

KORDSA ETHICS	2019	2020	2021
Total Number of notifications/complaints on ethics hotline	3	2	7*
Number of notifications/complaints resolved within the year	3	2	6
Number of discrimination incidents	0	0	0
Number of harassment (Mobbing) incidents	0	0	0
Number of child and/or forced labor incidents	0	0	0
Number of information security incidents	0	0	0
Total training hours on ethics provided to employees (including human rights)	491	1,488	3,685
Total number of employees trained on ethics within the year	966	1,374	1,559
Average number of ethics training hours per employee	0.51	1.08	2.36
Coverage of ethics trainings within the company	White-collar employees: 100% online Blue-collar employees: 100% within on the job trainings		Turkey: 100% Brazil: 71,6% Indonesia: 92% Thailand: 23,5%
Coverage of Ethics Training Topics	Bribery /Corruption / Fraud / Human Rights Discrimination / Mobbing / Harassment		
KORDSA COMPLIANCE	2019	2020	2021
Non-compliance fines for customs, taxes, and social security regulations (TR)	-	676.220 TL	158.116 TL
No public cases on compliance occurred and/or finalized on environmental, social or governance topics, against Kordsa.			
KORDSA ANTI-BRIBERY AND ANTI-CORRUPTION	2019	2020	2021
Number of bribery and corruption cases occurred	1	1	3*
Number of disciplinary penalties to employees because of these cases	4	3	3
Number of criminal cases to Kordsa because of these cases	0	0	0
No contract with business partners that was terminated or failed to be renewed due to violations related to corruption; no public lawsuit opened against our company or our employees because of corruption.			
* In 2021, seven of the three notifications were found to be ethical breaches of bribery and corruption. After internal audit, labor contracts of five employees were terminated. One employee resigned by his/her own will. Business contracts of related suppliers were also terminated.			