



LIMAK CEMENT GROUP

Limak Cement now must say
new things

Barclays Emerging Market Corporate Days 2026:
A Sustainable Future
17/06/2026

General Overview

Limak Group of Companies



**Number of sectors
operated at 8**



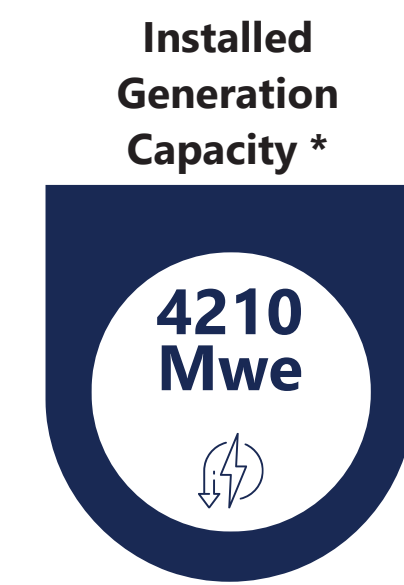
**Number of
employees**
(As of March 2026)



**Number of
Countries
Operated**



**Distributed
Electricity**
(In 2025) *



**Installed
Generation
Capacity ***



**Electricity
Production
Volume**
(In 2025) *



Bed Capacity

OUR VALUES

Our values define our culture and the way we carry out business all around the world.

Limak Group is dedicated to supporting and improving the quality of service and goods and seeks to partner with individuals who embrace the following values:

- Honesty, reliability, Responsibility,
- Leadership,
- Innovation, creativity and being open to changes,
- Efficiency and effectiveness,
- Quality and Result Oriented,
- Equality of Opportunity,
- Transparency,
- Employee and Customer Satisfaction,
- Teamwork,
- Corporate Social Responsibility,
- Sustainability,
- Diversity and Tolerance,
- Compliance with Law



CONSTRUCTION

Contract value of ongoing projects exceeding 18 billion USD in total at local and foreign market ENR ranks 61st among the Top 250 International Contractors in 2025



INFRASTRUCTURE

2 airports in operation
1 port
1 high speed train station
4 toll road
1 bridge



ENERGY

20 electricity generation assets
Total 4210 Mwe installed power
16 TWh electricity production volume
6.5 TWh electricity distribution
1 electricity distribution and retail



TOURISM

Owner and operator of a total of 9 hotels in Türkiye, Cyprus and Skopje Among the top 5 hotel chains in Türkiye with a bed capacity of more than 6,000

* Includes total asset performance and not Limak share adjusted figures

** Installed generation capacity represents only the capacity of installed and pre licensed assets and excludes internal consumption projects.

Limak Cement at a Glance



Market-leading cement producer, operating 11 cement factories and 41 ready-mix concrete plants⁽¹⁾, making it **the second-largest cement manufacturer in Türkiye** in terms of capacity



Strong global footprint, operating sites in Türkiye, Ivory Coast and Mozambique and **exporting to 15 countries** across 4 continents



Proven and resilient business model underpinned by **close proximity to customers and raw materials, strong operational performance**, and **high flexibility** to shift sales between the domestic and export markets **enabling high utilization rates**



Leader in R&D and sustainability in the industry, operating an **internationally accredited R&D Center** focused on **low-carbon and sustainable new-generation cement and concrete** product developments



ESG leader with top-tier sustainability ratings, demonstrating a strong commitment to green transition and a **net zero 2050 roadmap**



Industry leader in digital transformation, leveraging innovation, automation and AI-driven operational excellence

11

Cement
Factories



41

Ready-mix
Concrete
Plants⁽¹⁾



~2,200
Employees



#2

In Turkish
Cement Sector⁽²⁾



10MM

Tons of Clinker
Production
Capacity



17MM

Tons of Cement
Production
Capacity

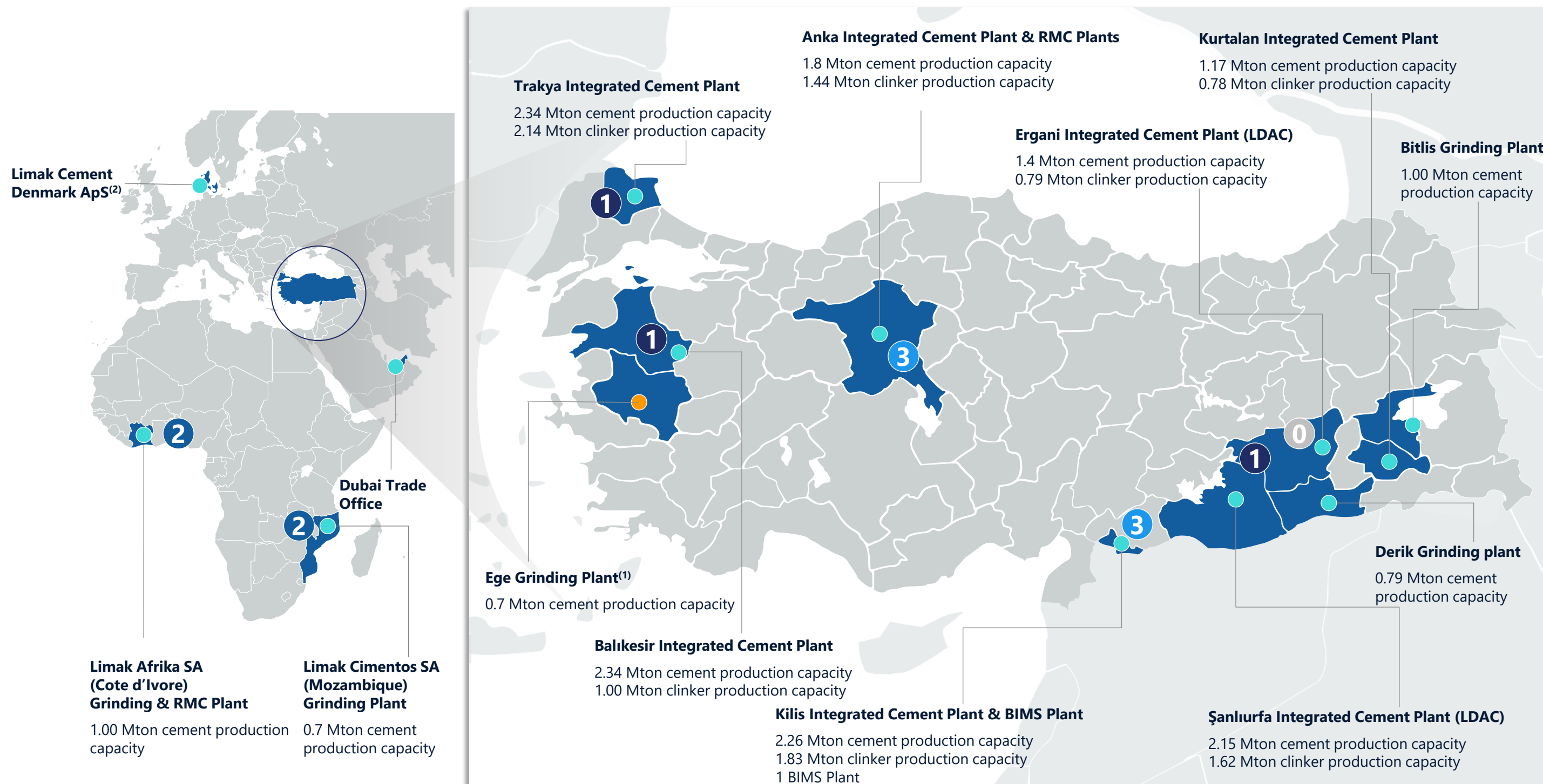


Our History



Notes:
1. Out of 41 ready-mix concrete plants, 33 are owned by Limak Cement and the remaining 8 are franchises
2. Based on capacity

Strategically-Located Footprint in Türkiye, Complemented by Sites in Ivory Coast & Mozambique



Notes:

1. Owned by Limak Cement but leased to and operated by third party
2. The Company was established on 18 December 2024 with the nominal share capital of DKK 40,000 by the issuance of 40,000 shares of nominally DKK 1. The share capital is fully paid up. The Company's objects are to engage in activities relating to sustainable practices and environmentally responsible operations within the cement industry and to undertake any other activity which the management deems connected to these objects.

Center of Sustainability & Climate Change



LCSC | Limak Cement
Center of
Sustainability and
Climate Change

Limak Cement now must say
new things

Limak Cement Sustainability Approach

Alignment with Sustainability Frameworks

We monitor and improve the alignment of our sustainability projects and practices with global sustainability frameworks in four main headings.



UN Sustainable Development Goals 2015-30



WEF Stakeholder Capitalism Metrics

Measuring Stakeholder Capitalism:
Metrics And Disclosures



Limak Sustainability Focal Points



SUSTAINABILITY MANAGEMENT

Sustainability & Climate Change Department to manage sustainability-related initiatives reporting directly to the CEO.



