrate 360-degree performance assessment into the Human Resource processes. We plan to support the development and performance of our employees more effectively with the 360-degree performance assessment method, which will become operational after the integration works have been completed.

2021 Training



■ Occupational Health and Safety ■ Occupational Training
■ Management System Training



EMPLOYEE LOYALTY

As Kazan Soda Elektrik , we focus on increasing the loyalty and satisfaction of our employees, who are our most valuable capital, in order to become a better institution. We aim to provide our employees with a peaceful working environment where their careers are supported, they are safe and their rights are protected.

At the end of 2020, an Employee Satisfaction Survey was conducted by an independent organization with the full participation of all of our employees. According to the results of the research, the satisfaction level of our employees is 75.3%, the level of commitment is 78.7%, the motivation level is 77.4%, and the assessment of COVID-19 Process handling is 80.8%. The Company's Place in the Local and General Society (90.1%), Job Security and Legal Rights (83.1%), and Working Conditions in the COVID-19 Process (80.8%) stand out as the top three main topics with the highest satisfaction level. According to the results of the survey, improvement areas are determined and actions are taken. The Employee Satisfaction Survey, in which 2021 will be evaluated, is planned to be carried out in February, 2022.

We believe that communication is extremely important for maintaining and strengthening employee engagement. With this perspective, we listen and evaluate the needs, opinions and expectations of our employees on many platforms. We establish sustainable and effective communication mechanisms with our employees in the form of surveys, the OHS Committee, the Foreman and Employee Representatives, Cafeteria Menu meetings, suggestion and grievance boxes, trainings and events. Our employees can convey all of their opinions, complaints and report potential violations within the scope of the business ethics codes to their managers, Human Resources or the Ethics Committee. Our employees can also report suspected ethical code violations via e-mail to etik@kazansoda.com and no retaliation is made against any employee who makes the report.



Intern Feedback

'I did my compulsory 20 working days summer internship at Kazan Soda Elektrik . I have graduated from the Logistics department. During my internship, I participated in all units of the business, and with the help and guidance of the engineers, supervisors and employees of the units, I gained extensive knowledge of how the processes work.

By participating in the works of Kazan Soda Elektrik , I had the opportunity to applying the theoretical knowledge I learned at school; to gain experience in the field of engineering; to observe many processes such as packaging; control and shipment, to go into the field in my logistics unit; to contribute to possible improvements; to closely see the SAP program which is used in most corporate companies and is closely related to my department; and to participate in the trainings organized for employees.

As a young engineer candidate, I feel very lucky to have completed my internship in an institution full of technological wonders, and I think that the experiences I had in a corporate company shortly before I finished my schooling and before I entered the professional workforce, have contributed greatly to determining my career path and goals. I would like to thank Kazan Soda Elektrik for providing me the opportunity to serve as an intern. I would also like to thank the Kazan Soda engineers and employees for thoroughly answering the questions I asked during the internship and sharing their experience with me.'

'This summer, I had the opportunity to work as a Geological Engineering intern in the Mining Production unit of Kazan Soda Elektrik . During my one month internship experience, I worked on solution mining. I saw first hand drilling work such as core extraction and cementing. I am very grateful to my unit chiefs, who have contributed to my development, for offering me this working environment and broadening my horizons. I would like to thank Kazan Soda Elektrik for giving me the opportunity to do an internship here.'

'This summer, I had the opportunity to do an internship at Kazan Soda Elektrik , in the Mining Unit, as an intern in Petroleum and Natural Gas Engineering. Thanks to this internship opportunity, I gained very good experience for my education as I start my senior year and for my future work life. During my 4-week summer internship, I had the opportunity to gain experience in operations such as solution mining, horizontal and vertical drilling, well logging, cementing, well planning and completion. I would like to thank the Kazan Soda Elektrik Mining Unit and all other company employees for their steadfast attention.'

GAINING NEW TALENT

We care about making Kazan Soda Elektrik a trusted and preferred employer brand. To this end, we communicate closely with new talents and strive to accurately reflect our corporate culture. By participating in university career days, we not only bring young talents to our CV pool, but also provide brand awareness of our company.

Our company provides internship opportunities to university and vocational high school students to strengthen vocational education. At the end of the internship, our university interns present a presentation they prepare about the work they have completed. Managers of the relevant unit also attend the presentation. In 2021, a total of 37 students had the opportunity to meet with experts, share their ideas and improve themselves by doing internships at our company. A total of 878 man-hours of training were provided to our interns.



The digital operations we carry out within our company activities also is a source of risk. With the Covid-19 epidemic, the possibility of cyber security problems is increasing with the increase in the rate of online communication all over the world. Kazan Soda Elektrik uses an ISO 27001 Information Security Management System to ensure information security. We continue to work with a system that pre-evaluates risks to information assets, decides on precautions to be taken against risks, and monitors whether these measures are implemented correctly. With our work in this area, we create safer digital operations day by day and increase customer satisfaction and trust in our company.

Kazan Soda Elektrik has taken various measures to protect the confidentiality and accuracy of the information of its customers, suppliers, contractors, visitors, interns and all other stakeholders; and to ensure that authorized persons can access this information when needed. Protection and processing of personal data within our company is carried out in accordance with international standards in the field and the relevant legislation, especially the Law on the Protection of Personal Data (KVKK) No. 6698. The KVKK Compliance and Implementation Committee has been established in our company in order to coordinate the activities related to the execution of personal data processing regulations and procedures. The committee includes representatives from the departments of Human Resources, Legal, Quality Control & HSE, Administrative Affairs and IT. At Kazan Soda Elektrik, personal data is not used for any purpose other than the purposes for which they were collected. The relevant persons are informed about the collection method and legal reason for the collection of personal data processed by our company, the purposes of processing, for whom and for what purposes the data is collected and processed, and the method of exercising their rights as the data subject. Our employees have been trained on this subject, and the Law on the Protection of Personal Data has been made a part of on-the-job training. Kazan Soda Elektrik did not experience any personal data breaches in 2021, and for this reason, no complaints were received from our stakeholders.

INFORMATION AND DATA SECURITY





OHS MANAGEMENT



OCCUPATIONAL HEALTH AND SAFETY

At Kazan Soda Elektrik , "zero work accidents and occupational disease" is the common goal of all units and our company. In order to achieve this ultimate goal, we perform risk analyses, organize applied technical trainings and awareness-raising activities, and ensure the creation of a culture of continuous improvement by communicating effectively with our employees. We manage Occupational Health and Safety with the ISO 45001 Occupational Health and Safety Management System, which we completed in 2021. As Kazan Soda Elektrik , we carry out our efforts to ensure a safe and healthy work environment with a participatory and risk-based management system.

At the OHS Board meetings held every month with the participation of employee representatives, process officials and foremen, the major risks identified are reviewed, requests and feedbacks are discussed, the previous month's evaluation is made and the actions to be taken in the next period are decided. Field studies are monitored and evaluated on-site by the senior management. At the Foremen and Employee Representative Evaluation meetings held every two months, the complaints, opinions, demands and expectations of the employees are discussed and conveyed to the relevant parties. Employee representatives representing the entire workforce in our company are selected by our employees within the scope of the relevant directive. There are 8 employee representatives in our company, one of which is the chief employee representative.

In our company, it is important to predict and report hazards in order to prevent occupational accidents and eliminate the elements that threaten occupational safety. In this context, near miss notifications offer a strong proactive approach to our business. Employees are encouraged to report near misses through trainings and incentive programs within the scope of Occupational Health and Safety.

Kazan Soda Elektrik carries out its activities with an inclusive approach to Occupational Health and Safety, as in does in all of its endeavours. Occupational Health and Safety instructions are translated into the languages of our foreign (Chinese) employees working within our organization, and OHS training is provided with the help of a translator. In addition, one of our employee representatives has been appointed for our foreign employees and speaks Chinese.

Within the scope of OHS Risk Management and Cultural Transformation, our company receives consultancy services to evaluate the legality of our OHS processes. Within the scope of this service, documentation and field applications are evaluated within the framework of liability law and improvements are made.

In 2021, a total of 35 occupational accidents occurred in our factory. The overall accident rate was 392 with a 10% decrease, and the accident frequency rate was 24 with a 26% decrease. The accident severity rate, which decreased by 94% compared to 2018, increased by 22% compared to 2020.



EMPLOYEE HEALTH

Protecting the health of our employees is critical and a top priority. Our factory provides one general practitioner, one head nurse and four health workers on-site. Our infirmary provides 24/7 service. Various measures are taken to protect our employees against occupational diseases and overall illness. All Kazan Soda Elektrik employees are subjected to periodic health checks throughout their employment, starting from their recruitment. In addition to routine check-ups, health risks related to the age, gender and working environments of our employees are determined and additional health screenings are carried out and followed up by our physician.

Our company provides a dietitian service once a week in order to ensure that our employees eat healthy, and that they regulate and monitor their eating habits. Our dietitian also participates in the monthly cafeteria menu meetings and shares opinions and suggestions. In addition to physical health, we are aware of the importance of employee mental health both at work and at home. In the light of psychosocial risk analysis, our Specialist Clinical Psychologist serves our employees one day a week within Kazan Soda Elektrik . In addition, on-the-job training on topics such as unit-based risks, occupational diseases, ergonomics, epidemic diseases, Covid-19, biological and psychosocial risk factors, and first aid is provided to our employees and interns by our physician.



