



KUTES

**2021
SUSTAINABILITY
REPORT**

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ABOUT >> THE REPORT

Founded in 1990, KUTES has managed to become one of the most preferred institutions in its sector thanks to its solid human resources and know-how.

As a company focused on customer satisfaction and fully aware of its responsibilities towards the environment, KUTES presents its activities in its sustainability journey to its stakeholders with this first Sustainability Report. This report, prepared in light of January-December 2021 data and in accordance with GRI Standards, describes in detail the activities carried out to date, as well as future targets. In the near future, KUTES plans to annually report its sustainability performance.

KUTES always places strong communication with its stakeholders at the core of its activities and attaches great importance to stakeholder feedback. For your comments and suggestions on the report, please contact: info@kutes.com.tr.

WHY >> KUTES?

Over 30 years of experience in the metal industry

Experienced partner in casting and machining

Production with the latest technology that leaves no room for error

50,000 tons/year casting capacity

Over 90,000 hours/year machining capacity,

110,00 hours/year capacity goal in 2023 with new investments

« MESSAGE FROM THE SENIOR MANAGEMENT



Esteemed Stakeholders,

At KUTES, we are proud to be one of the leading companies in the sector today in our adventure that started in 1992 to start the “New Iron Age” and took firm steps forward. With more than 30 years of experience, we offer our customers a wide range of products and respond to their needs at the highest level.

Undoubtedly, one of the primary management values that we resolutely protect on the path to the “New Iron Age” and which forms the basis of our activities, is sustainability. In this context, in all our activities, we act in accordance with the “Sustainability Policy” we have developed. In addition, we identify sustainability issues that need to be addressed in a focused and systematic manner and place them at the heart of our strategy through a materiality analysis that takes into account our corporate principles, values, stakeholder expectations and growth strategy

The climate crisis we are facing forces us more and more every day to realize that we do not have much time left to take action. In addition, our responsibility towards future generations also drives us to work on how to reduce our environmental impact in all our activities. Thanks to the carbon footprint calculation studies we have initiated in this context, we aim to clearly reveal the impacts of our activities and to carry out projects to

mitigate these impacts. Moreover, thanks to our solar energy power plant investments, we provide some of the electricity we consume from renewable sources. We continue our investments to increase this ratio in the coming period. With these investments, we aim to become carbon neutral by 2033 and to become carbon negative with the target of planting 1 million trees in 10 years together with Çevko.

Recognizing that sustainability is not only about environmental issues, we strive to develop activities that will set an example for the sector in terms of social issues, as well. We work in cooperation with different institutions in our activities that we carry out with the aim of making a positive contribution to the society in the region where we operate. To this end, we support successful students and contribute to their development through Mehmet Bekir Kutmangil Scholarship Fund together with the Turkish Education Foundation (TEV).

We attach great importance to the high motivation and increased loyalty of our employees, whom we regard as our most important asset. Aware of the importance of a workforce that is satisfied with the organization and its job for a sustainable organization, we put our employees at the center of our activities and offer equal and fair opportunities to all our employees without any discrimination. In this context, we organize an effective human resources management and at the same time support our employees with trainings on both personal and technical issues.

At KUTES, we aim to grow sustainably by strengthening our operational efficiency, sustainability performance and leadership in the sector for continued success in the future. We are aware that it is essential to work in cooperation with our stakeholders to succeed in this journey. Therefore, we attach importance to the views of our stakeholders and conduct our activities in line with stakeholder expectations. We aim to continue our sustainability approach in this direction in the coming period and diversify our efforts in this area.

I would like to thank you, our esteemed stakeholders, for taking the time to review this first sustainability report, in which we share our efforts on our sustainability journey, and all our employees who are the architects of our success today, especially our colleagues who contributed to the report.

Sincerely,

Ali Esat Kutmangil
Vice Chairman and
Chief Executive Officer (CEO)

01

ABOUT KUTES



CORPORATE PROFILE

ORGANIZATIONAL STRUCTURE

VISION, MISSION AND VALUES

MILESTONES

CORPORATE GOVERNANCE APPROACH AND POLICIES

ETHICAL PRINCIPLES AND TRANSPARENCY

PRODUCTS AND SECTORS SERVED

PROCESS AND TECHNOLOGY

QUALITY APPROACH AND CERTIFICATES

OPERATIONAL EXCELLENCE

CORPORATE PROFILE

KUTES was founded in 1990 by Mehmet Bekir Kutmangil under the umbrella of Kutes Madencilik (Kutes Mining), which had been in operation since 1986 under the name Kutes Döküm (Kutes Casting).

Operating in the field of iron casting, KUTES made its first casting in 1992 and has focused on the production of high quality malleable cast iron-fittings since 1993.

Growing rapidly and expanding its product range in the valve, automotive, heavy commercial vehicles, railway and agricultural machinery sectors in 1995, KUTES started to manufacture products for sectors such as construction, hydraulics, climatization and industrial machinery in the early 2000s and increased its investments in these fields.

In 2016, Kutes Döküm (Kutes Casting) and Kutes Makine (Kutes Machinery) brands were established under KUTES in order to separate casting and machining operations. Kutes Makine was launched in 2017 as an independent facility within the KUTES campus with nine different CNC machining units and a machining capacity of 60 thousand hours. In the same year, Kutes Döküm added the Heinrich Wagner Sinto automatic horizontal casting line to the existing George Fischer line and increased its ductile iron and pig iron casting capacity to 50 thousand tons.

Kutes Döküm (with 20,000 tonnes of casting capacity) and Kutes Makine (with 14 CNC and 90,000 hours of capacity) continue to grow under the roof of KUTES with their 30 years of experience and the success they have achieved in all sectors they serve.



KUTES DÖKÜM

Sectors Served	: Pig iron and ductile iron casting
Produced Products	: More than 1,000 ductile iron and pig iron products are produced in 9 sectors.
Address	: Hatip Mah. 1712 Sok. No: 6, 59850 Çorlu/Tekirdağ

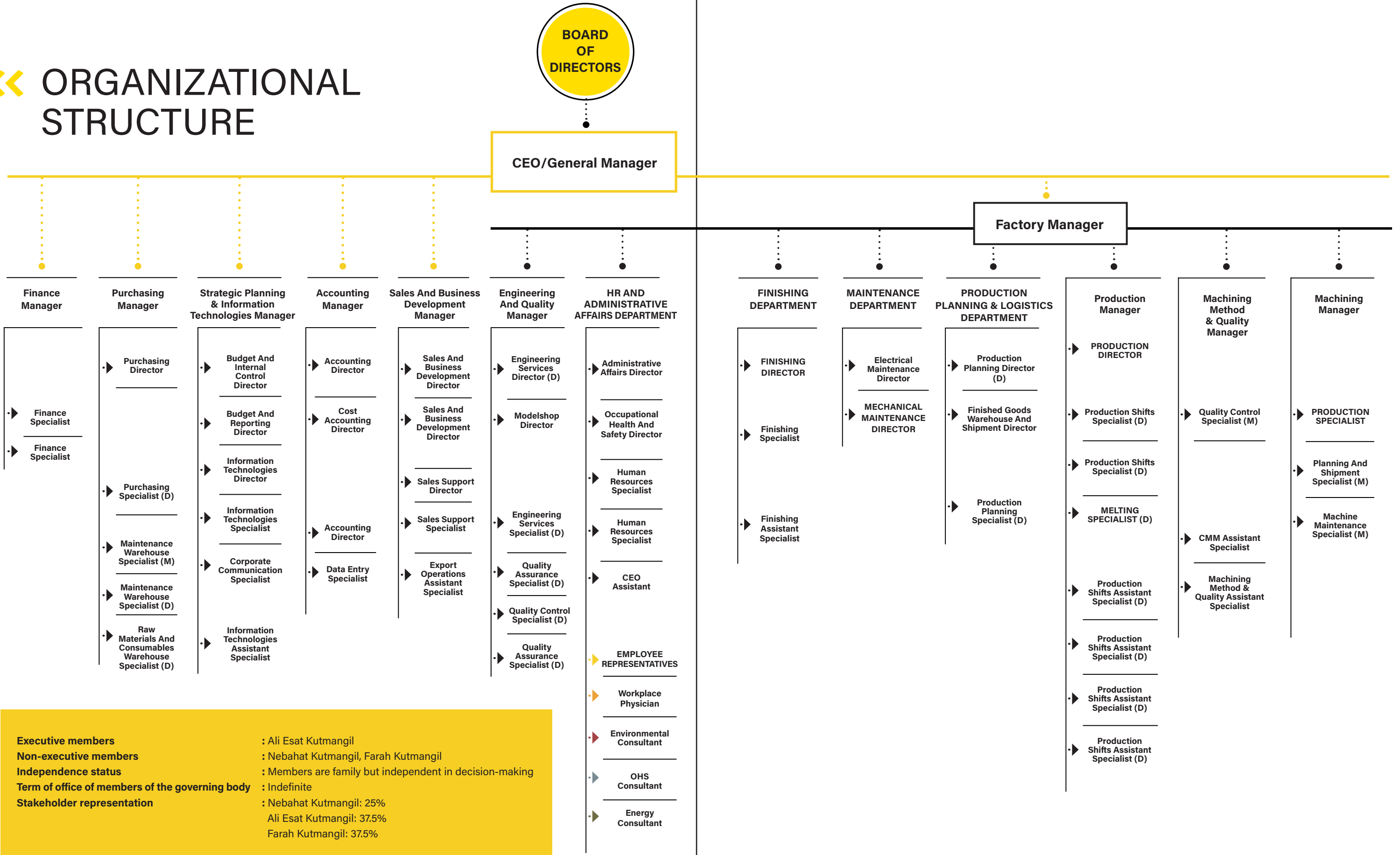
KUTES MAKİNE

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

HEADQUARTER

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



Executive members : Ali Esat Kutmangil
Non-executive members : Nebahat Kutmangil, Farah Kutmangil
Independence status : Members are family but independent in decision-making
Term of office of members of the governing body : Indefinite
Stakeholder representation : Nebahat Kutmangil: 25%
 Ali Esat Kutmangil: 37.5%
 Farah Kutmangil: 37.5%

« VISION, MISSION AND VALUES

Competitive manufacturing of complex and high quality products in a human and environment-oriented manner is the primary mission of KUTES.



As a company focused on customer satisfaction and fully aware of its responsibilities towards the environment, KUTES ensures reliability of delivery by keeping its production technologies always up-to-date, while investing in increasing know-how, occupational safety, gender equality, employee happiness, and gradually reducing its carbon footprint; in short, sustainable development.

With more than thirty years of experience, KUTES has created a corporate organization that produces innovative ideas and original solutions by combining its young team and experienced staff to respond quickly to the changing demands of the sectors it serves. With its dynamic production technologies, it offers its business partners the highest level services and up-to-date solutions of the era.

KUTES aims to star the "New Iron Age" and to be one of the leaders of the industry in terms of casting and machining not only with its continuous and sustainable investments, but also with its agility in acquiring and adapting to innovations and pioneering technologies in the sector, customer-oriented solutions and total quality management.

Our Goal

To start and continue the new iron age with our mindset, perspective, investments and production.

Our Raison d'Être

To be recognized as the brand that engages in the best business of our sector. To ensure the adoption of the KUTES brand and its way of doing business with all its processes as the benchmark and baseline of the sector.

Our Essence

We consider ourselves responsible to our customers, our employees, our business and the world. We create the highest value for our customers, we add value to our business and our employees and we fulfill all our duties to make the world a better place to live.

Our Values

Improvement: We always improve ourselves to stay ahead of our sector.

Professionalism: We are aware of the value of the trust placed in us, and we never abandon professionalism.

Simplicity: We handle even the most complex processes with a simple, clear and easy approach.

Versatility: We dominate various sectors and manufacture customized products for each of them.

Standardization: We test all steps and automate our processes.

Best in Class: When we do something, we do it in a way that befits the best in the industry.

Dynamism: We bring our inner energy to our work. We energize the sector with our breakthroughs.

Trust: We see our customers as our partners and we never damage their sense of trust.

Accessibility: We establish an intimate relationship with the outside world and we don't consider ourselves out of reach.

