



GREEN HORIZONS

COLLABORATING FOR CHANGE

**SUSTAINABILITY
AT
MERSIN
INTERNATIONAL
PORT**

2021

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1.INTRODUCTION

1.1. About the Report

As Mersin International Port (MIP), we present our environmental, social, and governance (ESG) performance as a result of our services to inform all our stakeholders through our sustainability report.

1.2. Scope of Our Report

MIP's Sustainability Report, which we publish for the second time, includes the sustainability activities carried out by MIP in the port management sector in 2021 (1 January 2021 – 31 December 2021).

1.3. Principles of Our Report

We share our sustainability performance for 2021 in this report. We plan to publish the subsequent reports annually in the first half of the year for performance of the preceding year.



1.4. General Manager Message



Dear Stakeholders,

A bridge between the East and the West, a strategic hub at the confluence of three continents, and a peninsula surrounded by seas on three sides, is enough to carry Turkey to a unique point in maritime transport.

As MIP, we are aware of Turkey's favorable location and its strength, and believe its growth will continue for many years particularly in our industry. And we are here to make sure that our region where we operate and Turkey take their rightful place and **'grow together'**.

In 2021, we experienced two important developments in which we take great pride in and that will go down in our company's history. We broke a 61-year-old historic record with a conventional business volume of 9 million tons and broke a new record in Turkey with a container business volume of 2,1 million TEU. Therefore, I would like to thank my 3.000 colleagues (including our subcontractors) who have contributed in these achievements with their selfless efforts.

As MIP, we are aware of our responsibilities towards our region, country and planet. With a view to leaving behind a more

habitable planet for the coming generations, we analyze the needs of our stakeholders and the environment and pledge to optimize all our operations for sustainable development.

We support gender equality in our business. We are honored to welcome Turkey's first female crane operators to the sector. We are happy to employ 7 women in the field of operation within the scope of the project we have recently developed with KAGIDER (Women Entrepreneurs Association of Turkey).

With our sense of responsibility, we implement social responsibility projects in the fields of environment, culture - art, sport, and with the same awareness, we take an active role in solving social problems.

By not keeping the development of the port separate from the development of society, we take care to create permanent values and social awareness while identifying projects that reflect our corporate culture and brand.

With this vision, I would like to thank all our stakeholders who contributed to our sustainability journey in 2021, and I hope you enjoy reading our Sustainability Report.

Johan Van Daele
General Manager

2. CORPORATE PROFILE

2.1. Corporate View

Mersin International Port is the leading port of Turkey based on its total throughput while serving as a gateway to 190 countries and ranks amongst the top 100 container ports in the world. Mersin was a small fishing village in 1800s; however, construction of Mersin Port started in 1954 and operations commenced in a modern way in 1962. Mersin Port had been operated by Turkish Republic State Railways (TCDD) until 2007 and operating rights were assigned to PSA-Akfen joint venture of Mersin International Port Management Inc. (MIP) on 11 May 2007 for 36 years by Privatization Administration. In 2017, IFM Investors joined its shareholders with a share of 39%, resulting in a three-partner structure. MIP is located in southern Turkey, at the northeast corner of the Mediterranean Sea. Due to its location and connectivity, Mersin Port is one of the key import and export gateways to the industrialized cities of central and southeastern Turkey, which form Mersin Port's hinterland; and to a certain extent, plays a role in the international trade between neighbouring countries in the Middle East. Mersin Port is also at the intersection of major maritime trade routes and well positioned as a hub for transshipment traffic in the east Mediterranean region.

The services MIP provides as an operator of a multi-purpose port include loading, unloading, terminal handling and storage services for both container and conventional cargo. Together with its subsidiaries, Mersin

Denizcilik Faaliyetleri ve Ticaret Anonim Şirketi (MarineCo) and Mersin Pilotaj ve Denizcilik Faaliyetleri Anonim Şirketi (MMP), the Company also provides marine services, such as pilotage and towage. The Company also provides other value-added port services, such as the handling of containers and cargo via rail, stuffing and unstuffing goods to and from containers, and ancillary services such as supplying of fresh water, and disposing of sludge and garbage. In addition to the services provided by MIP, Mersin Port's customers benefit from a well-established port ecosystem that offers numerous third-party logistics services and facilities, such as licensed warehouses, cold storage facilities, laboratories, and other inspection facilities for customs clearance, as well as a strategic location adjacent to the Mersin free trade zone.

Mersin Port occupies an area of approximately 112 hectares, the largest area currently occupied by a Turkish port. It has 21 berths, including 9 container berths and 12 multi-purpose berths. It benefits from an extensive local cargo base from its hinterland which attracts over 20 shipping lines and 11 ro-ro lines that provide regular services linking Mersin Port to approximately 100 ports around the world. As of 2017, Mersin Port had an annual container and conventional cargo capacity of 2,6 million TEUs and 10 million tons, respectively.



PSA INTERNATIONAL (51%)

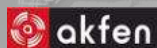
PSA International (PSA) is a leading port group and trusted partner to cargo stakeholders. With flagship operations in Singapore and Antwerp, PSA's global network encompasses 160 locations in 42 countries around the world. The Group's portfolio comprises over 60 deepsea, rail and inland terminals, as well as affiliated businesses in supply chain management and logistics services, marine services, distriparks and warehouses. Drawing on the deep expertise and experience from a diverse global team, PSA actively collaborates with its customers and partners to deliver world-class port services alongside, develop innovative cargo solutions and co-create an Internet of Logistics. As the partner of choice in the global supply chain, PSA is "The World's Port of Call".