COMBATTING THE COVID-19 PANDEMIC

The COVID-19 pandemic, which emerged in 2019 and affected the whole world, continued to exert its influence in 2021 as well. As a result, at Kazan Soda Elektrik , we have added additional precautions to the already established ongoing measures. We do this to protect the health of our employees, their families and all of our stakeholders; and to ensure business continuity.

Within this scope:

- We have successfully completed the renewal audit of our TSE COVID-19 Safe Production Certificate, which we first earned in 2020.
- We have revised our Epidemic Disease Risk Assessment document according to the changes made in the Ministry of Health's COVID -19 Outbreak Management and Implementation Guide.
- We have provided our employees with 222.25 man-hours of information training on COVID-19 vaccines.
- We have specially trained our cleaning staff so that working environments can be properly cleaned.
- We have continued the pandemic measures we took in the cafeteria, working spaces and carpool vehicles.
- Within the scope of COVID-19 measures, we took actions regarding all circulars, communiqués and announcements, especially the Ministry of Health's COVID-19 Outbreak Management and Implementation Guide, and informed our employees about the developments.
- We raised awareness among our employees with information boards, posters, e-mails and short messages.
- We have revised our working hours within the Ministry of Health's pandemic management framework.
- We have encouraged our employees to get vaccinated against COVID-19 and have requested negative PCR tests from our employees who did not choose to be vaccinated in order to protect the health of our stakeholders and ensure business continuity.
- As part of the pandemic measures, we conducted 815 free PCR tests for our employees.
- We have provided our employees with sufficient surgical masks so that they can change every four hours.



OHS PRACTICES

At Kazan Soda Elektrik , many studies are carried out to improve our occupational health and safety culture.

In the last quarter of 2020, the Reward and Punishment Procedure was put into practice in order to increase the OHS awareness of our employees and to ensure their participation in improvement works. Our employees are evaluated quarterly according to the rules and criteria determined within the scope of this procedure. While our employees who perform their work in accordance with occupational health and safety rules are rewarded, employees who violate the relevant procedures and instructions are punished according to the Disciplinary Procedure. As a result of the evaluation made in 2021, a total of 17 employees were awarded with one gram of gold.

In 2021, the Champions League Projects were carried out, aiming at the continuous development of employees in the fields of occupational health and safety, environment and employee welfare. Project topics for white-collar employees included Health, Leadership, and Welfare. Whereas the project topic for blue-collar employees was in the form of Root Cause Analysis Workshops. Training and workshops, in which a total of 120 employees from all units participated, were held in groups of 20 each. Champions League projects were initiated with 4 groups of blue-collar and 2 groups of white-collar employees. Scoring was made for data collection, data analysis, reporting and presentations for each group, and the group winners of each training were determined. Blue-collar group winners and white-collar group winners competed among themselves for a place in the Champions League final. In the final, the blue collar and white collar champion groups were selected and awarded with the Champions League Cup. Blue-collar champion group members were rewarded with one gram of gold, while white-collar champion group members were awarded a weekend holiday with their families at the Büyük Abant Hotel. Plaques were given to all white-collar and blue-collar employees who made it to the final. A total of 53 OHS leaders have been trained in units with these white collar and blue collar champions league projects.

It was ensured that 16 Kazan Soda Elektrik employees from different units received "12UY0052-4 Occupational Health and Safety Personnel Level 4 (Rev.00)" Professional Competence Certificates. In addition, a 40-hour "OHS Leader in Soda Ash Production" training module was prepared in order to increase the knowledge, skills and awareness of our employees regarding occupational health and safety. Trainings will start in 2022 within the scope of the module approved and published by the General Directorate of Lifelong Learning.



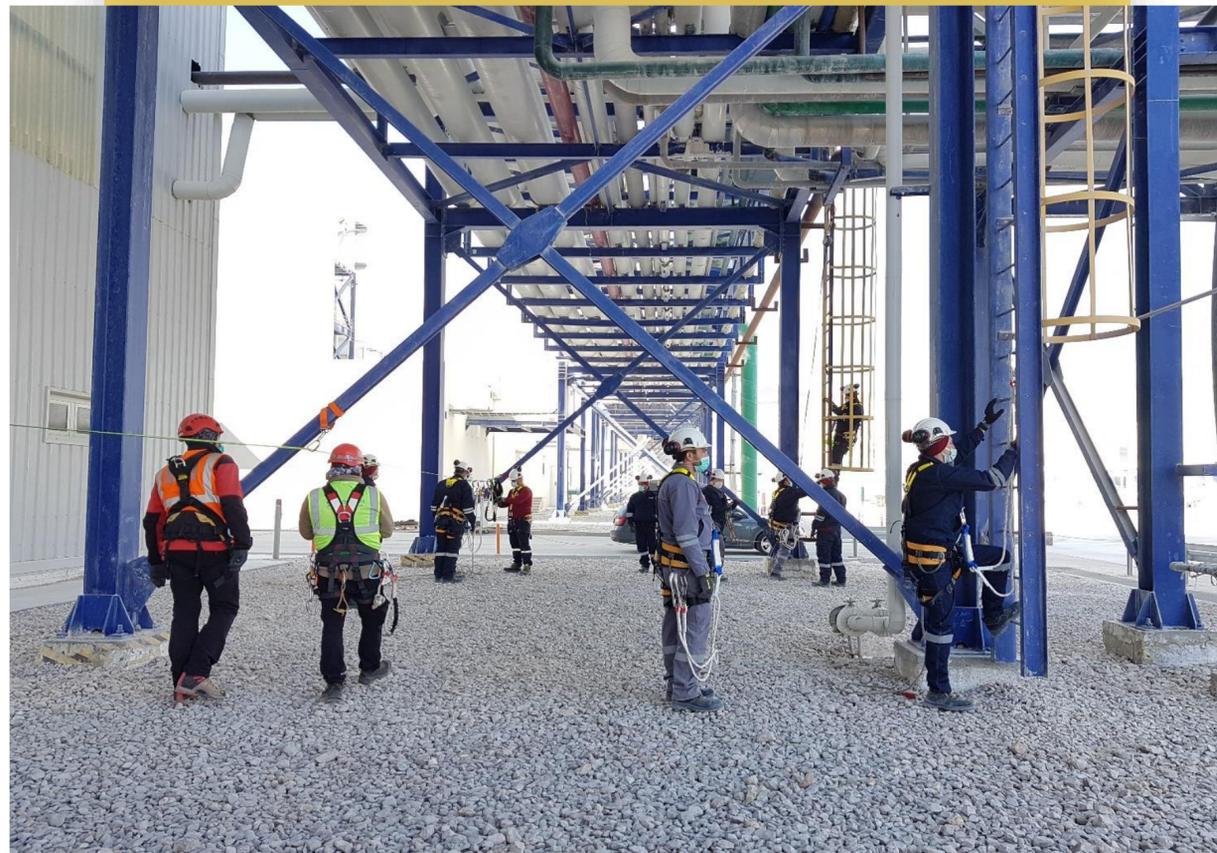
In order to improve our OHS practices and prevent risks that may arise from the sense of security caused by familiarity, a third party audit service was obtained from an independent organization. All production and maintenance processes were inspected during the audit, which lasted for a total of eight days. Nonconformities identified as a result of the audit were promptly resolved.

As Kazan Soda Elektrik , in addition to meeting the legal requirements, we care about the evaluation and reporting of our company data on an international scale. For this purpose, our 4-year occupational accident statistics recorded between 2018-2021 were reviewed within the scope of the British occupational accident legislation RIDDOR system, verified and reported by an independent institution competent in its field.

Weekly on-the-job tool box talks are held by our OHS experts who are actively involved in the field. With on-the-job conversations with our employees, possible risks are identified before starting work, and necessary precautions can then be taken. In this context, a total of 925 man-hours of on-the-job toolbox talks were held with a total of 2,408 personnel on 87 different topics in 2021. In addition, a total of 644 man-hours of information was provided to a total of 1,700 personnel who will work on 508 topics within the scope of the work permits.

A total of 20,025 man-hours of OHS training was provided to our employees in order to establish a healthy and safe environment in the workplace, reduce work accidents and occupational diseases, inform employees about their rights and responsibilities, teach employees about the occupational risks they face and the measures to be taken against these risks, and to raise awareness of occupational health and safety and appropriate behaviors.

- A total of 21 man-hours of training was given to 30 employees who experienced a work accident.
- A total of 2,212 man-hours of training was provided to 1,106 subcontractor personnel.
- 784 man-hours of Basic Occupational Health and Safety Training was provided to 49 Chinese employees.

