

# NUH ÇİMENTO SANAYİ A.Ş.

## SUSTAINABLE DEVELOPMENT GOALS REPORT



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## SDG 1- NO POVERTY

Nuh Çimento supports investments in actions aimed at eliminating poverty, as well as services in the fields of education, health and social protection. In this regard, it carries out studies based on development strategies in favor of vulnerable groups at regional levels.

Detailed studies on the subject are listed below.

### **Nuh Çimento Group and Nuh Çimento Education and Health Foundation**

Through initiatives in areas such as education, nature, and the environment, we aspire to contribute to building our common future and the development of our country.

Nuh Çimento Education and Health Foundation has been carrying out activities continuously in line with its purpose since its establishment.

In the field of education, we offer scholarship opportunities to university students by determining a specific number of quotas every year. We provide permanent Nuh Çimento Education and Health Foundation support to education by building schools in our city and implement projects that include our employees. In our activity region, we support children in disadvantaged schools to become acquainted with science at an early age by donating science kits.

In the health sector, we construct hospitals in our region and establish special units within existing hospitals.

We design and implement programs such as support projects for food, clothing, hygiene materials, transportation, and shelter focused on earthquake-prone areas.

In addition to the assistance provided to schools and health institutions, the foundation has implemented projects aimed at leaving lasting legacies, achieving significant services in a short period.

It contributed three health facilities, nine educational facilities, two cultural centres, a nursing home, and a police station to the Kocaeli region.

In addition to its contributions to institutions, the Nuh Çimento Education and Health Foundation continues to support students by granting an average of 1,200 university students each academic year and continues to support students as well as institutions. In 2023 and 2024, the foundation made a total cash and in-kind donation of 25,345,000 TL to the Hereke Campus. In 2024, the foundation provided scholarships to a total of 1,209 students amounting to 19,887,000 TL and spent a total of 29,555,763 TL on educational and healthcare-related activities.

**HEALTH FACILITIES**

Years	Organisation	Location	Explanation
1998	Kocaeli Nuh Çimento Oral and Dental Health Centre	Kocaeli / Uzunçiftlik	Oral and Dental Health Center
2009	Kocaeli University Faculty of Medicine	Kocaeli / Merkez	Burn Unit
2015	Kocaeli University Faculty of Medicine	Kocaeli / Merkez	Hemodialysis Centre

**EDUCATIONAL FACILITIES**

Years	Organisation	Location	Explanation
1988	Nuh Çimento Technical Industrial Vocational High School and Maritime Anatolian High School	Kocaeli / Hereke	Nuh Çimento Technical Industrial Vocational High School and Maritime Anatolian High School. The school, which has 36 classrooms, 12 laboratories and 8 workshops, was put into service by Nuh Çimento in 1988.
1990	Çerkeşli Nuh Çimento Primary School	Kocaeli / Dilovası	The school consists of 8 classrooms. Additionally, a dormitory was built.
2003	Nuh Çimento Vatan Primary School	Kocaeli / Hereke	The school consists of 11 classrooms.
2003	80. Year Nuh Çimento High School	İstanbul / Pendik	The school consists of 24 classrooms.
2007	Nuh Çimento İmam Hatip Middle School	Kocaeli / İzmit	The school consists of 32 classrooms.
2009	Prof. Dr. Baki Komsuoğlu Vocational School	Kocaeli / Uzunçiftlik	Offers education in Mechanical and Metal Technologies, Electrical and Energy Departments.
2011	Izmit Nuh Çimento Vocational School (Private Education Vocational Training Center-School)	Kocaeli / İzmit	This school, serving special education students, has 16 classrooms.
2012	Hereke Nuh Çimento Primary School	Kocaeli / Hereke	The school, built in 1973, was renovated and its capacity was increased to 26 classrooms.
2018	İzmit Nuh Çimento Education Campus	Kocaeli / İzmit	In addition to the 24-classroom girls' vocational high school, practice kindergarten, indoor sports hall, workshop and 40-classroom high school built in 2018, a cafeteria was built in 2019.

**OTHER INSTITUTIONS**

Years	Organisation	Location	Explanation
1997	Çerkeşli Culture Centre	Kocaeli / Dilovası	It is currently still in use and has a capacity of 250 people.
1998	Tavşancıl Nursing Home	Kocaeli / Dilovası	Established in 2008 due to the 1999 earthquake, the institution is currently in operation with a capacity to accommodate 30 guests.
2007	Hereke Police Office	Kocaeli / Hereke	Used actively
2014	Ataşehir Neşet Ertaş Culture Centre	İstanbul / Ataşehir	Used actively

## **İzmit Bay Restocking Project**

In the eighth year of the Izmit Bay Restocking project, we continued to be the sole sponsor. Fishing activities in Izmit Bay are crucial for the economy and social aspects in Hereke, where we operate. As Nuh Çimento, we have been contributing to the restocking project led by Kocaeli Metropolitan Municipality since the beginning of 2017. Our goal is to contribute to the preservation and enrichment of biological diversity, thereby promoting economic development in the region and enabling people to benefit more from the sea.

Within the framework of the protocol signed on December 20, 2016, with the Ministry of Food, Agriculture and Livestock (General Directorate of Agricultural Research and Policies), and in collaboration with the Trabzon Aquatic Products Centre Research Institute (SUMAE) affiliated to TAGEM (General Directorate of Agricultural Research and Policies), studies were conducted to determine the existing fish species and diversity and stock status. In this context, sampling studies were carried out in Izmit Bay in 2017 and 2018.

The İzmit Bay Restocking project, one aspect of the conservation efforts for İzmit Bay, a closed basin of the Sea of Marmara, aims to increase the numbers of native fish species in İzmit Bay, reduce the effects of adverse environmental conditions on fish species, and protect the species. Within this scope, brood fish are caught in İzmit Bay, bred at the Trabzon Aquatic Products Center Research Institute, and the offspring of native fish are released into Izmit Bay to balance the local population.

While the Trabzon Aquatic Products Centre Research Institute provides support in the collection and reproduction of fish, the Ministry of Food, Agriculture and Livestock and the General Directorate of Agricultural Research and Policies provide information support. We sponsored the project in terms of vehicles, organisation, and ceremonies; we continue to support meetings and evaluation studies as the sole sponsor. The Izmit Bay Restocking Project, which is an exemplary project for biodiversity in Türkiye, is also the first fish stocking project in the seas.

In 2024, within the framework of the Izmit Bay Fishery Project carried out by Kocaeli Metropolitan Municipality, the General Directorate of Agricultural Research and Policies and the Central Research Institute of Fisheries, six thousand baby sea bream, sea bass and turbot were released into the sea. Thus, in the eighth year of the project, a total of 48 thousand fish were released into the bay waters.

## **Results and Gains**

### **Economic:**

- The fishing industry thrived, contributing to the local economy. The project directly serves the first Sustainable Development Goal, 'No Poverty.'

### **Social:**

- The local community reconnected with the sea through recreational fishing. The project directly serves the second Sustainable Development Goal, 'Zero Hunger.'

### **Environmental:**

- With the decrease in marine pollution, biological diversity, fish species, and numbers have increased. The project directly serves the fourteenth Sustainable Development Goal, 'Life Below Water.'



## SDG 2- ZERO HUNGER

As Nuh Çimento, we work to provide safe and equal access to employment opportunities provided by biodiversity in the extinction zone and for small-scale food producers (anglers).

Detailed information on the subject is given below.

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## SDG 3- GOOD HEALTH AND WELL-BEING

Within the scope of the Third Sustainable Development Goal, targets such as eliminating epidemic diseases, ensuring that everyone as a society has access to health services, and reducing environmental, water and soil pollution, deaths and diseases are aimed.

Detailed information on the subject is given below.

As Nuh Çimento, we aim to support our employees with personal and corporate trainings in addition to our professional training. We also organized health awareness programs, inviting expert speakers to discuss topics such as Women's Health, the Importance of Cancer Screening and HPV Vaccinations, and Neck and Back Pain. These seminars aimed to guide our employees in making informed decisions about health and family life.

Our guiding policy in Occupational Health and Safety (OHS) management is our approved OHS Policy, prepared within the scope of integrated management systems and guided by TS-45001 Occupational Health and Safety Management System. Our goal with TS-45001 is to carry out activities to internalise the principle "My Job's Safety Begins With Me!" among our employees by conducting studies related to globally accepted infrastructure, certification, and practices and to reach our zero-accident target by eliminating unsafe conditions in the work environment.

In our fields, we have a formal Work Permit Control System for specific jobs defined as potentially hazardous in terms of occupational health and safety and process safety. We implement practices to ensure communication and mutual agreement regarding hazards and necessary precautions between personnel working (company and/or contractor personnel) and factory personnel responsible for the job.

