



KORDSA ETHICS	2022	2023	2024
Total Number of notifications/complaints on ethics hotline	10	17	37
Number of notifications/complaints resolved within the year	8	17	36
Number of discrimination incidents	1	0	0
Number of harassment (Mobbing) incidents	4	0	5
Number of information security incidents	2	1	0
Total training hours on ethics provided to employees (including human rights)	2,028	5,891	5,152
Total number of employees trained on ethics within the year	1,017	2,611	1,760 ✓
Average number of ethics training hours per employee	1.99	2.26	2.93
Coverage of ethics trainings within the company	Kordsa North America: 34% Brazil: 88% Indonesia: 7% Thailand: 22%	Kordsa North America: 5% Brazil: 92% Indonesia:89% Thailand:44%	Kordsa North America: 23% Brazil: 76% Indonesia: 94% Thailand: 44%
Coverage of Ethics Training Topics	Bribery /Corruption / Fraud / Human Rights Discrimination / Mobbing / Harassment / Confidentiality / Antitrust / Trade restrictions / Conflict of Interests		
KORDSA COMPLIANCE	2022	2023	2024
Non-compliance fines for customs, taxes, and social security regulations (TR)	233,909 TL	1,053,004 TL	1,637,751 TL
No public cases on compliance occurred and/or finalized on environmental, social or governance topics, against Kordsa.			
KORDSA ANTI-BRIBERY AND ANTI-CORRUPTION	2022	2023	2024
Number of bribery and corruption cases occurred	1	0	4
Number of disciplinary penalties to employees because of these cases	2	0	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 was opened against our company or our employees because of corruption.			