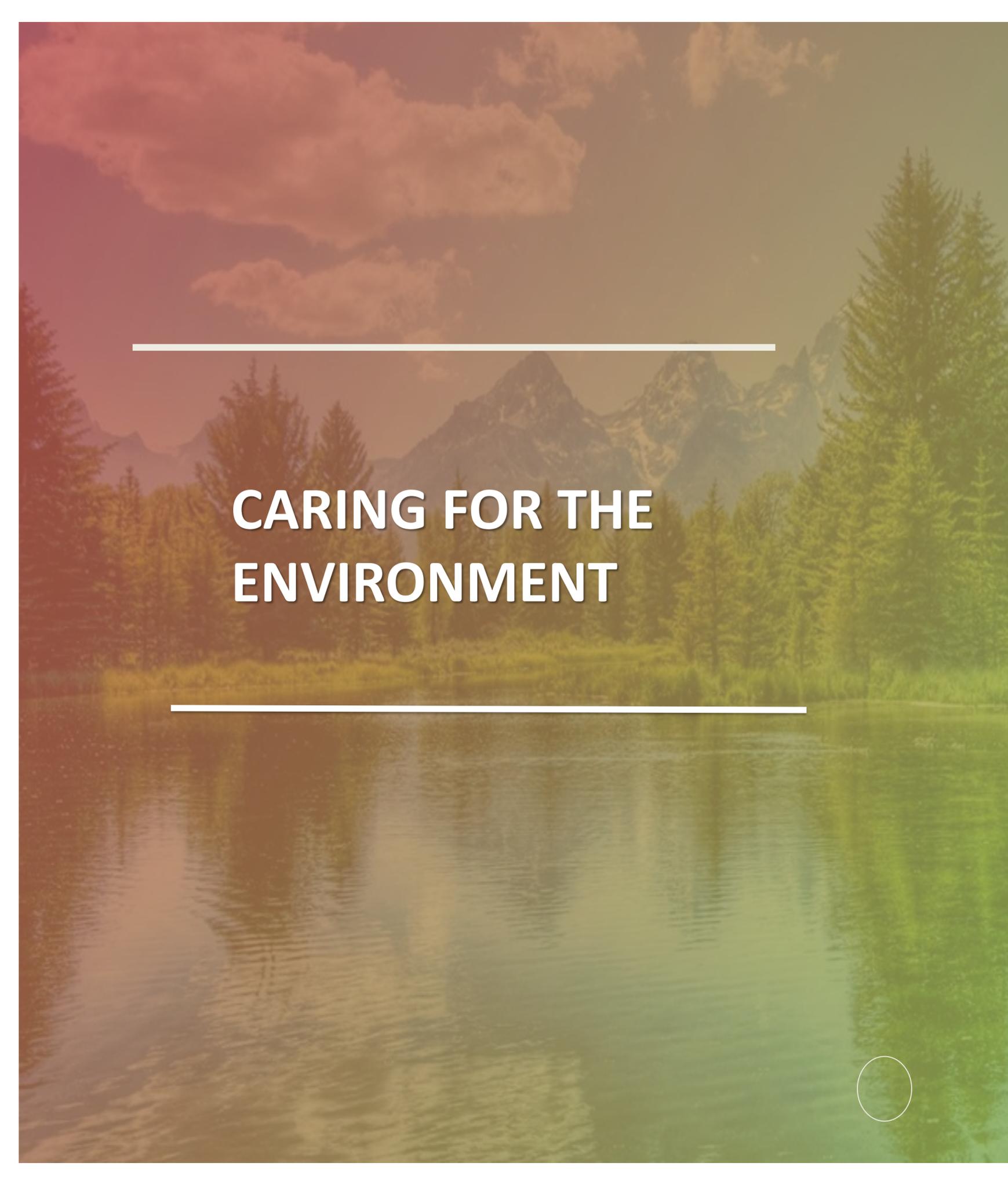


OHS EMERGENCY MANAGEMENT

At Kazan Soda Elektrik , accident and emergency possibilities have been determined and procedures and principles have been determined to prevent or reduce the Occupational Health and Safety impacts that may arise in these situations. The mitigation measures to be carried out in emergency situations (fires, major work accidents, major environmental contamination, floods, earthquakes, natural disasters, sabotage, etc.) that may occur in our facility and the activities to be done to reduce the incurred damages are specified in detail in the Emergency Plan, procedures and instructions.

In order to prepare our employees for emergencies, special training is provided in the areas of first aid, fire, emergency drills, material safety information and, if necessary, applications and emergency procedures for machinery and equipment. Emergency drills are held regularly in our facility in order to increase the effectiveness of said training exercises, to monitor the implementation steps of the prepared emergency plan and to ensure that it is applicable. The exercises are carried out during all shifts, taking into account the shift work order. In this context, at Kazan Soda Elektrik in 2021, drills for Fire Extinguisher and Fire Extinguisher Use, Integrated Emergencies (Rescue, Protection, First Aid, Extinguishing, Food, Environment), and Indoor Rescue drills. Additional Fire Fighting drills, Evacuation, and Protection and Rescue drills were completed with the participation of our Chinese employees. Furthermore,, a Fire Drill was conducted with 14 of our employees who received Firefighter Training from the Ankara Metropolitan Fire Brigade Training Department.





CARING FOR THE ENVIRONMENT



ENVIRONMENTAL MANAGEMENT

As Kazan Soda Elektrik , we are working to implement measures to minimize the environmental impact arising from our activities and to reach the target of zero environmental accidents. Issues within this scope are managed by the HSE Department as per internal and international standards.

We carry out all of our activities in our facility in accordance with legal requirements and the ISO 14001 Environmental Management System Standard. All inspections carried out by the ministry and independent organizations in 2021 were successfully completed.

As Kazan Soda Elektrik , we employ the environmentally friendly solution mining technique for the production of natural soda ash and sodium bicarbonate. By using this technique, we consume less water and steam than other production techniques, and cause less carbon emissions and waste generation. For the remaining emissions, we zeroed the carbon footprint of our 700 employees and obtained a renewable energy sourced RES-G (YEK-G) certificate worth a credit of 93,681 MWh.

Taking into consideration the life cycle approach, environmental scales are determined under the headings of normal situations, abnormal situations and unforeseen emergencies. Within the scope of environmental management, studies are carried out to control and monitor environmental impacts, to prevent or reduce the occurrence of environmental impacts, to measure environmental performance and to evaluate the effectiveness of said performance in light of continuous improvement, legality and/or other conditions.

We care about the development of an environmental protection culture in our company and so we organize relative training for our employees. In 2021, a total of 551 man.hours of environmental training was provided to Kazan Soda Elektrik employees, apart from on-the-job training.



EMISSIONS MANAGEMENT

Today, the point reached by the climate crisis has reached alarming proportions. The impacts of extreme weather events and forest fires are increasing day by day, threatening biodiversity and human lives. Global cooperation is urgently needed as we have the responsibility to provide future generations with an inhabitable world. In the Global Risk Report published by the World Economic Forum (WEF) in 2022, it was stated that all five of the most critical long-term threats are related to environmental issues. ‘Climate action failure’, ‘extreme weather’ and ‘biodiversity loss’ were reported as the three most serious potential risks for the next decade.

As Kazan Soda Elektrik , we are aware of the responsibility we share in combatting the climate crisis and as such we are carrying out many endeavours. We measure and monitor our environmental impact, set targets to reduce it, and share our performance transparently with our stakeholders.

In addition to our mandatory greenhouse gas notifications, we have been calculating our carbon footprint in accordance with the ISO 14064 standard since 2018. We ensure that this footprint is verified by independent organizations. When the verified data for 2020 is examined, it is seen that our carbon emission intensity has been reduced by 18% compared since 2018.

In order to determine the environmental impact of our products throughout their life cycle, their resource efficiency and their individual waste generation; we conducted Life Cycle Analyses (LCA) with a “cradle-to-grave” approach and obtained third party verification. Through this scientific approach, we are able to compare the effects of our products on the environment, identify our potential risks and implement necessary improvements.

We share our work on international platforms and support global initiatives. For the first time in 2021, we participated in the Carbon Disclosure Project (CDP), in which we received a grade B in the Climate Change Program. We ranked tenth in our sector globally, and second in Turkey. Kazan Soda Elektrik also became party to the Science Targets Initiative on April 30th, 2021. We thereby committed to calculating and reducing the greenhouse gas emissions of our production, based on scientific data.

As Kazan Soda Elektrik , we raise the environmental awareness of our employees to ensure that not only are they environmentally conscious at work, but also as individuals. To meet this end, our company has created the the Climate Change and Sustainability Leader Training Module, and we aim to train many of our employees into leaders in 2022. By joining the Verified Carbon Standards Program (VCS) in 2021, we were able to completely counter the carbon footprint of our 700 employees with a total of 3500 verified carbon units (VCUs).

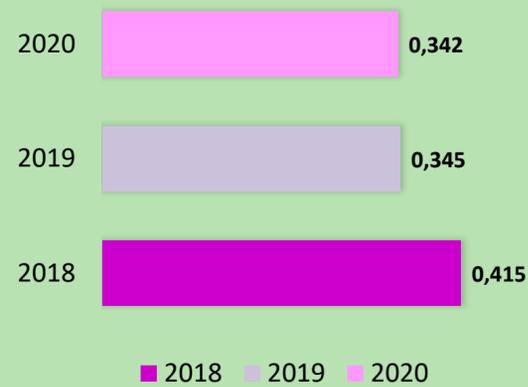
Aware of the importance of renewable energy in reducing carbon emissions, a total of 93.681 MWh YEG-G certificates were obtained through the Renewable Energy Resource Guarantee System (YEK-G) established by EPIAŞ. In this way, we were able to significantly decrease our Category 2 carbon emissions for the year 2021.

Each YEK-G document, which can be provided to customers to show which renewable energy production type is used, represents 1 MWh of electricity generation from a renewable source. Through these YEK-G certificates we not only support renewable energy resources, but we also contribute to the Turkish economy. Our work with renewable energy continues with our plans to install solar panels at our facility in 2022, with plans to start at a capacity of 3 MWh and to increase this to 10 MWh. In parallel, we will also commence feasibility studies in 2022 that will include wind measurements.