The first fundamental aspect of protecting our employees is to raise awareness. We provide mandatory OHS training at the ÇEİS Training Center, equipped with high-tech facilities, with practical applications. We offer various training topics, including working in confined spaces, Lockout-Tagout Tryout (LOTO), accident investigation, emergency training, and employee representative training to our employees. We measure the effectiveness of training through evaluations. Toolbox talks and tea chats are other training methods we provide for continuous awareness and reminders.



## SDG 4- QUALITY EDUCATION

As Nuh Çimento, we will improve life for our employees in 2024 with projects such as Nuh Akademi Platform, Nuh Campus Program, OHS Engineers Project, ÇEİS Occupational Health and Safety Leadership Program, OKR

-Management Systems with Objectives, we carry out studies to encourage lifelong learning opportunities.

In addition, we organize in-house and external training to improve the behavioral competencies of our employees.

As Nuh Çimento, we plan our training and development activities in line with the harmony of corporate values, functional competencies and managerial competencies. In this context, we have carried out many activities based on learning and development, such as seminars, conferences, workshops, sector-specific training and technical training, in order to contribute to the professional and personal development of our employees, to support them in doing their jobs more efficiently and to increase their commitment.

These events allowed us to successfully implement our strategies to strengthen employee engagement and increase work efficiency.

Detailed information on the subject is given below.

### **Occupational Health and Safety Trainings**

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In 2024, we continued the training program we initiated in 2022 with the aim of emphasizing the importance of teamwork, strengthening collaboration and commitment within teams, contributing individual strengths to team success, increasing individual and team motivation, enabling individuals to recognize their importance, talents, and competencies, anticipating the potential risks posed by vulnerabilities, and achieving higher group performance than the sum of individual performances through team synergy. We delivered our mandatory 16-hour OHS training through our renewed content via the OHS Online Training System.

## **Nuh Akademi**

At Nuh Akademi, we continuously renew our training and development programs to ensure our employees are ready for both today's and the future's business world. By combining our sectoral knowledge with modern learning methods, we enable our employees to deepen their competencies and explore new horizons in their careers. Learning environment that strengthens the sharing of knowledge and experience within the Nuh Çimento Group.

By designing technical training in-house, we transfer corporate knowledge and experience, reinforcing our sustainable leadership in the industry. Our training programs aim not only to optimize business processes but also to develop our employees' creative thinking, analytical skills, and strategic decision-making abilities.

The "Assessment Centre" implemented in our group companies introduced a new vision in talent management. Through this system, our employees underwent detailed analyses of their strengths and development areas, allowing for personalized development plans based on individual competencies.

With the Assessment Centre, we not only support individual career development but also make our company's human resources strategies more data-driven and proactive. This system helps direct the right talent to the right positions, boosting organizational success while enabling our employees to discover themselves and progress towards their career goals with stronger steps.

Nuh Akademi continues to deepen our corporate learning culture, preparing talents for the future and making our company stronger each day.

## **Personal and Corporate Trainings**

We organize various internal and external training programs to enhance our employees' behavioural competencies and contribute to their career development.

In 2024, we held various sessions open to all employees, covering personal development, professional development, and occupational health and safety (OHS). We partnered with external stakeholders such as Management Centre Türkiye, Turkish Cement, Yön HSE, Turkish Human Resources Management Association, YTÜSEM (Yıldırım Technical University Continuing Education Center), TÜV AUSTRIA, Kocaeli University, Ara Group, Artı Health, Arden, Bilici System, Business School Istanbul (BMI), Dale Carnegie, Engage & Grow, Franklin Covey, House of Human (HoH), İzgören Academy to organize various training programs. These included the Internal Trainer Program, the JEST Program supporting the orientation process for new engineers in the cement sector, the Field Leadership Development Program, Disaster and Emergency Management, Leadership Onboarding for Managers "First 90 Days", The Power of Effective Feedback, Intergenerational Communication, Professional Coaching, as well as sectoral training programs for various groups such as law, sales, marketing, finance, and human resources to enhance sectoral knowledge and develop technical and behavioural competencies.

We also organized health awareness programs, inviting expert speakers to discuss topics such as Women's Health, the Importance of Cancer Screening and HPV Vaccinations, and Neck and

Back Pain. These seminars aimed to guide our employees in making informed decisions about health and family life.

In line with our continuous development and learning objectives, we always prioritize providing our employees with educational and development opportunities. To strengthen inter-team collaboration and work efficiency, and make our teams more effective in feedback processes, we organized a special training program titled “The Power of Feedback.”

**Professional Development Trainings**

In 2024, we continued to raise sectoral knowledge and skills standards by applying professional qualification training and assessment tools to employees working in technical fields. We also organized industry-specific training programs to keep our team updated on the latest technological developments in cement production. Through these programs, our employees closely followed the latest technological advancements, further strengthening our company’s competitive advantage. Our trainings not only supported individual talents but also promoted team harmony, helping us maintain our leadership in the sector. By encouraging our employees’ continuous learning and specialization processes, we contribute to the realization of our company’s vision more effectively.

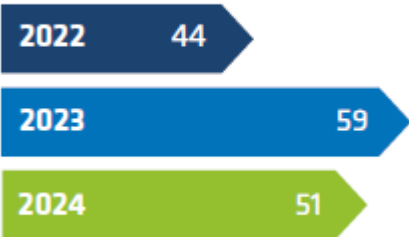
We measure the effectiveness of the training provided through evaluation surveys involving managers, trainers, and employees participating in training programs. Additionally, Integrated Management Systems managers follow up on training effectiveness through activities such as internal audits, observations, and data analysis results. Based on these monitoring and measurement activities, we identify feedback for improving performance or productivity and take necessary actions, considering development opportunities. For future training plans, we consider the training subject, training methods, participants, and trainers’ qualifications.

**Technical Competencies**

Based on job description reviews in 2023 and feedback from our managers, we continued to explore different development and learning opportunities in technical and professional areas as part of the Nuh Çimento Competency Model Project, which identifies employees’ strengths and development areas.

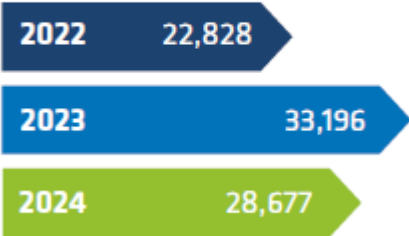
This transformation, initiated through this project, not only ensures the achievement of the right competencies in recruitment processes but also continues to improve efficiency in career planning and determining training needs. By integrating the identified competencies with the OKR Goal Management System, we continue to strengthen a goal-oriented organizational culture, bringing more objectivity to our evaluation process.

**Average Training Duration\* (Hours)**



\*For all employees

**OHS Yearly Training Hours**



**Trainings by Duration (Hours)**



## Nuh Campus: Master's Degree in the Field

### Objectives:

- **Support Employee's Academic Development:** Provide on-site training opportunities for employees who couldn't complete their master's education for various reasons, supporting their academic growth.
- **Increase Knowledge and Competency Levels Within the Company:** Develop employees' knowledge in economics and management sciences through master's programs, integrating academic perspective into business processes.
- **Strengthen University – Industry Collaboration:** Through the Nuh Campus partnership with Kocaeli University, enhance the university-industry partnership and create an exemplary model in the sector.
- **Facilitate Work and Education Balance:** Create an academic calendar suited to employees' work rhythms to allow them to continue their education within a work – life balance.

### Results and Benefits:

- **Launch of Academic Programs:** As of 2024, the Economics Master's program has started, and we will expand our educational options with the MBA program.
- **Accessible Education for Employees:** By offering training at Nuh Çimento locations, we saved employees time and supported their academic development.
- **Integration of Work and Academic Knowledge:** The training programs contributed to employees' individual development and allowed them to make more informed, analytical decisions in business processes.
- **Inspiration for Corporate Companies:** This model strengthened the culture of a learning organization within our company while also serving as an inspiration for other corporate companies.

### Future Plans:

- **Diversification of Master's Programs:** Expand the current programs to include specific fields such as engineering, finance, and human resources management.
- **Use of Technology in Education:** Develop hybrid and online course models to provide academic development opportunities for employees outside of the field.
- **Certification Programs and Short-Term Trainings:** In addition to master's programs, offer certificate programs and short-term courses to contribute to employee development.
- **Strengthen University-Industry Collaboration:** Extend the collaboration with Kocaeli University to include other academic institutions, enhancing training options.

## **OKR Management with Objectives System**

As Nuh Cement Group, we continued to implement the OKR Management System, which we implemented in 2022, in 2024, as we saw that we were successful in monitoring targets and ensuring that the company's strategic objectives were followed by all employees.

With this project, we aimed to:

- Foster a shared sense of purpose by ensuring that company-wide goals are embraced by all employees and that employees set their goals accordingly.
- Support teamwork by making company and department goals visible on the system.
- Evaluate employee development transparently and sustainably by tracking it through a digital system.
- Provide inputs to human resources processes, such as promotion, rotation, competency, and training needs analysis, through data analysis and reporting via digital systems.