UN Global Compact



Limak Cement
Center of
Sustainability and
Climate Change

Core Pillars of Our ESG Focus



Environment

- Waste Management
- Biodiversity
- Decarbonization
- Circular Economy
- Industrial Symbiosis
- Energy Management
- Combating Climate Change
- Carbon Footprint
- Efficient Use of Resources
- Chemical Management
- Water and Waste Water Man.
- Clean Technologies
- Life Cycle Assesment
- Renewable Energy



Social

- Fair Working Conditions
- Information Security
- Employee Relations
- Employee Satisfaction
- Equal Opportunities, Diversity and Inclusion
- Combating Child Labor
- Training and Development
- Equal Pay & Equal Work
- Human Rights
- Health and Safety
- Workplace Peace
- Corporate Social Responsibility

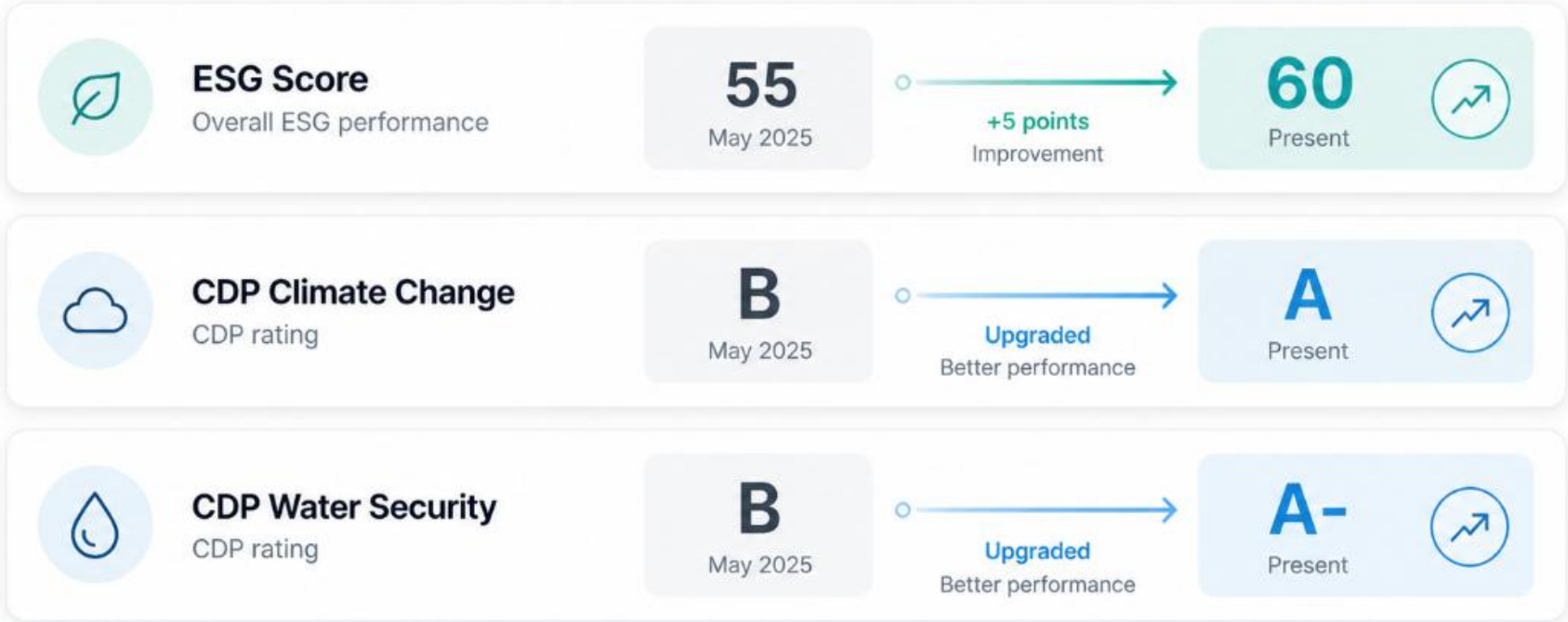


Governance

- Code of Ethics and Principles
- Combating Bribery and Corruption
- Digital Transformation
- Transparency and Accountability
- Internal Control
- Innovation
- Corporate Communication
- Customer Satisfaction
- Stakeholder Management
- Policies
- Risk Management
- Supply Chain Sustainability
- Compliance Obligations

Sustainability Performance Progress: June 2025 to Today

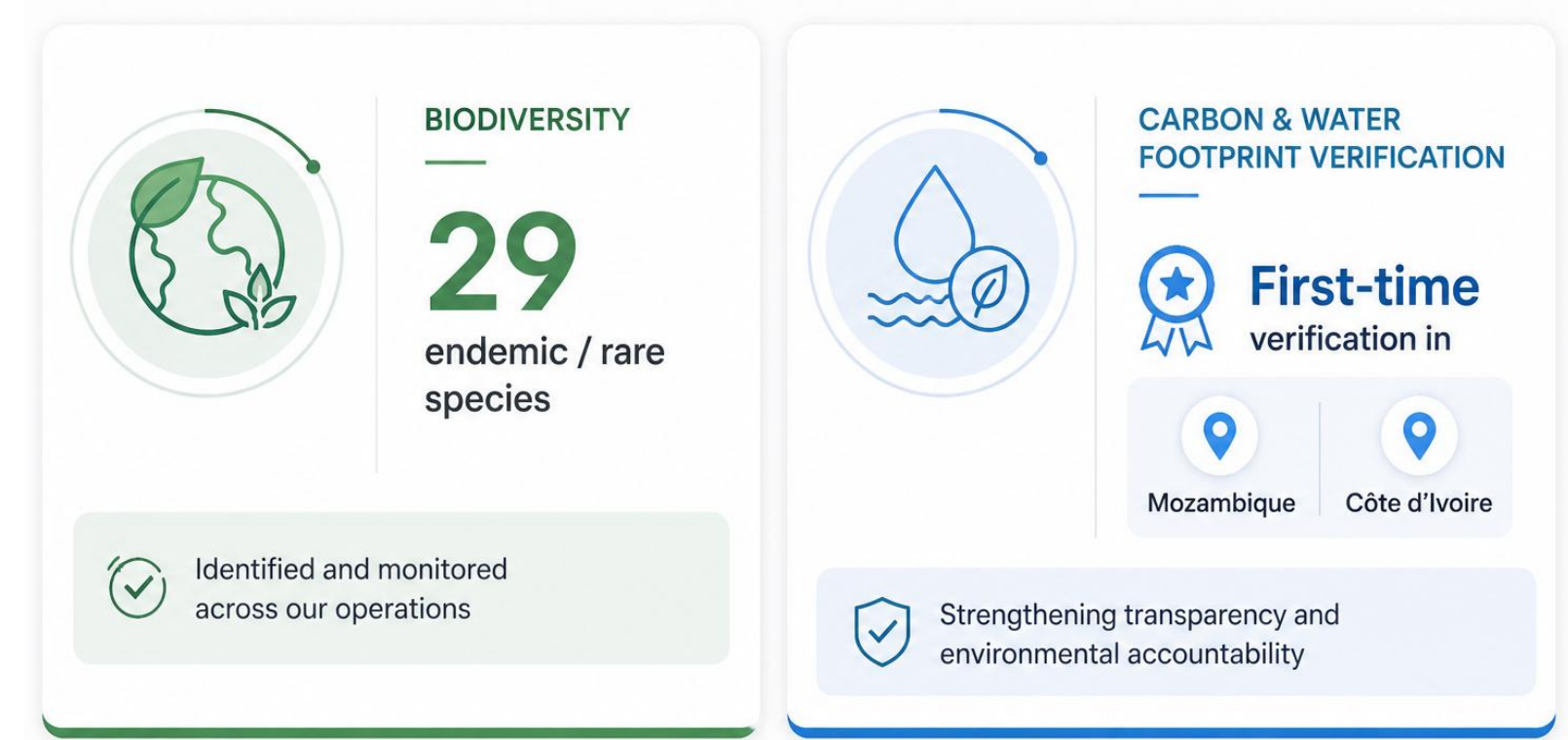
Rating Progress



Recognition & Leadership



Biodiversity & Water Stewardship Progress



Setting Industry Benchmarks



Sustainability Report and CDP Achievements



Sustainability Report

CDP Achievements



Distribution of Performance Data: 5000+ Disclosures

More than 5,000 quantitative and qualitative data points for key performance indicators are transparently disclosed in accordance with international environmental performance reporting frameworks.

43%

Social Performance

Represents the largest category of data in the social dimension.

15%

Management Performance

Includes corporate governance and administrative related data.



30%

Environmental Performance

Identified as the second largest data category in environmental metrics.

8%

General Information

company-related fundamental data.