IFM INVESTORS (39%)

IFM GIF is an open ended fund invested in a diversified portfolio of infrastructure assets. IFM GIF is advised by IFM Investors, a global fund manager owned by 19 major pension funds whose investment teams in Europe, North America, Australia and Asia manage institutional strategies across infrastructure, debt investments, listed equities and private capital. IFM GIF is one of the largest infrastructure investors in the world, with a strong investment track record of more than 25 years in its asset class.

AKFEN HOLDING (10%)

Having established its first company in 1976, Akfen Holding A.Ş. gained holding status in 1999. Akfen Holding is one of the leading and most active players in the Turkish infrastructure industry. Through its subsidiaries and affiliates, it has investments in airports, ports, marine transportation, renewable energy, electricity, water utilities, wastewater treatment, solid waste services, real estate development and construction.



Vision:

To enhance its position
as a leading port in Turkey
and East Med region

Mission:

To be the port of choice in
Turkey and East Med region
renowned for:

- Operational Excellence
- Continued Innovation
- Customer Focus
- Dedicated Team

Our Core Values:

Mutual Trust

We believe in establishing mutual trust with our stakeholders, which is essential for successful partnerships.

Commitment to Excellence

We are committed to provide reliable and best-in-class services by continuously pursuing improvements in our business processes.

Business Integrity & Ethics

We are committed to conducting business ethically and with integrity, and to preventing bribery and corruption by our employees or on our behalf. We expect our business partners to share our values.

Innovation

We encourage innovation for enhancements and overcome challenges with creativity.

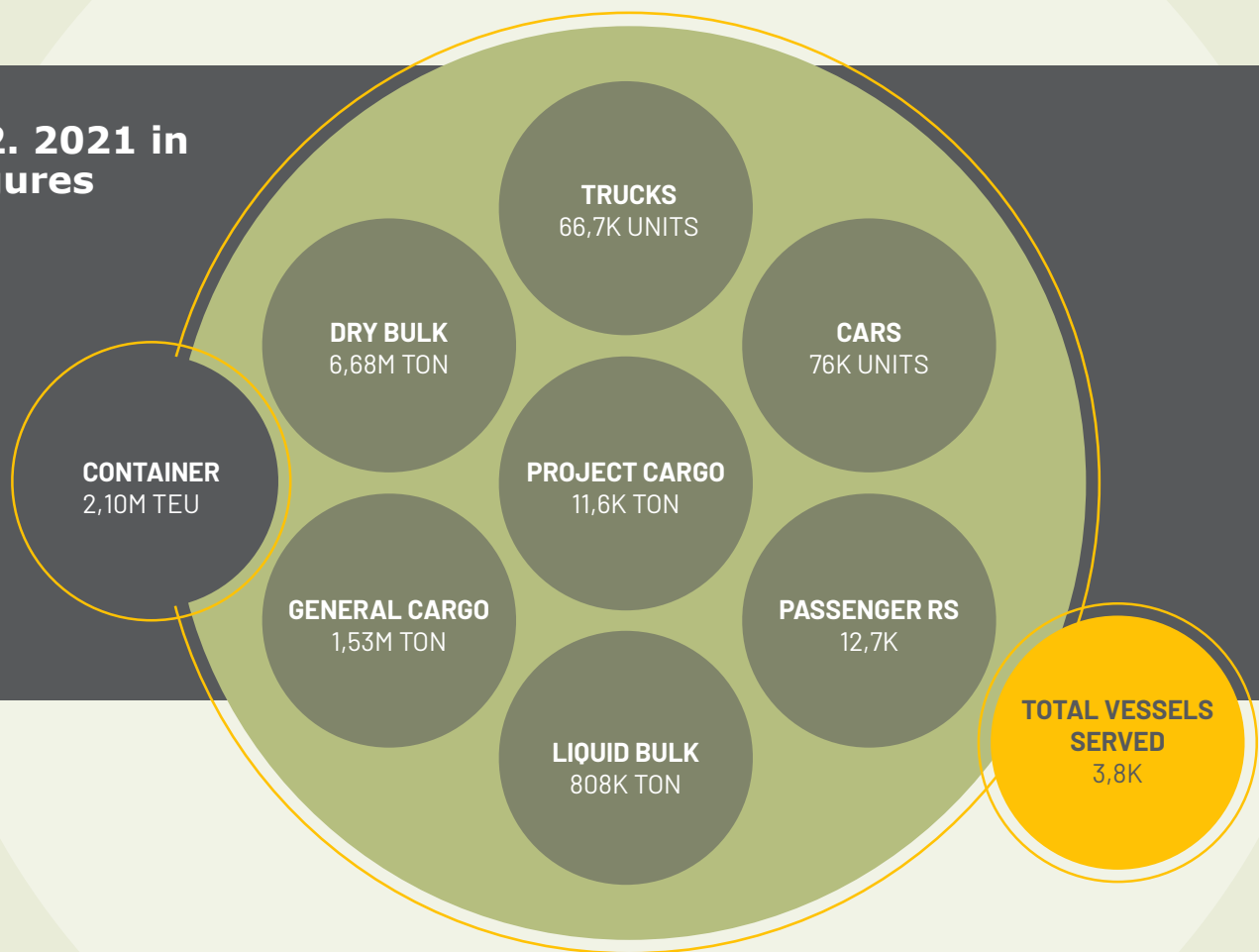
Focus on People

We value every member of our team and provide opportunities for them to develop their potentials to the fullest.