### **Results and Achievements:**

- Through the system, employees will gain technological skills by digitally tracking their work plans and goals.
- The OKR methodology, which supports the frequent feedback process, will enable employees to meet with their managers to mutually monitor their career development.
- Transparent tracking of all employees' and departments' goals within the Nuh Çimento Group through digital systems will promote understanding, purpose alignment, and increase collaboration between departments by supporting the formation of team goals.
- The methodology, including the encouragement of feedback in the system, will ensure frequent feedback and performance reviews, enabling the tracking of employee development in line with sustainable systems.

## **OHS Engineers Project**

In collaboration with the Cement Industry Employers' Association (ÇEİS), we developed a special training program to enable groups of occupational health and safety engineers to:

- Understand the root causes of accidents and incidents and proactively develop analytical solutions targeting these root causes,
- Reinforce their contributions and practices in the field of OHS through activities and implementations,

Gain the skills to become leaders and future managers in the field of OHS.

### **Results and Achievements:**

As a result of implementing OHS practices with an engineering perspective in the field, we achieved a significant reduction in occupational accidents. The number of lost workdays and equipment losses due to accidents also decreased.

## **ÇEİS Occupational Health and Safety Leadership Program (ÇEİSLİP)**

As Nuh Çimento, we launched the ÇEİS OHS Leadership Program (ÇEİSLİP) in 2020 to enhance the competencies of our middle managers in the field of OHS and to ensure their more active participation in OHS processes. This program continues for our newly hired engineers and other managers.

The ÇEİS OHS Leadership Program (ÇEİSLİP) is a development program designed based on local and international references, considering Turkish dynamics, production habits, and specific solution models. The program aims to improve the managerial and technical skills of technicians, engineers, supervisors, and managers at all levels, as well as OHS professionals who act as a bridge between blue-collar workers and top management, regardless of the department and position they work in. The program consists of four main modules:

**Module 1** - Introduction to Safe Management (4 days)

**Module 2** - Management of High-Risk Jobs (4 days)

**Module 3** - How OHS Management Should Be (4 days)

**Module 4** - Program Completion Project

In the first module of the program, elements of safe management, OHS leadership, measurement of OHS performance, and reasons why employees behave unsafely are emphasised. The second module focuses on how risks can be managed and introduces the fundamentals of the work permit system, drawing attention to technical aspects. The third module covers subcontractor and contractor management, selection of Personal Protective Equipment (PPE), OHS audit with incident root cause analysis, and providing feedback. The fourth module consists of a Completion Project, where participants, considering the knowledge and skills acquired in the program, develop solutions to a problem related to OHS encountered in their workplace, with the coaching/support of the OHS professional at the workplace.



## SDG 5- GENDER EQUALITY

At Nuh Çimento, we attach importance to increasing women's employment, employee development and motivation in the management of human resources, the most valuable asset of organizations. We take a fair approach towards our employees and candidates in line with the principles of "Inclusion", "Diversity", "Transparency" and "Equal Opportunity". In our recruitment processes and among employees, race, language, religion, color, gender, age, social class, sexual orientation, national origin, disability, etc. We act in line with our ethical principles in all aspects and aim to create a pioneering corporate culture in this sense.

We show due diligence in increasing female employment in the recruitment processes within the company.

Achieving gender equality is crucial in creating the necessary foundation for a strong culture and a peaceful world. As Nuh Çimento, we are committed to ensuring that social protection measures are taken in the areas where we operate and in our supply chain, and that no human rights violations are made, from health to safety, with our "Diversity and Inclusion Policy".

We view diversity not only as a value but also as a critical factor that fuels innovation and corporate success.



## SDG 6- CLEAN WATER AND SANITATION

In the cement industry, water is mainly used for cooling purposes in kiln processes and mills. In addition, it is consumed in crushers, to collect dust in the field and for human needs.

As Nuh Çimento, being able to maintain our process with recycled water has been one of the priority issues of our factory. We purify and use sea and stream water with various technologies in line with our needs.

You can find detailed information on the subject in our Sustainable Water Project.

### **Sustainable Water Project!**

After managing our carbon emissions, the second biggest environmental priority at Nuh Çimento is the use of clean water resources. In our water usage choices, we prioritize the water recovered from our wastewater treatment facilities.

### **Using Waste Site Waters in Processes**

In 2021, we advanced this initiative by collecting large volumes of wastewater across the factory, treating it, and reusing it in dust suppression, irrigation, and chlorination systems. This project aims to achieve both water and energy savings.

The Sustainable Water Project is an internal R&D effort jointly led by Nuh Çimento's environmental and maintenance teams. Through this project, we first determined the characteristics of the water we need and then made improvements to our physical treatment facility. We also aimed to expand the processes where we could use the treated wastewater.

In 2022, we recovered 62,632 tons of water, resulting in savings of 632,752 TL. In 2023, we recovered 107,476 tons of water, saving a total of 3,106,056 TL based on the cost per cubic meter of water. In 2024, we recovered 138,140 tons of water, saving 5,962,122 TL.

In the coming years, we aim to increase this ratio by using water treated as feed for kilns.

### **Direct Service to SDG 6 Sub-Goals!**

With our sustainable water approach, we directly support the sub-goals of SDG 6: Clean Water and Sanitation, as follows:

6.3. Reducing pollution, eliminating uncontrolled discharge by reducing the emission of harmful chemicals and substances, halving the untreated wastewater rate, and significantly increasing global recycling and safe reuse to improve water quality.

6.4. Substantially increasing water use efficiency in all sectors, ensuring sustainable freshwater supply to solve the water scarcity.

## **Future Plans**

At Nuh Çimento, we aim to increase the reuse of wastewater, reaching 75% by 2030 and 100% by 2050. Afterward, we plan to acquire a corporate academic report and convert discharge exemptions, positioning Nuh Çimento as a zero-wastewater company. This project will be easily integrated into our Sustainable Water Management approach, further minimizing the use of clean



## SDG 7- AFFORDABLE AND CLEAN ENERGY

As Nuh Çimento, we operate in an energy-intensive sector and in a country that is more than 70 percent dependent on external sources for meeting energy needs. Energy, as the largest cost item of the cement sector, represents about 60 percent of operating costs. It takes about 110 kWh of electricity and 3-4 GJ of fuel energy to produce one ton of cement. Using energy by giving priority to efficient and environmentally friendly sources without compromising cement/clinker production quality, production quantity and, most importantly, occupational safety is one of the environmental responsibilities of our company.

Our Energy Efficiency Policy, covering all products, services, and activities related to environmental management systems (from raw material warries to loading the final product onto customer vehicles), includes the following objectives:

- Ensure compliance with applicable laws,
- Prioritize the use of alternative and renewable energy sources,
- Use energy – efficient technologies,
- Use energy and natural resources efficiently,
- Establish systems for energy efficiency, and
- Raise energy awareness among our employees.

In 2024, our total energy consumption, including fuels and electricity, was 16,566,018 GJ.

As Nuh Çimento, one of our goals is to ensure that energy is clean, accessible, sustainable and modern. In this context, “E-Dump Truck Retrofit Project and Koca Yusuf Multi-Air Blasting System” were carried out to consume less energy.

Detailed information on the subject is given below.

### **E-Dump Truck Retrofit Project**

As part of the project, we have been developing since 2020, and following the agreement signed with the headquarters of ABB in 2022, we initiated engineering studies from the first months of the year with the goal of fully converting a total of 10 rock trucks, each with a carrying capacity of 85–100 tons, from diesel to battery electric. These are eight Euclid and two Hitachi branded vehicles previously operating on diesel in the quarry areas.

At Nuh Çimento, we are targeting to eliminate carbon emissions from raw material transport by 2030, thereby preventing air pollution. To this end, we collaborated with ABB Türkiye and Global teams, as well as with Çim-Nak, Devimsel, and Rota Teknik, and completed the first prototype vehicle in 2023. In 2024, we increased the number of electric vehicles to 11.

### **Our objectives in this project:**

- Ensuring that the electric, unloaded dump truck completes the route from the unloading site to the loading site in the same duration as its diesel counterpart,
- Ensuring that the electric, loaded dump truck completes the route from the loading site to the unloading site using regenerative braking, also in the same duration as the diesel vehicle,
- Fully converting all rock trucks to electric and achieving zero carbon emissions in our quarry operations.

### **Project Benefits:**

This project has attracted the attention of many companies and stakeholders engaged in domestic and international mining operations, serving as a pioneering example. As the first project of its kind globally, it has been closely followed both in Türkiye and internationally. It is also of great significance that this project is hosted and led by a Turkish company.

With this project, we have achieved approximately fivefold energy saving compared to diesel engines. Moreover, we have eliminated the high maintenance costs associated with diesel engines and transmissions. After ensuring favourable economic conditions and efficiency, we plan to include all rock trucks at our site in this project. As of the end of 2024, with our fleet of 11 battery-powered rock trucks, we have achieved an annual emission reduction of 832 tons in line with our zero-carbon goal.

