SUSTAINABILITY ROADMAP

ORGANİK KİMYA
the chemistry between us

Organik Kimya Sustainability Roadmap

Our sustainability roadmap outlines our holistic approach to ensuring compliance with external regulations and internal goals, while also advancing our ESG commitments across all our production facilities in Türkiye, the Netherlands, and Switzerland. Our sustainability roadmap outlines our commitment to sustainability across all aspects of our operations, including manufacturing, supply chain, product development, and stakeholder engagement.

Energy Efficiency and Emissions:

• We are implementing energy-efficient technologies and practices to reduce our consumption

• We are reducing our greenhouse gas emissions through improving processes andcontinue the use of renewable energy sources

- We invested in a Solar Power Plant to be finished by end of 2025
- By 2030 we aim to reduce our GHG Intensity Ratio (Scope 1 + 2) per tonproduction to 0.03

• We actively monitor our consumption and perform maintenance checks to ensure facility is operating in optimal conditions

• We aim to achieve accreditation for Science Based Targets Initiative by end of 2025

• We strive to capture our Scope 3 emissions and set reduction targets according to SBTi

• We aim to be carbon neutral by 2050

• We are committed to minimizing non-GHG air emissions, such as sulfur oxides (SOx),nitrogen oxides (NOx), and volatile organic compounds (VOCs), through the use of Regenerative Thermal Oxidizer (RTO) and regular monitoring of equipment to detectand prevent leaks.

• We actively manage other local atmospheric impacts, including odor, noise, lightpollution, and traffic congestion caused by our operations. These initiatives help ensure that our activities positively contribute to both local air quality and the well-being of surrounding communities.

Water Management:

• Our goal is to achieve zero wastewater discharge by 2026 in our Kemerburgaz facility by reusing the treated water

• Simultaneously we are reducing the use of chemicals to treat the wastewater

• We implement technologies and practices to optimize the water consumption

• We collaborate with NGOs to increase the water literacy in Türkiye and promote responsible consumption of water (SosyalBen x Organik Kimya Yuzyilin Kimyasi Project)

Waste Reduction:

• We eliminate the use of single-use plastic in office buildings and minimize the use of plastic packaging in operations/shipping

• We continue our commitment with Less Plastic Pledge

• We continue our efforts to advance circular economy practices by upcycling our non-hazardous waste

• We prioritize waste reduction, reuse, and recycling throughout our operations

Safety and Employee Well-being/Engagement:

• We ensure a safe, healthy, and inclusive work environment, providing training and development opportunities to all employees

• We promote diversity, equity, and inclusion in the workplace

• We ensure fair and equal labor practices

• We strongly encourage employees to internalize sustainable practices in and out of work

• We foster a culture of continuous improvement in sustainability performance

• We encourage all employees to foster transparent communication and actively participate in open dialogue sessions

Governance:

• We uphold the highest standards of ethical conduct in all business practices, including compliance with all relevant laws and regulations

• We ensure all employees go through relevant training related to ethics

• Our Sustainability Committee drives initiatives and long-term strategy development while our Sustainable Working Group serves as ambassador in implementing the roadmap

Innovation and R&D:

• We continue our collaborations with universities and research partners to enable knowledge sharing and value creation

• We restlessly invest in R&D to create sustainable solutions catered to industry needs

• We foster a culture of innovation among our employees, value chain partners and other stakeholders

Supply Chain and Sustainable Sourcing:

• We ensure that our suppliers are being assessed every year via Ecovadis assessment or via self-assessment survey

• We continue our efforts to promote and invest in the use of renewable, recycled, biobased, and certified sustainable raw materials

• We collaborate with suppliers and partners to enhance sustainability throughout the supply chain

By adhering to this Sustainability Roadmap, we commit to creating a positive impact on the environment, society, and economy. We believe that sustainable practices are essential for the long-term success of our company and the well-being of our planet.

KPI	2023 Realized	2024 Target	2030 Target
% of Employees Trained on Ethics and Compliance and Discrimination	90%	95%	100%
Resolution of all Cases Received	100%	100%	100%
% of Women in Leadership Positions	30%	33%	45%
% of Women in Leadership Bench	36%	40%	50%
% of Women in Total Employees	28%	30%	40%
Ratio of Average Wage of Women to Average Wage of Men for Each Job Family	> + or - 10%	> + or - 10%	> + or - 10%
% of Women Participating In Mentorship Programs	43%	50%	50%
% of Women in High Potential Pool (HiPo)	35%	40%	50%
% of Employees Subjected to Regular Performance Evaluation	100%	100%	100%
% of Employees Trained on Cyber Security	77%	80%	100%
Scope 1 GHG Emissions per ton production	0,05	0,047	0,03
Scope 2 GHG Emissions per ton production	< 0.01	< 0.01	<0.01

GHG Intensity Ratio (Scope 1 + 2) per ton production	0,05	0,05	0,03
% of Spending on Suppliers Assessed on Sustainability Criteria	60%	60%	75%
% of Total Energy Consumption from Renewable Resources	100%	100%	100%
Total Water Withdrawal reduction %	Base year	8%	55%
Total Water Recovered	10%	13%	90%
Total Waste per ton of Production (ton/ton)	0,04	0,033	0,025
Total Waste Recycled	10%	20%	65%
% of ISO 14001 Certified Sites	50%	75 %	100%
% of ISO 45001 Certified Sites	50%	75%	100%
% of ISO 27001 Certified Sites	50%	50%	75%
% of ISO 50001 Certified Sites	50%	50%	75%
Total Plastic Use	0.007 ton/ton produced	0.003 ton/ton produced	0.004 ton / ton produced
Recordable injury frequency per 200,000 working hours	0,9	1	0,5
Kemerburgaz- Electricity consumption reduction YoY (%)	5,30%	5,4%	20%
Kemerburgaz- Natural gas consumption reduction YoY (%)	24%	40%	70%
Tuzla- Electricity consumption reduction YoY (%)	0%	1%	10%

Tuzla- Natural gas consumption reduction YoY (%)	4%	6%	23%
Rotterdam- Electricity consumption reduction YoY (%)	7%	5%	10%
Rotterdam- Natural gas consumption reduction YoY (%)	N/A	N/A	N/A
Employee satisfaction	78	80	85