Dedication to Customers

We strive to upkeep our customers satisfaction level and help them succeed. We listen and respond to their needs.

2.2. 2021 in Figures



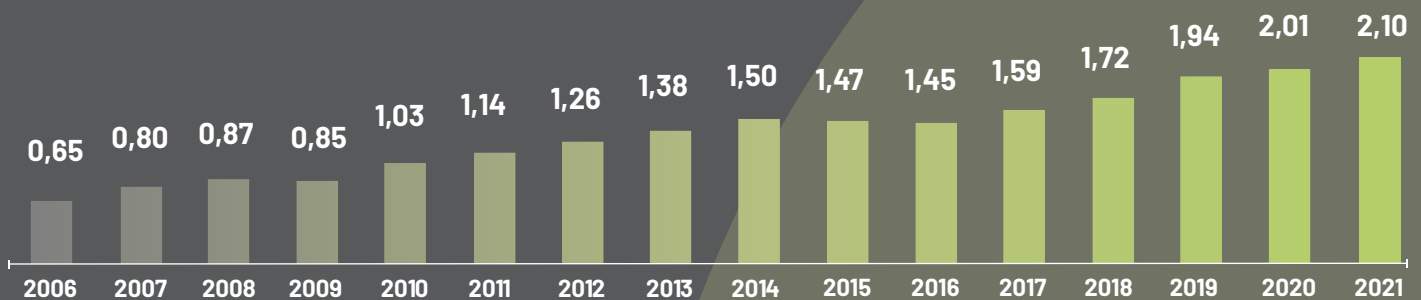
MIP Container Throughput 2007 - 2021

MIP is Turkey's largest port in terms of total throughput and import/export container throughput. MIP has an annual container capacity of 2,6 million TEU and plans to increase this to 3,6 million TEU. It also has a conventional cargo capacity of 10 million tonnes. MIP is primarily a container port: in 2021, it

handled 2,1 million TEU. Our container throughput has been growing since operations commenced, with total container throughput in 2021 increasing by 4,4% vs 2020 despite slight decrease in import and flattish export traffic combined with continuous softened transit container volumes in 2021.



MIP Annual Container Throughput (in million TEUs)



2.3. Quality Management Policy

MIP has set up a Quality Management System to maintain our level of efficiency and provide high-level services to our customers:

- MIP complies with all requirements of the Quality Management System, focusing on sustainability and continuous improvement,
- As a leading port, we comply with the relevant laws and regulations in light of our activities,
- In line with the approach to continuously improve Customer Satisfaction, MIP aims to meet customer requirements and increase the service quality in all our processes to the highest level that can compete internationally,
- To maintain high quality in the way we conduct our activities, MIP is also encouraging innovation.

2.4. Sustainability Policy

MIP is committed to optimize all our operations and activities for sustainable development to leave a liveable world for future generations. Our aim is to create value in our industry both in the short term and in the long term, maximize the positive impacts and minimize the potential negative impacts on society and the environment through an ethical and transparent way of conducting business.

MIP is committed to promote best practices in sustainability and to regularly review its performance. In the following sections, we will give an overview of MIP's performance in different ESG related topics. These ESG topics have been identified and deemed material (i.e. these issues significantly impact our business and/or are issues which we have significant impact on).

2.5. Our Stakeholders

The table presented below summarizes the main stakeholders of MIP's initiatives and programmes, the type of information shared

with stakeholder groups and the specific means and methods of communication and notification.

Stakeholder Group	Project Information Shared	Method of Communication / disclosure
<p>Local population in the Port's impact area</p> <ul style="list-style-type: none"> Local community Elderly people Unemployed persons Women-headed households People with disability status Migrants 	<ul style="list-style-type: none"> Stakeholder Engagement Plan (SEP) Public Grievance Procedure Updates on Project development 	<ul style="list-style-type: none"> Electronic publications and press releases on the MIP website and /or through press 10 outdoor digital information boards were placed in different areas of the terminal. Those are also being used to communicate with both internal and external customers MIP Panorama magazine through MIP website, internal e-mail channels, company social media accounts Separate target audience meetings Advisory presentation & the corporate video for the project through MIP website
Non-governmental and community-based organisations	<ul style="list-style-type: none"> SEP Public Grievance Procedure Updates on Project development 	<ul style="list-style-type: none"> Information meetings and public notices Electronic publications and press releases on the MIP website
Government authorities and agencies	<ul style="list-style-type: none"> SEP Updates on Project development Additional types of Project information if required for the purposes of regulation and permitting 	<ul style="list-style-type: none"> Project Progress reports Meetings
Related businesses and enterprises	<ul style="list-style-type: none"> SEP Public Grievance Procedure Updates on Project development and tender announcements 	<ul style="list-style-type: none"> Electronic publications and press releases on the MIP website Procurement announcements
Employees	<ul style="list-style-type: none"> Employee Grievance Procedure Updates on Project development 	<ul style="list-style-type: none"> Staff handbook Email updates covering the Company personnel Regular meetings with the staff Posts on outdoor digital information boards MIP Panorama magazine
Port Users	<ul style="list-style-type: none"> SEP Public Grievance Procedure 	<ul style="list-style-type: none"> Electronic publications and press releases on the MIP website Regular meetings