« MILESTONES

- 1986 — **The foundations of KUTES are laid under the leadership of Mehmet Bekir Kutmangil.**
- 1990 — **The decision is taken to invest in the casting sector.**
- 1992 — **First casting with the new horizontal George Fischer automatic molding line.**
- 2016 — **The decision is taken to invest in the machining sector.**
- 2017 — **First machining in the new production facility has been removed, and the decision is taken to invest in new automatic molding.**
- 2019 — **First casting on the Heinrich Wagner Sinto automatic molding line.**
- 2021 — **SPP was installed on the roof of Kutes Makine facility.**

CORPORATE GOVERNANCE »» APPROACH AND POLICIES

A good corporate governance approach ensures that an organization's board of directors meets regularly, retains control over the business and that each board member has clearly defined responsibilities. It also provides organizations with a robust risk management system. KUTES' corporate governance framework ensures accountability, fairness and transparency in relations with stakeholders. The Board of Directors consists of 3 executives who meet four times throughout the year. Sustainability studies are overseen by an interfunctional Sustainability Committee composed of representatives from different departments. The committee is chaired by the Strategy Planning & Information Technologies Manager. The Board of Directors oversees various committees, including the Sustainability Committee, and ensures that all business processes are carried out in line with the sustainability strategy.

A cornerstone of any good business, corporate governance promotes sound and effective decision-making through processes, practices and policies. Thanks to the policies developed within KUTES, each step in the business processes is clearly defined and it is ensured that they are carried out smoothly without any room for uncertainty. Climate change, human rights, working conditions, strong governance and ethics are prioritized in the conduct of operations, and the company aims to reflect its vision to the sector and move it forward. With its policies covering open and transparent sustainability management, KUTES takes care to fulfill its responsibilities to benefit nature and all its stakeholders. Furthermore, thanks to the Board of Directors, which has the relevant competencies and equipment, processes are periodically monitored, potential risks are identified and actions are

determined against any alleged malpractice or corporate negligence.

KUTES' vision of creating a sustainable future is integrated with a strong corporate governance approach and provides a resilient structure against the risks arising from global crises. Development and transformation are achieved and sustainable value is created through policies that aim for responsible growth and are considered as guiding principles of the company's strategy. All policies of KUTES are published on its website and are open to stakeholders.

KUTES' POLICIES

- Quality Policy
- Environmental Policy
- Information Security Policy
- Change Management Policy
- OHS Policy
- Sustainability Policy
- Human Rights Policy
- Energy Policy
- Anti-Bribery and Anti-Corruption Policy
- Responsible Supply Chain Policy

« ETHICAL PRINCIPLES AND TRANSPARENCY

While conducting its activities, KUTES attaches great importance to acting in accordance with ethical codes that prioritize integrity and honesty. Developed to this end, the "Code of Ethical Principles and Conduct" aims for both employees and external stakeholders to adopt the determined principles of ethical behavior and contribute to the implementation process.

These rules, which allow for the creation of a culture of ethics within the organization, also prevent any disputes and conflicts of interest that may arise between employees, suppliers, business partners, customers and KUTES.

KUTES is a company that values its employees and respects and protects their rights. In this framework, the fundamental principles of the relations with employees are:

- Seeking suitability for the job as the sole criterion for recruitment and providing equal opportunity without discrimination,
- Recruiting the most qualified and experienced professionals to take the company forward,
- Maximizing the benefit from the talents, strength and creativity of employees,
- Providing equal opportunities for the training, guidance and development of employees,
- Utilizing fair and competitive remuneration policies and effective and objective performance evaluation systems,
- Ensuring the continuity of labor peace,
- Providing employees with clean, healthy and safe working conditions in all respects, including the necessary occupational safety measures,
- Creating and sustaining a transparent and mutually respectful working environment where cooperation and solidarity are the most important elements,
- Not allowing harassment in the workplace in any form,
- Evaluating and responding to the opinions and suggestions of employees and taking measures to increase motivation,
- Not sharing private information about employees with third parties without their consent and knowledge, except for legal obligations,
- Respecting human rights.

KUTES employees are expected to carry out their activities in compliance with company policies and goals, prioritizing both their own and the company's reputation and prestige. In this context, necessary follow-ups are regularly carried out to ensure that they avoid any attitude and behavior that may harm the company and comply with all relevant laws, without tolerance for bribery and corruption.



« PRODUCTS AND SECTORS SERVED

Aiming to provide the best quality service, KUTES draws attention with its breakthroughs in many different sectors, as well as its brand vision and mission. It offers quality service to its partners by blending technology with imagination. The sectors that KUTES serves are listed below.

Hydraulics & Pneumatics

The connection plates and housings of the machines working with hydraulic system are manufactured with KUTES' first class service approach.

Automotive

KUTES offers different services in the field of automotive technology and engineering. It manufactures axle housings and covers for vehicles and various parts in the categories of brake discs and drums in the production of light commercial vehicles. In the heavy commercial vehicle category, it has expanded the scope of its services with the production of spring brackets, bearing brackets and crankcases.

Climatization

KUTES manufactures air conditioning parts for the climatization industry. In this context, spare parts of housing stators and cylinder covers required by climatization companies and air conditioner users are produced.

Agriculture

KUTES manufactures agricultural machinery parts used in many countries that are engaged in agriculture, especially Türkiye. The parts manufactured by KUTES include differential housings, flywheels and stabilizers.

Heavy-Duty Machines

KUTES produces models such as housing, flywheel, pulley and carrier for heavy duty machines used in construction, agriculture and manufacturing sectors. In line with the needs, different parts can also be produced in ductile iron and pig iron.

Construction

KUTES manufactures safety products and workpieces critical to the construction industry. The model spectrum in the construction sector is quite wide, including rope pulleys and overspeed adjustment wheels.

Sub-Industry

KUTES also manufactures spare parts such as flywheel, clutch chuck, V-bearing, brake shoe and scissor support models that are fully compatible with different machines.

Railway

KUTES offers safe braking systems for railway vehicles used for transport and shipping. The products are capable of meeting all sector-specific needs.

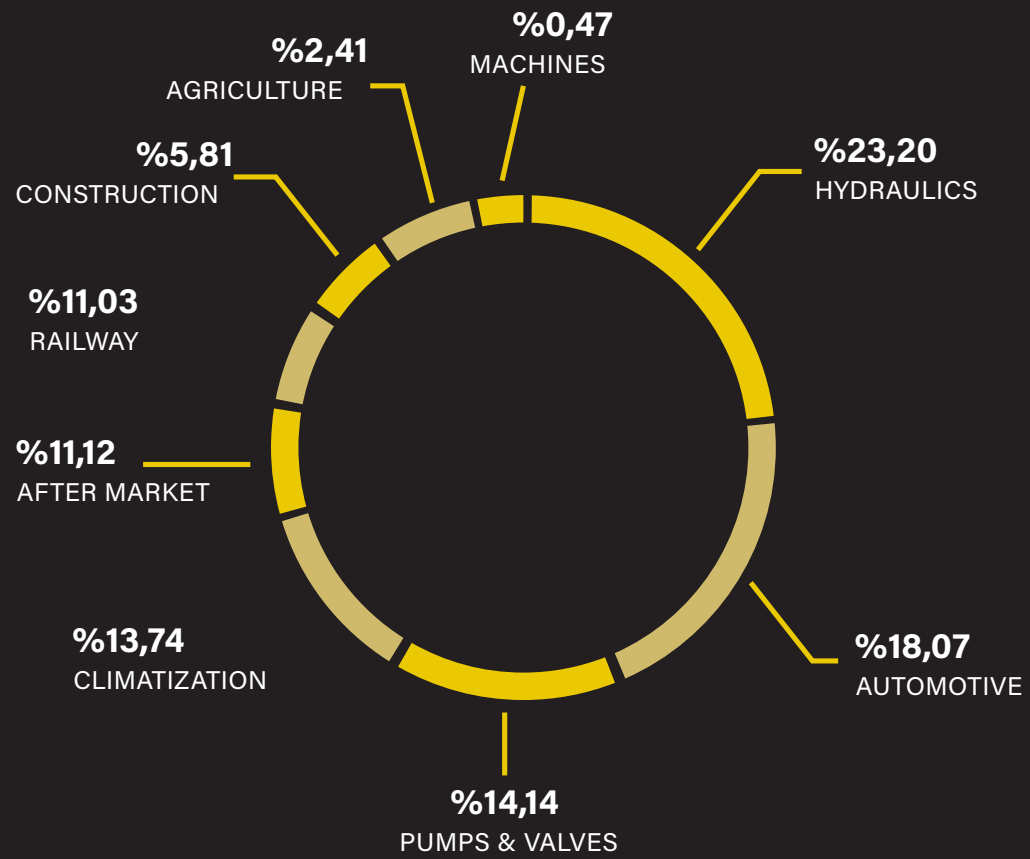
Pumps & Valves

KUTES also manufactures pump, valve part, valve flange and valve body models that complete the machine system.

Carrying out all its operations with the mission of providing the highest level of service to its customers, KUTES aims to strengthen its leading position in the sector by increasing the number of sectors it serves in the coming period.



In addition to all these fields of activity, KUTES aims to add engine parts for electric vehicles, bearing carrier parts for white goods, bearing housings for military vehicles, caps, carriers, brackets and holder parts for defense industry to its service line in the future. In addition, it is planned to intensify the existing studies in the agricultural sector and to increase the volume of work in the field.

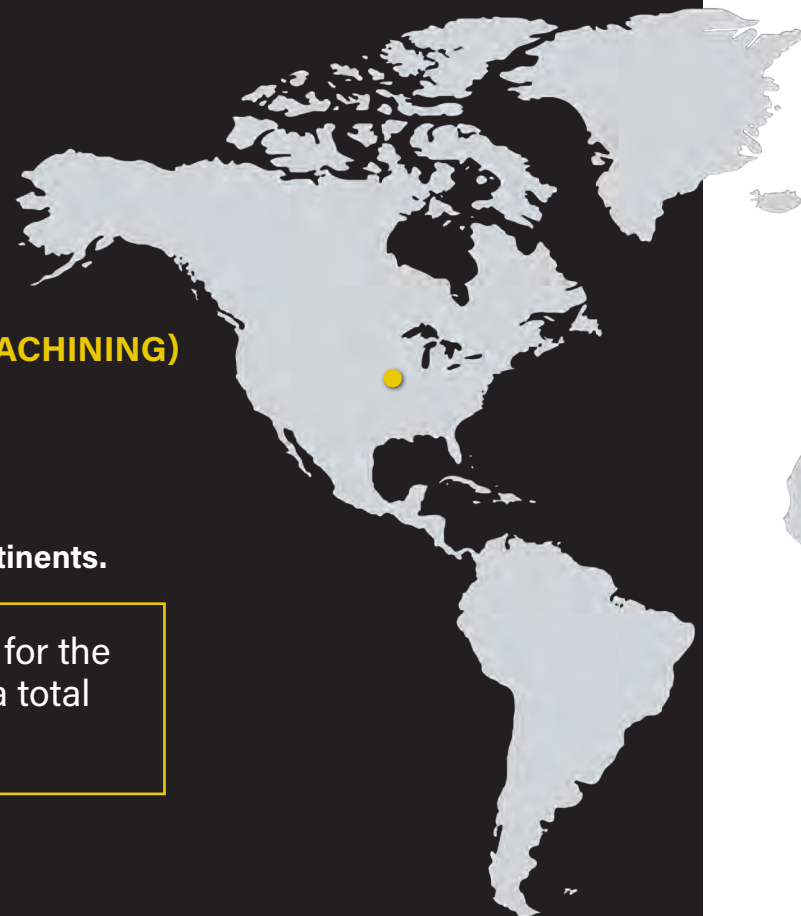


The product groups in the portfolio of KUTES, which offers services with an extensive product range, are:

- **SUBCONTRACTED GOODS (SENT IN FOR MACHINING)**
- **MACHINED CASTING FINISHED GOODS**
- **CASTING FINISHED GOODS**

As of 2021, KUTES exports to 10 countries on 3 continents.

