

KORDSA ETHICS	2020	2021	2022
Total Number of notifications/complaints on ethics hotline	2	7	10*
Number of notifications/complaints resolved within the year	2	6	8
Number of discrimination incidents	0	0	1
Number of harassment (Mobbing) incidents	0	0	4
Number of child and/or forced labor incidents	0	0	0
Number of information security incidents	0	0	2
Total training hours on ethics provided to employees (including human rights)	1,488	3,685	2,028
Total number of employees trained on ethics within the year	1,374	√ 1,559	√ 1,017
Average number of ethics training hours per employee	1.08	2.36	1.99
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%	Kordsa North America: 34% Brazil: 88% Indonesia: 7% Thailand: 22%
Coverage of Ethics Training Topics	Bribery /Corruption / Fraud / Human Rights Discrimination / Mobbing / Harassment / Confidentiality / Antitrust / Trade restrictions / Conflict of Interests		
* Two of these 10 reports were not considered an ethical issue.			
KORDSA COMPLIANCE	2020	2021	2022
Non-compliance fines for customs, taxes, and social security regulations (TR)	676.220 TL	158.116 TL	233.909 TL
No public cases on compliance occurred and/or finalized on environmental, social or governance topics, against Kordsa.			
KORDSA ANTI-BRIBERY AND ANTI-CORRUPTION	2020	2021	2022
Number of bribery and corruption cases occurred	1	3	1
Number of disciplinary penalties to employees because of these cases	3	3	2
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 2022, the employment contracts of two employees were terminated due to corruption.			