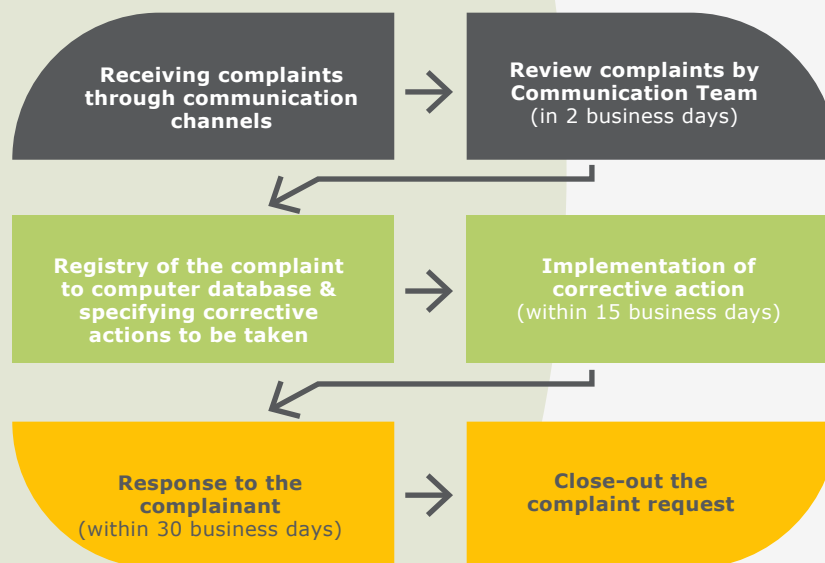
MIP directly employs around 2.000 workers, and with EMH2 project, the company will directly employ additional 500 people and this additional recruitment indirectly affect 5.000 people in the region. The 2,6 million TEU port capacity will increase to 3,6 million TEU. With that, the company will significantly provide to the economy of the region. With the extension, MIP will be able to simultaneously serve two mega ships of 400 meters length, which are the largest ships in the world, therefore optimising berthing time of the ships and strengthening the development of Mersin and its economic influence.

MIP has taken overall responsibility for undertaking and managing the implementation of effective stakeholder engagement activities. To achieve this, MIP has established a SEP Team in charge of stakeholder engagement. The SEP Team is responsible for planning and managing

stakeholder engagement during the construction and operation phase of the Project.

The disclosure of Project Information, public consultation activities and the management of the Public Grievance Procedure as mentioned in the stakeholder matrix are coordinated by the responsible persons.

MIP has set up a Grievance Mechanism which enables stakeholders to formally communicate their concerns, complaints, objections, and suggestions regarding MIP activities. The grievance mechanism is a management and constructive communication tool designed to help address stakeholders' concerns and provide a reliable approach. The management of the complaints will be carried out in different steps as shown in the figure below.

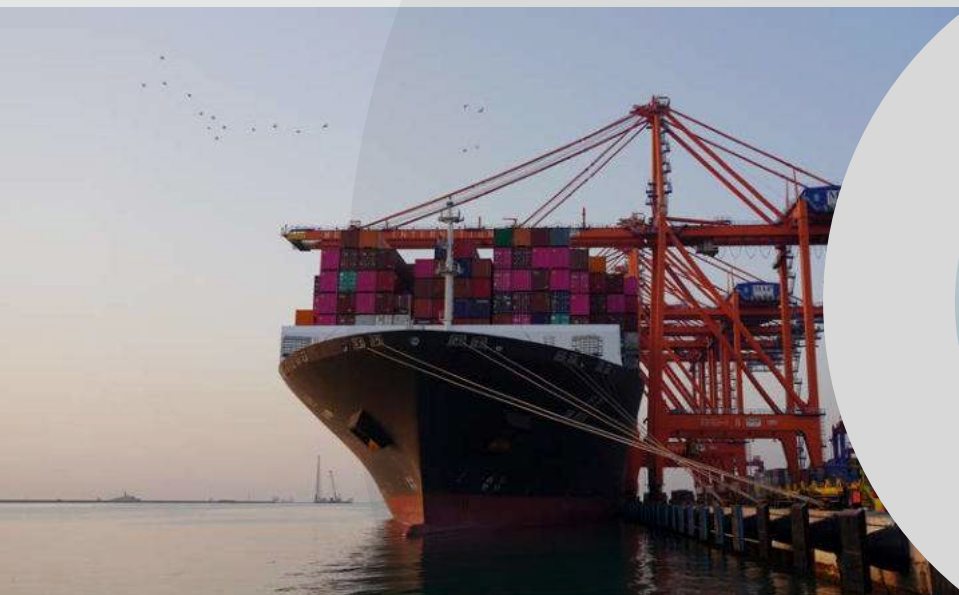


For persons lodging grievances, MIP ensures that the name and contact details of the person(s) are not disclosed without their consent and only the team working directly on the investigation of the grievance is aware of them.