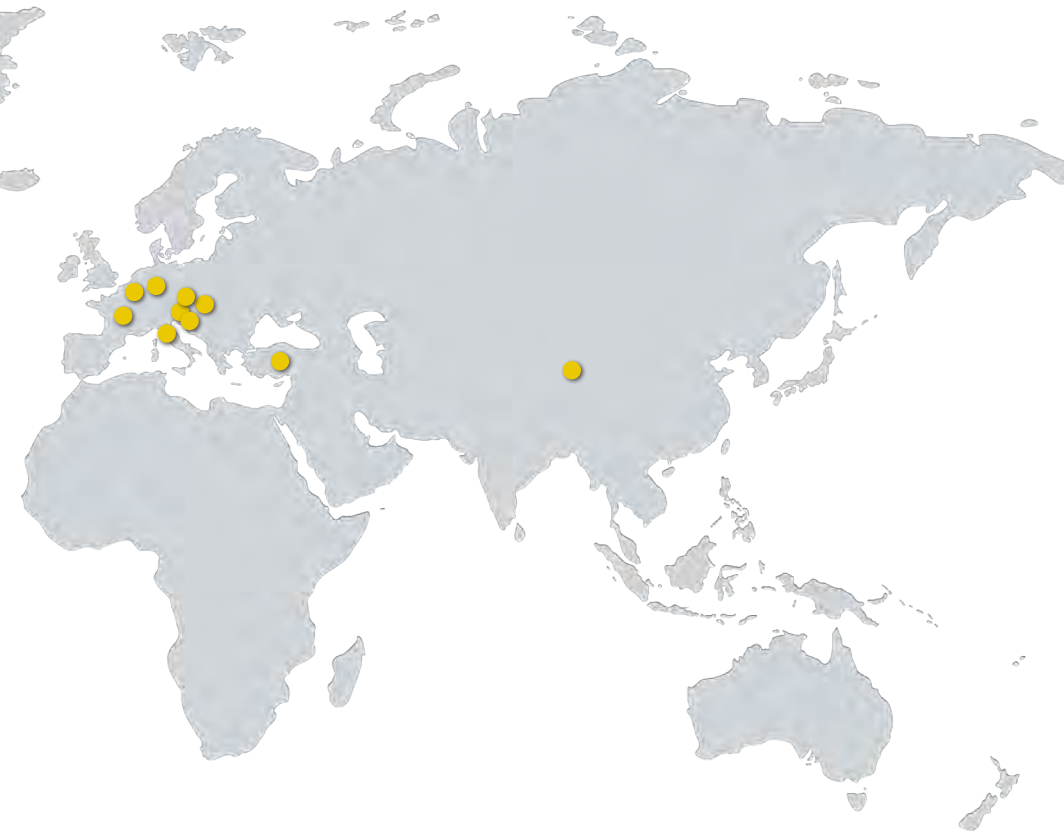
America is among the target market countries for the upcoming period, and the goal is to export to a total of 30 countries within 5 years.



PROCESS AND TECHNOLOGY >>

KUTES's process begins with a raw material mix of a proprietary metal mix, premium alloys and recycled scrap iron. This mixture varies according to the needs of the customers and the type of casting produced. The metal mixture is melted in large furnaces at temperatures ranging from 1,400 to 1,500 °C and then poured into molds made of sand. Sand molds (cores) are used to form the inner surfaces of the casting. As the castings move through the molding line, the temperature is gradually lowered and subjected to a shaking process to separate the sand on them. More than 80% of the sand here is recovered and recycled for reuse. The castings are then cleaned/sandblasted to remove residual sand and other molding media from the casting surface. The last step in the process is to break up the excess material remaining from the molding process, separate it from the main part and remelt it, and complete the detailed examination of the main product.

KUTES designs and manufactures its own casting model, which helps prevent malfunctions in the process and offers efficiency and customization to meet customer requirements. In addition, in some casting applications, multiple castings are developing processes to help reduce the need for fabrication or welded parts. This not only simplifies assembly for customers, but also reduces inventory costs. At the same time, the latest technology is used to reduce overall production costs through waste reduction and mass reduction, in addition to the innovative casting and core transition designs the products have. The techniques used in KUTES' processes allow the design and production of world-class products. In this way, the process cost is not only competitive, but also improves casting consistency and quality.



QUALITY APPROACH AND CERTIFICATES

In the iron casting industry, high standards must be achieved and all parts must be of equal quality. Therefore, quality control procedures are of utmost importance. As one of the pioneers of its sector in Türkiye, KUTES carries out all its processes within the framework of its Quality Policy and ensures that all the products it manufactures are of perfect quality with its advanced quality control laboratories and expert staff.

KUTES Quality Policy is based on visionary and ethical principles. The Quality Policy aims to meet the following objectives:

- Ensuring the satisfaction and comfort of our customers, employees and other stakeholders
 - Utilizing the most modern production technologies by prioritizing sustainability in investments and thus maximizing production power
 - Pioneering an innovative industrial approach in Türkiye by integrating into the upcoming new industrial revolution, Industry 4.0
 - Making this quality a standard by taking the production quality to the top and presenting it to our customers with a transparent approach
 - Attaching importance to education, closely following the innovations in the world and in the sector and being among the first companies to implement them
 - Determining the objectives of all processes, implementing policies in line with the objectives
- and ensuring continuous improvement through an effective monitoring system
 - Ensuring that the quality policy is adopted at all levels and for all devices of KUTES
 - Ensuring full and unconditional compliance with the laws of the Republic of Türkiye, international trade agreements and the ethical rules set forth at KUTES
 - Providing employees with a working environment that does not pose any security risk, does not contain any elements harmful to health and improves their quality of life
 - Ensuring that energy and natural resources are used efficiently, savings are a priority and environmental burden is reduced by utilizing sustainable methods and environmental protection systems.

Thanks to its quality control test equipment, KUTES analyzes every stage of production in detail and immediately identifies and resolves potential production defects. In this way, it ensures that each product coming out of the production lines has a long life and high performance once it reaches its customers.

CERTIFICATES



IATF 16949:2016

Automotive Quality Management System Certificate



ISO 14001:2015

Environmental Quality Management Systems



ISO 45001-2018

Occupational Health and Safety Management System



DEUTSCHE BAHN

(German Railways) Approved Supplier Certificate



2014/68/EU (PED)

Pressure Equipment Directive & AD 2000-W0 Pressure Vessels Conforming Manufacturer Certificate



LYODS

Register Approved Gray and Ductile Cast Iron Manufacturer



DNV

Approved Gray and Cast Iron Manufacturer Certificate



ISO 9001:2015

Quality Management Systems

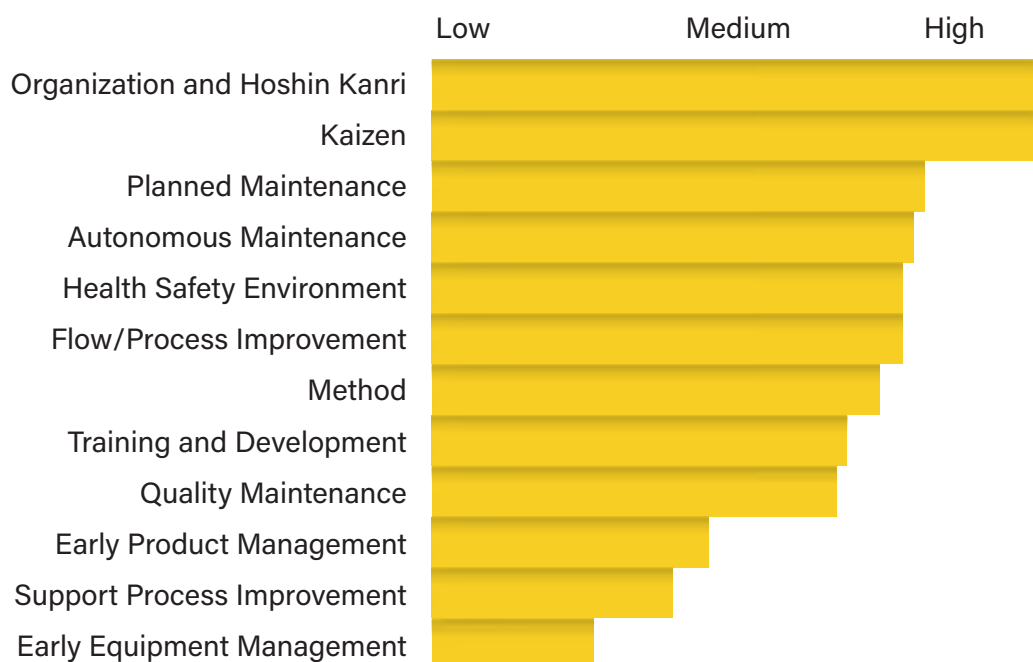


OPERATIONAL EXCELLENCE

KUTES has made it its mission to create a positive economic impact in the geography in which it operates. The Covid-19 pandemic that we have left behind has pushed institutions to take sharper decisions and seek different solutions in terms of both the health of employees and the sustainability of the business. In this period when the way of doing business has changed radically all over the world, the production process at KUTES had to adapt to different problems such as the dramatic drop in customer orders. Thanks to its qualified workforce and intensive sector experience, KUTES has managed to overcome this process with minimum damage and continued to make a positive contribution to the society while ensuring its own economic sustainability. In this process, it continued all its activities without allowing any of its employees to be harmed and responded to the needs of its customers at the highest level without compromising its quality.

Being aware of the changing and developing needs, KUTES prevents all kinds of waste (errors, overproduction, stocks, waiting, unnecessary works, unnecessary movements, unnecessary transportation) in the whole process from design to shipment, thus reducing costs, increasing customer satisfaction, and gaining flexibility to adapt to market conditions. With the aim of accelerating cash flow and cash flow, in the last quarter of 2021, it started lean production studies with Kaizen Workshop. Within the scope of the studies, priority areas were determined by evaluating the lean maturity level of the existing processes. Identified priority areas and priority degrees are given below.

SUGGESTED WORKING AREAS



A 3-year operational excellence roadmap was created by evaluating the relationship of the material issues arising from the analysis with KUTES vision and targets, and priority objectives and approaches were determined for the pilot implementation phase.

In 2022, it is aimed to learn autonomous maintenance practices through pilot applications on the George Fisher production line and integrate them into the KUTES working style, and to include the employees in the continuous improvement process with the daily management systematic to be started on the GF line. In addition, the implementation of the first phase of the early equipment management system, which will make the commissioning process of investments more effective, is another work planned to be completed in 2022. In this way, it is aimed not only to speed up the process, but also to ensure that the equipment that serves the sustainability goal is selected.

In addition, thanks to the ERP system, the integration of which is aimed to be completed in 2022, it is aimed to monitor all processes with the barcode method. In 2023, it is planned to migrate the ERP system to the cloud environment.

GOAL

Closely following current developments, KUTES aims to complete its ERP INTEGRATION in 2022.



02

SUSTAINABILITY AT KUTES



SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE



« SUSTAINABILITY APPROACH

KUTES builds its sustainability approach by considering its existing business models and strategically addresses sustainability by identifying sustainability priorities. It formulates its future strategy in line with the importance it attaches to nature and all living beings and manages the environmental, social and economic impacts of its activities with an integrated perspective. While producing and processing castings to meet the demands of a wide range of sectors, it considers its environmental, social and economic impacts as intertwined with its activities in order to leave

a more equal, cleaner and livable world for future generations and attaches importance to ensuring that all of its operations are in line with its sustainability vision.

KUTES sets short, medium and long-term goals within the scope of both its sustainability strategy and sustainability priorities. It regularly reviews its environmental and social processes, sets its goals and targets, reports its performance and shares it with all stakeholders at regular intervals.

Material Issues

KUTES conducted a materiality analysis to better identify the priorities of internal and external stakeholders. The study, which was conducted through a questionnaire survey, aimed to determine the prioritization of sustainability issues by internal and external stakeholders and thus to clearly understand how sustainability issues are evaluated internally and externally.