4% Innovation Related Data

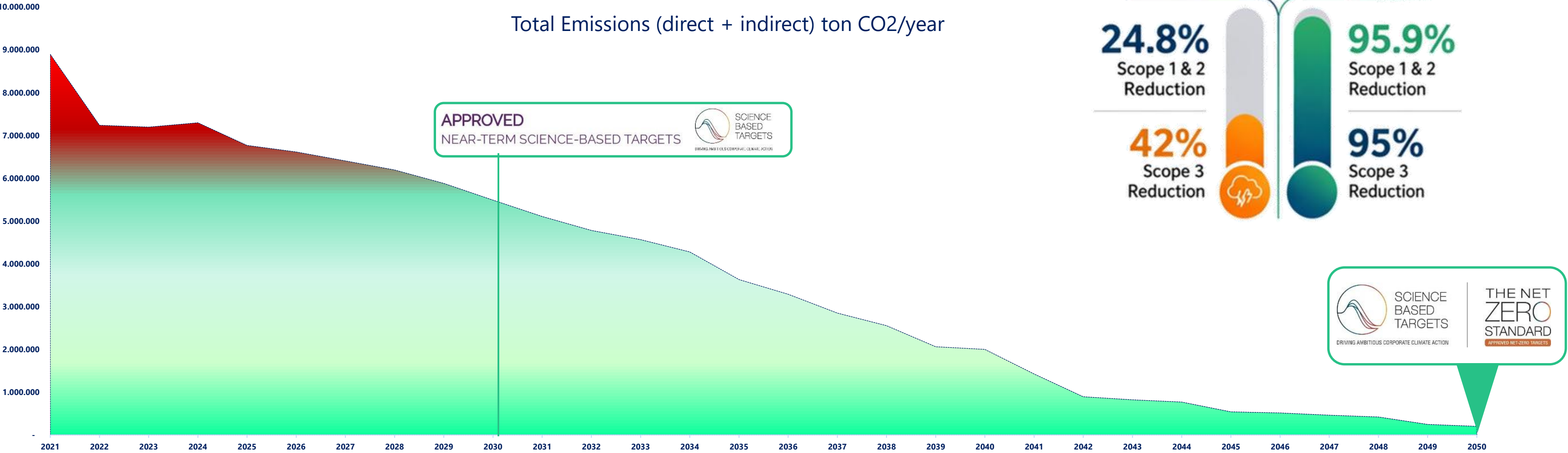
Includes data related to R&D and innovation activities.



Strong Commitment to Green Transition

Strongly Committed to Green Transition...
Limak Cement is within the first ten SBTi approved corporates in Türkiye

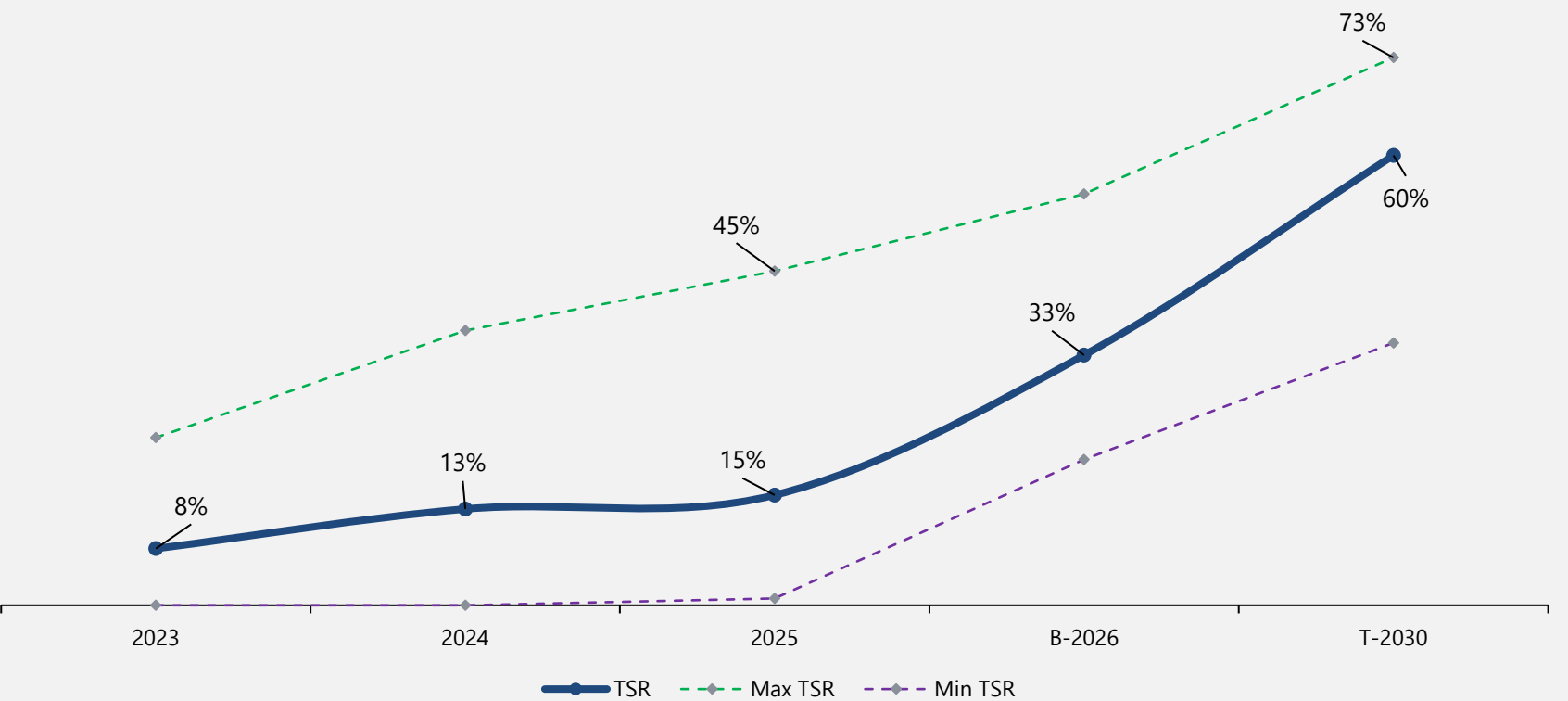
CO₂ Emissions 2023 – 2030E Reduction Targets (kg CO₂ / t cementitious)⁽¹⁾



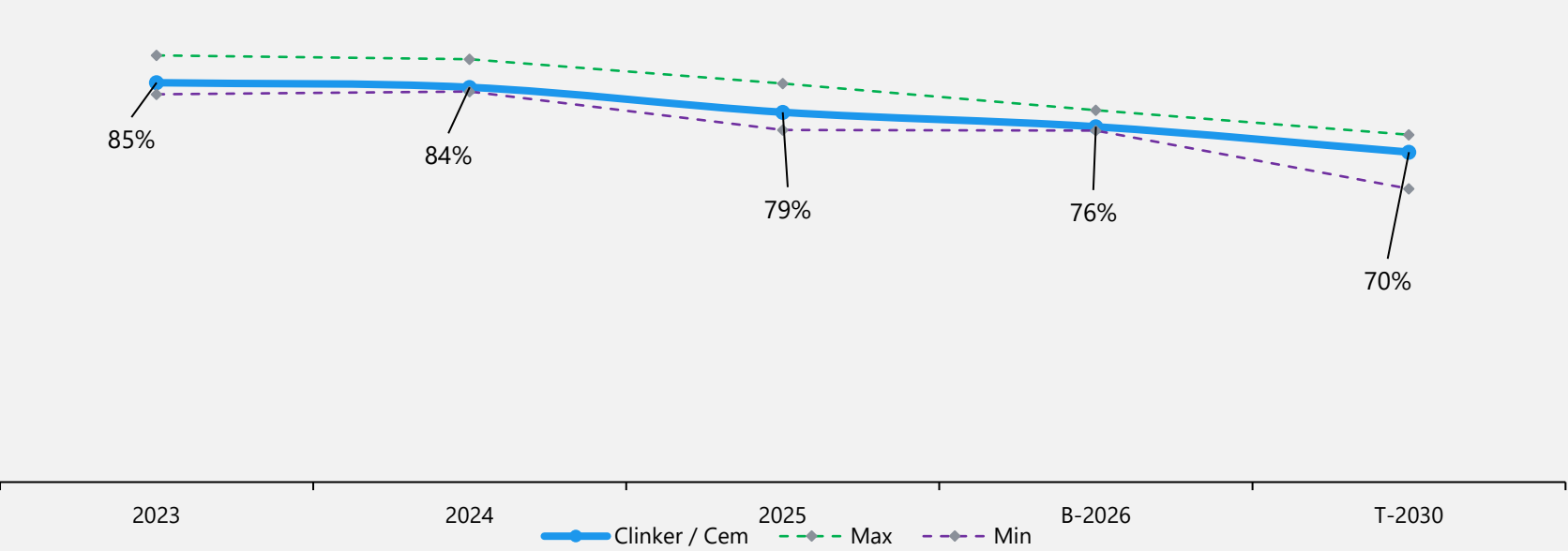
Notes:
1. SBTi validated Roadmap, date of approval: 24 March 2025

Product and Process Level Decarbonization

ALTERNATIVE FUELS THERMAL SUBSTITUTION RATE %



CLINKER / CEMENT % (OPC EQUIVALENT PERFORMANCE PRODUCTS)



Max TSR, C/K ratio: highest among group plants.
Min TSR, C/K ratio: lowest among group plants.