We endeavour to reduce the carbon emissions originating from our activities through process optimizations and investment plans. As we increase our overall production, we effectively employ solution mining techniques to harvest our underground trona reserves. At the same time, the CO2 released in the production of sodium carbonate is used in the production of sodium bicarbonate. Therefore, by increasing our sodium bicarbonate production, we also reduce our emission value. This is an aim of the 6th Sodium Carbonate and 3rd Sodium Bicarbonate Line investment project.

In our fight against the climate crisis, we carry out a separate project to reduce the greenhouse gas emissions originating from logistics. Work continues on the future railway project between our facility and Derince Port. We aim to decrease our greenhouse gas emissions significantly by increasing the amount of transportation to the port by rail, instead of by highway.

Emission Intensity



In 2019, as per the ISO 14064 Standard, the emission intensity for our Scope 1 and Scope 2 activities decreased by 18.18% compared to the previous year and amounted to 0.342 tonnes of CO2e/ tonne product.

BIODIVERSITY

Kazan Soda Elektrik started its activities in 2015 within the scope of the EIA report, before the facility was yet operational, in order to detect, protect and monitor terrestrial-aquatic biodiversity in its area of influence. As of 2018, the "Biodiversity Conservation and Monitoring Project" was implemented in order to protect the biological richness in our region within the framework of the Biological Diversity Action Plan.

The flora and fauna disseminated throughout the Kazan Soda Elektrik license area and its immediate surroundings were revealed via 4-season field studies in cooperation with academicians who are experts in their fields. It was determined that 6 of the endemic species detected in the study area have local or regional distribution. In order to protect endemic plant species and their habitats, "Kazan Soda Endemic Plant Protection Area", which is the first botanical garden established by the private sector in Turkey, was established within our grounds. By translocation of the protected species that are naturally distributed in the region to this area and by carrying out population strengthening studies, species are protected and awareness is raised for the protection of our endemic species. In order to ensure the sustainability of the generations of these 6 endemic plant species in the Endemic Plant Conservation Area, in addition to on-site conservation studies, their seeds were collected at appropriate times and delivered to the Turkey Seed Gene Bank, and information on the species was provided. This area of approximately 10 acres is regularly maintained by expert academicians and students.

Within the scope of the project, field studies were started by fauna experts in 2016 and a faunistic evaluation of the area was conducted. Twenty-three mammal, 64 bird, 3 reptile and 33 invertebrate species were identified in the region. Mammal species are monitored with camera traps placed around the facility. Many studies have been initiated to ensure the conservation of the Anatolian ground squirrel, which is a mammal species native to this region. Signposts have been placed on the road route in order to raise the awareness of local people and our employees. The number of ground squirrels is monitored with observation points and photo traps, and their conservation is ensured.

Being aware of the fact that another requirement to protect biodiversity is to prevent deforestation, we, as Kazan Soda Elektrik, continue our afforestation efforts every year. In this context, 133 saplings were planted in the relevant regions through the TEMA Foundation, and we planted 3605 plants and trees around the facility in 2021. In addition, our beekeeping and lavender cultivation activities continued. Four hundred lavender plants were planted and the number of beehives increased from

130 to 150.



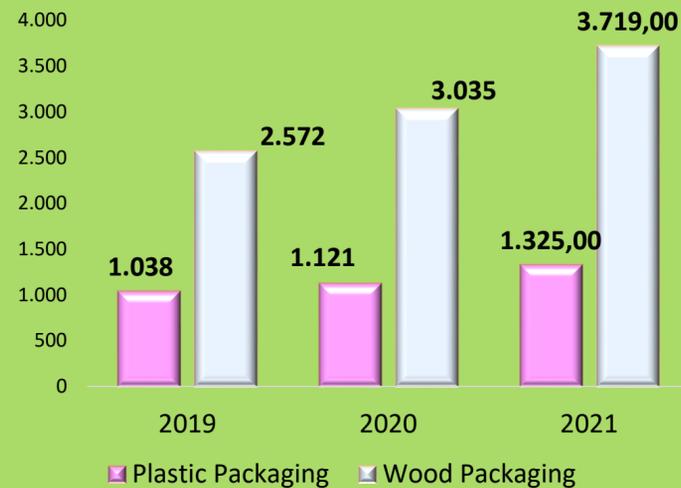
WASTE MANAGEMENT

As Kazan Soda Elektrik , we believe that sustainable and effective waste management is an important factor in minimizing our environmental impact. Thanks to the solution mining technique we use, the underground trona ore is dissolved and transported to the surface in liquid form.

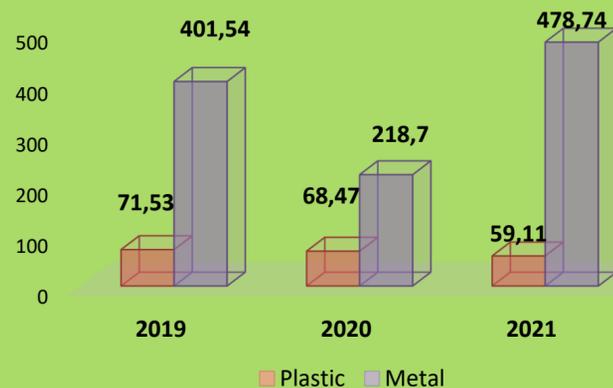
In our company, the activities to be carried out and the measures to be taken have been determined with the aim of eliminating, preventing or controlling the potential negative impacts of the wastes generated as a result of our operations on the environment. The wastes generated in our facility are classified, collected separately at the source, and stored in appropriate areas. Wastes are sent to contracted licensed companies for recycling and disposal. The resulting wastewater is treated and discharged. Monitoring of the effluent water quality takes place via water quality analyses. In addition, out-of-use products are fed back into the system at the very beginning of the process.

In accordance with the Zero Waste Regulation of 2020, our waste management has been organized in accordance with the Zero Waste Management System. In this context, new recycling bins were provided throughout the entire facility, personal waste bins in offices were removed, and zero waste training was provided to all of our employees. As Kazan Soda Elektrik , we aim to raise our current Basic Level Zero Waste Certificate to the Qualified Certificate level after the qualified certificate criteria are determined by the Ministry.

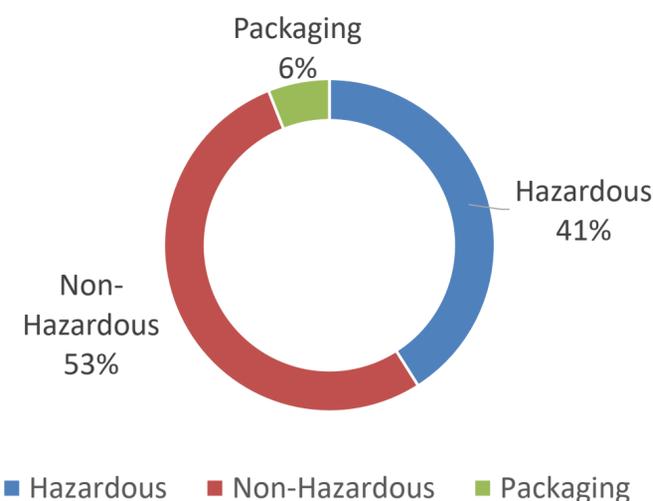
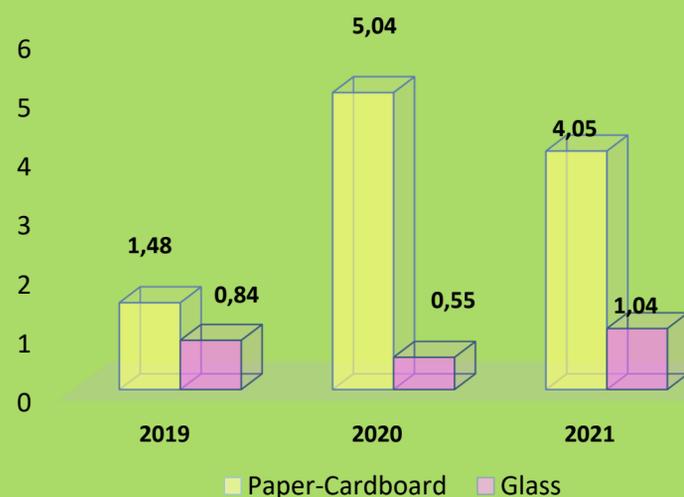
Packaging Use Amounts (tonne)



Amount of Recycling (tonne)



Amount of Recycling (tonne)



Belge No: TS/6/B2/15/2

T.C.
ANKARA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Tarih: 19/11/2020

SIFIR ATIK BELGESİ
(Temel Seviye)

Adı : KAZAN SODA ELEKTRİK ÜRETİM ANONİM ŞİRKETİ
Adresi : ANKARA,MÜLK Mahallesi, MÜLK KÜME EVLER, No: 122-, SİNCAN,Türkiye
Vergi No : 5410515528

12/07/2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 19/11/2025

e-İmzalıdır
Ali Vedat ÇİFTÇİ
Çevre ve Şehircilik İl
Müdürü

Bu belge, güvenli elektronik imza ile imzalanmıştır.