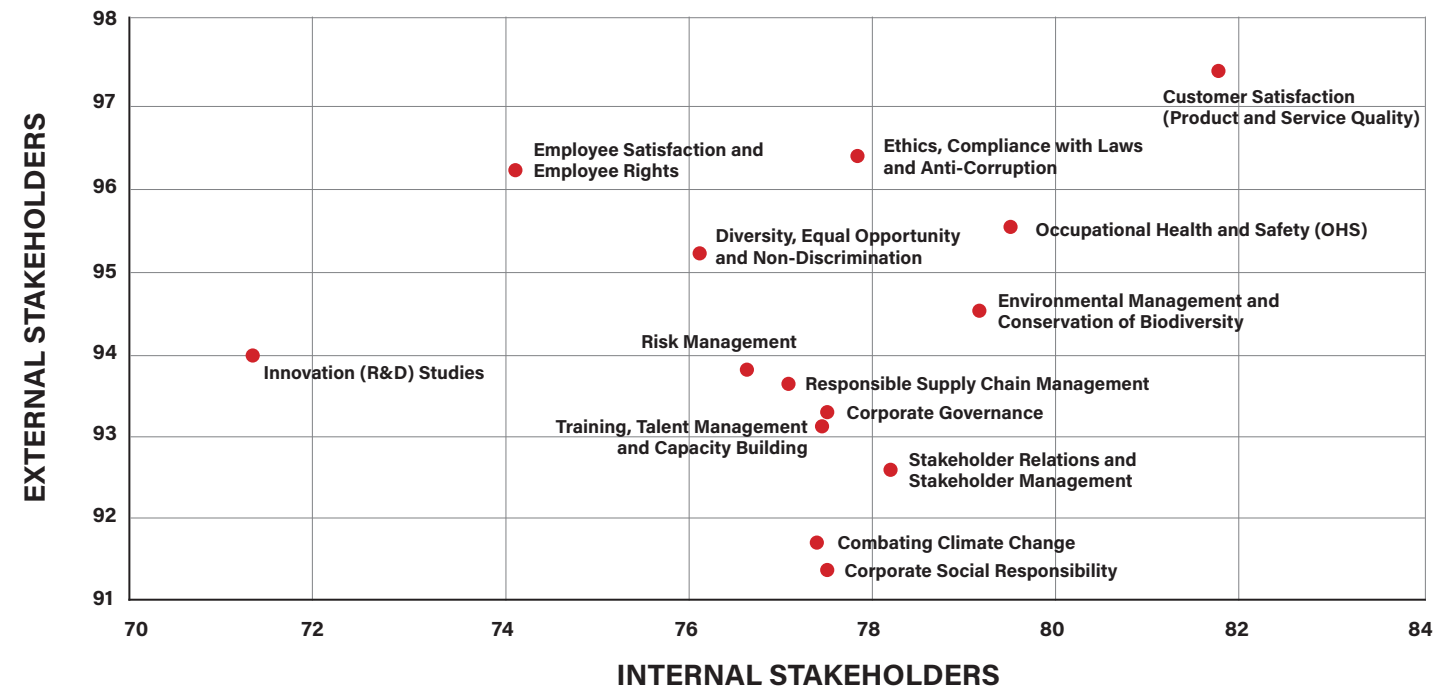
The list of material issues identified for the survey was composed of the material issues of competitors and the sustainability leaders of the sector, as well as the material issues identified as prioritized for the sector by various sustainability reporting management groups.

The material issues identified at the end of the study were presented to internal and external stakeholders through an online survey.

A total of 221 responses were received, 192 from internal stakeholders and 29 from external stakeholders. Material issues identified with the study are listed below.

- Customer Satisfaction (Product and Service Quality)
- Occupational Health and Safety (OHS)
- Environmental Management and Conservation of Biodiversity
- Ethics, Compliance and Anti-Corruption
- Stakeholder Relations and Stakeholder Management

The materiality analysis created with the data obtained through the feedback received from stakeholders is provided below.



What is Materiality Analysis?

A materiality analysis is an exercise designed to gather insight into the importance of certain economic, environmental, social and governance issues within the organization's boundaries for a given time period. It is very important for institutions to report openly and transparently the sustainability issues that cause the most impact in these areas, as well as the issues they consider most important by their internal and external stakeholders. In other words, materiality analysis is the process of identifying these material issues and their impact on internal and external stakeholders.

Alignment with the UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) are designed to achieve a better and more sustainable future for all and consist of 17 goals in total. These United Nations-led goals address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace

and justice. In line with the objectives of KUTES and the findings of the materiality analysis conducted, the SDGs that are prioritized for KUTES and for which targets are planned to be set in the coming period are listed below .



« SUSTAINABILITY GOVERNANCE STRUCTURE

At the end of 2021, KUTES took an important step in its sustainability journey and launched the Sustainability Management System Project. Within the scope of the ongoing project, KUTES' sustainability activities have been focused on, and a governance mechanism and necessary documentation structure have been established for the effective management of environmental, social and economic sustainability.

In order to create a sustainable corporate culture, it is very important that issues related to sustainability are embraced by senior management. Establishing a governance structure in this direction, KUTES formed a Sustainability Committee in line with its Sustainability strategy. In this context, all sustainability-oriented activities are carried out in accordance with the established

governance structure. The governance structure aims to address these issues at the senior level.



BOARD OF DIRECTORS

CEO

FACTORY MANAGER

SUSTAINABILITY COMMITTEE

Committee Chair:

Strategic Planning & Information
Technologies Manager

Committee Members:

Purchasing Manager
Sales and Business Development Manager
HR and Administrative Affairs Representative
Maintenance Manager
Casting Manager
Machining Manager
Finishing Manager
Budget and Reporting Director

03

RESPECT FOR THE ENVIRONMENT



COMBATING THE CLIMATE CRISIS

EMISSIONS

ENERGY EFFICIENCY

WATER MANAGEMENT

RAW MATERIAL USE AND RESOURCE EFFICIENCY

WASTE MANAGEMENT



COMBATING THE CLIMATE CRISIS

Record-breaking temperatures, floods, storms, droughts and forest fires have recently highlighted the serious risks we are already facing. It has become more important than ever to take bold steps to tackle the climate crisis, the effects of which we have begun to feel more intensely in the recent period.

Foundries have long served as society's recyclers, and the foundry industry provides added value to society, either by removing materials such as old iron castings and scrap steel from landfills, or by using scrap materials as input materials in the smelting process to create new products.

Recycling old castings is undoubtedly very important in reducing the environmental impact of production processes. In addition, the use of steel scrap in the product helps to achieve the same goal. This recycling trend is not only specific to iron foundries, but also covers aluminum, copper, lead and other metal foundries.

Alongside the positive impacts from the foundries' role in recycling scrap metals, there are also a number of environmental impacts from the manufacturing processes. Whatever the source of the raw materials, melting metals requires large amounts of energy. In addition, water is needed to cool the production equipment used in the foundry. Foundry processes also have the potential to

generate large amounts of dust that can affect the atmosphere.

Recognizing its responsibility to future generations, KUTES is doing its part to build a zero-carbon future that creates good jobs and ensures a healthy, livable planet for future generations.

Thanks to the carbon footprint calculation studies initiated in this context, it is aimed to reveal the effects arising from the activities, to carry out studies for their reduction and to complete the 14064 standard studies in 2023. Following the completion of these studies, it is planned that the studies on combating the climate crisis and reducing carbon footprint will be shared openly and transparently on the Carbon Disclosure Project (CDP) platform in 2024.



CARBON FOOTPRINT VALUES *	UNIT	VALUE
Scope 1	tCO ₂ eq	565
Scope 2	tCO ₂ eq	14,379
Scope 3	tCO ₂ eq	6.7
Total	tCO ₂ eq	14,950.7

*: In the study, Scope 1, Scope 2 and Scope 3 greenhouse gas emissions released due to the office activities of both KUTES Döküm and KUTES Makine were calculated using KUTES' activity data for 2021. KUTES, which meets the thermal energy required for production with electricity, is unable to separate electricity consumption due to office activity from electricity consumption due to processes. Therefore, all electricity consumption (both due to office activity and production) is included in the Scope 2 calculation.

Scope 1 calculation includes fuel oil consumption in the boiler, gasoline and diesel consumption of company vehicles and diesel consumption of off-road vehicles.

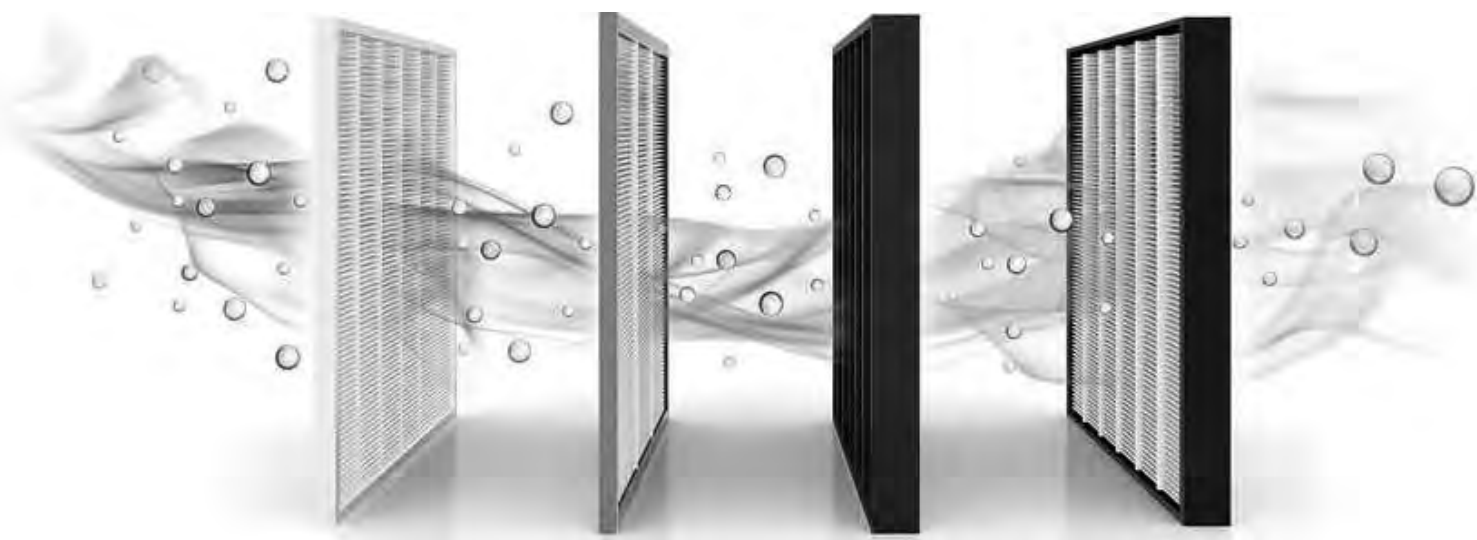
Scope 2 calculation includes electricity purchased from the grid.

In the Scope 3 calculation, only the data on shuttles used for employee commute is included.

« EMISSIONS

Foundry processes cause dust, sand and other particulate matter to become airborne, which can adversely affect both the environment and human health if not managed properly. Acting with the awareness of the importance of this issue in its activities, KUTES uses air filtering systems and advanced baghouse technology to control air pollution in its facilities. Conducted air pollution controls are considered "best available" by the US Environmental Protection Agency (USEPA) and relevant government regulatory agencies,

regardless of applicable regulations as determined by the date of installation of control equipment. A key component of this technology is the use of "advanced leak detection probes" built into the emission control systems in each plant. Although the use of this technology is not stipulated by a regulatory institution today, it is used voluntarily in line with the importance KUTES attaches to the subject.



ENERGY EFFICIENCY »

Melting of metals; requires a large amount of energy, including the use of natural gas, electricity and coke. Ensuring energy efficiency in production is crucial for reducing environmental impacts and implementing a sustainable business model. Wherever energy is consumed, it is possible to reduce the amount of consumption and use energy more efficiently. In light of this reality, KUTES,

Acts in accordance with all legal regulations published on energy management.

Regularly identifies actions to reduce environmental impacts, including energy efficiency and renewable energy projects.

In order to increase energy efficiency in all of its activities for a sustainable world, the company uses monitoring practices to track energy consumption, sets targets to reduce the amount of energy consumed and continuously reviews these targets.

Conducts its design and procurement processes with a focus on energy efficiency and prefers products with high energy efficiency in machinery and equipment procurement.