Portfolio

8 Cement Products
1 Concrete Product

Plant	Product
Anka	CEM PLUS+ 42,5 [CEM II/A-M (V-LL) 42,5 R]
Balıkesir	CEM PLUS+ (CEM II / A-M (V-LL) 42,5R)
Kurtalan	CEM PLUS+ (CEM II/A-LL) 42,5N)
Ergani	CEM PLUS+ (CEM II/A-LL) 42,5R)
Kilis	ECO CEM PLUS+ 42,5 [CEM II/B-M (V-LL) 42,5 R]
Kilis	CEM PLUS+ 52,5 [CEM II/A-M (V-LL) 52,5 N]
Şanlıurfa	ECO CEM PLUS+ (CEM II/B-M (P-LL) 42.5N)
Trakya	CEM PLUS+ 52,5 [CEM II/A-M (V-LL) 52,5 N]
Güvercinlik	C30/37

CSC | Concrete Sustainability Council Certificates



Limak Cement **nOW** must say new things

ANKA

KİLİS

TRAKYA

GÜVERCİNLİK

INTEGRATED CEMENT PLANT

INTEGRATED CEMENT PLANT

INTEGRATED CEMENT PLANT

READY MIX CONCRETE PLANT

WWW.CSC.ECO

Beton ve tedarik zinciri için kaynakların sorumlu kullanımı belgesi

Veriliş tarihi: 01-10-2025
Bitiş tarihi: 01-10-2028

Belgelendirme kuruluşu

KGS
TÜRKİYE HAZİR BETON ENLİKLİ
KALİTE GÜVENCE SİSTEMİ
İHTİŞAR SÜLTÜBİ

Çağlar ŞAŞMAZ
KGS Müdürü

PLATINUM
1839-CSC24-2025

Subject of certification

Beton

Çimento Agregalar

WWW.CSC.ECO

Beton ve tedarik zinciri için kaynakların sorumlu kullanımı belgesi

Veriliş tarihi: 29-04-2026
Bitiş tarihi: 29-04-2029

Belgelendirme kuruluşu

KGS
TÜRKİYE HAZİR BETON ENLİKLİ
KALİTE GÜVENCE SİSTEMİ
İHTİŞAR SÜLTÜBİ

Çağlar Şaşımaz
KGS Direktörü

GOLD
2043-CSC24-2026

Subject of certification

Beton

Çimento Agregalar

WWW.CSC.ECO

Beton ve tedarik zinciri için kaynakların sorumlu kullanımı belgesi

Veriliş tarihi: 20-04-2026
Bitiş tarihi: 20-04-2029

Belgelendirme kuruluşu

KGS
TÜRKİYE HAZİR BETON ENLİKLİ
KALİTE GÜVENCE SİSTEMİ
İHTİŞAR SÜLTÜBİ

Çağlar Şaşımaz
KGS Direktörü

GOLD
2052-CSC24-2026

Subject of certification

Beton

Çimento Agregalar

WWW.CSC.ECO

Beton ve tedarik zinciri için kaynakların sorumlu kullanımı belgesi

Veriliş tarihi: 03-11-2025
Bitiş tarihi: 03-11-2028

Belgelendirme kuruluşu

KGS
TÜRKİYE HAZİR BETON ENLİKLİ
KALİTE GÜVENCE SİSTEMİ
İHTİŞAR SÜLTÜBİ

Çağlar ŞAŞMAZ
KGS Müdürü

GOLD
1854-CSC24-2025

Subject of certification

Beton

Çimento Agregalar

Burada beyan edilmektedir:

Anka Cement

6. Bahçekapı Mah. Bahçekapı Sok. No: 254 Parcel No: 52 Polatlı, Ankara 05, 05000 Ankara, Türkiye

göre değerlendirilmiştir:

Concrete Sustainability Council (2024) (Cement)
3.0 English

Beton Sürdürülebilirlik Konseyi (Concrete Sustainability Council) Kaynakların Sorumlu Kullanılması Belgelendirmesi ile ilgili tüm düzenlemelerin belge sahibi tarafından belge üzerinde belirtilen testlere uygulandığı kalite Güvence Sistemi İhtisarı İşletmesi (KGS) tarafından yapılan değerlendirme ile uygun görülmüştür. Bu belgenin geçerliliği yayım tarihinden itibaren üç yıl olup, Beton Sürdürülebilirlik Konseyi tarafından belirlenen belgelendirme kriterleri ya da üretim tesisindeki imalat koşulları önemli ölçüde değişmediği sürece, KGS tarafından askıya alınmaz veya iptal edilmez ise geçerlidir. Bu belge, sadece belirtilen üretim tesisi için geçerli olup belgenin güncel durumu hakkında www.kgsil.com.tr web sitesinden bilgi alınabilir.

Burada beyan edilmektedir:

Limak Çimento Kilis Cement

Diümbüllü Köyü Sumaklı Dere Mevkii Polateli, 79702 Kilis, Türkiye

göre değerlendirilmiştir:

Concrete Sustainability Council (2024) (Cement)
3.0 English

Beton Sürdürülebilirlik Konseyi (Concrete Sustainability Council) Kaynakların Sorumlu Kullanılması Belgelendirmesi ile ilgili tüm düzenlemelerin belge sahibi tarafından belge üzerinde belirtilen testlere uygulandığı kalite Güvence Sistemi İhtisarı İşletmesi (KGS) tarafından yapılan değerlendirme ile uygun görülmüştür. Bu belgenin geçerliliği yayım tarihinden itibaren üç yıl olup, Beton Sürdürülebilirlik Konseyi tarafından belirlenen belgelendirme kriterleri ya da üretim tesisindeki imalat koşulları önemli ölçüde değişmediği sürece, KGS tarafından askıya alınmaz veya iptal edilmez ise geçerlidir. Bu belge, sadece belirtilen üretim tesisi için geçerli olup belgenin güncel durumu hakkında www.kgsil.com.tr web sitesinden bilgi alınabilir.

Burada beyan edilmektedir:

Limak Çimento Trakya Cement

Cemii Kibit Mahallesi Kırkireli Caddesi Pınarhisar, Kırkireli, 36300 Kırkireli, Türkiye

göre değerlendirilmiştir:

Concrete Sustainability Council (2024) (Cement)
3.0 English

Beton Sürdürülebilirlik Konseyi (Concrete Sustainability Council) Kaynakların Sorumlu Kullanılması Belgelendirmesi ile ilgili tüm düzenlemelerin belge sahibi tarafından belge üzerinde belirtilen testlere uygulandığı kalite Güvence Sistemi İhtisarı İşletmesi (KGS) tarafından yapılan değerlendirme ile uygun görülmüştür. Bu belgenin geçerliliği yayım tarihinden itibaren üç yıl olup, Beton Sürdürülebilirlik Konseyi tarafından belirlenen belgelendirme kriterleri ya da üretim tesisindeki imalat koşulları önemli ölçüde değişmediği sürece, KGS tarafından askıya alınmaz veya iptal edilmez ise geçerlidir. Bu belge, sadece belirtilen üretim tesisi için geçerli olup belgenin güncel durumu hakkında www.kgsil.com.tr web sitesinden bilgi alınabilir.

Burada beyan edilmektedir:

Limak Çimento San. Ve Tic. A.Ş. Güvercinlik Plant

Bahçekapı Mah. Çimento Fabrikası No: 100 B 100Eimvegut, 06105 ANKARA, Türkiye

göre değerlendirilmiştir:

Concrete Sustainability Council (2024) (Concrete)
3.0 English

Beton Sürdürülebilirlik Konseyi (Concrete Sustainability Council) Kaynakların Sorumlu Kullanılması Belgelendirmesi ile ilgili tüm düzenlemelerin belge sahibi tarafından belge üzerinde belirtilen testlere uygulandığı kalite Güvence Sistemi İhtisarı İşletmesi (KGS) tarafından yapılan değerlendirme ile uygun görülmüştür. Bu belgenin geçerliliği yayım tarihinden itibaren üç yıl olup, Beton Sürdürülebilirlik Konseyi tarafından belirlenen belgelendirme kriterleri ya da üretim tesisindeki imalat koşulları önemli ölçüde değişmediği sürece, KGS tarafından askıya alınmaz veya iptal edilmez ise geçerlidir. Bu belge, sadece belirtilen üretim tesisi için geçerli olup belgenin güncel durumu hakkında www.kgsil.com.tr web sitesinden bilgi alınabilir.