Belge Doğrulama Adresi: <https://www.turkiye.gov.tr/evre-ve-sehirclik-bakanligi/belge-doğrulama-kodu> FXAFAYSK

ENERGY AND WATER MANAGEMENT



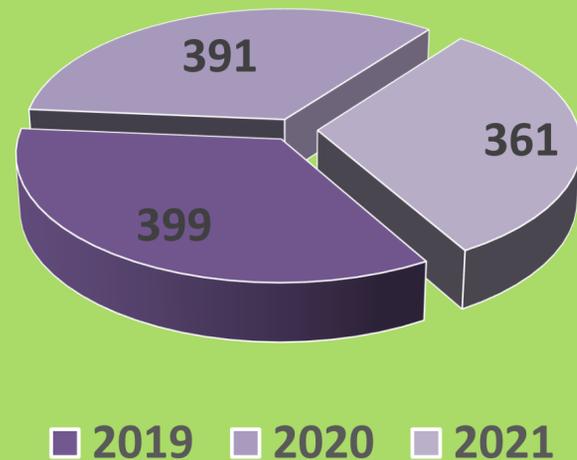
ENERGY MANAGEMENT

All of the steam and electricity needs required for the production of sodium carbonate and sodium bicarbonate here at Kazan Soda Elektrik , are met with the natural gas cogeneration power plant installed at the facility. All of the electricity needs of the facility are met this way. The remaining 75% surplus is sold to EPIAŞ, Park Cam and Cengiz Elektrik , contributing to the meeting of Turkey's electricity needs.

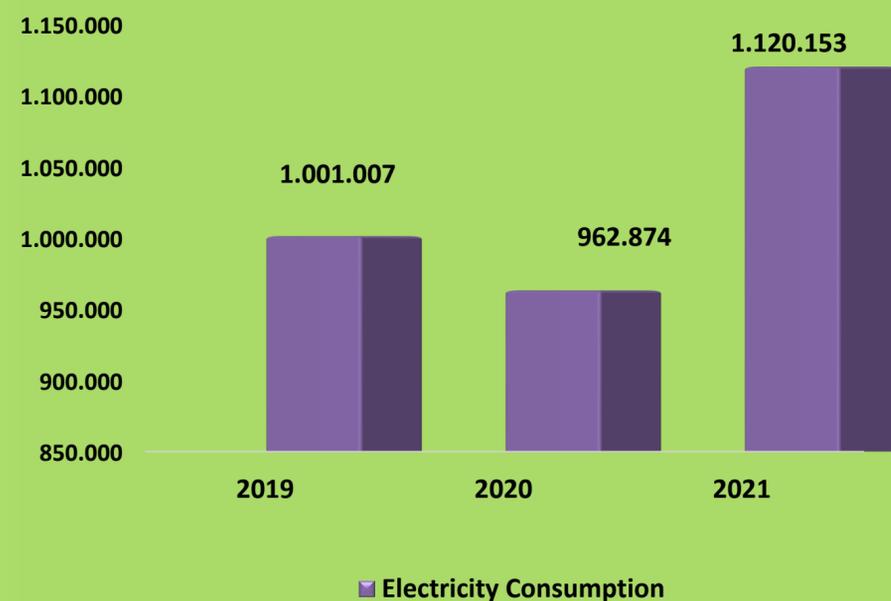
Energy efficiency studies are of key importance as we strive to increase production efficiency and reduce greenhouse gas emissions in our facility.

All activities within the scope of energy efficiency are managed in accordance with the ISO 50001 Energy Management System Standard. The company's energy performance is continuously evaluated with respect to short and long-term goals. In 2021, an energy audit was conducted by an authorized company and areas for improvement were identified. After the release of this study's report, energy efficiency improvement projects will be planned and realized. In addition, the amount of electricity/energy consumed per tonne of product is being calculated for 2021 taking into account foreseen maintenance and process optimizations.

KWh/tonne soda



Electricity Consumption by Year (MWh)



WATER MANAGEMENT

Water Consumption Parameter
tonne/tonne product



Water Consumption (m3)



Our water resources are decreasing due to many factors such as the climate crisis, population growth, and increasing consumption habits; and the risk of water scarcity in the world is becoming irreversible. Water, which is our natural resource, is an indispensable element of our production. The region where our facility is located is at a very high stress level of water scarcity. Therefore, water scarcity, which poses a risk to our operations, is evaluated within the framework of risk management and measures are taken within this scope.

Considering the interruptions that may occur in the water supply in our facility or the parameters that will vary in the water, the water supply is from two separate sources. It is provided from Kurtboğazi Dam and the Kirmir Stream. The Water Supply & Treatment Department within Kazan Soda Elektrik is responsible for the supply, conditioning and treatment of water. The water quality used for the business and provided for the employees is analyzed monthly by a third-party accredited laboratory as well as our own laboratory within Kazan Soda Elektrik .

In order to use water resources effectively, to increase the recovery rate and to reduce water consumption, our product water footprint has been calculated with a Life Cycle Analysis (LCA) verified by an independent organization. LCA analysis gives us the opportunity to identify areas of improvement to minimize the environmental impact of our products throughout the “cradle-to-grave” lifecycle.

As Kazan Soda Elektrik , we have been calculating our corporate water footprint every year since 2018 in accordance with the ISO 14046 standard, and we have it verified by independent organizations. Based on 2018, a decrease of 17% was achieved in the water consumption parameter per product in 3 years compared to the values verified until 2020.

In order to reduce our water footprint, we implement improvement projects in line with the targets we set. In 2021, an efficiency-enhancing project with reverse osmosis membrane projection was implemented in the Water Supply & Treatment Unit. Following the improvement works carried out, 37.53% of the water consumed was recovered in 2021.

We participated in the Carbon Disclosure Project (CDP) Water Safety Program for the first time in 2021, and shared our work in water management on this platform. As a result of this program, we received a ‘B’ degree and ranked eighteenth in the world and second in Turkey in our sector. In addition, we became one of the signatories of the CEO Water Mandate, an initiative of the United Nations Global Compact, in 2021. As a stakeholder of this important international initiative, we support the water protection policies carried out simultaneously all over the world with company commitments, and report our water management performance annually in line with the principle of transparency.

World Water Stress Map

A potential flood would present a risk for production activities. According to the Water Risk Atlas of the World Resources Institute (WRI), the basic water stress level of the Kazan-Sincan/Ankara region is 5, which is an Extremely High (>80%) stress level. This incentivizes us to take new precautions with respect to water efficiency.

For the sake of water source security, the Kirmir spring has been brought into operation as an alternative source of water to the Kurtboğazi dam.

Water quality analyses are carried out monthly by an accredited third party laboratory. The amount of water that is extracted from these sources, that is being used in the production processes and that is discharged is continuously monitored and followed via meters and flowmeters. Today, the limited availability of water resources or extensive water use is no longer only an issue for the interested – it is everyone’s problem.

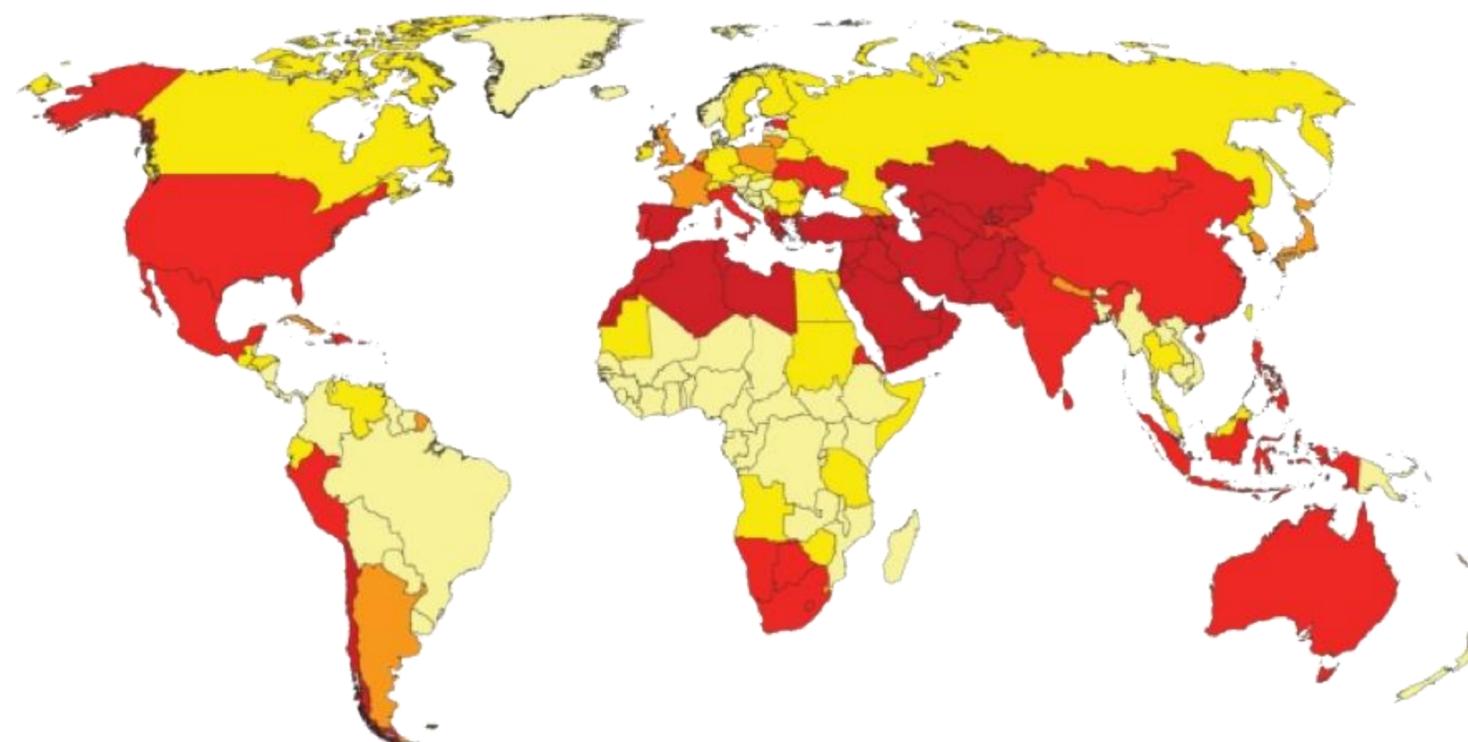
All companies operating in countries where water shortages are forecasted should plan accordingly in their water policies for many years to come.