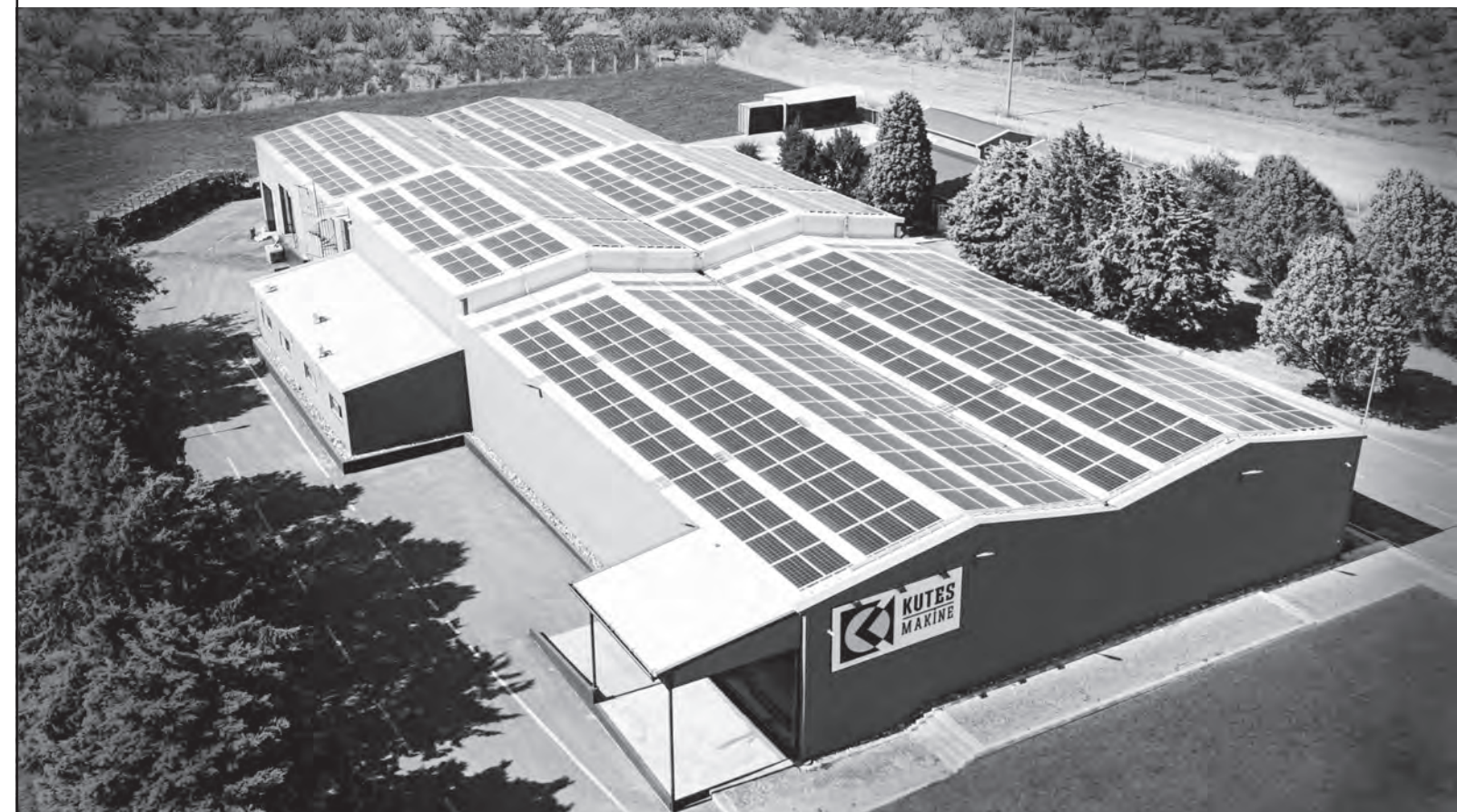
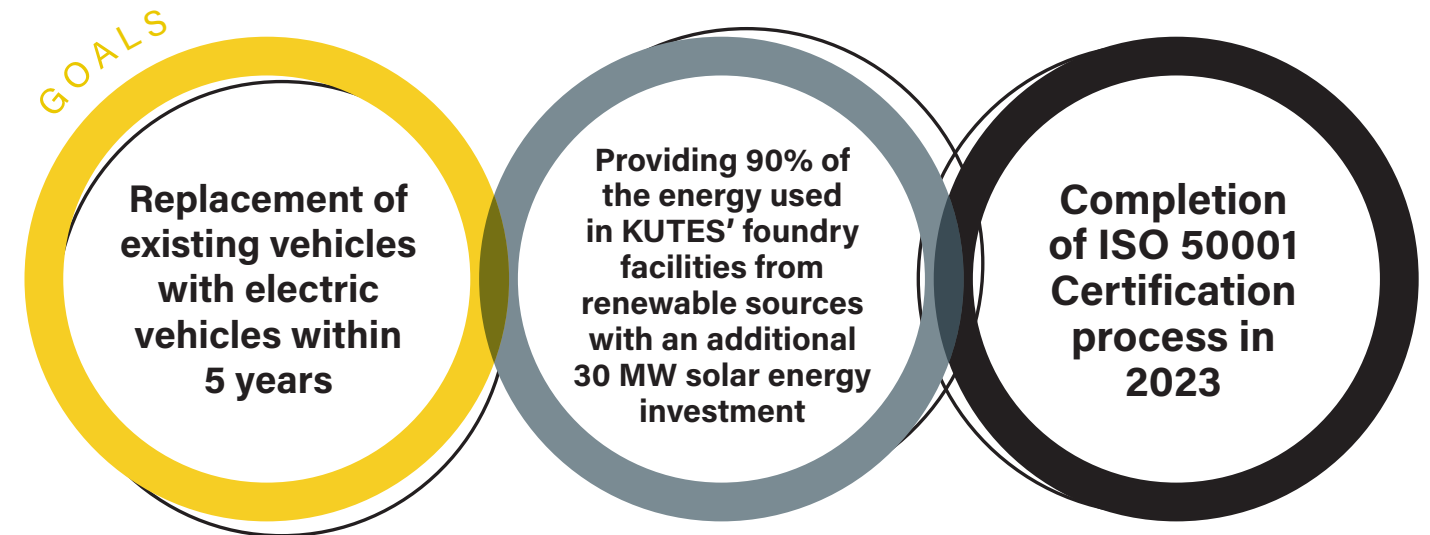
Develops energy efficiency projects to reduce the amount of energy consumed and through these projects, contributes to the reduction of greenhouse gas emissions by reducing the amount of electricity consumed per product manufactured.

In order to ensure the efficient use of energy in its operations, the company provides training opportunities to raise employee awareness on energy efficiency practices.

Aware of its duties and responsibilities to leave a better world for future generations and to protect our natural resources, KUTES monitors energy consumption in all production processes with the help of energy analyzers and carries out efforts to reduce it. These include LED replacements of lighting, replacement of existing forklifts with electric forklifts, compressed air distribution and air purification upgrades, compressed air adaptive control systems, cooling tower variable frequency speed (VFD) controls (fans and pumps), energy monitoring system, and designed compressed air nozzles. In addition, thanks to the installed 240 kWh solar panels, 60% of the electrical energy consumed in the machining process is provided from renewable sources. In the coming period, it is aimed to increase this rate even more and to work with suppliers with renewable energy certificate (I-REC). In this context, with the 30 MW solar energy investment planned to be implemented in 2023, it is aimed to provide 90% of the energy used in the casting facilities from renewable sources. In this way, a reduction of up to 6,000 tons in carbon emissions will be achieved, and a contribution equal to the contribution of 16 million trees will be

provided. In addition to these works, it is foreseen that the works to ensure efficiency in electricity consumption with runner breakers will start in 2022. Another important project planned to be implemented in 2023 is to collect the heat from the melting furnaces from the chimneys and use it for the heating of the administrative building. In addition, work continues on the establishment of DC charging stations within the facility and the gradual replacement of KUTES vehicles with electric vehicles in the next 5 years. At the same time, the completion of ISO 50001 certification, which determines the requirements for the establishment, implementation, maintenance and improvement of an energy management system, in 2023, and thus following a systematic approach in ensuring continuous improvement of energy performance are among the future targets. In this context, it is planned to start work on the digital monitoring of energy consumption of all processes with energy analyzers as of 2022.

ENERGY CONSUMPTION VALUES	UNIT	2019	2020	2021
Electricity Consumption	kWh	21,909,883	22,419,431	32,185,714
Renewable Electricity Consumption	kWh	0	0	13,338
Total	kWh	21,909,883	22,419,431	32,199,052



WATER MANAGEMENT

Water differentiates our planet from any other planet we know of. While the global supply of water, which is essential for life, seems sufficient to meet all current and foreseeable water needs, this is not the case for the spatial and temporal distribution of water resources. The lack of sufficient clean water to meet people's drinking water and sanitation needs is a constraint on human health and productivity and thus on economic development, as well as on the

maintenance of a clean environment and healthy ecosystems. Given the changing climate and a rapidly growing population, it would not be wrong to conclude that we are already facing many challenges. Aware of these problems, KUTES attaches great importance to reducing water consumption and using water efficiently in all its processes.

WATER CONSUMPTION VALUES	UNIT	2019	2020	2021
Tap Water Consumption	m ³	0	0	0
Groundwater Consumption	m ³	4,400	4,281	5,482
Total Water Consumption	m ³	4,400	4,281	5,482

RAW MATERIAL USE AND RESOURCE EFFICIENCY

KUTES has been carrying out its operations by considering resource efficiency since the day it was founded. Thanks to its efforts in this direction, more than 16,000 tons of raw material was melted in 2021 and approximately 45% of the materials used in the melting process are recycled materials.

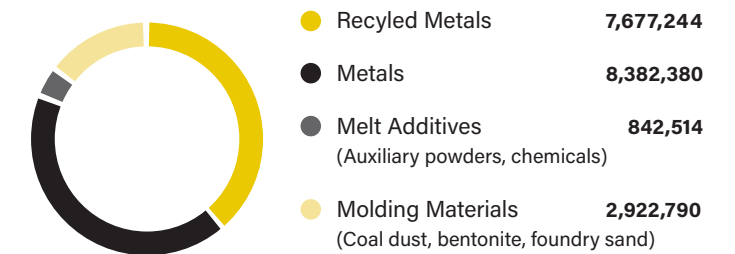
One of the future goals of KUTES is to modify the melt system in order to reduce the coke-melt utilization rate, thus reducing energy consumption and associated greenhouse gas emissions while saving money spent on raw materials. In this context, KUTES is constantly looking for opportunities to incorporate alternative recycled materials into the process, such as chopped steel, directly reduced iron fines and oil filters. In this context, a total filtration investment of 3 million EUR was made and new filters of 5 mg/m³ in European standards were installed in the process. Existing compressors have been replaced with the latest technology Atlas Copco compressors, resulting in energy savings of approximately 1,500 MWh/year. Thanks to the core drying oven investment worth 1.120.723 TL, the use of chemicals was prevented and at the same time, the amount of greenhouse gas emitted to the environment was reduced. With investments of 209,627 TL for the transition to electric forklifts and 96,547 TL for the stacker, diesel consumption has been significantly reduced. In addition, alternative carbon sources have been

identified to replace a percentage of raw material coke to support coke reduction efforts. Coke reduction actions include strategically replacing key equipment, adjusting dehumidification systems to reduce incoming air humidity, improving coke quality control and improving existing data and metrics to optimize coke use. The results of these efforts allow KUTES to improve the coke utilization rate and identify a long-term investment plan to increase smelting efficiencies in all plants.

Sand, which is used in the production of cores and molds during the casting of metal parts, is another important material in KUTES' processes. In this context, KUTES tries to recover and reuse sand as much as possible. Each grain of sand is used approximately 50 times until it cannot be used to create quality castings. In addition, KUTES also carries out studies for new clay and sand reclamation system technologies, thus aiming to reduce the amount of sand that needs to be filled into the soil by using less sand in the processes. The use of sawdust formed as a result of machining in the re-casting process is among the projects that KUTES will start working on in 2022.

Caring about resource efficiency, KUTES provided approximately 45% of the materials used in the melting process from recycled materials in 2021.

Key Inputs Materials Used in 2021 (kg)



WASTE MANAGEMENT

In recent years, waste management has become a global concern and poses alarming threats to the environment, especially with the change in lifestyles. Proper waste management is essential as it protects the environment from the toxic effects of inorganic and biodegradable elements in waste. Mismanagement of waste can lead to water pollution, soil erosion and air pollution. KUTES manages the wastes generated in its production processes within the framework of the Waste Management Procedure and aims to reduce pollution at the source, contribute to the circular economy by ensuring reuse, recycling and recovery and, as a last resort, undertaking the proper disposal of waste. In this context, it carries out activities to reduce waste and recycle

and dispose of it in cooperation with the right business partners. Waste is collected according to its class and transported to the waste storage. The collected waste is placed in the relevant section of the waste site under the supervision of the waste supervisor by indicating the date of entry with a waste label and stored in appropriate conditions and for appropriate periods after being received by the waste storage supervisor. When the accumulated waste reaches the transfer amount, it is transferred to facilities for reuse or disposal after the relevant authorities are contacted.

As a result of all these efforts, KUTES aims to complete the necessary steps for the "Zero Waste Certificate" in 2022 and to crown its works on waste management.

WASTE VALUES	UNIT	2019	2020	2021
Non-Hazardous Waste	kg	6,708,480	6,283,270	9,320,796
Hazardous Waste	kg	86,091	73,945	87,805
Total Waste	kg	6,794,571	6,357,215	9,408,601

GOAL

Creating intensive work on waste management with a "Zero Waste Certificate"



04

VALUE FOR EMPLOYEES



HUMAN RESOURCES APPROACH

EMPLOYEE PROFILE

EMPLOYEE SATISFACTION

SUPPORT FOR EMPLOYEE TRAINING

OCCUPATIONAL HEALTH AND SAFETY (OHS)

MANAGEMENT

COVID APPROACH



« HUMAN RESOURCES APPROACH

KUTES considers the motivation, loyalty and well-being of its employees as its greatest assets. Relatedly, KUTES attaches importance to managing internal relations effectively and determining a fair and objective approach without any discrimination against employees. Developing a people-oriented business model, which has been one of its priorities since its establishment, forms the basis of KUTES' human resources approach. The "KUTES Human Resources Policy", prepared in this direction, allows employees to carry out their activities with an equal and fair approach in line with the company's objectives and to ensure the continuity of competent human resources. Recognizing that it is not possible to maintain a recognized workplace culture and environment without effective human resources management, KUTES adopts an approach that supports and develops its employees and encourages teamwork.