Looking ahead, the stakeholders with whom we have collaborated and who have contributed to the project will be able to move forward with the mass production of these tested and approved rock trucks, thereby providing significant profitability and value for their companies.

### **Koca Yusuf Multi-Air Blasting System**

Due to the need for constant cleaning caused by existing air blasters failing to prevent coating formation in the cooler's third zone, and frequent malfunctions arising from the harsh operating conditions of the air blasters located in high-temperature areas, we implemented the Koca Yusuf Multi-Air Blasting System Project.

With this project, we aimed not only to prevent coating formation and clinker adhesion on cyclone surfaces but also to avoid purchasing a new air blasting system by manufacturing our own components. We set out with the goals of reducing the project cost by 70–80%, using one-third fewer components compared to the previous system, and minimizing the occurrence of coating formation.

The steps we undertook include:

- Using 200 -and 300- liter ait tanks,
- Installing an air supply line to the tanks
- Creating a multi-air blasting system with a minimum of two and a maximum of seven outlets from the tanks,
- Installing rapid-reaction valves on the tanks to enable the multi-air blasting system to operate at separate, timed intervals.

### **Results and Gains**

#### **Environmental:**

- With the transition to the Koca Yusuf Multi-Air Blasting System in the cooler's third zone, we reduced air consumption by 48.95 m<sup>3</sup>/h, achieving approximately 300 kWh of energy savings. Our total annual energy saving reached 2.4 million kWh.
- By consuming less energy, we have also reduced our greenhouse gas emissions.

#### **Economic:**

- The cost of implementing the Koca Yusuf Multi-Air Blasting System was approximately TRY 850,000, which is one-fifth of the cost of the previous system.
- Thanks to the energy savings, we achieved an economic gain of TRY 7,2 million.

#### **Future Plans:**

- The Koca Yusuf Multi-Air Blasting System, which has been operating in the cooler's third zone for one year, has now been integrated into the cooler's first and second zones as well. We will continue to monitor the operation of the systems in all three zones and work on further improvements.

Intensive raw material extraction originating from our production capacity; accordingly, fuels and electrical energy are used. As Nuh Çimento, we prepare our products with suitable recipes instead of raw materials from natural sources. We support our sustainability performance with alternative wastes instead of fuels and electrical energy.

Detailed information on the subject is given below.

### **Alternative Fuel and Alternative Raw Material Usage**

We use waste instead of primary raw materials and fuels to reduce the use of natural resources and greenhouse gases from fuels, as well as to reduce associated fuel and raw material costs. In 2024, we obtained 1.2% of our total energy from waste in the context of alternative fuel usage. Our goal is to obtain 0.8% of the annual heat energy from waste and use at least 350,000 tons of waste as raw materials. To this end, we hold discussions with companies, follow legal procedures, and obtain the necessary permits. We analyse incoming materials and prepare waste usage recipes. By using suitable waste during the production process, we both reduce the amount of waste that can potentially pollute the environment and decrease our fuel and raw

material costs. In the coming period, we aim to increase the amount of waste used by making investments in new waste incineration and feeding systems.

### **Results and Gains**

#### **Environmental:**

- We reduced greenhouse gas emissions and natural resource consumption by using waste instead of natural resources. In 2024, we returned 400,105 tons of waste to the economy, preventing CO<sub>2</sub> formation equivalent to the reduction of carbon dioxide by approximately 18.2 million trees.

#### **Economic:**

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

#### **Social:**

- We became a solution partner for municipalities and organized industrial zones facing waste problems.

### **Opti Mix Project Optimum Raw Material Management**

Through the Optimum Raw Material Management project, we aimed to reduce our dependence on external sources such as bauxite and iron and to reduce raw material costs and use resources efficiently. In the project, we conducted geological research, integrated the geochemical properties of red nodular limestone into raw material production, and found suitable raw material management for red nodular limestone. The main challenge we faced was using red nodular limestone with high chemical content alkaline values in the clinker without exceeding the limit values.

### **Results and Gains**

#### **Environmental:**

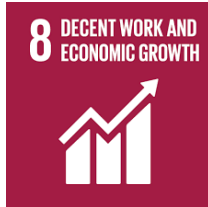
- Without additional investments or expenses, we achieved savings of over 100 million TRY parallel to the reduction of natural bauxite and iron usage.
- Transportation, excavation movements, and stock costs were reduced.

#### **Economic:**

- Parallel to the reduction of bauxite and iron usage, we reduced intermediate transportation activities and our carbon footprint.
- The use of marl, the primary raw material for clinker, decreased by 40%. This reduced the movement of 1,000,000 tons of rock trucks annually. We preserved our reserves.

#### **Future Plans:**

- We are continuing geological studies to reduce bauxite and iron usage further by using red limestone.



## SDG 8- DECENT WORK AND ECONOMIC GROWTH

We lead change by implementing innovative practices to include qualified talent within the company and diversify existing competencies, update our business processes, increase the productivity of our employees and ensure that our company has a dynamic structure. Our employees, who experience current practices, contribute to the development of corporate culture by supporting change processes within the company and play a major role in increasing employee loyalty.

Within the scope of decent work and economic growth, Nuh Çimento has grown in the international market by carrying out projects such as: Nuh Akademi, Nuh Campus Program, OKR - Management System with Objectives System, Affordable and Clean Energy, E-Dump Retrofit Project, İzmit Bay Restockig Project and Purchasing Applications.

Detailed information on the subject is given below..

### **Nuh Akademi**

At Nuh Akademi, we continuously renew our training and development programs to ensure our employees are ready for both today's and the future's business world. By combining our sectoral knowledge with modern learning methods, we enable our employees to deepen their competencies and explore new horizons in their careers. learning environment that strengthens the sharing of knowledge and experience within the Nuh Çimento Group.

By designing technical training in-house, we transfer corporate knowledge and experience, reinforcing our sustainable leadership in the industry. Our training programs aim not only to optimize business processes but also to develop our employees' creative thinking, analytical skills, and strategic decision-making abilities.

The "Assessment Centre" implemented in our group companies introduced a new vision in talent management. Through this system, our employees underwent detailed analyses of their strengths and development areas, allowing for personalized development plans based on individual competencies.

With the Assessment Centre, we not only support individual career development but also make our company's human resources strategies more data-driven and proactive. This system helps direct the right talent to the right positions, boosting organizational success while enabling our employees to discover themselves and progress towards their career goals with stronger steps.

Nuh Akademi continues to deepen our corporate learning culture, preparing talents for the future and making our company stronger each day.

## Nuh Campus: Master's Degree in the Field

### Objectives:

- **Support Employee's Academic Development:** Provide on-site training opportunities for employees who couldn't complete their master's education for various reasons, supporting their academic growth.
- **Increase Knowledge and Competency Levels Within the Company:** Develop employees' knowledge in economics and management sciences through master's programs, integrating academic perspective into business processes.
- **Strengthen University – Industry Collaboration:** Through the Nuh Campus partnership with Kocaeli University, enhance the university-industry partnership and create an exemplary model in the sector.
- **Facilitate Work and Education Balance:** Create an academic calendar suited to employees' work rhythms to allow them to continue their education within a work – life balance.

### Results and Benefits:

- **Launch of Academic Programs:** As of 2024, the Economics Master's program has started, and we will expand our educational options with the MBA program.
- **Accessible Education for Employees:** By offering training at Nuh Çimento locations, we saved employees time and supported their academic development.
- **Integration of Work and Academic Knowledge:** The training programs contributed to employees' individual development and allowed them to make more informed, analytical decisions in business processes.
- **Inspiration for Corporate Companies:** This model strengthened the culture of a learning organization within our company while also serving as an inspiration for other corporate companies.

### Future Plans:

- **Diversification of Master's Programs:** Expand the current programs to include specific fields such as engineering, finance, and human resources management.
- **Use of Technology in Education:** Develop hybrid and online course models to provide academic development opportunities for employees outside of the field.
- **Certification Programs and Short-Term Trainings:** In addition to master's programs, offer certificate programs and short-term courses to contribute to employee development.
- **Strengthen University-Industry Collaboration:** Extend the collaboration with Kocaeli University to include other academic institutions, enhancing training options.

## **OKR Management with Objectives System**

As Nuh Cement Group, we continued to implement the OKR Management System, which we implemented in 2022, in 2024, as we saw that we were successful in monitoring targets and ensuring that the company's strategic objectives were followed by all employees.

With this project, we aimed to:

- Foster a shared sense of purpose by ensuring that company-wide goals are embraced by all employees and that employees set their goals accordingly.
- Support teamwork by making company and department goals visible on the system.
- Evaluate employee development transparently and sustainably by tracking it through a digital system.
- Provide inputs to human resources processes, such as promotion, rotation, competency, and training needs analysis, through data analysis and reporting via digital systems.