Limak Cement Green Asset Portfolio

“A first-of-its-kind green transformation asset across the regions we operate, built on advanced circularity and next-gen renewables — green hydrogen and on-site solar — is being rapidly deployed to dominate the world’s **4th-largest cement production hub.**”



Executing a Large-Scale Renewable Energy Roadmap

Built on an industrial self-consumption model

Operational Solar Assets



Diyarbakır — Ergani

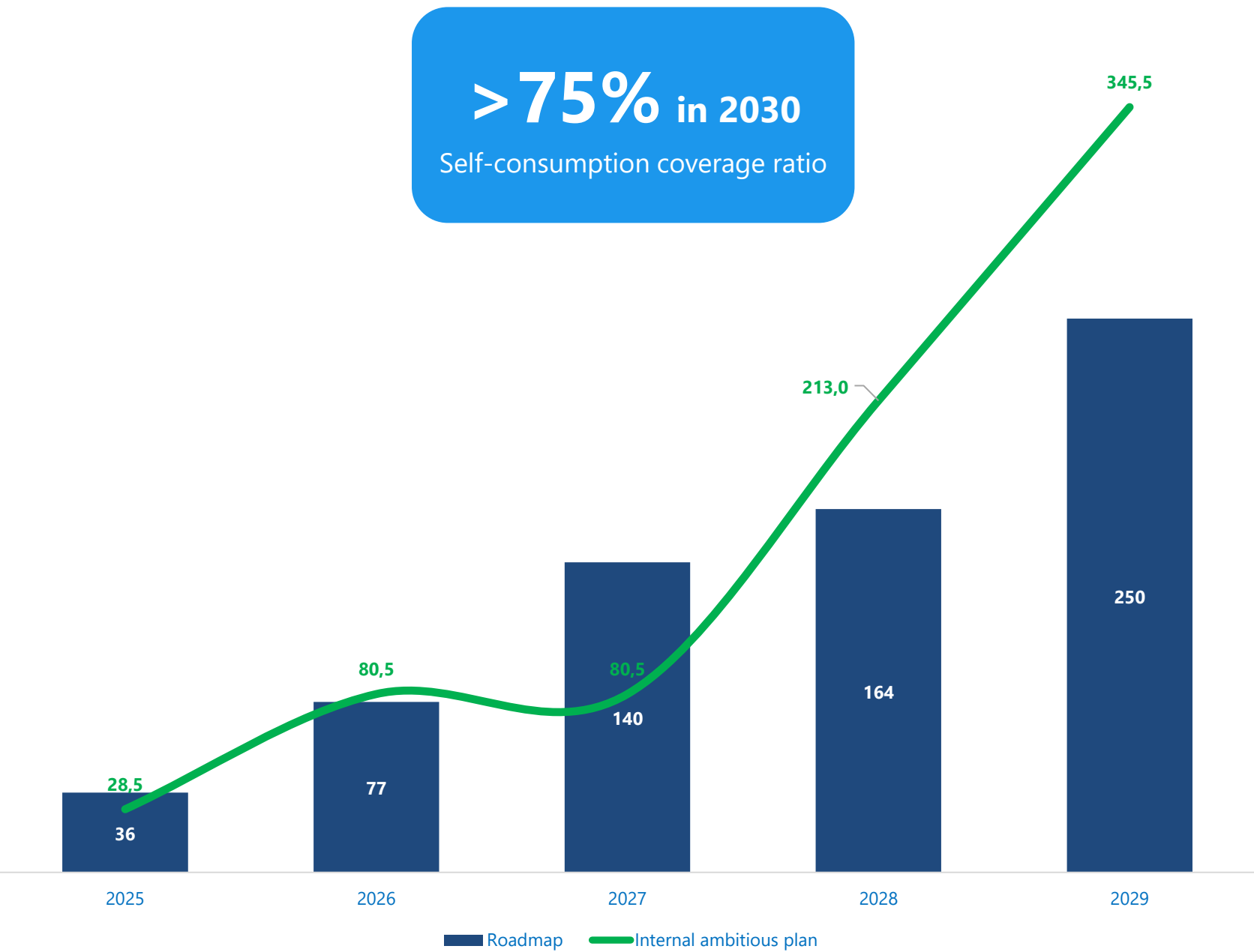


Şanlıurfa



Siirt — Kurtalan

Renewable Energy Installed Capacity (MWm)



* Capacity disclosure based on self-consumption; roadmap subject to capacity application approval and subsequent licensing processes.

Global Benchmark in Energy Efficiency

62 kWh / t cem

WORLD #1

ANKA PLANT — GLOBAL BEST-IN-CLASS

Lowest specific energy consumption among the world's leading cement majors

Top 4 in Türkiye

TÜRKİYE #1-4

MOST ENERGY-EFFICIENT PLANTS

All four owned by Limak Cement (Anka, Balıkesir, Kilis, Urfa)

19.549 MW

2025 NET SAVING

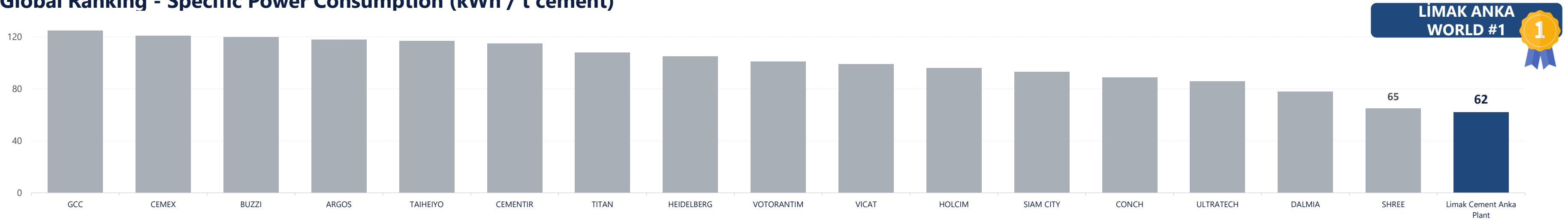
Generated by efficiency projects across the network

8.560 t CO₂ eq.

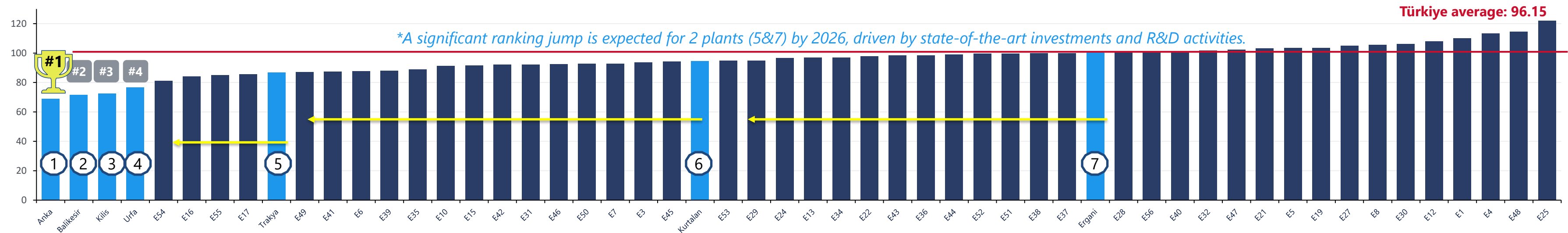
EMISSIONS AVOIDED IN 2025

Equivalent CO₂ emissions avoided by the same projects

Global Ranking - Specific Power Consumption (kWh / t cement)



Türkiye Plants — Specific Power Consumption (kWh / t cement; 2025)



- Leading the Turkish cement market with the most 4 energy efficient plants
- In 2025, Anka Cement Plant reduced the specific power consumption to be less than 65 kWh/t cem, where it has become one of the most energy efficient plants in the World.
- Benchmarked against global public peers at the Group level, with Limak Anka Cement Plant assessed relative to this scale.

Source: Limak Cement; global SEC values benchmarked from industry-published ranges; only labelled values are explicit in the source.

Water Management

Water Risk Assessment and Action Plans

Risk Categories Across the Group



MOST PREVALENT RISK:
PHYSICAL (ENVIRONMENTAL) CONDITIONS
Water access is greatly affected by geographical and hydrological conditions in large facilities.

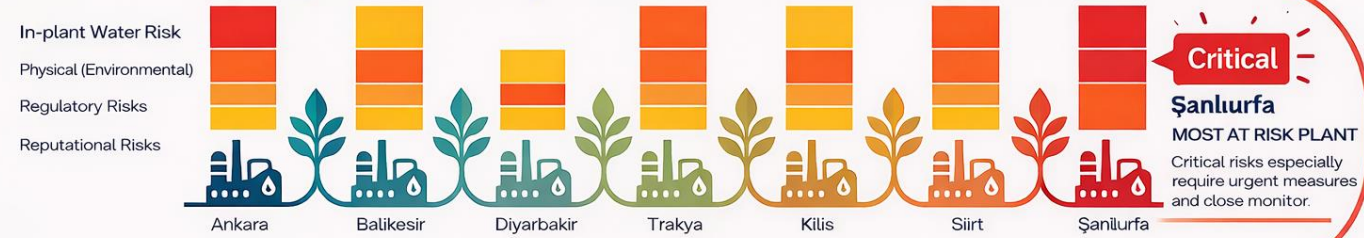


RISK INTENSITY:
MEDIUM AND HIGH LEVEL
Although generally at manageable levels, critical risks may affect operational continuity.



SECONDARY:
OPERATIONAL RISKS
Process water intensity, availability and quality are areas open to improvement.

Priority Risk Areas by Plant



Future Projections



2050 WATER STRESS
PREDICTED TO INCREASE
SIGNIFICANTLY

Ankara, Kilis, and Şanlıurfa will be under "extremely high" stress ("> 3.0).