As such, in line with our goal of being a Water CEO Mandate signatory, we at Kazan Soda Elektrik plan to create our own strategic, well-organized, long term Water Footprint Reduction Targets employing annual reductions.

Ratio of Water Withdrawals to Supply

- Low (<%10)
- Low to Medium (%10-20)
- Medium to High (%20-40)
- High (%40-80)
- Extremely High (>%80)

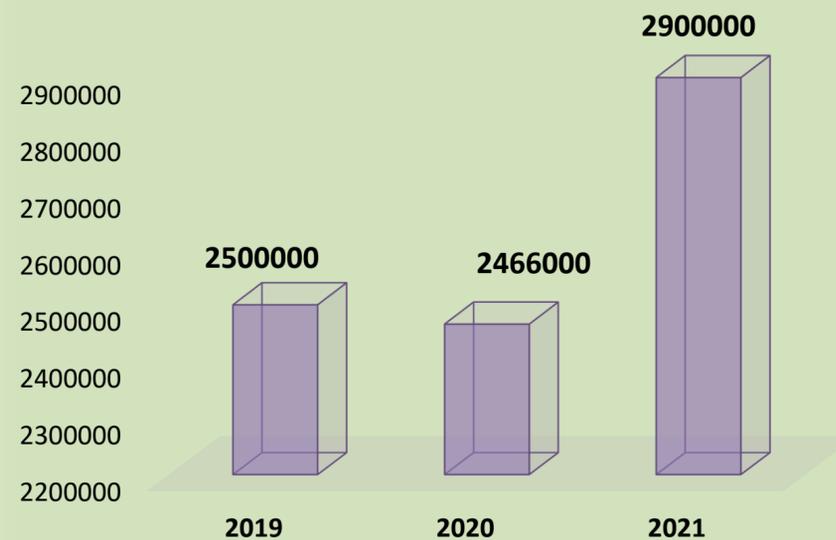
Water Stress Forecasts by Country for the Year 2040



SUSTAINABLE AND RESPONSIBLE RESOURCE MANAGEMENT

Sustainable and responsible resource management is among the top priorities for Kazan Soda Elektrik , as we use natural trona ore in our production. In order to ensure business continuity and to reduce our environmental impacts resulting from our operations, we set short and long-term goals regarding resource management and we schedule follow-ups on these goals.

Total Production Amount (tonne)



It was determined that 5.64 tonnes and 4.92 tonnes were used per tonne of product, in 2018 and 2021, respectively. Efficiency research studies are conducted and investment plans are drawn up to use natural resources more efficiently in the production of sodium carbonate and sodium bicarbonate improvement. Regarding the productivity-enhancing works carried out in 2021, a total of 2,900,000 tons of production was reached, 200,000 tons more than the installed capacity.

Wooden pallets and plastic wrapping is used for the packaging of our products. The materials that are purchased for this packaging, the packaging that is put on the market, and the waste packaging material that exits our facility are all reported regularly to the related government institutions. Waste packaging material resulting from our facility is sent to licensed firms for recycling.

In our strides to protect natural water resources, we seek improvements continuously and we calculate and monitor our water footprint. The conducted studies the achieved results and targets are reported on the CDP Water Security platform and are reported annually to the CEO Water Mandate, of which we are a signatory.

ENVIRONMENTAL EMERGENCY MANAGEMENT

At Kazan Soda Elektrik we regularly sample and monitor the effects that our activities have on the environment. Air sampling for particulate matter and noise measurements are carried out at defined intervals by accredited institutions in line with surrounding dimensions and legal requirements. In addition, an Emergency Plan has been drawn up in preparation for any environmental accidents that may occur within the facility or in its surroundings. In the event that an environmental accident, the employee who noticed it or responsible parties are to intervene. Depending on the extent of the environmental impacts, if it is deemed necessary an on-site investigation will be conducted. Mitigation measures to eliminate or minimize the impact of the accident will be determined, their application will be followed and a follow-up will take place. Once the emergency has been mitigated, the emergency plans and preparations are to be reviewed, and the sufficiency and effectiveness of the actions taken are to be evaluated. Any risk assessments, or changes to emergency plans or preparations that are deemed required by this evaluation are to be taken.



A collage of diverse hands reaching towards a central white banner. The hands are of various skin tones and are positioned around the banner, some with jewelry like rings and bracelets. The background is a solid light pink color.

CARING FOR SOCIETY

Our Approach to Social Responsibility

As per our understanding of social responsibility, with the United Nations Sustainable Development Goals as our guide, we aim to conduct projects that will support social development in a responsible and sustainable way, by minimizing the impacts on our environment, by preserving nature, by investing in the stakeholders we work with, and by making a positive impact on our employees and customers.



DEVELOPMENT OF LOCAL COMMUNITIES

As Kazan Soda, we make a conscious effort to support women's entrepreneurship and to support local communities.

For this purpose, in the year 2021 29 local village women were welcomed to women's entrepreneurship seminars. Additionally, local village women make rose petal jam from the roses grown on Kazan Soda's property and financial support is provided to them.

Communication with local villagers is continuous, and their needs are met as per assessed.

OUR SOCIAL RESPONSIBILITY ACTIVITIES

With its understanding of contributing to sustainable development, Kazan Soda conducts social responsibility projects in parallel with its business strategies with a priority to areas in its vicinity.

In 2021, for the purpose of social responsibility, the trees and plants listed below were planted, totalling at 3,605 plantings.

- Willow Trees:25
- Acacia Trees: 80
- Russian Olive Trees : 200
- Rosemary Plants: 400
- Lavendar Plants: 400
- Cypress Trees : 400
- Sweet Cherry Trees : 200
- Rose Bushes : 600
- Raspberry Bushes : 80
- Virginia Creeper Vines: 80
- Dwarf Juniper Trees : 800
- Thuja Orientalis Pyramidalis Trees: 60
- Blue Cypress Trees: 80
- Scarlet Firethorn Bushes: 200

In addition to the social responsibility undertakings of supporting the local community and planting vegetation – Kazan Soda also supported our four-legged friends. As of 2021, through the Pati Park Project, we began to donate dog food to the Pati Park animal habitat.



EXTERNAL STAKEHOLDER RIGHTS

Engagement with external stakeholders (ministries, municipalities, certification agencies, customers, suppliers, subcontractors, etc) are carried out taking into consideration the applications pertaining to OHS, Environment and QCS activities carried out at our institution and the implications of the Personal Protection Data Law, information security and our own code of ethics.

We care about our external stakeholders, just as we do our employees. When our company is visited by external stakeholders they are informed of applicable OHS measures and rules and they are provided with a visitor brochure. We also give importance to information security, and retain information according to our Information Security and Storage policies. Furthermore, Supplier Conduct Codes were created and shared with suppliers to present the expectations and requirements of Kazan Soda Elektrik's suppliers, business associates and subcontractors.



FOCUS ON CUSTOMERS

We have always seen it as our fundamental responsibility to meet the demands of customers with the highest quality possible in production through our use of advanced technology.

In order to meet the expectations of Kazan Soda Elektrik customers and to purvey products of the highest quality for these expectations, many applications of cutomer oriented work procedures have been developed.

Within this scope, ten customer meetings and ten customer visits were conducted. Additionally, the 2021 report on the Kazan Soda Customer Satisfaction and Brand Awareness study was prepared and as per this study 47 customers (14 national, 33 international) were inverviewed via B2B and in-depth interviews were conducted with 3 customers. As a result of this study, comparative KPI tables for national and international customers with sector scores were prepared, and areas of improvement for increasing customer staisfaction were identified.

In addition, customers are informed and feedback from customers is recieved through customer satisfaction surveys and participation in international conferences.





RESPONSIBLE VALUE CHAIN MANAGEMENT

RESPONSIBLE VALUE CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT

Here at Kazan Soda Elektrik , as we send our products to every corner of the world, we strive to generate added value for all of our stakeholders in our value chain.

In order to maintain a responsible supply chain, we generate a shared value by working together with our suppliers for the adoption of our environmental, social and managerial approaches and for these suppliers to integrate these approaches into their endeavours. With the supplier selection, evaluation proceedings, supplier evaluations and supplier communication activities completed within this scope, a responsible supply chain approach is maintained. We disseminated a revised version of our Supplier Conduct Rules in 2021 via our website and sent a letter pertaining to this document informing our 1275 suppliers. We do not do business with suppliers who are unable to meet our expectations regarding subjects such as legal compliance, working conditions, human rights, occupational health and safety, environment, etc, as set out in the Supplier Conduct Rules. Any suspicious actions and/or business ethics violations of suppliers should be shared by our stakeholders by the email address etik@kazansoda.com. Before a supplier is selected, the potential suppliers are sent preliminary questionnaires for the sake of evaluation on quality, occupational health and safety, environmental and ethical topics. When deemed necessary, we conduct on-site inspections of suppliers.