### **Results and Achievements:**

- Through the system, employees will gain technological skills by digitally tracking their work plans and goals.
- The OKR methodology, which supports the frequent feedback process, will enable employees to meet with their managers to mutually monitor their career development.
- Transparent tracking of all employees' and departments' goals within the Nuh Çimento Group through digital systems will promote understanding, purpose alignment, and increase collaboration between departments by supporting the formation of team goals.
- The methodology, including the encouragement of feedback in the system, will ensure frequent feedback and performance reviews, enabling the tracking of employee development in line with sustainable systems.

## **Personal and Corporate Trainings**

We organize various internal and external training programs to enhance our employees' behavioural competencies and contribute to their career development.

In 2024, we held various sessions open to all employees, covering personal development, professional development, and occupational health and safety (OHS). We partnered with external stakeholders such as Management Centre Türkiye, Turkish Cement, Yön HSE, Turkish Human Resources Management Association, YTÜSEM (Yıldız Technical University Continuing Education Center), TÜV AUSTRIA, Kocaeli University, Ara Group, Artı Health, Arden, Bilici System, Business School Istanbul (BMI), Dale Carnegie, Engage & Grow, Franklin Covey, House of Human (HoH), İzgören Academy to organize various training programs. These included the Internal Trainer Program, the JEST Program supporting the orientation process for new engineers in the cement sector, the Field Leadership Development Program, Disaster and Emergency Management, Leadership Onboarding for Managers "First 90 Days", The Power of Effective Feedback, Intergenerational Communication, Professional

Coaching, as well as sectoral training programs for various groups such as law, sales, marketing, finance, and human resources to enhance sectoral knowledge and develop technical and behavioural competencies.

We also organized health awareness programs, inviting expert speakers to discuss topics such as Women's Health, the Importance of Cancer Screening and HPV Vaccinations, and Neck and Back Pain. These seminars aimed to guide our employees in making informed decisions about health and family life.

In line with our continuous development and learning organization objectives, we always prioritize providing our employees with educational and development opportunities. To strengthen inter-team collaboration and work efficiency, and make our teams more effective in feedback processes, we organized a special training program titled "The Power of Feedback."

### **Professional Development Trainings**

In 2024, we continued to raise sectoral knowledge and skills standards by applying professional qualification training and assessment tools to employees working in technical fields. We also organized industry-specific training programs to keep our team updated on the latest technological developments in cement production. Through these programs, our employees closely followed the latest technological advancements, further strengthening our company's competitive advantage. Our trainings not only supported individual talents but also promoted team harmony, helping us maintain our leadership in the sector. By encouraging our employees' continuous learning and specialization processes, we contribute to the realization of our company's vision more effectively.

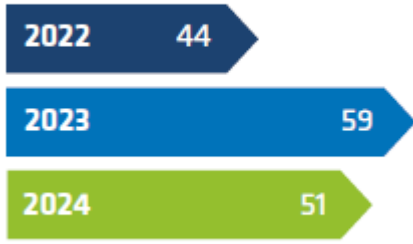
We measure the effectiveness of the training provided through evaluation surveys involving managers, trainers, and employees participating in training programs. Additionally, Integrated Management Systems managers follow up on training effectiveness through activities such as internal audits, observations, and data analysis results. Based on these monitoring and measurement activities, we identify feedback for improving performance or productivity and take necessary actions, considering development opportunities. For future training plans, we consider the training subject, training methods, participants, and trainers' qualifications.

### **Technical Competencies**

Based on job description reviews in 2023 and feedback from our managers, we continued to explore different development and learning opportunities in technical and professional areas as part of the Nuh Çimento Competency Model Project, which identifies employees' strengths and development areas.

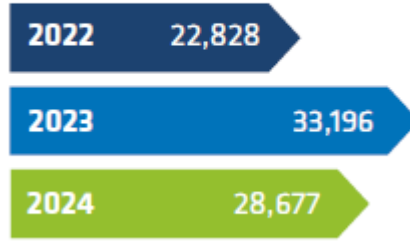
This transformation, initiated through this project, not only ensures the achievement of the right competencies in recruitment processes but also continues to improve efficiency in career planning and determining training needs. By integrating the identified competencies with the OKR Goal Management System, we continue to strengthen a goal-oriented organizational culture, bringing more objectivity to our evaluation process.

## Average Training Duration\* (Hours)

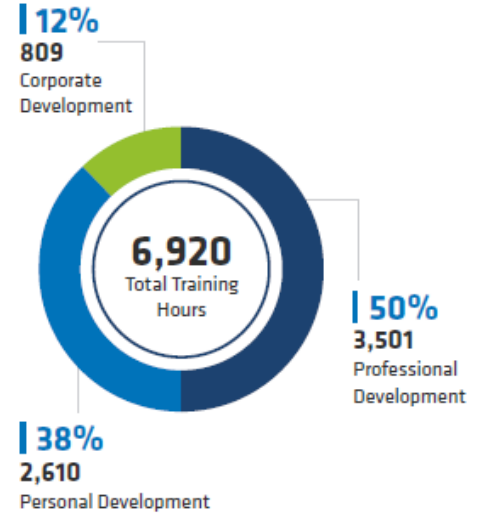


\*For all employees

## OHS Yearly Training Hours



## Trainings by Duration (Hours)



### OHS Engineers Project

In collaboration with the Cement Industry Employers' Association (ÇEİS), we developed a special training program to enable groups of occupational health and safety engineers to:

- Understand the root causes of accidents and incidents and proactively develop analytical solutions targeting these root causes,
- Reinforce their contributions and practices in the field of OHS through activities and implementations,

Gain the skills to become leaders and future managers in the field of OHS.

### Results and Achievements:

As a result of implementing OHS practices with an engineering perspective in the field, we achieved a significant reduction in occupational accidents. The number of lost workdays and equipment losses due to accidents also decreased.

### ÇEİS Occupational Health and Safety Leadership Program (ÇEİSLİP)

As Nuh Çimento, we launched the ÇEİS OHS Leadership Program (ÇEİSLİP) in 2020 to enhance the competencies of our middle managers in the field of OHS and to ensure their more active participation in OHS processes. This program continues for our newly hired engineers and other managers.

The ÇEİS OHS Leadership Program (ÇEİSLİP) is a development program designed based on local and international references, considering Turkish dynamics, production habits, and specific solution models. The program aims to improve the managerial and technical skills of technicians, engineers, supervisors, and managers at all levels, as well as OHS professionals who act as a bridge between blue-collar workers and top management, regardless of the department and position they work in. The program consists of four main modules:

- Module 1** - Introduction to Safe Management (4 days)
- Module 2** - Management of High-Risk Jobs (4 days)
- Module 3** - How OHS Management Should Be (4 days)
- Module 4** - Program Completion Project

In the first module of the program, elements of safe management, OHS leadership, measurement of OHS performance, and reasons why employees behave unsafely are emphasised. The second module focuses on how risks can be managed and introduces the fundamentals of the work permit system, drawing attention to technical aspects. The third module covers subcontractor and contractor management, selection of Personal Protective Equipment (PPE), OHS audit with incident root cause analysis, and providing feedback. The fourth module consists of a Completion Project, where participants, considering the knowledge and skills acquired in the program, develop solutions to a problem related to OHS encountered in their workplace, with the coaching/support of the OHS professional at the workplace.

### **Alternative Fuel and Alternative Raw Material Usage**

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### **Results and Gains**

#### **Environmental:**

- We reduced greenhouse gas emissions and natural resource consumption by using waste instead of natural resources. In 2024, we returned 400,105 tons of waste to the economy, preventing CO<sub>2</sub> formation equivalent to the reduction of carbon dioxide by approximately 18.2 million trees.

#### **Economic:**

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

#### **Social:**

- We became a solution partner for municipalities and organized industrial zones facing waste problems.

### **Supporting the Local Economy with Our Procurement Practices**

As the Nuh Çimento Group, from the preparation of our products that have reached record sales levels to their release on the market, we generate a significant economy through the procurement of raw materials, products, and services.

By the end of 2024, we had a total of 2,243 suppliers, out of these 259 provide services to more than one company within our group.

In 2024, 85.79% of the total procurement expenditures of 11 billion TL for Nuh Çimento, Nuh Yapı, Nuh Beton, and Çim-Nak were allocated to goods and services obtained from our local suppliers within the country. Nuh Çimento's share in this total is approximately 49%.

In order to be the company preferred by our suppliers regarding our products, we ensure that all work carried out is controlled by standards in terms of compliance with human rights, legal compliance, occupational health and safety, cost advantage, environmental compliance, energy efficiency, quality and sustainability.

We carry out our work by looking at the scores obtained as a result of the surveys we conduct to suppliers at the end of the year.

### **Our Purchasing Systems and Supplier Selection**

We have implemented international standard procurement processes with the latest SAP Supplier Evaluation software and applications such as the Procurement Portal Project. This allows us to ensure control over standards in areas such as legal compliance, occupational health and safety, cost advantage, environmental compliance, energy efficiency, quality, and sustainability.