GROUNDWATER POTENTIAL
DECREASING

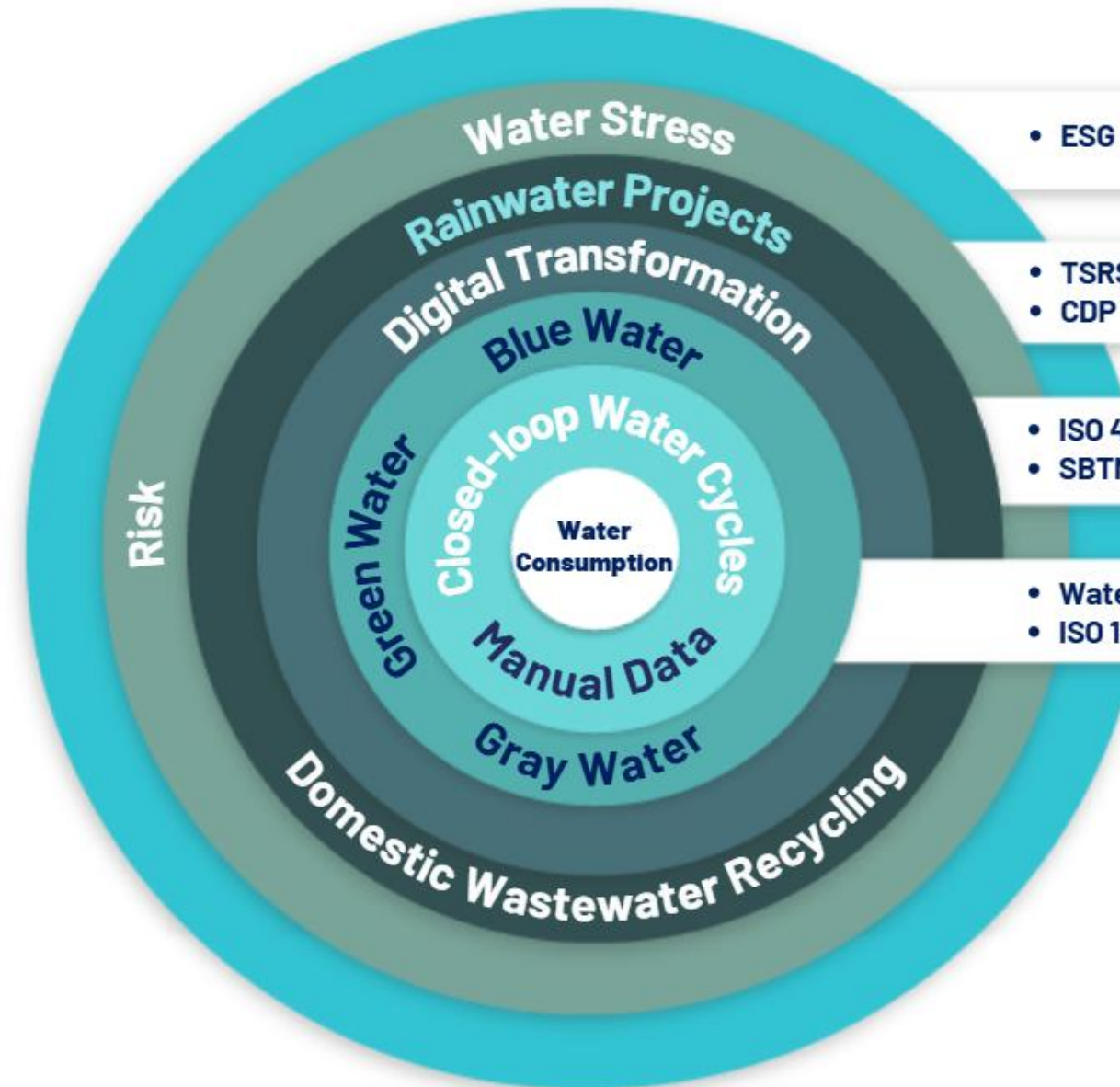
Particularly surrounding Balıkesir, Kilis and Şanlıurfa groundwater levels are declining significantly.



PRECIPITATION POTENTIAL
DECREASING

In much of the region, rain potential is dropping significantly.

ISO 14046 Water Footprint



• ESG

• TSRS / Sustainability Report
• CDP

• ISO 46001 Water Efficiency Man. System
• SBTN

• Water Action Plans
• ISO 14046 Water Footprint Man. System

Fresh Water Withdrawal

We are reducing our fresh water withdrawal through operational efficiency and responsible resource management.

6.5% DECREASE
FROM 2022 TO 2025



Sustainable water use,
positive impact for the future.



Within the scope of the
ISO 46001 Water Efficiency Management System, we manage our water resources effectively and sustainably.

We are the **first and only cement company in Türkiye** to achieve this standard.

Biodiversity Management

Ecological Footprint



7 Integrated Plants



3 Biogeographical Regions
(European-Siberian, Iran-Turanian, Mediterranean)



29 Identified and Monitored
Endemic/Rare Species



Strategic Roadmap



Short Term (0-3 Years)
Operational Alignment

Goal: Habitat Integrity and Zero Net Loss

KPI: Ensuring no net loss in identified sensitive microhabitats (zero net loss)

KPI: Preventing the decline of habitat continuity through ongoing activities.



1. Priority Habitats

Medium Term (3-7 Years)
Stabilization

Goal: Protection of Sensitive Species Populations & Invasive Species Management

KPI: Ensuring that target species populations do not decline compared to reference levels.

KPI: Controlling invasive species distribution in the identified area by early intervention.



2. Sensitive Species

Long Term (7+ Years)
Ecological Enhancement

Goal: Alignment with Natural Succession at Over 80% of Rehabilitation Areas

KPI: Ensuring that over 80% of rehabilitation areas achieve natural succession through erosion control and native species transition.



3. Rehabilitation Performance



4. Invasive Species Dynamics

Action/Impact Assessment



Fauna Support

Installation of bird/bat nesting boxes and stone shelters for reptiles.



Flora & Habitat Conservation

Preventing the spread of invasive species, seed banking and mechanical control of invasive species.



Institutional Awareness

Awareness panels inside the plants, training materials for endemic/sensitive species for employees.

Waste-to-Art Project



Sustainability-Linked Finance Framework

- ✓ The **first** Sustainability-Linked Finance Framework **in the Turkish Cement Sector**.
- ✓ This framework has received the highest rating, “**Excellent**,” within the scope of the **Second Party Opinion (SPO)** issued by Sustainable Fitch.



KPI: 2023-2030 Minimum 1.5 Degree Compatible Mitigation Target
Scope 1 & Scope 2: 24.8 %



Sustainable
Fitch

a FitchSolutions Company

Corporates
Building Materials
Turkey

LIMAK CIMENTO SANAYI VE
TICARET ANONIM SIRKETI

Second-Party Opinion – Sustainability-Linked Finance
Framework

Excellent ☒

Good

Aligned

Not Aligned

Pillar	Alignment	Key Drivers
KPI Selection	Excellent	Sustainable Fitch considers the KPI selected by LIMAK CIMENTO SANAYI VE TICARET ANONIM SIRKETI (Limak Cement) to be relevant and material to the company's business and sustainability strategy, and to the cement sector. We view the selected KPI as core, as it addresses the cement sector's key environmental topic, ie Scopes 1 and 2 emissions. Limak Cement's KPI selection is strengthened by the framework's clear and robust calculation methodology for the KPI, which references recognised international and industry standards. We positively view the disclosure of the historical data series for the selected KPI, which provides greater transparency for investors.
Performance Targets	Excellent	- The chosen sustainability performance target (SPT) indicates an improvement in KPI performance compared to a business-as-usual scenario. The selected SPT is approved by the Science Based Targets initiative (SBTi). We consider the SPT as ambitious. - The SPT was internally benchmarked, which we view positively.
Instrument Features	Good	- The documentation for each instrument issued under Limak Cement's framework will define the financial and structural characteristics, including step-up and step-down interest rates. - The framework requires recalculation and updates to KPI and SPT following structural changes, which ensures they remain relevant and reflective of Limak Cement's overall carbon footprint, thereby enhancing the instrument's structural integrity and impact. We view this positively.
Reporting	Excellent	Limak Cement has committed to reporting on the KPI on a semi-annual basis, providing good transparency on its performance against the SPT, which aligns with market best practice.
Verification	Good	Limak Cement has committed to obtaining an annual external review on its KPI's progress against the SPT by a third party with relevant field expertise, which aligns with standard market practice.

Framework Type

Sustainability-Linked

Alignment

✓

Sustainability-Linked
Bond Principles 2024
(ICMA)

✓

Sustainability-Linked Loan
Principles 2023
(LMA/LSTA/APLMA)

Date assigned

12 May 2025

See Appendix B for definitions.

Analysts

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Second-Party Opinion | 12 May 2025

sustainablefitch.com 1

Supply Chain Sustainability

Supplier Green Transformation & Carbon Footprint Management Project

TÜBİTAK 1831 – Green Innovation Technology Mentorship Program

For Our Suppliers:

- Enabling carbon footprint calculation and reporting capabilities
- Establishing a data-driven sustainability management approach across the supply chain
- Carbon footprint calculation and reporting for 6 suppliers
- Capacity building for suppliers (training & consultancy)
- Development of a joint digital platform for calculation and reporting



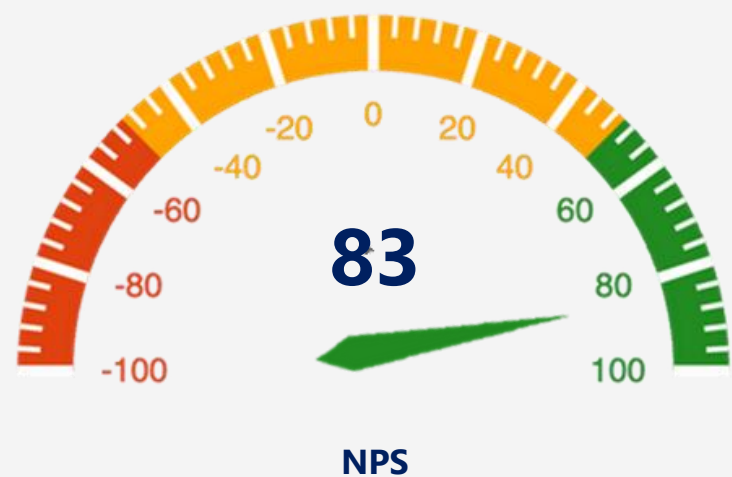
TEDAR Sustainable Supply Chain Management Excellence Award Program

5th TEDAR Conference – Shaping the Future of Supply Chain Strategies

- Our ESG-focused sustainable supply chain practices were recognized with an Excellence Award.



