

KORDSA ETHICS	2021	2022	2023
Total Number of notifications/complaints on ethics hotline	7	10	17
Number of notifications/complaints resolved within the year	6	8	17
Number of discrimination incidents	0	1	0
Number of harassment (Mobbing) incidents	0	4	0
Number of information security incidents	0	2	1
Total training hours on ethics provided to employees (including human rights)	3,685	2,028	5,891
Total number of employees trained on ethics within the year	√ 1,559	√ 1,017	√ 2,611
Average number of ethics training hours per employee	2.36	1.99	2.26
Coverage of ethics trainings within the company	Turkey: 100% Brazil: 71.6% Indonesia: 92% Thailand: 23.5%	Kordsa North America: 34% Brazil:88% Indonesia:7% Thailand:22%	Kordsa North America: 5% Brazil:92% Indonesia:89% Thailand:54%
Coverage of Ethics Training Topics	Bribery /Corruption / Fraud / Human Rights Discrimination / Mobbing / Harassment / Confidentiality / Antitrust / Trade restrictions / Conflict of Interests		
KORDSA COMPLIANCE			
2021			
2022			
2023			
Non-compliance fines for customs, taxes, and social security regulations (TR)	158,116 TL	233,909 TL	1,053,004
No public cases on compliance occurred and/or finalized on environmental, social or governance topics, against Kordsa.			
KORDSA ANTI-BRIBERY AND ANTI-CORRUPTION			
2021			
2022			
2023			
Number of bribery and corruption cases occurred	3	1	0
Number of disciplinary penalties to employees because of these cases	3	2	0
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 was opened against our company or our employees because of corruption.			