Our Purchasing Procedure, applicable to all companies within our group, is approved by our Board of Directors. Critical material group suppliers, including raw materials, energy, mechanical maintenance, etc., undergo effective pre-evaluation. Supplier performance is scored through user surveys conducted at the end of the year.

### **International Market Growth**

In the first ten months of 2024, the total cement production of the members of the Turkish Cement Manufacturers Association (TÜRKCİMENTO) increased by 5.4% compared to the same period last year, reaching 71 million 256 thousand tons. According to the association's statistical data, the total export volume of the members in the January-October 2024 period decreased by 16.9% compared to the same period last year, dropping to 10 million 959 thousand tons.

As of the end of 2024, Nuh Çimento accounted for 17% of the total cement export of the Turkish Cement Sector, and 20% of the cement exports from Türkiye by sea. Additionally, in 2024, our share of cement exports from Türkiye to the USA was 34%.

At the 2024 Champions of Export Award Ceremony organized by the Cement, Glass, Ceramics, and Soil Products Exporters' Association (ÇCSİB), we won the "The Company Achieving the Most Export" award in the clinker sector, the second-place awards in the general cement sector (including clinker) and the grey cement sector for "The Company Achieving the Most Export". We continued to lead not only in our sector but also in Türkiye's export performance. In 2024, we ranked 141st in the 2023 Türkiye Exporters Assembly (TİM) Top 1,000 Exporters List and 2nd among cement producers.

We export our products to more than 50 countries in North America, Africa, and Europe. In 2024, our exports declined by 23.5% in dollar terms, totalling \$148 million, mainly due to a 16% decrease in our exports to North and South America compared to 2023. However, our exports to Europe and Africa increased.

### **E-Dump Truck Retrofit Project**

As part of the project, we have been developing since 2020, and following the agreement signed with the headquarters of ABB in 2022, we initiated engineering studies from the first months of the year with the goal of fully converting a total of 10 rock trucks, each with a carrying capacity of 85–100 tons, from diesel to battery electric. These are eight Euclid and two Hitachi branded vehicles previously operating on diesel in the quarry areas.

At Nuh Çimento, we are targeting to eliminate carbon emissions from raw material transport by 2030, thereby preventing air pollution. To this end, we collaborated with ABB Türkiye and Global teams, as well as with Çim-Nak, Devimsel, and Rota Teknik, and completed the first prototype vehicle in 2023. In 2024, we increased the number of electric vehicles to 11.

#### **Our objectives in this project:**

- Ensuring that the electric, unloaded dump truck completes the route from the unloading site to the loading site in the same duration as its diesel counterpart,
- Ensuring that the electric, loaded dump truck completes the route from the loading site to the unloading site using regenerative braking, also in the same duration as the diesel vehicle,
- Fully converting all rock trucks to electric and achieving zero carbon emissions in our quarry operations.

#### **Project Benefits:**

This project has attracted the attention of many companies and stakeholders engaged in domestic and international mining operations, serving as a pioneering example. As the first project of its kind globally, it has been closely followed both in Türkiye and internationally. It is also of great significance that this project is hosted and led by a Turkish company.

With this project, we have achieved approximately a fivefold energy saving compared to diesel engines. Moreover, we have eliminated the high maintenance costs associated with diesel engines and transmissions. After ensuring favourable economic conditions and efficiency, we plan to include all rock trucks at our site in this project. As of the end of 2024, with our fleet of 11 battery-powered rock trucks, we have achieved an annual emission reduction of 832 tons in line with our zero-carbon goal.

Looking ahead, the stakeholders with whom we have collaborated and who have contributed to the project will be able to move forward with the mass production of these tested and approved rock trucks, thereby providing significant profitability and value for their companies.

## **İzmit Bay Restocking Project**

In the eighth year of the Izmit Bay Restocking project, we continued to be the sole sponsor. Fishing activities in Izmit Bay are crucial for the economy and social aspects in Hereke, where we operate. As Nuh Çimento, we have been contributing to the restocking project led by Kocaeli Metropolitan Municipality since the beginning of 2017. Our goal is to contribute to the preservation and enrichment of biological diversity, thereby promoting economic development in the region and enabling people to benefit more from the sea.

Within the framework of the protocol signed on December 20, 2016, with the Ministry of Food, Agriculture and Livestock (General Directorate of Agricultural Research and Policies), and in collaboration with the Trabzon Aquatic Products Centre Research Institute (SUMAE) affiliated to TAGEM (General Directorate of Agricultural Research and Policies), studies were conducted to determine the existing fish species and diversity and stock status. In this context, sampling studies were carried out in Izmit Bay in 2017 and 2018.

The İzmit Bay Restocking project, one aspect of the conservation efforts for İzmit Bay, a closed basin of the Sea of Marmara, aims to increase the numbers of native fish species in İzmit Bay, reduce the effects of adverse environmental conditions on fish species, and protect the species. Within this scope, brood fish are caught in İzmit Bay, bred at the Trabzon Aquatic Products Center Research Institute, and the offspring of native fish are released into Izmit Bay to balance the local population.

While the Trabzon Aquatic Products Centre Research Institute provides support in the collection and reproduction of fish, the Ministry of Food, Agriculture and Livestock and the General Directorate of Agricultural Research and Policies provide information support. We sponsored the project in terms of vehicles, organization, and ceremonies; we continue to support meetings and evaluation studies as the sole sponsor. The Izmit Bay Restocking Project, which is an exemplary project for biodiversity in Türkiye, is also the first fish stocking project in the seas.

In 2024, within the framework of the Izmit Bay Fishery Project carried out by Kocaeli Metropolitan Municipality, the General Directorate of Agricultural Research and Policies and the Central Research Institute of Fisheries, six thousand baby sea bream, sea bass and turbot were released into the sea. Thus, in the eighth year of the project, a total of 48 thousand fish were released into the bay waters.

## **Results and Gains**

### **Economic:**

- The fishing industry thrived, contributing to the local economy. The project directly serves the first Sustainable Development Goal, 'No Poverty.'

### **Social:**

- The local community reconnected with the sea through recreational fishing. The project directly serves the second Sustainable Development Goal, 'Zero Hunger.'

**Environmental:**

- With the decrease in marine pollution, biological diversity, fish species, and numbers have increased. The project directly serves the fourteenth Sustainable Development Goal, Life Below Water.’



## **SDG 9- INDUSTRY, INNOVATIVE AND INFRASTRUCTURE**

Nuh Çimento has operated with innovative projects from past to present to ensure fast forward-looking decisions on quality and production parameters.

Detailed information on the subject is given below.

### **We Continued Our Investments in the Fight Against Climate Change in 2024!**

#### **Energy-Focused Investments Started in 2024**

- Kiln 1-2 Modernization Investment
- Pneumatic Conveyor Line Investment
- Bilge Boiler Investment
- WHR New Turbine Investment
- Port Connection Line Investment

#### **Reducing Our Carbon Footprint with Eco-Friendly Products**

As part of our sustainability strategy, Nuh Çimento is a company committed to carbon reduction goals and high environmental sensitivity, while also adopting a zero-waste approach.

Greenhouse gases are the largest contributor to emissions in cement production. As a result of R&D and product development work that began in 2018 and continued into 2019, we developed eco-friendly products with a lower carbon footprint and higher durability due to their lower clinker content.

In 2024, through sales of blended cement and ground granulated blast-furnace slag (GGBFS) in both domestic and international markets, we saved a total of 121,608 tons of clinker and reduced our carbon footprint by 106,042 tons.

In 2024, the share of eco-friendly, low-clinker cement in total sales rose from 35% in the previous year to 41%. Within this percentage, our domestic market sales, where we managed product sales preferences more effectively, accounted for a large share, with the eco-friendly new generation cement sales in the domestic market reaching 95%.



## SDG 10- REDUCING INEQUALITIES

As Nuh Çimento, we continue our activities with the theme of sustainability in the face of all kinds of discrimination. Our company supports programs in this regard by providing a fair working environment for all our stakeholders. In addition to our work on this issue, we constantly monitor and control wage policies in order to ensure the sustainability of the Equal Pay application. For detailed information, you can review our [DIVERSITY and INCLUSION POLICY](#).

As Nuh Çimento Group, we prioritize sensitivity in corporate culture, acting with the awareness that well-being is an integral part of the organisation. We conduct initiatives aiming to raise individuals who are sensitive to the world we live in, contributing to the development of conscious individuals for our shared future. Our sensitivity to the environment and society is a significant part of the company climate and is among our core values. In this context, we view the events we organise not merely as acts of solidarity but as efforts to share and develop together. Through initiatives in areas such as education, nature, and the environment, we aspire to contribute to building our common future and the development of our country.