Customer Satisfaction (2025)



CDP SUPPLIER ENGAGEMENT ASSESSMENT (CATEGORY A)

Supplier Engagement Leader



2025

SEA is an assessment conducted by CDP to measure the quality of climate change mitigation in the supply chain. It is independent of CDP's main climate/water reports and provides companies with a Supplier Engagement Rating as a dedicated sub-metric. Each year, companies achieving the **highest scores in this category are published on the CDP SEA A List.**

CDP Supplier Engagement Assessment (SEA) 2025 – A List Recognition:



Only **9%** of all companies reporting to CDP achieved **A List status** in CDP Supplier Engagement Assessment 2025

Systems & Standards

ISO 10002 Customer Satisfaction Management System completed
Customer Complaint System monitored via Digital Platform



Occupational Health and Safety

Results of Our Behaviour-Based HSE Culture Transformation

Reactive Indicators: Decrease in Accident Rates

Two Year
Accident Frequency

✓ **52%**
Improvement

Total recordable case rate decreased by 52% from 2023 to 2025.

First Year
Accident Frequency

✓ **21%**
Improvement

A significant improvement of 21% was achieved in the first year of the transformation in 2024.

Proactive Indicators: Increase in Safety Activities

Increase of
More Than
200%
in Cultural
Practices

A significant surge in proactive activities that enhance our safety culture.

Increased Activities



Toolbox
Meetings



Gemba
Practices



Awareness
Activities

This increase was
driven by these activities.

Cement Industry Employers' Association (ÇEİS) Awards for Adding Value to OHS



ÇEİS İSG'ye Değer Katanlar Ödülleri'nde 3 farklı kategoride ödüle layık görüldük.



İŞ GÜVENLİĞİNE
DEĞER
KATANLAR

Limak Cement Save
Limak Çimento Merkez



EĞİTİM VE
GELİŞİM İLE İSG'YE
DEĞER KATANLAR

Limak Güvenli Hücre Tekerli
Temizlik ve Bakım Eğitimi
Limak Çimento Merkez



İSG'YE
LİDERLİK
YAPANLAR

Hidayet Sarıoğlu
Üretim Müdürü
Limak Çimento Ergani

Limak Çimento

now must say new things



Those Who Add Value to
Occupational Safety



Those Who Add Value to
OHS Through Training and Development



Those Who Demonstrate Leadership in OHS



Building a strong safety culture through leadership, engagement and continuous improvement for a workplace where **everyone goes home safe, every day.**



Behaviour-Based
Safety Culture



Data-Driven
Improvement

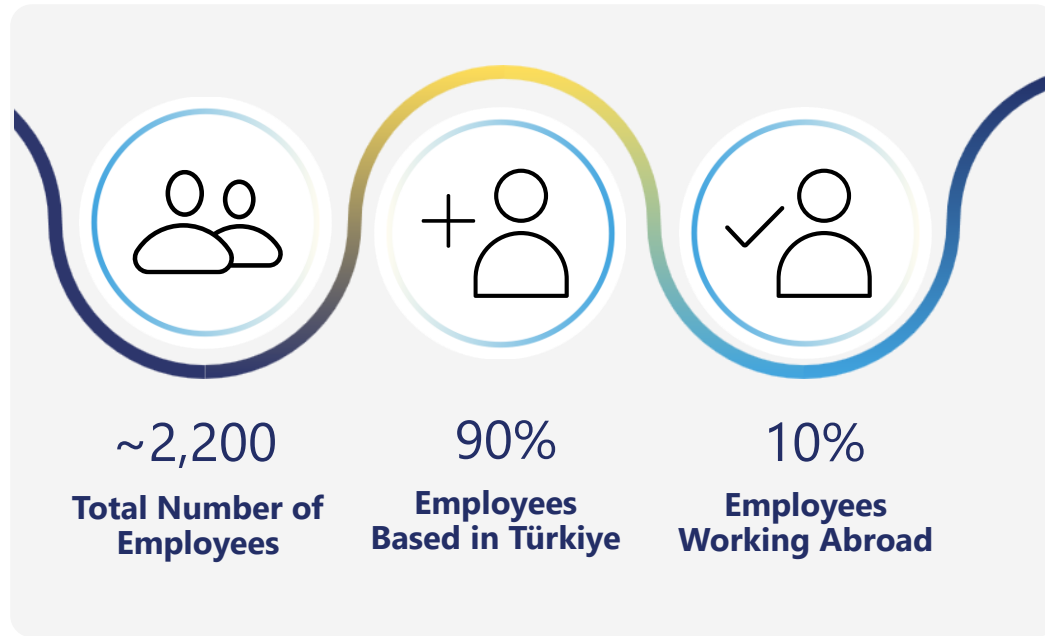


Zero Harm
Mindset

Human Resources Management



Limak Cement **nOW** must say new things



NUMBER OF WHITE-COLLAR EMPLOYEES
1,159

NUMBER OF FEMALE EMPLOYEES
232

AVERAGE AGE
37

NUMBER OF BLUE-COLLAR WORKERS
1,041

NUMBER OF MALE EMPLOYEES
1,968

AVERAGE SENIORITY
6

INCREASE RATES COMPARED TO 2020

Increase in the Number of Female Employees
178%

STEM Increase in Female Engineers(Graduate)
371%

Increase in the Number of Female Managers
233%

Increase in Female Engineers
383%

2020
RATE OF FEMALE EMPLOYEES
5.3%

2025
RATE OF FEMALE EMPLOYEES
11.7%

AWARDS

Stevie Awards

Equal Salary

GLOBALLY CERTIFIED



EQUAL PAY AND OPPORTUNITIES BY EQUAL-SALARY



Human Resources Team of the Year: Limak Cement HR Team



Best Transformation Strategy: HR Transformation Project



Achievement in Employee Engagement: Employee Engagement Strategy



Achievement in Extended Enterprise Learning Programs: NextGen Women Engineers Internship Program



Brandon Hall Excellence Awards



Leadership Development Awards Best Leadership Development Program Assistant Factory Director Candidate Program



Talent Management Awards Best Employee Engagement Employee Engagement Strategy



Human Resources Awards Best Workforce Planning and Management HR Transformation Project



Learning and Development Awards Best Extended Enterprise Learning Program NextGen Women Engineers Internship Program



Talent Acquisition Awards Best Selecting and Onboarding Interns NextGen Women Engineers Internship Program