EMPLOYEE PROFILE

KUTES attaches importance to employing innovative individuals who are open to learning and development and who have good teamwork skills. Of the total 296 employees of KUTES, 41% are under the age of 50, while approximately 26% are under the age of 30. Detailed employee profile is provided below.

EMPLOYEE PROFILE		2019	2020	2021
Total number of employees	Blue-Collar	155	168	225
	White-Collar	48	54	68
Number of white-collar employees	Male	37	42	50
	Female	11	12	18
Number of blue-collar employees	Male	155	168	225
	Female	0	0	0
Number of persons in governing bodies and Board of Directors	Male	1	1	1
	Female	1	1	2
Number of employees excluding governing bodies	Male	154	167	224
	Female	46	53	66
Number of employees under 30	Male	28	37	71
	Female	1	2	3
Number of employees between the ages of 30-50	Male	125	132	163
	Female	10	11	15
Number of employees over 50	Male	39	40	41
	Female	0	0	0
Number of employees with disabilities	Male	5	4	6
	Female	0	0	0
Ratio of employees with disabilities	Male	2%	1%	2%
	Female	0	0	0
Number of new hires		33	215	55
Turnover (%)		2.69	1.91	3.22

For KUTES, the "equal pay for equal work" approach is an important component of the business conduct process. In this context, efforts are made to ensure that women play an active role in business life and female candidates are prioritized in applications. Considering the fact that the ratio of female employees in the sector is low, activities are carried out to increase the ratio of female employees in both white- and blue-collar positions. To this end, KUTES has started a gender equality project and aims to crown its activities to ensure gender equality with a certificate. In this context, it is planned that actions such as;

- Creating a Gender Equality Policy
- Establishment of a committee/working group to be responsible for activities on equality, diversity and inclusion.
- Removal of photo, gender and marital status sections from job application forms
- Adding information that there is no discrimination based on personal qualities, including gender, in the Personnel On-the-Job Procedure
- Preparation of a gender-sensitive recruitment interview guide
- Arrangement of internal processes to increase the rate of blue-collar female employees employed full-time
- Determining the minimum rate of female managers in order to ensure that the representation of women at the managerial level is sustainable.
- Determining the targets for gender equality and including them in the performance targets at the senior management level
- Providing gender equality trainings in the business world for employees, including vertical separation and glass ceiling syndrome.
- Evaluating the necessity of women's/men's locker rooms and breastfeeding room in the facility and making improvement plans if it is decided that there is a need.
- Making arrangements to provide nursery facilities/ financial support and/or flexibility in working conditions for employees with children under the age of 6

- Making arrangements to provide financial support/ flexibility in working conditions for employees who have relatives or student children in need of primary care.
 - Making arrangements for the implementation of practices that facilitate return to work after birth
 - Establishing a procedure covering the processes of receiving, evaluating and managing harassment complaints
 - Defining the board/committee to evaluate harassment complaints with at least one female and at least one male member
 - By organizing a training on gender-based harassment in the workplace, employees are informed about both the subject and processes and KUTES's approach to the issue.
 - Providing trainings on gender equality and domestic violence to all employees and adding this training content to the orientation programs of newly employed employees.
- to be completed by 2023 at the latest.

GOALS

Obtaining a gender equality certificate

Implementing practices that will strengthen gender equality and establishing a gender equality policy

EMPLOYEE SATISFACTION

Employee satisfaction is crucial for employees to stay happy and make the best use of their abilities. Satisfied employees work because they dream of taking their organizations to a new level, not because they are forced to, and they are fiercely loyal to their organizations. KUTES is aware that satisfaction must be at a high level in order to create a positive atmosphere in the organization and for employees to work more concentrated on their jobs, and collects feedback from employees through satisfaction surveys, measuring their levels of contentment. Employee satisfaction rate was calculated at 73.18% in a survey conducted with 178 people in 2021.

KUTES, which has always adopted the principle of providing a comfortable and safe working environment, deems it important to shape its

business processes in line with the opinions of its employees. Various fringe benefits are provided within the scope of the efforts carried out with the aim of becoming an organization where employees' welfare is high, where they can maintain their work-life balance and feel secure in their jobs.

- Special rental assistance for blue-collar personnel
- Family allowance support
- Birthday checks
- Food vouchers twice a year
- Private health insurance for white-collar employees

In addition, the İstanbul head office employees are offered flexible office hours (7:30-16:30 / 08:00-17:00 / 08:30-17:30), provided that they complete the legal working hours of 45 hours per week. By 2022, it is aimed to implement an effective bonus system for white-collar employees.

GOAL

Implementation of bonus system for white-collar employees



EMPLOYEE SATISFACTION SURVEY RESULTS (2021)

Questions	Average %
I am happy to work at KUTES	88.3%
If I were to seek a job today, I would prefer KUTES	81.9%
I would recommend working at KUTES to my friends	82.6%
I have the necessary tools for my job and can access them when needed	81.9%
The conditions of my working environment are suitable for work (heating, temperature, dust, noise)	72.5%
Our company attaches importance to Occupational Health and Safety	84.5%
My work clothes and equipment are suitable for my working conditions	81.6%
Necessary training support is provided for employees to do their jobs better	81.0%
Good work and performance are rewarded in our organization	68.7%
My authority, duties and responsibilities in my job are clearly defined	81.2%
I can use my full potential in my work	83.7%
There is sufficient cooperation among my colleagues	78.5%
There is no lack of communication in our organization	63.7%
Our managers duly deal with employee grievances	62.2%
Employees have trust and respect for our managers	64.6%
Our managers treat employees with respect	64.0%
Our managers treat employees fairly	60.1%
According to my qualifications (education, experience, knowledge), the wage I earn is satisfactory	58.2%
Compared to the wages paid for similar jobs in the market, my salary is appropriate	56.5%
The catering provided by my company is satisfactory	59.8%
The transport facilities provided by my company are satisfactory	65.5%
The healthcare services provided by my company (doctor, infirmary, medicine, etc.) are satisfactory	88.9%

« SUPPORT FOR EMPLOYEE TRAINING

Both professional and personal development of employees is very important for KUTES. With today's ever-changing and evolving dynamics, the importance of education has increased. Adequate technical competence of employees helps to improve processes and business growth and is an indispensable element for organizations to maintain their competitive power. In this context, KUTES offers its employees various training opportunities to improve their professional

competencies. In 2021, TL 251,510 was spent on vocational qualification trainings for employees, while TL 11,151 was spent on trainings received from TAYSAD (Automotive Suppliers Association of Türkiye), and the total amount spent on trainings reached 262.661 TL. Detailed information on the trainings received is provided below.

TRAINING DATA		2019	2020	2021
Total number of people trained	Blue-Collar	155	168	229
	White-Collar	48	54	67
Total training (hours)	Blue-Collar	164.5	107.5	279
	White-Collar	72.5	118	198
Total training (person.hour)	Blue-Collar	1.53	2.59	1.15
	White-Collar	5.48	0.72	1.11



« OCCUPATIONAL HEALTH AND SAFETY (OHS) MANAGEMENT

Occupational health and safety issues at KUTES are handled within the framework of the ISO 45001 Standard. The purpose of the ISO 45001 Standard is to manage a safe and healthy working environment and respond to laws and regulations. Considering the fact that expectations from organizations have increased in our day, it is obvious that it is not enough to provide high quality goods or services at good prices and to assure them with quality management systems. The recent expectation is that organizations should respect the environment and people, take occupational health and safety measures and fulfill social responsibilities while producing products or services. In addition, it is also important to support employees to increase their competencies in terms of environmental and OHS issues.

The aims and objectives of KUTES in identifying the hazards and reducing the risks in the OHS system are:

- Ensuring that occupational accidents and occupational diseases do not occur today and in the future,
- Increasing motivation by showing respect for employees,
- Protecting first the employees and then the company against material and moral damages arising from occupational accidents and occupational diseases that may occur,
- Eliminating hazards by allowing employees to convey their opinions on OHS, either personally or through employee representatives, and making sustainable and continuous improvements by reducing OHS risks,
- Ensuring the follow-up of legal requirements by creating a management system within the company for occupational health and safety, ensuring that the management informs employees of legal requirements and makes sure they are met,
- Ensuring that employees are aware of OHS issues and continuous trainings are provided to minimize accidents and diseases.

Considering providing a safe working environment to its employees among its priorities, KUTES works to effectively manage the need for personal protective equipment. In this context, the health and safety of the employees are kept in the foreground and the best quality equipment is always offered to all employees regardless of the cost.



GRI 103-1, 103-2, 103-3, 403-1, 403-3, 403-4, 403-5, 403-6, 403-7

OHS TRAINING DATA		2021	Total
Total number of people trained on OHS	Blue-Collar	211	256
	White-Collar	45	
Total number of people trained on OHS	Employees	256	256
	Subcontractors	0	
Total OHS training (hours)	Blue-Collar	1,688	2,048
	White-Collar	360	
Total OHS training (hours)	Employees	2,048	2,048
	Subcontractors	0	
Total OHS training (person.hour)	Blue-Collar	1,688	2,048
	White-Collar	360	
Total OHS training (person.hour)	Employees	2,048	2,048
	Subcontractors	0	
Number of accidents	Employees	67	67
	Subcontractors	0	
Number of fatal accidents	Employees	0	0
	Subcontractors	0	
Rate of days lost due to accidents			398
Accident frequency rate*			108.8
Accident severity rate*			0.65

* Accident Frequency Rate: (Number of accidents in 1 year * 1,000,000)/total working hours
 Accident Severity Rate: (Lost working days in 1 year * 1,000)/total working hours

« COVID APPROACH

The fight against the Covid-19 pandemic, which has changed the way of doing business with its emergence, has risen to the top among the issues that KUTES, as well as the whole world, attaches importance to. In this context, different practices have been developed to protect the health of employees and their families while at the same time not disrupting business processes:

- All security personnel were provided with face shields.
- Security personnel take the temperature of all persons entering the facility every day.
- HES codes of employees are checked every day in the morning and afternoon, and those who are found to be at risk are directed to the hospital without getting on the shuttles.
- A body disinfectant unit has been installed in the security section.
- Disinfectants have been placed in areas accessible to all employees in the factory.
- Medical masks are provided to employees at entrances and exits.
- The dining hall is constantly ventilated.
- Tables in the cafeteria are separated by transparent dividers to maintain distance, allowing employees to eat within social distancing limits.
- Employees were informed about the disease and booklets on the subject were distributed.
- Shuttles are transported according to social distancing rules and disinfected.
- White-collar employees started to hold their meetings online.
- Informative signboards were placed in various areas inside the factory.
- All persons entering the factory boundaries are controlled through the HES application.
- All employees received 2 doses of Biontech vaccine at the factory.



05

DIGITALIZATION INVESTMENTS



In today's developing and changing world, digitalization has become one of the rising trends. With advances and innovations in technology, it has become more possible to achieve more inclusive and sustainable growth by increasing productivity and improving services. In this context, KUTES closely follows the developments on the agenda and integrates them into its business processes in line with its goal of being a pioneer in its sector.

Aware of the importance of digitalization today, KUTES has established a software development team under the Information Technology (IT) department. The aim is to move from a process of doing business dependent on individuals to a systematic order. With these efforts, the rate of human error is minimized. They also allow for ease, speed and professionalism in relations with customers, decision-making, implementation and development, and in accessing information, requests and objectives.