At every situation and at all times, complainants are also able to seek legal remedies in accordance with Turkish laws and regulations.

MIP ensures that the following measures are put in place:

- Appointed responsible individual-Corporate Communication Manager- to receive verbal complaints related to community,
- Information on the grievance procedure, and the ability to submit a complaint online, is posted on MIP's website,
- Complainants will be able to lodge their grievances in their mother tongue.



2.6. Climate Response Management System

MIP is working together with its main shareholder PSA on a Climate Response Management System (CRMS) to align our climate-related initiatives and focus our efforts on four key areas of climate change – namely greenhouse gases, energy, water and waste – with reducing carbon emissions as our most pressing goal.

Under the CRMS, the following initiatives are being rolled out:

- A climate education program to equip staff, functional experts and leaders with relevant knowledge at all levels to make sustainable choices in and outside of the workplace
- Adoption of tools and methodologies such as Marginal

Abatement Cost Curve (MACC) to help prioritise carbon abatement options

- Onsite assessment by roving team of experts from main shareholder PSA to help decarbonisation efforts

A new department, called the Climate Response Command (CRC) has been set up at PSA since 2020 and is working closely with MIP to implement various initiatives in line with the targets and objectives in the CRMS.

By educating and encouraging our people to embrace sustainability, we hope that every MIP employee will make it their personal mission to lower their carbon footprint as individuals, as well as together as a company and as an industry.

3. ENVIRONMENTAL

3.1. Emission & Energy (GRI 302, GRI 305)

We take measures and employ technology to protect the environment and use resources optimally. We refurbished our fossil fuel equipment into electrical energy-consuming equipment and purchased new equipment that result in lower carbon emissions.

Our goal is to reduce absolute CO2 emissions by 50% by 2030 and achieve 75% emission reduction by 2040, relative to a 2019 baseline.



In order to achieve the targets, MIP's Environmental Management Plan was prepared in alignment with this goal. The decisions made and precautions taken were

in accordance with the local environmental regulations.

In a bid to reduce emissions, MIP has, among other initiatives, electrified 15 diesel rubber-tyred gantry cranes and 4 Mobile Harbour Cranes in 2021 which help to reduce cumulative greenhouse gas emissions, a primary requirement for the Greenport Project (more details under the Sustainable Port Development section). To increase adoption of renewable energy, MIP has installed a 150 kW solar PV rooftop energy system in 2019. In addition, 320 pieces of halogen lights were converted to LED in 2019-2020 to save 1 million kWh of energy annually.

MIP's emissions changes are directly proportional to the business volume of the port. In respect of reduced emissions, kgCO2e per TEU was reduced from 18,68 in 2020 to 17,70 in 2021.

	2019	2020	2021
Teu ('000 teu)	1.939	2.010	2.097
Volume Growth %	13%	4%	4%
Fuel (lt)	7.339	7.329	7.721
Electricity (kWh)	37.905	37.0174	32.804
Total Scope 1 Emissions (tonnes CO2e)	20.521	20.418	21.838
Total Scope 2 Emissions (tonnes CO2e)	16.621	17.134	15.290
Total Emissions (tonnes CO2e)	37.142	37.552	37.127
kgCO2e / TEU	19,16	18,68	17,70

Note: Figures for the years 2019 & 2020 have been restated due to refinements made to reporting methodologies. Consumption and emissions from outsourced services and leased assets have been moved from Scope 1 & 2 emissions to Scope 3 emissions, taking into consideration the use of the equity share approach for carbon emissions accounting.

Climate Change Adaptation (GRI 103)



Climate change and environmental impact are the threats facing the modern world. The necessary reduction of greenhouse gas emissions and adaptation to climate change will

require significant investment across markets. MIP recognizes its role and responsibility towards stakeholders, the local communities and countries where it operates, while striving to reduce and manage its impact on people and the environment.

MIP is undergoing a climate risk assessment to ensure that risks and implications are identified, and accordingly preventative and mitigative measures are being defined. So far, this has consisted of collection and review of existing information, and a review of cope levels that are prone to sea level rises. Problem areas have been identified, specifically flooding due to runoff. Next steps are to review collected data, assess risks and implications, identify preventative measures and mitigations and further update emergency response plans accordingly.

3.2. Marine Protection & Conservation (GRI 103, GRI 307)

MIP has an Emergency Intervention to Sea Pollution Plan endorsed by Ministry of Environment and Urbanization. All Operations are managed in compliance with this plan which is prepared in accordance with environmental laws and/or regulations. MIP has not identified any non-compliance with Environmental Laws and/or regulations in 2021.

We have a first level marine pollution response team and intervention equipment. In addition, there is a team ready to respond immediately to second and third level marine pollution. Drills are carried out twice a year with the Port Authority for intervention to marine pollution. MIP collects waste from vessels and channels

the waste to the Waste Reception Facility to prevent the discarding or spillage of waste into the sea. Also, according to the Sea Garbage Action Plan, sea garbage is collected from piers via handling equipment by MIP's response team.