Great Place to Work®



TİSK®



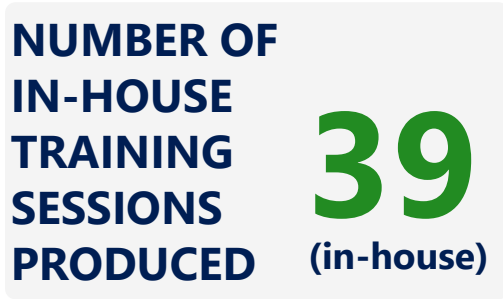
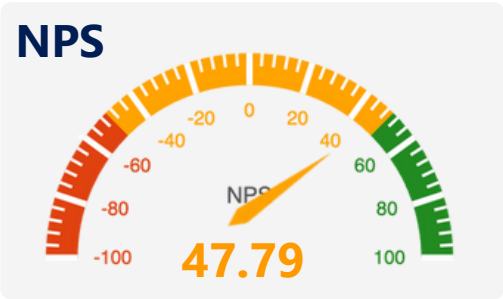
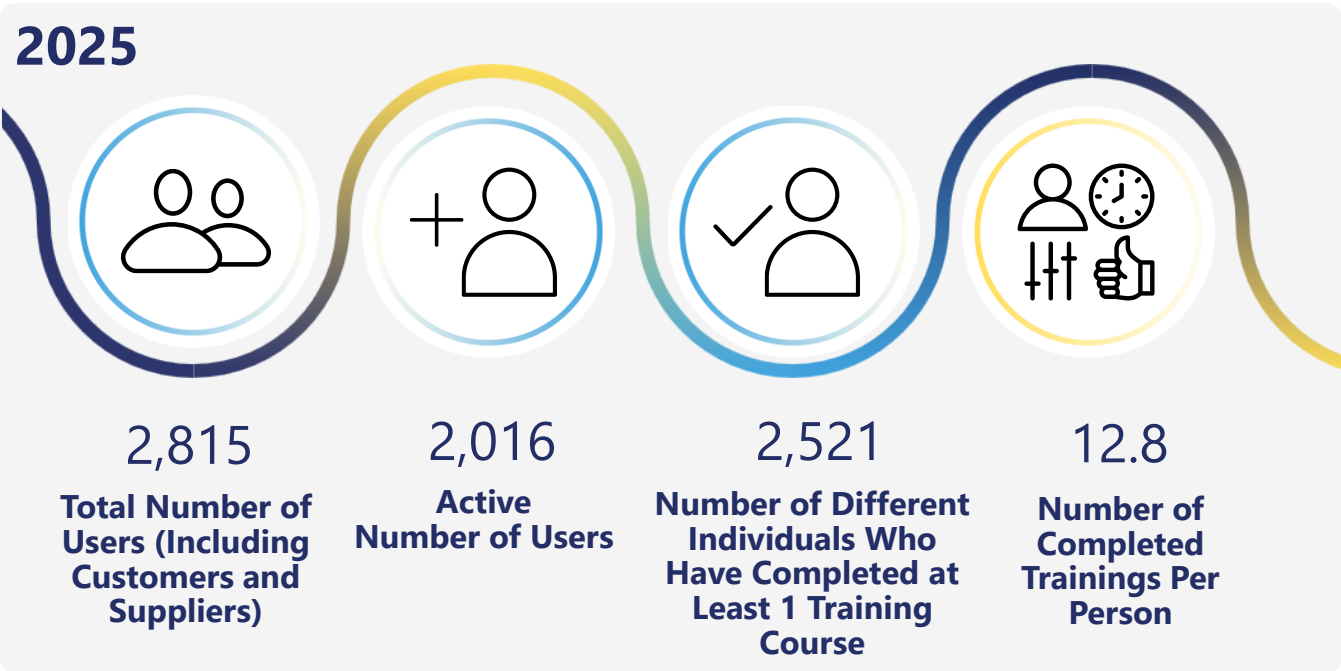
Yatay Yönetişim ve Komite Tabanlı Organizasyonel Katılım Modeli

ÇEİS®

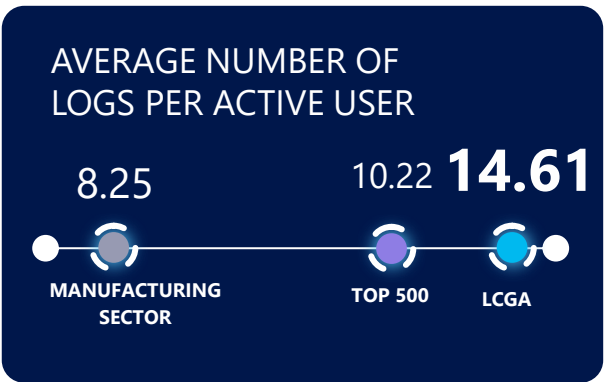
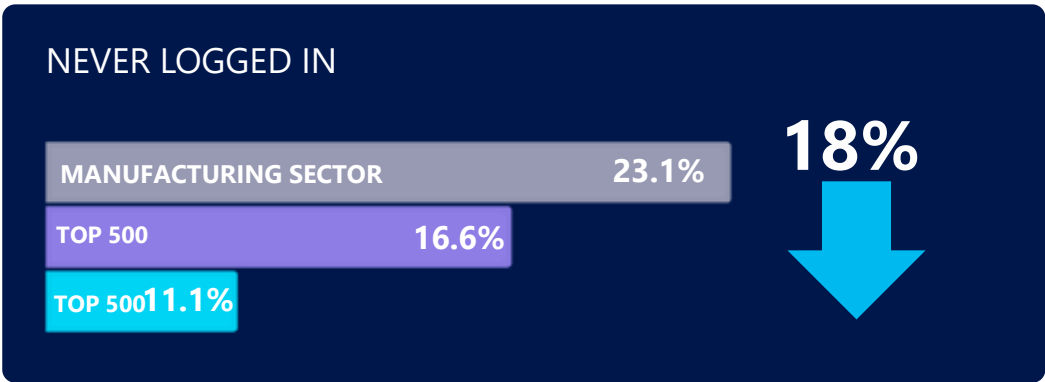
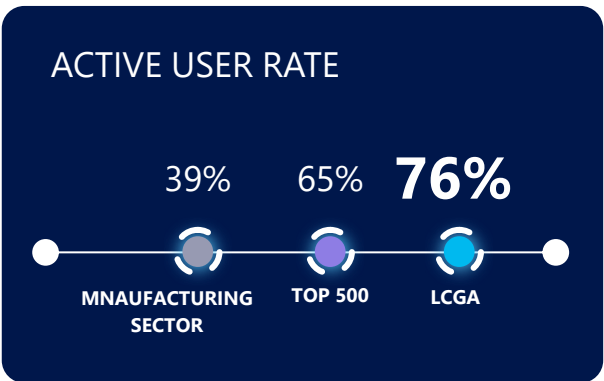
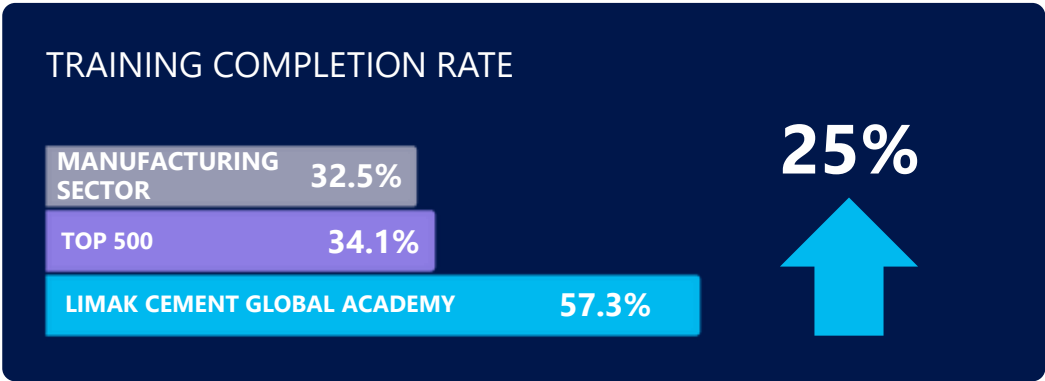


Limak Çimento Yatay Yönetişim ve Komite Tabanlı Organizasyonel Katılım Modeli

Limak Cement Global Academy



A Data-Driven Look: LCGA, the Manufacturing Sector, and the Top 500



LIMAK CEMENT GLOBAL ACADEMY: AWARDS & ACCOMPLISHMENTS



Strong Corporate Infrastructure Aligned with Global Standards

	Trakya	Balıkesir	Anka	Şanlıurfa	Kilis	Ergani	Kurtalan	Kilis Bims	Bitlis	Derik	Mozambique	Ivory Coast	Headquarters	RMC
ISO 9001	○	○	○	○	○	○	○		○	○	○	○		○
ISO 10002													○	
ISO 14001	○	○	○	○	○	○	○					○		○
ISO 14046	○	○	○	○	○	○	○		○	○				○
ISO 14064	○	○	○	○	○	○	○		○	○				○
ISO 27001	○	○	○	○	○	○	○		○	○			○	○
ISO 31000													○	
ISO 45001	○	○	○	○	○	○						○		○
ISO 46001	○	○	○	○	○	○	○							
ISO 50001	○	○	○	○	○	○	○		○	○				
TS EN 197-1	○	○	○	○	○	○	○		○	○				
TS EN 196-1	○													
IQ NET SR10													○	
TSE 771-3								○						
CE								○						
G UYGUNLUK														○
NM NP EN 197-1											○			
NI 05.06.001												○		



IQNET SR 10

Corporate Social
Responsibility
Management System



ISO 31000

Corporate Risk
Management



ISO 14064

Carbon Footprint
Standards



ISO 46001

Water Efficiency
Management System

Corporate Policies

Our operations are supported by robust group-wide policies, ranging from environment, codes of ethics, and anti-corruption. We ensure that all of our policies meet all legal requirements and are updated as and when necessary.

	 Corporate Risk Management Policy	 Code of Business Ethics	 Agreement Management Policy	 Anti Corruption Policy	 Code of Business Ethics Implementation Principles Compliance and Violations Policy	 Biodiversity Policy	 Human Rights Policy
 Corporate Social Responsibility Policy	 Protection and Processing of Personal Data Policy	 Human Resources Policy	 Environmental Policy	 Transacting Business with Public Policy	 Retention and Destruction of Personal Data Policy	 Waste Management, Circular Economy and CSC Policy	 Integrated Management System Policy
 Customer Satisfaction Management Policy	 Corporate Equality Policy	 Information Confidentiality and Security Policy	 Combating Domestic Violence Policy	 Quality Policy	 Stakeholder Involvement and Suggestion Complaint Policy	 Climate Policy	 Sustainable and Responsible Supply Chain Policy
 Local Community Relations Policy	 Financial Policy	 Zero Tolerance Policy Against Violence and Violation of Sexual Inviolability	 Occupational Health and Safety Policy	 Communication Policy	 Sustainability Policy	 Water Management Policy	

THANK YOU

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limakcement