In the year 2021, two of our suppliers were inspected on-site with regards to quality, the environment, OHS and ethical topics. 55 of our suppliers informed us of their SEDEX status, and 7 of our suppliers participated in the SEDEX platform. We aim to increase the number of SEDEX member suppliers in the year 2022.

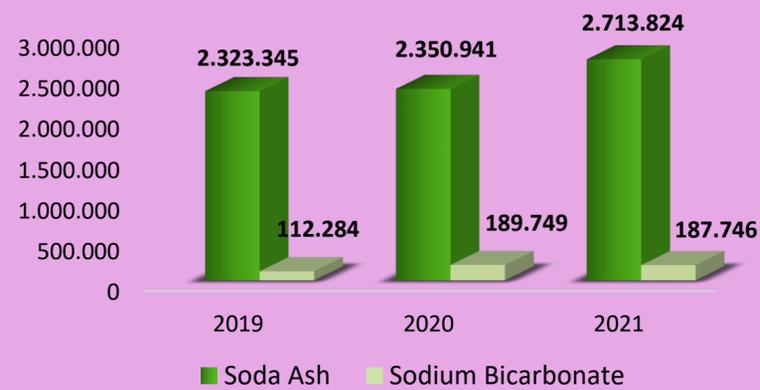
We shared our endeavours and goals regarding our supply chain on the EcoVadis platform and as a result of the assessment of the 2020 data EcoVadis has awarded us with a Silver Awareness Level. Additionally, we have a B rating according to the Carbon Disclosure Project (CDP) Supplier Engagement Rating which aims to measure contributions in the fight against climate change.



An aerial, high-angle photograph of a large industrial ship's deck. The deck is a complex of white metal structures, including walkways, railings, and large cylindrical pipes. The word 'ciner' is printed in black on several white panels. A large, rusted metal structure is visible in the lower right. The ship is on a body of water, with the sea visible in the upper left. The lighting is bright, suggesting a sunny day.

SALES AND EXPORTS

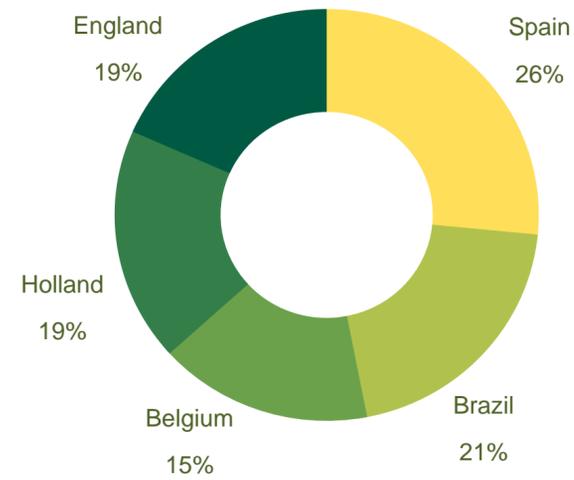
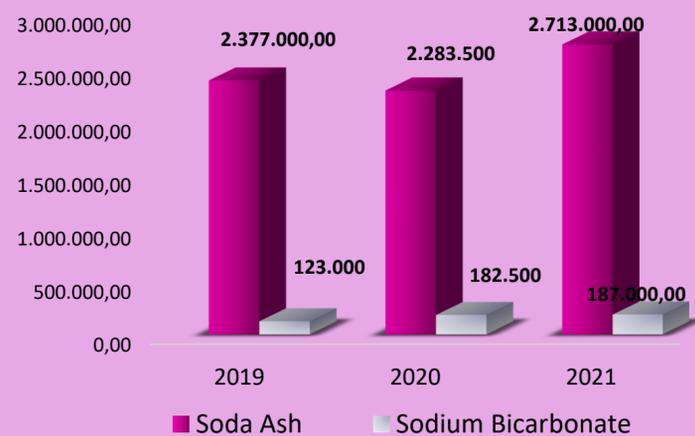
Amount 2019-2021 Net Sales (Tonne)



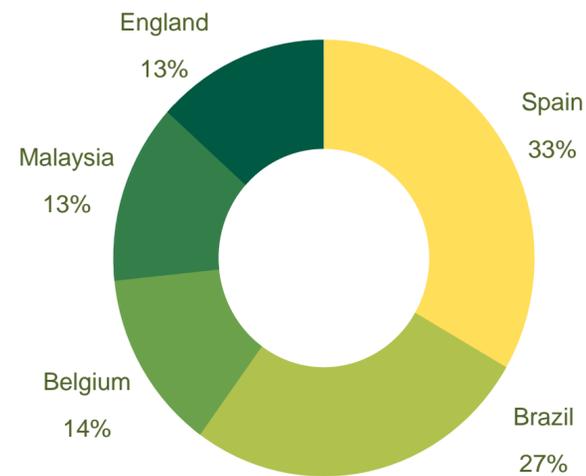
Distribution of 2019-2021 Net Sales(%)



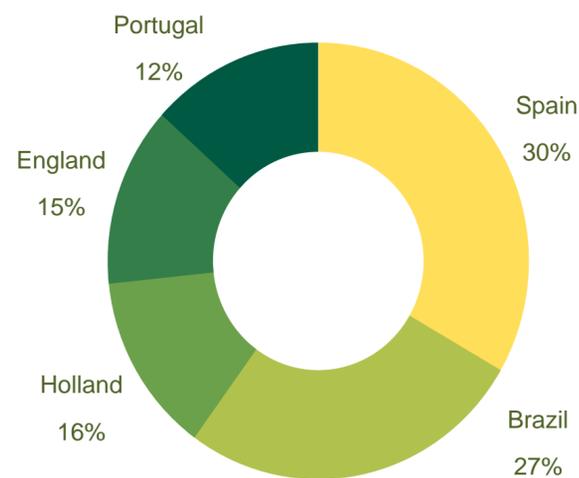
Amount of Production 2019-2021 (tonne)



The Top 5 Countries Exported to in 2019



The Top 5 Countries Exported to in 2020



The Top 5 Countries Exported to in 2021

SALES, MARKETING AND EXPORTS

As Kazan Soda Elektrik , with our responsible and customer oriented focus, we supply our products to many countries around the world. Through the communication platforms that we have established with our customers, we understand their needs and expectations and take the required actions.

Conscious of the importance of the existence of a competitive market, we are committed to ensuring all of our commercial proceedings are enacted in just competition and with transparency, and in line with all rules and regulations. We integrate our corporate ethics code into our sales, marketing and export proceedings with the knowledge that we are required to heed competition laws and to not infringe upon the intellectual property rights of third parties.

Our packaged and bulk products are transported to our domestic customers by truck and products to be shipped overseas are transported to the Derince Port. In order to ensure product safety, our products are transported via bulk trailers owned by Kazan Soda Elektrik .

Kazan Soda Elektrik contributes to the nations economy by exporting 93% of our products. In addition to abiding by the legal requirements of the countries that we export to, we also prioritize customer health and safety. We provide customers with safe, high-quality products by maintaining sustained control over the procedures through the product and quality management system certificates we possess. Furthermore, we follow national and international legislation and act as is required. Our products have been registered as per the European Union code pertaining to chemical materials, ‘Register, Evaluation, Authorisation, and Restrictiono f Chemicals’ (REACH). Furthermore, our products have been preregistered for the Turkish REACH Legislation (KKDİK), and we aim to complete our registration by the end of year 2023. The MSDS forms for our products are drawn up in the language of the country our products are exported to.

CUSTOMER SATISFACTION

In support of the principle of customer satisfaction, Kazan Soda Elektrik has developed the necessary procedures to correctly understand customer demands, requests and suggestions, and to produce solutions accordingly. The transparent and bilateral communications that we have with our clients ensure that customer satisfaction is sustainable.

Within the scope of the ISO 10002 Quality Management Customer Satisfaction certificate our company was awarded in 2021 has improved the procedures available for customers. Within the framework of Customer Relations Management, customers are supported both before and after sales by identifying the needs and expectations of our customers, determining the customer conditions, and by evaluating the suggestions and grievances. By providing communication between customer grievances followed by the Customer Relations Department and grievance procedure parties, solutions are generated to prevent the repetition of these grievances. Said grievances are reviewed and followed up on at periodic meetings which are also attended by senior leadership.

By hosting our current and potential customers at our facility, we provide them the opportunity to see our production first hand and learn about the activities we conduct. Additionally, by receiving our customers at our facility, we are able to develop solutions to expectations, suggestions and grievances in real time.