Instant data flow is provided through hand terminals and PLC screens for quality control and production processes in all areas from melting furnaces to grinding, and the whole process is precisely controlled. The software enables

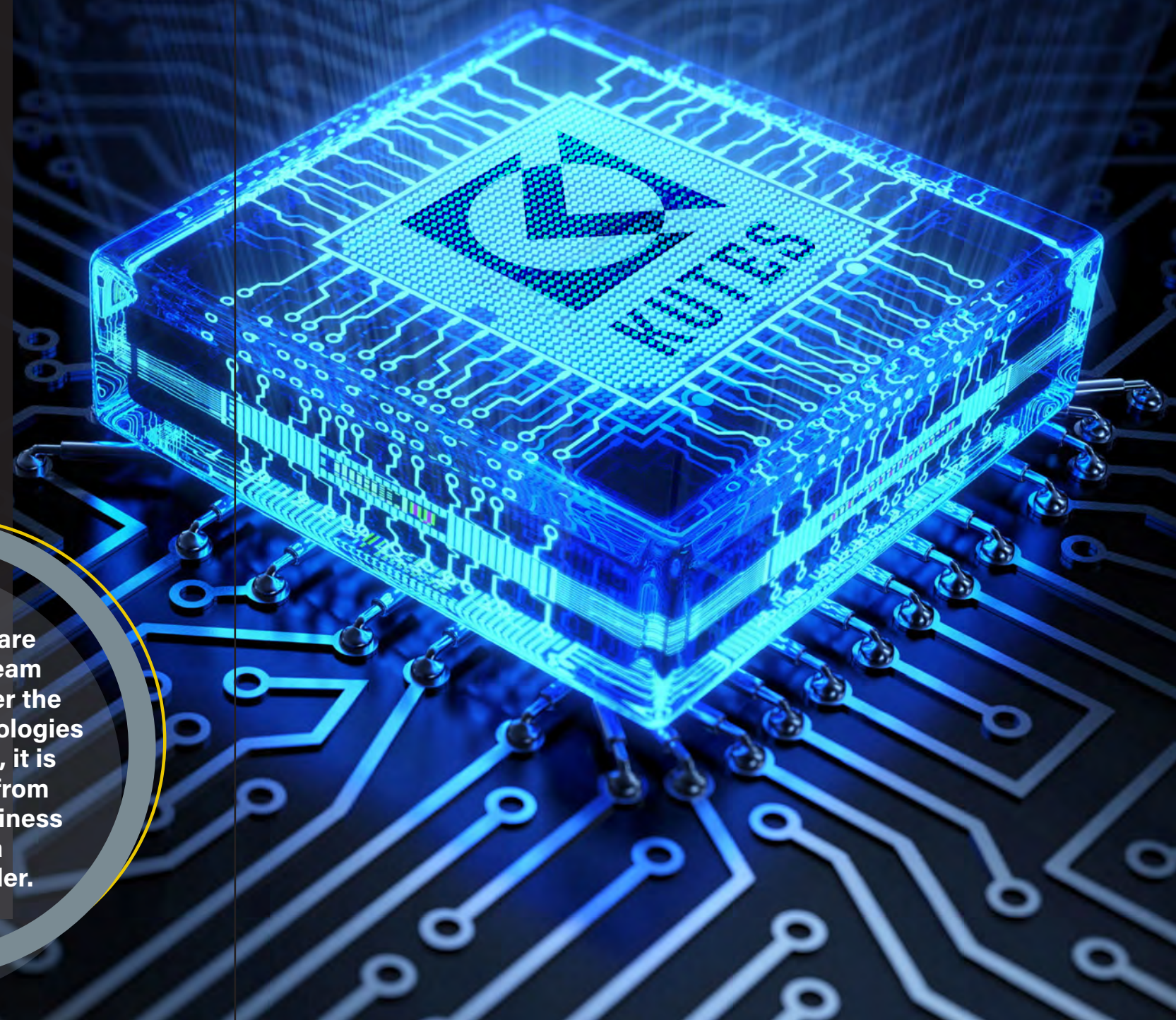
more efficient control of the process and allows the production to be stopped automatically when liquid metal that does not have the desired chemical properties is detected.

In addition, a digital archive was established at KUTES in order to prevent waste of paper and to adapt to the trends in the digitalization process in parallel with the environmental policy. In this way, the annual use of 100 kg of paper has been prevented.

KUTES has started the preparations for the camera, access control and network infrastructure in order to obtain the 27001 standard required for the AEO certificate.

GOAL

With the software development team established under the Information Technologies (IT) Department, it is aimed to move from the personal business process to a systematic order.



06

COMMUNITY RELATIONS



STAKEHOLDER RELATIONSHIP

MANAGEMENT

MEMBERSHIPS AND COLLABORATIONS

SUPPLY CHAIN MANAGEMENT

CUSTOMER SATISFACTION APPROACH

CORPORATE SOCIAL RESPONSIBILITY APPROACH



STAKEHOLDER RELATIONSHIP MANAGEMENT

Communication and interaction with stakeholders (from suppliers to customers to the local community) ensures the clear expression of mutual expectations and strengthens relationships throughout the entire business process. KUTES identifies its stakeholders according to the degree to which KUTES impacts them through its activities and the degree to which KUTES is impacted in terms of achieving its business goals. Stakeholder identification especially helps with;

- Understanding the positive and negative impacts of activities,
- Identifying the risks and opportunities associated with these impacts,
- Managing these impacts responsibly and effectively.

In this context, KUTES strives to establish effective communication with its stakeholders throughout the entire value chain and to accurately analyze their expectations and demands. KUTES' main forms of communication with its stakeholders are provided in the table below.

Stakeholders	Communication Method
Employees	E-mail, phone and face-to-face meetings
	Meetings and trainings
	Digital communication tools
	Digital training programs
	Special events for employees
	Announcements and notifications
	In-house publications
Customers	Customer satisfaction surveys
	E-mail, phone and face-to-face meetings
	Customer visits and meetings
	Exhibitions, conferences, fairs
Suppliers	E-mail, phone and face-to-face meetings
	Meetings
	Supplier audits
	Supplier portals
Public Institutions and Legislative Bodies	Periodic reporting
	Meetings and conferences
	E-mail, phone and face-to-face meetings
	Audits

MEMBERSHIPS AND COLLABORATIONS

TÜDÖKSAD : Turkish Foundry Association

TAYSAD : Automotive Suppliers Association of Türkiye

TÜSİAD : Turkish Industry and Business Association

CAEF : The European Foundry Association

TİM : Turkish Exporters' Assembly

KUTES plans to complete its UN Global Compact membership by late 2022.



TÜSİAD

TİM TÜRKİYE İHRACATÇILAR MECLİSİ

CAEF
The European Foundry Association



« SUPPLY CHAIN MANAGEMENT

KUTES' supplier management strategy aims to purchase products and services of high quality and at competitive costs by establishing better purchasing processes and relationships with all suppliers in trust, respect, ethics, honesty and integrity. In this context, KUTES attaches great importance to establishing long-term and trust-based relationships with its strategic suppliers, with which it has been partnering for many years.

The raw material supply chain of KUTES is very diverse and the management of this process includes purchasing, order fulfillment and new product delivery processes and teams. The role of procurement teams is to manage all sourcing and purchasing decisions with a view to costs while ensuring that these decisions comply with established controls and procedures. Logistics, supplier development and supplier quality are also the responsibility of the purchasing team.

While conducting its activities with a focus on leaving a better world for future generations and protecting natural resources, KUTES adopts a sustainable development approach and in this direction, it cares that all suppliers operate in compliance with KUTES' standards. In this context, KUTES asks all suppliers in its supply chain to;

- Act in compliance with the KUTES Sustainability Policy and other relevant policies,
- Conduct their activities in compliance with the International Labor Organization and the United Nations Universal Declaration of Human Rights,
- Comply with the legislation in force regarding working hours, leaves, wages and fringe benefits by acting in accordance with the law applicable in the regions/countries in which they operate,
- Not engage in forced labor or child labor,
- Not discriminate on the basis of race, language, religion, ethnic origin, age, position, gender, physical characteristics, etc.,
- Not to take any action that would lead to inappropriate use of confidential information, such as unauthorized disclosure,
- Create a decent work environment by providing a healthy and safe working environment for its employees,
- Fulfill their obligations to comply with environmental legislation by acting in accordance with the law applicable in the regions/countries in which they operate, monitor and manage the environmental impacts, greenhouse gas emissions and waste due to their operations,
- Observe quality standards in all products and services offered,
- Take measures to prevent environmental accidents,
- Develop and adopt resource, water and energy efficiency-oriented practices.

In this context, KUTES audits its suppliers on a product basis at annual intervals and guides its suppliers accordingly.

Details regarding the suppliers are given below.

DATA ON SUPPLIERS	2019		2020		2021	
	Local	International	Local	International	Local	International
Total number of suppliers	45	1	48	1	48	1
	46		49		49	
	Ratio of local suppliers (%)					
		97.82%	97.95%		97.95%	
Number of inspections carried out during the year	Local	International	Local	International	Local	International
	19	0	19	0	19	0
	19		19		19	
Number of suppliers with which issues were detected	Local	International	Local	International	Local	International
	0	0	0	0	0	0
	0		0		0	
Number of suppliers for which correction/improvement plans were developed	Local	International	Local	International	Local	International
	0	0	1	0	2	0
	0		1		2	
Number of suppliers of which employment contracts were terminated as a result of inspection findings	Local	International	Local	International	Local	International
	0	0	0	0	0	0
	0		0		0	

« CUSTOMER SATISFACTION APPROACH

Building a strong communication and business relationship with customers is key to the long-term success of businesses. Having a strong connection based on trust and communication helps customers to feel more secure and loyal to the organization. Customer communication and

satisfaction are among the most important issues for KUTES, hence it has placed its customers at the center of its activities since the day it was founded. In this context, it carries out activities to monitor and improve satisfaction and takes necessary actions to strengthen customer relations.

Grievance Mechanism and Management

KUTES considers its customers as partners and aims to establish long-term relationships with them. For this reason, a customer satisfaction survey

is prepared twice a year to collect feedback. The feedback received is discussed with the management and relevant actions are taken.

CUSTOMER COMPLAINTS DATA	2019	2020	2021
Number of complaints lodged to the customer contact center	430	200	282
Number of complaints handled by the customer contact center	212	106	189
Response rate for complaints lodged to the customer contact center	49.3%	48.1%	67.0%
Resolution rate of complaints answered by the customer contact center	100%	100%	100%

Information Privacy and Security

For KUTES, information security is defined as the protection of the information of all stakeholders with whom it has a business relationship and the processes it carries out to ensure this protection. Implementing practices that prevent unauthorized persons from accessing commercial or personal information is one of the most important issues for KUTES. For this reason, it carries out processes related to information security within the framework of ISO 27001 and takes necessary actions by identifying potential risks. Created to this end, the "KUTES Information Security Policy" aims to;

- Ensure that the policies and standards of the information security management system are determined, documented, necessary resources are allocated and continuously improved to fulfill the requirements of the ISO 27001 Standard,
- Comply with all legal regulations related to information security and to ensure compliance with contracts with customers, business partners, suppliers, non-governmental organizations and public institutions and organizations,
- Ensure that risks to information security processes are identified and systematically managed,
- Provide trainings to improve technical and behavioral competencies in order to increase information security awareness,
- Ensure that KUTES' governance, operational and supportive business activities continue with minimum disruption.

In this context, KUTES conducts penetration tests at annual intervals for all of its projects. Moreover, aware of the importance of training and awareness raising on the subject, it includes these issues in its training plan and ensures that users are regularly sent awareness-raising e-mails. KUTES aims to complete the ISO 27001 process, the infrastructure of which it has already established, in 2022.

Completion of ISO 27001 Certification process in 2022

« CORPORATE SOCIAL RESPONSIBILITY APPROACH

Making a positive contribution to society while carrying out activities is indispensable for the sustainability of an organization. As a leader in its sector, KUTES works with many different organizations in different projects to meet the needs of the communities in the regions where it operates. With many years of experience, it prioritizes making strong investments with the best plans to make a difference and build a better future. In this context, KUTES plans to offer scholarship to 20 students within the scope of the student scholarship program in collaboration with TEV (Turkish Education Foundation) in

2022. In addition, a joint project with ÇEVKO (Environmental Protection and Recovery of Packaging Waste Foundation) aims to establish a "KUTES Forest" of 100,000 trees in 2023 in order to contribute to the afforestation of our country.

KUTES, which has adopted the principle of working and investing with determination to help our country, will continue to support and make a positive contribution to sustainable development by making larger investments in the coming years thanks to its stable financial performance.