3.3. Sustainable Port Development (GRI 103)



Sustainable Port development is related to the redesigning and equipping of a working port in accordance with legal obligations and environmental legislation in the most appropriate way, resulting in competitive market conditions and new technologies deployment. Environmental factors should also be taken into consideration while aiming for sustainable development.

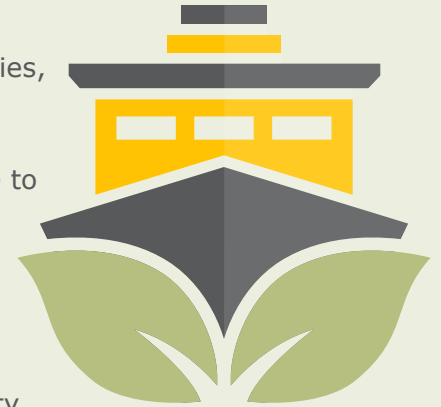
With the EMH1 expansion project, MIP gained valuable experience in sustainable port development which paved the way for the implementation of the EMH2 expansion project.

For EMH2 expansion project, MIP prepared an Environmental Impact Assessment (EIA) which was approved by the Government and completed a gap analysis with an E&S (Environment & Social) consultant, after which identified gaps were addressed, and MIP prepared a green finance framework as well.

Furthermore, MIP initiated The Green Port project under the protocol signed on 16th December 2014 between General Directorate of Maritime Trade under Ministry of Transportation, Communication and Maritime Affairs, and Turkish Standards Institution (TSE).

The Green Port protocol aims to:

- Establish an integrated quality management system approach for port facilities,
- Preserve and improve sea water quality around port facilities,
- Reduce environmental pollution due to port and ship operations,
- Maximize energy savings and maintain maximum level of energy efficiency in port operations,
- Reduce greenhouse gases and harmful emissions due to activities inside port boundaries,
- Develop and implement renewable energy projects,
- Reduce amount of waste due to port operations, by means of enabling waste recycling,
- Implement and maintain required measures for port operations in regard to occupational health and safety.



3.4. Waste Management & Recycling (GRI 306)



Waste management is one of the key issues tackled by ports. MIP manages its waste management plans effectively within the scope of ISO 14001 Environmental

Management System and Waste Management Procedure. Wastes are classified in designated Temporary Storage areas, stored within legally permitted periods, and sent to recycling or disposal facilities through licensed companies.

Hazardous and non-hazardous waste temporary storage areas are regularly inspected. Efforts to increase the capacities of the non-hazardous waste temporary storage facility and waste reception facility was completed in 2021. Total capacity of tanks increased from 765 m³ to 1.235 m³ in 2021. Other targets include obtaining a platinum zero waste certificate and acquiring the Green Port Certificate in 2022.

We continue to build our environmental department, which currently consists of 3 environmental engineers within the port. MIP follows the processes in coordination with legal advisors regarding compliance with Environmental Laws and regulations.

Wastes generated at MIP and received from ships are collected and stored as part of the legal responsibility of MIP. Wastes are

managed in accordance with the Waste Management Procedure and Environmental Law. There are waste collection points to collect waste separately at its source. Temporary Storage Areas have been established to ensure that Hazardous and Non-Hazardous Wastes are kept safely before they are delivered to licensed recycling/disposal facilities.

Compared to 2020, Z waste generation and disposal is lower despite volume growth in 2021 which shows a successful process of MIP's waste management & recycling strategy.

Hazardous, non-hazardous, and packaging wastes are generated from port activities (especially from equipment maintenance activities and CFS activities) and other wastes (bilge water, sludge, waste oil, sewerage, garbage) are received from ships. Packaging wastes (paper, plastic, wood, metal) are given to the recycling facility authorized by the Municipality. Non-hazardous wastes (scrap metal, plastic, tyres etc.) are given to the recycling company. Hazardous wastes (waste oil, contaminated waste etc) are sent to licensed recovery / disposal facilities by licensed vehicles. There is a zero-waste management system for buildings in MIP for which centralised waste collection boxes are placed inside the buildings and individual under-table trash cans are removed so that employees think twice before discarding waste.

Total weight of waste generated in the reporting period (2021):

Waste Type	Waste Generation		Waste Disposal	Waste Recovery	
	Hazardous waste generated, in tonnes	Hazardous/ Non-Hazardous	Quantity of waste incinerated (with energy recovery), in tonnes	Quantity of waste disposed via other options, in tonnes	Quantity of waste recycled, in tonnes
Industrial Waste-Steel Wire Rope	85	Hazardous			85
Industrial Waste-Metal Scrap	275	Non-Hazardous			275
Industrial Waste- Rubber Scrap	5	Non-Hazardous			5
Industrial Waste-Used Steel Cables	8	Hazardous			8
Industrial Waste-Used Hydraul Oil	43	Hazardous			43
Industrial Waste- Engine, Gear and Lubricating Oil	235	Hazardous			235
Industrial Waste-Used Solid Tyres	81	Non-Hazardous			81
Industrial Waste-Used Vehicles Batteries	11	Hazardous			11
Industrial Waste-Used Equipment	2	Hazardous			2
Industrial Waste-Used Filter Materials	5	Hazardous			5
Industrial Waste-Sorbent	11	Non-Hazardous			11
Industrial Waste-Sludge Waste	129	Hazardous	129		
Electronic Waste	3	Hazardous			3
Fluorescent tubes and other mercury-containing waste	1	Hazardous			1
Packaging Waste- Wood	80	Non-Hazardous			80
Packaging Waste- Plastic	72	Non-Hazardous			72
Packaging Waste-Paper/Cardboard	186	Non-Hazardous			186
Packaging Waste-Mixed	1	Hazardous			1
(1) Waste air filter	6	Non-Hazardous			6
(ii) Waste pressurized tube	4	Hazardous			4
(iii) Vegetable oil	4	Hazardous			4
(iv) Bilge oil (from vessels)	1.406	Hazardous	1.406		
(v) Sludge (from vessels)	5.615	Hazardous	5.615		
(vi) Medical Waste	0,047	Hazardous		0,047	
(vii) Packaging Waste- Metal	9	Non-Hazardous			9
Total Waste(tonnes)	8.277		7.151	0,047	1.126