Every year we come together with soda ash customers and producers from all over the world at the World Soda Ash Conference. At this conference, which has been held online for the past two years, we are able to engage with our customers; share the work we have accomplished, our goals and planned investments; and answer customer questions. One other way to ensure customer satisfaction is sustainable is to measure the degree of satisfaction. Customer satisfaction is determined annually by questionnaire. In the year 2021, with a more professional and broader scope, Kazan Soda Elektrik conducted a Customer Satisfaction and Brand Awareness study to determine the previous awareness, perception and satisfaction of customers. Within this study, which was carried out with the help of a third party establishment, interviews were carried out with 47 customers (14 domestic, 33 foreign) via B2B (business to business) and indepth interviews were carried out with three customers. When all criteria are gathered and evaluated, the element in which Kazan Soda Elektrik performs the highest is 'product quality', which is then followed by 'easy communications'. Kazan Soda Elektrik exceeded expectations in many elements, with the top three being 'Honesty with customers and adherence to work ethics', 'expert company' and 'trustworthy company'. The first thought that came to the minds of domestic and foreign customers when asked about Kazan Soda was 'solution oriented'. According to the results of the questionnaire, with a satisfaction rate of 95.8%, which is higher than the sector standard of 90.8%, almost all of Kazan Soda Elektrik's current customers are satisfied,



PERFORMANCE INDICATORS

Financial Tables

	Production Amount (Tonnes)	Net Product Sales (Tonne)	By Country (Tonne)			By Product Group (Tonne)	
			Turkey	Europe	Other	Dense Soda Ash	Sodium Bicarbonate
2018	1,785,000	1,793,501	76,900	1,008,537.53	708,063	1,751,075	42,426
2019	2,500,000	2,435,629	180,345	1,245,848.75	1,009,435	2,323,345	112,284
2020	2,466,000	2,540,690	225,831	1,056,986	1,257,873	2,350,941	189,748
2021	2,900,000	2,901,571	210,449	1,500,926	1,190,196	2,713,824	187,746

	Total Short Term Commitments (Million €)	Total Term Commitments (Million €)	Investment Expenditures (Million €)	Personnel Expenses (Million TL)	Investments for the Benefit of Society (Million TL)
2018	1,765,642,678.32	6,592,656,088.21	991,544,529.57	42,079,867.88	1,331,970.44
2019	1,032,053,454.58	5,931,768,553.21	332,804,135.25	65,596,500.29	427,376.13
2020	514,619,561.73	6,269,047,507.73	168,154,496.39	72,530,823.66	293,006.59
2021	1,411,490,426.63	9,048,020,768.56	655,328,388.50	100,024,354.83	462,850.83

PERFORMANCE INDICATORS

Social Data

	Employee Distribution by Status			Employee Distribution by Contract Type			Employee Distribution by Gender			Employee Distribution by Age Group				Distribution of Turkish and Foreign Employees		
	Blue Collar	White Collar	Total	Continuous	Temp.	Total	Male	Female	Total	<30	30-50	>50	Total	Turkish	Foreign	Total
2018	560	97	657	565	78	657	603	54	657	311	299	47	657	580	77	657
2019	622	119	741	665	76	741	675	66	741	322	363	56	741	667	74	741
2020	603	122	725	654	71	725	660	65	725	299	376	50	725	655	70	725
2021	618	128	746	692	54	746	683	63	746	285	411	50	746	693	53	746

	Average Age by Employee Type			Average Seniority by Employee Type			Distribution of Turkish and Foreign Employees in Senior Management			Distribution of Gender in Senior Management (%)		Employee Circulation(%)
	Senior Managers	Mid-Level Managers	Experts and Civil Servants	Senior Managers	Mid-Level Managers	Experts and Civil Servants	Turkish	Foreign	Total	Female	Male	
2018	43	31	36	8	4	4	16	0	16	31.25%	68.75%	28.26%
2019	46	32	35	9	4	4	19	0	19	26.18%	73.68%	12.74%
2020	48	33	35	9	4	5	23	0	23	17.39%	82.61%	10.11%
2021	49	34	36	10	5	5	22	0	22	13.63%	86.36%	12.20%

PERFORMANCE INDICATORS

OHS Data

	Work Accident Severity Rate (1)	Work Accident Frequency Rate (2)	Work Accident Frequency Rate (RIDDOR)	Work Accident Severity Ratio (3)	General Accident Ratio (4)
2018	6,462	119	29	6.46	1,991
2019	238	27.9	11	0.24	451
2020	292	32	12	0.29	437
2021	375	24	14	0.37	392

	Number of Work Accidents	Number of Work Accidents (RIDDOR)	Work Accident Days Lost	Manpower Hours Worked	Total Production (Tonne)	Total No. of Employees within 12 Months	Accident/ Million Tonne Production
2018	151	37	8,198	1,268,732	1,785,000	7,585	85
2019	39	16	333	1,397,611	2,500,000	8,649	16
2020	39	14	355	1,215,700	2,466,000	8,933	16
2021	35	21	549	1,465,850	2,900,000	8,922	12

(1) Work Accident Severity Rate = (Total No of days lost due to accidents / Total No. of manpower hours worked) x 1,000,000

(2) Work Accident Frequency Rate = (Total No. of accidents / Total No. of manpower hours worked) x 1,000,000

(3) Work Accident Severity Ratio = (Total No of days lost due to accidents / Total No. of manpower hours worked) x 1000

(4) General Accident Rate = (Total No. of work accidents / Total No. of workers) x 100,000

RIDDOR is the assessment of occupational accidents in Kazan Soda according to the "Injuries, Illnesses and Hazardous Incidents Reporting Regulation 2013" version implemented in the United Kingdom.

PERFORMANCE INDICATORS

Environmental Data

	Greenhouse Gas Emissions (tonne CO ₂ /tonne product)	Consumption Values						
		Total	Trona (tonne)	Trona (tonne/tonne soda)	Electricity (MWh)	Electricity (kWh/tonne soda)	Water (m ³)	Water (m ³ /tonne soda)
2018	0.418	10,073,713.40	5.64	841,871	471	6,333,246	2.93	1,084,575
2019	0.345	12,830,618.50	5.13	1,001,007	399	7,660,888	2.34	1,802,344
2020	0.342	11,808,834.63	4.79	962,874.962	391	7,932,064	2.43	1,933,467
2021	In Preparation	14.255.922,60	4,92	1.120.153	361	6.174.310	2,13	2,317,218

	Wastes (Tonne)				
	Hazardous	Non-Hazardous	Medical	Packaging	Total
2018	93.165	481.84	0.119	53.36	628.484
2019	77.235	415.88	0.098	59.51	552.723
2020	109.1	612.387	0.089	60.42	781.996
2021	1654.14	842.407	0.099	89.22	2,585.866

CONTACT

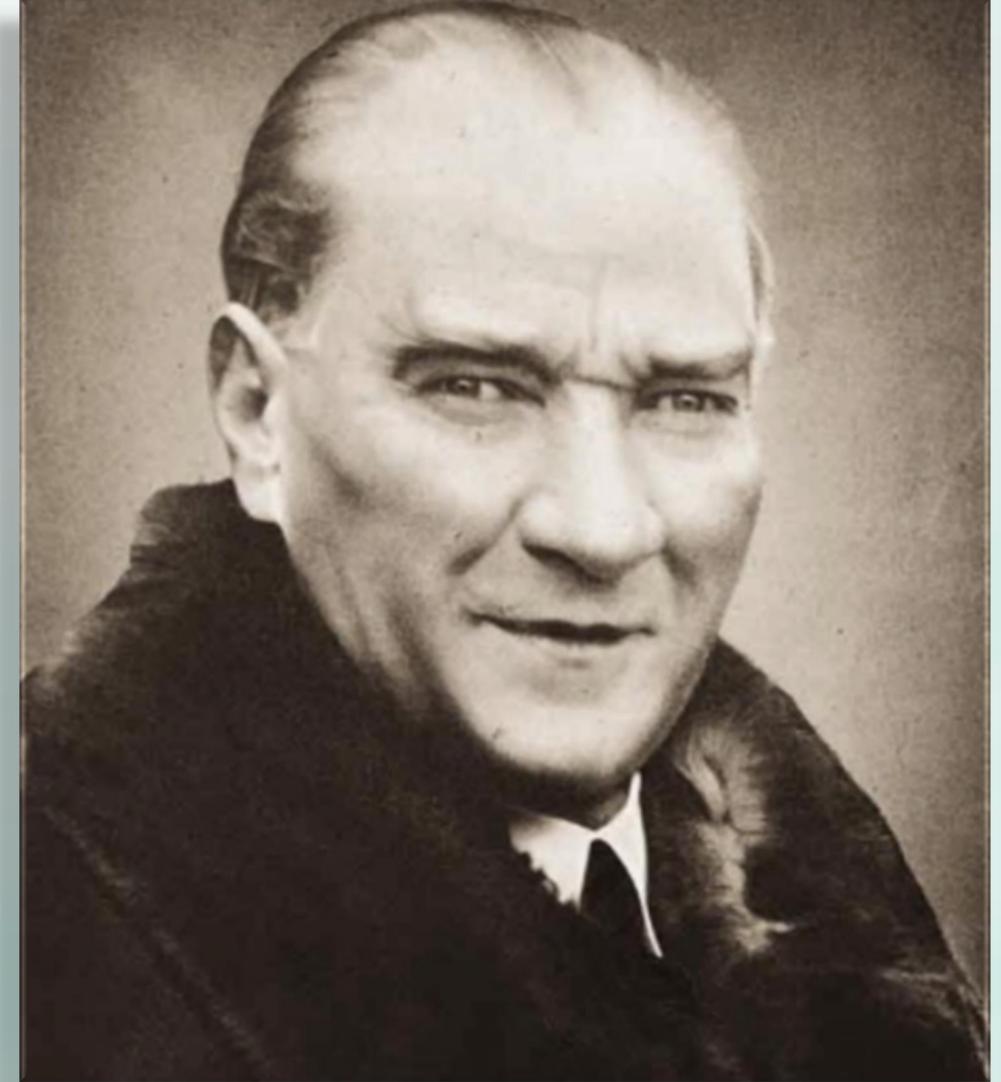
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We need nothing but to be hardworking!
M. Kemal Atatürk