In the field of education, we offer scholarship opportunities to university students by determining a specific number of quotas every year. We provide permanent support to education by building schools in our city and implement projects that include our employees. In our activity region, we support children in disadvantaged schools to become acquainted with science at an early age by donating science kits. In the health sector, we construct hospitals in our region and establish special units within existing hospitals. We design and implement programs such as support projects for food, clothing, hygiene materials, transportation, and shelter focused on earthquake-prone areas.

In addition to the assistance provided to schools and health institutions, the foundation has implemented projects aimed at leaving lasting legacies, achieving significant services in a short period. It contributed three health facilities, nine educational facilities, two cultural centres, a nursing home, and a police station to the Kocaeli region.

In addition to its contributions to institutions, the Nuh Çimento Education and Health Foundation continues to support students by granting an average of 1,200 university students each academic year and continues to support students as well as institutions. In 2023 and 2024, the foundation made a total cash and in-kind donation of 25,345,000 TL to the Hereke Campus. In 2024, the foundation provided scholarships to a total of 1,209 students amounting to 19,887,000 TL and spent a total of 29,555,763 TL on educational and healthcare-related activities.

## SDG 11- SUSTAINABLE CITIES AND LIVING SPACES

In the cement sector, reducing greenhouse gas emissions throughout our activities, from quarries to the packaging and transportation of products, is among our environmental goals. During production, 50% of the emitted greenhouse gas comes from the decarbonization of raw materials (baking), 40% from the burning of fossil fuels, and 10% from electricity consumption and transportation.

Nuh Çimento started working on reducing greenhouse gases and their effects by setting reduction targets at a time when even national strategies were not finalised.

Some of the key initiatives include:

- Production of products with low clinker content
- Renewable energy production and usage through the Waste Heat Recovery (WHR) Facility and renewable energy production with Hydroelectric Power Plant (HEPP)
- Reduction of specific energy through efficiency projects.

Studies carried out in addition to the subject are given below.

### Alternative Fuel and Alternative Raw Material Usage

We use waste instead of primary raw materials and fuels to reduce the use of natural resources and greenhouse gases from fuels, as well as to reduce associated fuel and raw material costs. In 2024, we obtained 1.2% of our total energy from waste in the context of alternative fuel usage. Our goal is to obtain 0.8% of the annual heat energy from waste and use at least 350,000 tons of waste as raw materials. To this end, we hold discussions with companies, follow legal procedures, and obtain the necessary permits. We analyze incoming materials and prepare waste usage recipes. By using suitable waste during the production process, we both reduce the amount of waste that can potentially pollute the environment and decrease our fuel and raw material costs. In the coming period, we aim to increase the amount of waste used by making investments in new waste incineration and feeding systems.

### Results and Gains

#### Environmental:

- We reduced greenhouse gas emissions and natural resource consumption by using waste instead of natural resources. In 2024, we returned 400,105 tons of waste to the economy, preventing CO<sub>2</sub> formation equivalent to the reduction of carbon dioxide by approximately 18.2 million trees.

#### Economic:

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

#### Social:

- We became a solution partner for municipalities and organized industrial zones facing waste problems

## SDG 12- RESPONSIBLE CONSUMPTION AND PRODUCTION

In the cement industry, water is mainly used for cooling purposes in kiln processes and mills. In addition, it is consumed in crushers, to collect dust in the field and for human needs.

As Nuh Çimento, being able to maintain our process with recycled water has been one of the priority issues of our factory. We purify and use sea and stream water with various technologies in line with our needs.

You can find detailed information on the subject in our Sustainable Water Project.

### **Sustainable Water Project!**

After managing our carbon emissions, the second biggest environmental priority at Nuh Çimento is the use of clean water resources. In our water usage choices, we prioritize the water recovered from our wastewater treatment facilities.

### **Using Waste Site Waters in Processes**

In 2021, we advanced this initiative by collecting large volumes of wastewater across the factory, treating it, and reusing it in dust suppression, irrigation, and chlorination systems. This project aims to achieve both water and energy savings.

The Sustainable Water Project is an internal R&D effort jointly led by Nuh Çimento's environmental and maintenance teams. Through this project, we first determined the characteristics of the water we need and then made improvements to our physical treatment facility. We also aimed to expand the processes where we could use the treated wastewater.

In 2022, we recovered 62,632 tons of water, resulting in savings of 632,752 TL. In 2023, we recovered 107,476 tons of water, saving a total of 3,106,056 TL based on the cost per cubic meter of water. In 2024, we recovered 138,140 tons of water, saving 5,962,122 TL.

In the coming years, we aim to increase this ratio by using treated water as feed for kilns.

### **Direct Service to SDG 6 Sub-Goals!**

With our sustainable water approach, we directly support the sub-goals of SDG 6: Clean Water and Sanitation, as follows:

6.3. Reducing pollution, eliminating uncontrolled discharge by reducing the emission of harmful chemicals and substances, halving the untreated wastewater rate, and significantly increasing global recycling and safe reuse to improve water quality.

6.4. Substantially increasing water use efficiency in all sectors, ensuring sustainable freshwater supply to solve the water scarcity.

### **Future Plans**

At Nuh Çimento, we aim to increase the reuse of wastewater, reaching 75% by 2030 and 100% by 2050. Afterward, we plan to acquire a corporate academic report and convert discharge exemptions, positioning Nuh Çimento as a zero-wastewater company. This project will be

easily integrated into our Sustainable Water Management approach, further minimizing the use of clean

### **Alternative Fuel and Alternative Raw Material Usage**

We use waste instead of primary raw materials and fuels to reduce the use of natural resources and greenhouse gases from fuels, as well as to reduce associated fuel and raw material costs. In 2024, we obtained 1.2% of our total energy from waste in the context of alternative fuel usage. Our goal is to obtain 0.8% of the annual heat energy from waste and use at least 350,000 tons of waste as raw materials. To this end, we hold discussions with companies, follow legal procedures, and obtain the necessary permits. We analyse incoming materials and prepare waste usage recipes. By using suitable waste during the production process, we both reduce the amount of waste that can potentially pollute the environment and decrease our fuel and raw material costs. In the coming period, we aim to increase the amount of waste used by making investments in new waste incineration and feeding systems.

### **Results and Gains**

#### **Environmental:**

- We reduced greenhouse gas emissions and natural resource consumption by using waste instead of natural resources. In 2024, we returned 400,105 tons of waste to the economy, preventing CO<sub>2</sub> formation equivalent to the reduction of carbon dioxide by approximately 18.2 million trees.

#### **Economic:**

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

#### **Social:**

- We became a solution partner for municipalities and organized industrial zones facing waste problems.

### **Zero Waste Policy and Sustainable Waste Management**

To ensure that the waste generated across both the factory and administrative areas is managed and that the amount sent for regular disposal is kept below 10%, we have implemented a waste separation system. Under the coordination of the Sustainability and Environment Directorate, we carried out the following activities:

1. Set up waste separation systematics.
2. Increased the number of waste separation containers.
3. Provided training to employees to raise awareness.
4. Conducted regular inspections and controls.
5. Sent waste to recycling and recovery facilities.

Despite challenges such as improper waste separation, we overcame this issue with regular inspections and trainin



## SDG 13- CLIMATE ACTION

### Disaster Preparedness and Response

In addition to our detailed procedures for ensuring Occupational Health and Safety at Nuh Çimento, we have plans and preparations in place for actions related to fire, explosion, hazardous chemical substance leakage, poisoning, epidemics, radioactive leakage, sabotage, and natural disasters (earthquakes, floods, storms, waterlogging, lightning strikes).

As part of these preparations, we have Emergency Action Plans under the titles of Sabotage Protection Plan, Civil Defence Plan, Emergency Plan, Protection and Security Plan, and Port Facility Security Plan (LTGP).

We updated our Protection and Security Plan in 2018, our Civil Defence Plan in 2021, and our other plans in 2022. In 2023, we reviewed all our plans. There were no updates in 2024, and we carried out the 6 drills we planned.

As part of the Port Facility Security Plan (LTGP), we conduct a practical emergency evacuation, assembly, and firefighting drill, in cooperation with the Port Manager and the Coast Guard, with the participation of all units at least once a year and provide training to emergency response teams.

In occupational health and safety refresher training, we cover evacuation, search and rescue, explosion, fire and fire protection, and earthquake topics. We also conduct the necessary annual checks for lightning protection systems, carry out periodic control and maintenance of fire extinguishing systems, and regularly clean drains to prevent flooding and waterlogging.

Our Emergency Plan outlines the communication principles for emergencies, and it includes contact information for emergency response teams. Our plans contain communication numbers for general law enforcement and factory emergency units.

### **We Continued Our Investments in the Fight Against Climate Change in 2024!**

#### **Energy-Focused Investments Started in 2024**

- 1- Kiln 1-2 Modernization Investment
- 2- Pneumatic Conveyor Line Investment
- 3- Bilge Boiler Investment
- 4- WHR New Turbine Investment
- 5- Port Connection Line Investment

## **Alternative Fuel and Alternative Raw Material Usage**

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## **Results and Gains**

### **Environmental:**

- We reduced greenhouse gas emissions and natural resource consumption by using waste instead of natural resources. In 2024, we returned 400,105 tons of waste to the economy, preventing CO<sub>2</sub> formation equivalent to the reduction of carbon dioxide by approximately 18.2 million trees.