3.5. Water Use & Pollution (GRI 303)



In 2021, MIP used 293,1 million liters of freshwater which was provided by Mersin Municipality. In cooperation with the Municipality of Mersin, MIP is implementing measures to improve

efficiency of water use and management of wastewater. For example, water taps were changed from manual to photocell to reduce water consumption, resulting in improved hygiene and increased water savings, while the Municipality replaced the water meters

with remote monitoring devices. Pressurized water washing machines are used to wash the work machines, thereby reducing water consumption. The work machine washing water is treated in the physical and chemical treatment facilities established in the port, and afterwards the treated water is discharged into the sewage system in accordance with the discharge standards, and waste oil is sent to a licensed disposal facility. Less freshwater was used in 2021 vs 2020 despite volume growth. This is a notable achievement which shows MIP's efforts to reduce water use and pollution.

4. SOCIAL

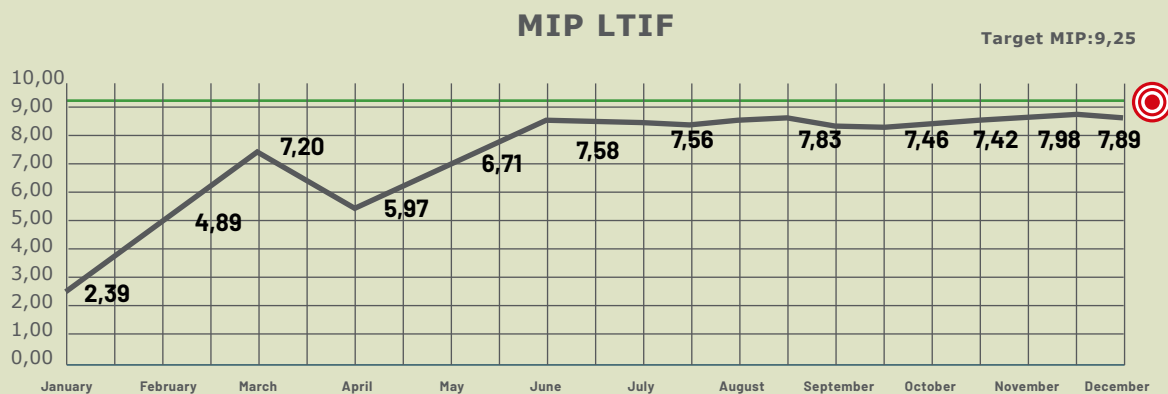
4.1. Occupational Health & Safety (GRI 403)



Security) Management System.

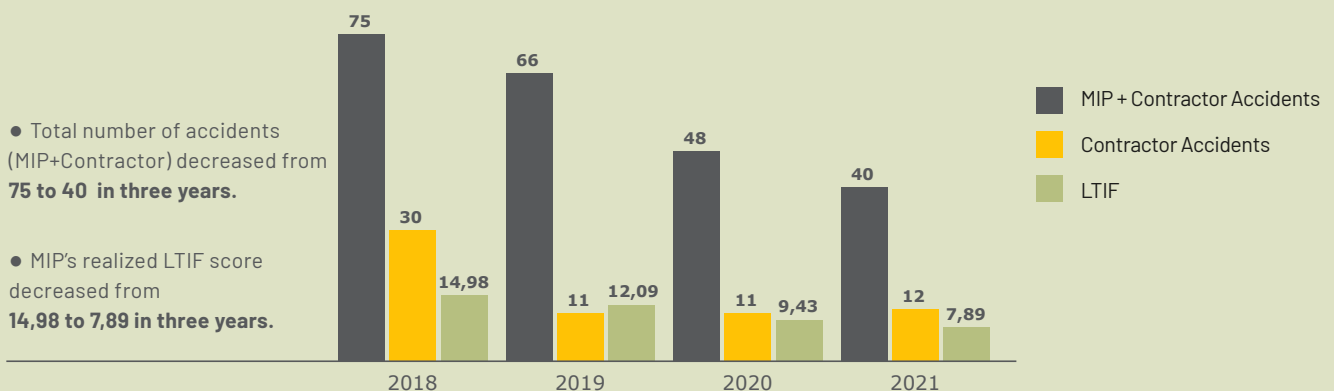
The safety of employees, subcontractors and visitors at the port is one of the top priorities for MIP. MIP is working in compliance with PSA's HSS (Health, Safety,

MIP has an ISO 45001-aligned Occupational Health and Safety Management System since 2017. Also, all Safety Work Procedures and Standard Operation Procedures are complied with by MIP.