Annex 1-Performance Indicators

Environmental Performance Indicators

CARBON FOOTPRINT VALUES	UNIT	VALUE
Scope 1	tCO _{2eq}	565
Scope 2	tCO _{2eq}	14,379
Scope 3	tCO _{2eq}	6.7
Total	tCO_{2eq}	14,950.7

ENERGY CONSUMPTION VALUES	UNIT	2019	2020	2021
Electricity Consumption	kWh	21,909,883	22,419,431	32,185,714
Renewable Electricity Consumption	kWh	0	0	13,338
Total	kWh	21,909,883	22,419,431	32,199,052

WATER CONSUMPTION VALUES	UNIT	2019	2020	2021
Tap Water Consumption	m ³	0	0	0
Groundwater Consumption	m ³	4,400	4,281	5,482
Total Water Consumption	m³	4,400	4,281	5,482

WASTE VALUES	UNIT	2019	2020	2021
Non-Hazardous Waste	kg	6,708,480	6,283,270	9,320,796
Hazardous Waste	kg	86,091	73,945	87,805
Total Waste	kg	6,794,571	6,357,215	9,408,601

Social Performance Indicators

EMPLOYEE PROFILE	2019		2020		2021	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of employees	155	48	168	54	225	68
	203		222		293	
Number of white-collar employees	Male	Female	Male	Female	Male	Female
	37	11	42	12	50	18
	48		54		67	
Number of blue-collar employees	Male	Female	Male	Female	Male	Female
	155	0	168	0	225	0
	155		168		225	
Number of persons in governing bodies and Board of Directors	Male	Female	Male	Female	Male	Female
	1	1	1	1	1	2
	2		2		3	
Number of employees excluding governing bodies	Male	Female	Male	Female	Male	Female
	154	46	167	53	224	66
	201		220		290	
Number of employees under 30	Male	Female	Male	Female	Male	Female
	28	1	37	2	71	3
	29		39		74	
Number of employees between the ages of 30-50	Male	Female	Male	Female	Male	Female
	125	10	132	11	163	15
	135		143		178	
Number of employees over 50	Male	Female	Male	Female	Male	Female
	39	0	40	0	41	0
	39		40		41	
Number of employees with disabilities	Male	Female	Male	Female	Male	Female
	5	0	4	0	6	0
	5		4		6	
Ratio of employees with disabilities (%)	Male	Female	Male	Female	Male	Female
	%2	0	%1	0	%2	0
	2%		1%		2%	
Number of new hires	33		215		55	
Turnover (%)	2.69		1.91		3.22	

TRAINING DATA	2019		2020		2021	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained	155	48	168	54	229	67
	203		222		296	
Total training (hours)	164.5	72.5	107.5	118	279	198
	237		225.5		477	
Total training (person.hour)	1.53	5.48	2.59	0.72	1.15	1.11
	7.01		3.31		2.26	

OHS TRAINING DATA	2021		TOTAL
	Blue-Collar	White-Collar	
Total number of people trained on OHS	211	45	256
Total number of people trained on OHS	Employees	Subcontractors	256
	256	0	
Total OHS training (hours)	Blue-Collar	White-Collar	2,048
	1,688	360	
Total OHS training (hours)	Employees	Subcontractors	2,048
	2,048	0	
Total OHS training (person.hour)	Blue-Collar	White-Collar	2,048
	1,688	360	
Total OHS training (person.hour)	Employees	Subcontractors	2,048
	2,048	0	
Number of accidents	Employees	Subcontractors	67
	67	0	
Number of fatal accidents	Employees	Subcontractors	0
	0	0	
Rate of days lost due to accidents	398		
Accident frequency rate*	108.8		
Accident severity rate*	0.65		

DATA ON SUPPLIERS	2019		2020		2021	
	Local	International	Local	International	Local	International
Total number of suppliers	45	1	48	1	48	1
	46		49		49	
Ratio of local suppliers (%)	97.82%		97.95%		97.95%	
Number of inspections carried out during the year	19	0	19	0	19	0
	19		19		19	
Number of suppliers with which issues were detected	0	0	0	0	0	0
	0		0		0	
Number of suppliers for which correction/improvement plans were developed	0	0	1	0	2	0
	0		1		2	
Number of suppliers of which employment contracts were terminated as a result of inspection findings	0	0	0	0	0	0
	0		0		0	

CUSTOMER COMPLAINTS DATA	2019	2020	2021
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GRI Content Index



GRI 102-54

This report has been prepared in accordance with the GRI Standards: Core option.

GRI 102- 55

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102- 40 to 102-49 align with appropriate sections in the body of the Report.

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, EXPLANATIONS AND/OR URL	OMISSIONS	
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
GRI 102: General Disclosures 2016	COMPANY PROFILE			
	102-1	Kutes Metal San. ve Tic. A.Ş.		
	102-2	About KUTES p.8		
	102-3	Büyükdere Caddesi, Spine Tower, No:243, K:22/192, Maslak, 34398 Sarıyer, İstanbul, Türkiye		
	102-4	About KUTES p.8		
	102-5	About KUTES p.8		
	102-6	About KUTES p.8		
	102-7	About KUTES p.8 Performance Indicators p.74		
	102-8	Value for Employees p.46 Social Performance Indicators p.75		
	102-9	Supply Chain Management p.68		
	102-10	There were no significant changes in the shareholding structure and operational scope during the reporting period.		
	102-11	Corporate Governance Approach and Policies p.17		
	102-12	Sustainability at KUTES p.28		
	102-13	Memberships and Collaborations p.67		
	STRATEGY			
102-14	Message from the Senior Management p.6			
102-15	Corporate Governance Approach and Policies p.17			

GRI 102: General Disclosures 2016	ETHICS AND INTEGRITY	
	102-16	Vision, Mission and Values p.14
	102-17	Ethical Principles and Transparency p.18
	GOVERNANCE	
	102-18	Corporate Governance Approach and Policies p.17
	STAKEHOLDER ENGAGEMENT	
	102-40	Stakeholder Relationship Management p.66
	102-41	Value for Employees p.46
	102-42	Stakeholder Relationship Management p.66
	102-43	Stakeholder Relationship Management p.66
	102-44	Stakeholder Relationship Management p.66
	REPORTING PRACTICE	
	102-45	About Report p.3
	102-46	About Report p.3
	102-47	Material Issues p.30
	102-48	None
	102-49	This report is the first sustainability report of KUTES.
	102-50	About Report p.3
	102-51	This report is the first sustainability report of KUTES.
	102-52	About Report p.3
	102-53	About Report p.3
	102-54	About Report p.3 This report has been prepared in accordance with the "GRI Standards: Core" option.
	102-55	GRI Content Index p.78
	102-56	There was no external audit within the scope of the sustainability report.

MATERIAL ISSUES

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, EXPLANATIONS AND / OR URL	OMISSIONS
GRI 200 ECONOMIC STANDARDS SERIES			
CORPORATE GOVERNANCE			
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Corporate Governance Approach and Policies p.17	
	103-2 The management approach and its components	Corporate Governance Approach and Policies p.17	
	103-3 Evaluation of the management approach	Corporate Governance Approach and Policies p.17	
ETHICS, COMPLIANCE AND ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Corporate Governance Approach and Policies p.17	
	103-2 The management approach and its components	Corporate Governance Approach and Policies p.17	
	103-3 Evaluation of the management approach	Corporate Governance Approach and Policies p.17	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Principles and Transparency p.18	
	205-2 Communication and training about anti-corruption policies and procedures	Ethical Principles and Transparency p.18	
	205-3 Confirmed incidents of corruption and actions taken	Ethical Principles and Transparency p.18	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There are no lawsuits regarding anti-competitive behavior and activities.	
RISK MANAGEMENT			
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Kurumsal Yönetim Yaklaşımı ve Politikalar s.17	
	103-2 The management approach and its components	Kurumsal Yönetim Yaklaşımı ve Politikalar s.17	
	103-3 Evaluation of the management approach	Kurumsal Yönetim Yaklaşımı ve Politikalar s.17	

GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016**COMBATING CLIMATE CHANGE**

GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Combating Climate Change p.36
	103-2 The management approach and its components	Combating Climate Change p.36
	103-3 Evaluation of the management approach	Combating Climate Change p.36
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators p.74
	302-4 Reduction of energy consumption	Energy Efficiency p.39
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Environmental Performance Indicators p.74
	305-2 Energy Indirect (Scope 2) GHG Emissions	Environmental Performance Indicators p.74
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Performance Indicators p.74
	305-5 Reduction of GHG emissions	Combating Climate Change p.36
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Waste Management p.44 Environmental Performance Indicators p.74
	306-3 Waste generated	Waste Management p.44 Environmental Performance Indicators p.74
ENVIRONMENTAL MANAGEMENT AND CONSERVATION OF BIODIVERSITY		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Combating Climate Change p.36
	103-2 The management approach and its components	Combating Climate Change p.36
	103-3 Evaluation of the management approach	Combating Climate Change p.36
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Combating Climate Change p.36
	304-2 Significant impacts of activities, products, and services on biodiversity	Combating Climate Change p.36
	304-3 Habitats protected or restored	Combating Climate Change p.36

GRI 400: SOCIAL STANDARDS SERIES 2016**EMPLOYEE SATISFACTION AND EMPLOYEE RIGHTS**

GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Value for Employees p.46
	103-2 The management approach and its components	Value for Employees p.46
	103-3 Evaluation of the management approach	Value for Employees p.46
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators p.75
	401-3 Parental leave	Social Performance Indicators p.75

OCCUPATIONAL HEALTH AND SAFETY (OHS)

GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Occupational Health and Safety (OHS) Management p.56
	103-2 The management approach and its components	Occupational Health and Safety (OHS) Management p.56
	103-3 Evaluation of the management approach	Occupational Health and Safety (OHS) Management p.56

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety (OHS) Management p.56
	403-2 Hazard identification, risk assessment, and incident investigation	Social Performance Indicators p.75
	403-3 Occupational health services	Occupational Health and Safety (OHS) Management p.56
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (OHS) Management p.56
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS) Management p.56
	403-6 Promotion of worker health	Occupational Health and Safety (OHS) Management p.56
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (OHS) Management p.56
	403-9 Work-related injuries	Social Performance Indicators p.75
	403-10 Work-related ill health	No employee diagnosed with occupational diseases because of Company operations in the reporting period.

DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION

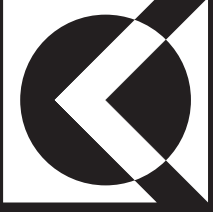
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Ethical Principles and Transparency p.18
	103-2 The management approach and its components	Ethical Principles and Transparency p.18
	103-3 Evaluation of the management approach	Ethical Principles and Transparency p.18
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Ethical Principles and Transparency p.18 Social Performance Indicators p.75
	405-2 Ratio of base salary and remuneration of women to men	Value for Employees p.46
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Corporate Governance Approach and Policies p.17 No discrimination cases were encountered during the reporting period.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Supply Chain Management p.68
	103-2 The management approach and its components	Supply Chain Management p.68
	103-3 Evaluation of the management approach	Supply Chain Management p.68
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Corporate Governance Approach and Policies p.17 Ethical Principles and Transparency p.18 Supply Chain Management p.68
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Governance Approach and Policies p.17 Ethical Principles and Transparency p.18 Supply Chain Management p.68

TRAINING, TALENT MANAGEMENT AND CAPACITY BUILDING		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Support for Employee Training p.54
	103-2 The management approach and its components	Support for Employee Training p.54
	103-3 Evaluation of the management approach	Support for Employee Training p.54
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators p.75
	404-2 Programs for upgrading employee skills and transition assistance programs	Support for Employee Training p.54
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators p.75
STAKEHOLDER RELATIONS AND STAKEHOLDER MANAGEMENT		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Stakeholder Relationship Management p.66
	103-2 The management approach and its components	Stakeholder Relationship Management p.66
	103-3 Evaluation of the management approach	Stakeholder Relationship Management p.66
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Relationship Management p.66 Corporate Social Responsibility Approach p.72
CORPORATE SOCIAL RESPONSIBILITY		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Corporate Social Responsibility Approach p.72
	103-2 The management approach and its components	Corporate Social Responsibility Approach p.72
	103-3 Evaluation of the management approach	Corporate Social Responsibility Approach p.72

CUSTOMER SATISFACTION (PRODUCT AND SERVICE QUALITY)		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Customer Satisfaction Approach p.70
	103-2 The management approach and its components	Customer Satisfaction Approach p.70
	103-3 Evaluation of the management approach	Customer Satisfaction Approach p.70
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Customer Satisfaction Approach p.70
	417-2 Incidents of non-compliance concerning product and service information and labeling	No non-compliance has occurred during the reporting period.
	417-3 Incidents of non-compliance concerning marketing communications	No non-compliance has occurred during the reporting period.
INNOVATION (R&D) STUDIES		
GRI 103: Management Approach 2016	103-1 Explanation of material topics and their boundaries	Digitalization Investments p.60
	103-2 The management approach and its components	Digitalization Investments p.60
	103-3 Evaluation of the management approach	Digitalization Investments p.60



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