### **Economic:**

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

### **Social:**

- We became a solution partner for municipalities and organized industrial zones facing waste problems.

## **Reducing Our Carbon Footprint with Eco-Friendly Products**

As part of our sustainability strategy, Nuh Çimento is a company committed to carbon reduction goals and high environmental sensitivity, while also adopting a zero-waste approach.

Greenhouse gases are the largest contributor to emissions in cement production. As a result of R&D and product development work that began in 2018 and continued into 2019, we developed eco-friendly products with a lower carbon footprint and higher durability due to their lower clinker content.

In 2024, through sales of blended cement and ground granulated blast-furnace slag (GGBFS) in both domestic and international markets, we saved a total of 121,608 tons of clinker and reduced our carbon footprint by 106,042 tons.

In 2024, the share of eco-friendly, low-clinker cement in total sales rose from 35% in the previous year to 41%. Within this percentage, our domestic market sales, where we managed product sales preferences more effectively, accounted for a large share, with the eco-friendly new generation cement sales in the domestic market reaching 95%. Detailed information on the subject is given below.

## **E-Dump Truck Retrofit Project**

As part of the project, we have been developing since 2020, and following the agreement signed with the headquarters of ABB in 2022, we initiated engineering studies from the first months of the year with the goal of fully converting a total of 10 rock trucks, each with a carrying capacity of 85–100 tons, from diesel to battery electric. These are eight Euclid and two Hitachi branded vehicles previously operating on diesel in the quarry areas.

At Nuh Çimento, we are targeting to eliminate carbon emissions from raw material transport by 2030, thereby preventing air pollution. To this end, we collaborated with ABB Türkiye and Global teams, as well as with Çim-Nak, Devimsel, and Rota Teknik, and completed the first prototype vehicle in 2023. In 2024, we increased the number of electric vehicles to 11.

### **Our objectives in this project:**

- Ensuring that the electric, unloaded dump truck completes the route from the unloading site to the loading site in the same duration as its diesel counterpart,
- Ensuring that the electric, loaded dump truck completes the route from the loading site to the unloading site using regenerative braking, also in the same duration as the diesel vehicle,
- Fully converting all rock trucks to electric and achieving zero carbon emissions in our quarry operations.



## SDG 14- LIFE BELOW WATER

As Nuh Çimento, we aim to protect the seas and our marine resources and use them sustainably when necessary.

In line with these goals, we preserve the biodiversity in the Gulf of Izmit and make the people living in the region and the marine ecosystem more important in terms of environmental, social, and economic aspects.

Detailed information on the subject is given below.

### **İzmit Bay Restocking Project**

In the eighth year of the Izmit Bay Restocking project, we continued to be the sole sponsor. Fishing activities in Izmit Bay are crucial for the economy and social aspects in Hereke, where we operate. As Nuh Çimento, we have been contributing to the restocking project led by Kocaeli Metropolitan Municipality since the beginning of 2017. Our goal is to contribute to the preservation and enrichment of biological diversity, thereby promoting economic development in the region and enabling people to benefit more from the sea.

Within the framework of the protocol signed on December 20, 2016, with the Ministry of Food, Agriculture and Livestock (General Directorate of Agricultural Research and Policies), and in collaboration with the Trabzon Aquatic Products Centre Research Institute (SUMAE) affiliated to TAGEM (General Directorate of Agricultural Research and Policies), studies were conducted to determine the existing fish species and diversity and stock status. In this context, sampling studies were carried out in Izmit Bay in 2017 and 2018.

The İzmit Bay Restocking project, one aspect of the conservation efforts for İzmit Bay, a closed basin of the Sea of Marmara, aims to increase the numbers of native fish species in İzmit Bay, reduce the effects of adverse environmental conditions on fish species, and protect the species. Within this scope, brood fish are caught in İzmit Bay, bred at the Trabzon Aquatic Products Center Research Institute, and the offspring of native fish are released into Izmit Bay to balance the local population.

While the Trabzon Aquatic Products Centre Research Institute provides support in the collection and reproduction of fish, the Ministry of Food, Agriculture and Livestock and the General Directorate of Agricultural Research and Policies provide information support. We sponsored the project in terms of vehicles, organisation, and ceremonies; we continue to support meetings and evaluation studies as the sole sponsor. The Izmit Bay Restocking Project, which is an exemplary project for biodiversity in Türkiye, is also the first fish stocking project in the seas.

In 2024, within the framework of the Izmit Bay Fishery Project carried out by Kocaeli Metropolitan Municipality, the General Directorate of Agricultural Research and Policies and the Central Research Institute of Fisheries, six thousand baby sea bream, sea bass and turbot were released into the sea. Thus, in the eighth year of the project, a total of 48 thousand fish were released into the bay waters.

## **Results and Gains**

### **Economic:**

- The fishing industry thrived, contributing to the local economy. The project directly serves the first Sustainable Development Goal, 'No Poverty.'

### **Social:**

- The local community reconnected with the sea through recreational fishing. The project directly serves the second Sustainable Development Goal, 'Zero Hunger.'

### **Environmental:**

- With the decrease in marine pollution, biological diversity, fish species, and numbers have increased. The project directly serves the fourteenth Sustainable Development Goal, 'Life Below Water.'

## **Sustainable Water Project!**

After managing our carbon emissions, the second biggest environmental priority at Nuh Çimento is the use of clean water resources. In our water usage choices, we prioritize the water recovered from our wastewater treatment facilities.

### **Using Waste Site Waters in Processes**

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6.4. Substantially increasing water use efficiency in all sectors, ensuring sustainable freshwater supply to solve the water scarcity.

### **Future Plans:**

At Nuh Çimento, we aim to increase the reuse of wastewater, reaching 75% by 2030 and 100% by 2050. Afterward, we plan to acquire a corporate academic report and convert discharge

exemptions, positioning Nuh Çimento as a zero-wastewater company. This project will be easily integrated into our Sustainable Water Management approach, further minimizing the use of clean



## SDG 15- LIFE ON LAND

As Nuh Çimento, we use alternative fuels and alternative raw materials to ensure environmental sustainability. In this way, to ensure sustainable forest management, land the degradation of biodiversity, prevent the use of fossil fuels and natural resources.

Detailed information on the subject is given below.

### Alternative Fuel and Alternative Raw Material Usage

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### Results and Gains

#### Environmental:

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#### Economic:

- The net savings achieved by using alternative raw materials and alternative fuels amounted to 112 million TRY in 2024.

#### Social:

- We became a solution partner for municipalities and organized industrial zones facing waste problems.

The most important feature of the cement industry is that each of the scraps that come out as waste can be added to the product in the previous or next process stage. In this way, it is possible to ensure recycling without the generation of process-related waste.

As Nuh Çimento, we aim to eliminate all of the wastes generated within the scope of our zero-waste policy in a way that will not harm the environment.

Detailed information on the subject is given below.

## **Zero Waste Policy and Sustainable Waste Management**

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## SDG 16- PEACE, JUSTICE, AND STRONG INSTITUTIONS

Since 1966, as the Nuh Çimento Group, we have been contributing to production, employment, and the economy of our country. In the construction industry, we continue to provide a wide range of high-quality products and services, including clinker, cement, ready-mix concrete, lime, gas concrete, aluminium paste, and milk of magnesia. We believe that our deep-rooted history and our position as a leader in the industry is key in our goal of building a strong future by creating value.

With our strong corporate culture, competent human resources and production power supported by expertise, experience and technology, we continue to work and produce tirelessly in order to uphold our competitive position in our industry.

We are accomplishing great things thanks to the strong ties we have established with all our stakeholders.

We make a difference with the awareness of team spirit and mutual trust. We act based on solidarity, knowing that we are part of an unbreakable chain.

As Nuh Çimento, the focus of our corporate success is the adoption of fair, transparent, responsible, and accountable principles. In the light of these principles, we have memberships in institutions such as TÜRKÇİMENTO, SKD, ÇEİS, which aim to be peaceful and inclusive.

The "Nuh Çimento Group Human Rights Policy" on the subject.



## SDG 17- PARTNERSHIPS FOR THE GOALS

The supply of the main raw material obtained from our production through "quarry management activities" from natural resources may adversely affect natural life. In order to reduce these effects, we do not carry out mining activities in areas under protection in terms of biodiversity.

As Nuh Çimento, our goal is not to operate in areas where special species are grown and live in terms of biodiversity, and in other areas under protection.

In addition to the subject, with the Izmit Bay Restocking Project in Hereke, where we operate, enrichment of fish species and diversity in the Izmit Bay has been carried out.

Detailed information on the subject is given below.

### **İzmit Bay Restocking Project**

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