MIP's LTIF performance continue to improve, performing better than the target LTIF rate of 9,25. Total number of accidents (MIP employees & subcontractors) decreased from 75 to 40 in three years. MIP's realized LTIF score decreased from 14,98 to 7,89 in three years. When we compare 2021 figures with 2018, LTIF has halved since 2018.

LTIF PERFORMANCE 2018-2021



Each MIP employee has a comprehensive health insurance coverage and in addition every employee has a life insurance.

MIP has its own Occupational Health and Safety Unit with 6 OHS Specialists. Also, 8

Yard Inspectors are working in MIP's yards on a 24/7 shift basis to detect and report non-conformities to minimise the occurrence of accidents.

Every year, along with other PSA Terminals, PSA's Safety Week takes place in January to reinforce the importance of health and safety. Many activities are organized every year and a Health and Safety themed painting contest between children of our employees was organized as well by MIP.

There is an occupational health service function in MIP; a doctor, a nurse, 4 paramedics and 4 ambulance drivers are working in MIP Infirmary with proper competences and certifications for the job. The identification and elimination of hazards, minimisation of risks, Risk Assessment works, pre-job and periodical examinations are carried out by MIP Infirmary. The quality of Health Service in MIP follows the legislation and regulations of Ministry of Health and Ministry of Labour. The infirmary is positioned in the Port, and it also has an ambulance

service which workers can call when a problem occurs.

MIP established safety councils, teams, and training programmes for workers as part of the Occupational Health and Safety Management System. The different councils, teams and trainings include an OHS Supreme Board Council, Advisory Committee (of Union), Risk Assessment Team (OHS Specialists and Union Representatives) Basic HSE, Environment, First Aid and Refresher Trainings. MIP also has Health and Safety Councils, whose meetings are held bi-monthly in compliance with Ministry of Labour regulations. In addition to those, Safety Coordination Meetings are organized every month with relevant management executives to discuss HSE topics. Safety Coordination Meeting notes and action deadlines are reported to Senior Management.

Training provided to employees or contactors during the reporting period (2021):

	OHS	INTERNATIONAL MARITIME DANGEROUS GOODS (IMDG)	UNDERSTANDING YOUR CULTURE	SOP & TOOLBOX
NUMBER OF EMPLOYEES	1.633	728	126	BEFORE DAILY OPERATION TO THIRD PARTIES AND CONTRACTORS

The health and safety of our business partners and anyone entering the Port are important to us. Trainings are attended by Port users, OHS Contractor Coordination Meetings are organized, toolbox trainings are held before every shift, and Safety Inspection Reports are prepared by executives. In addition, root cause analysis is prepared to learn from incidents and minimise recurrences. We actively promote reporting of near misses and take

actions after near misses to further improve the safety at MIP. Health and Safety brochures are shared with drivers before their entrance to the Port yard. Any 3rd party entering the Port from Gate A, will have to complete an exam related to Occupational Health and Safety for which MIP built a kiosk room outside the Port nearby the gate. If they pass the exam, they can apply for an entrance card and enter the port.

4.2. Human Rights

MIP is complying with the United Nations Universal Declaration of Human Rights. As MIP, social responsibility constitutes an important part of our commitment. According to this commitment, we are constantly working to

improve our social performance by setting high goals and integrating human rights issues into our daily business activities so that no one who contributes to our success is deprived of human rights and psychologically or physically harmed.

4.3. People Development (GRI 401)

MIP is aware of its specific labour requirements. For this reason, the necessary attention is paid by MIP to recruit qualified personnel and to improve the competences of existing personnel.

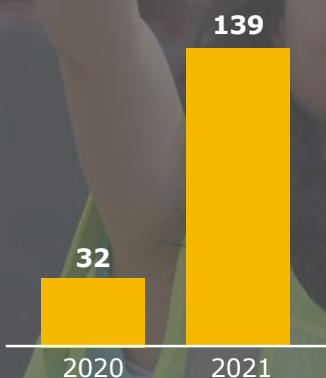
MIP participates in career fairs which are organized at the best universities in Turkey, with the intention of managing our company brand and reputation as well as attracting successful students as interns and potentially hire them in the future.

We retain our talents by designing development and career plans. MIP practises Fish philosophy to create a more positive corporate culture. MIP is a member of the Women Entrepreneurs Association of Turkey and received the equality in opportunities certificate.

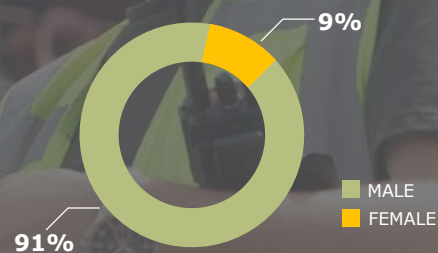
We aim to raise the public awareness towards the image of MIP as a company promoting gender equality in business life and create a culture where equal opportunities are provided for our people.

Total number and rate of new employee hires during the reporting period (2021):

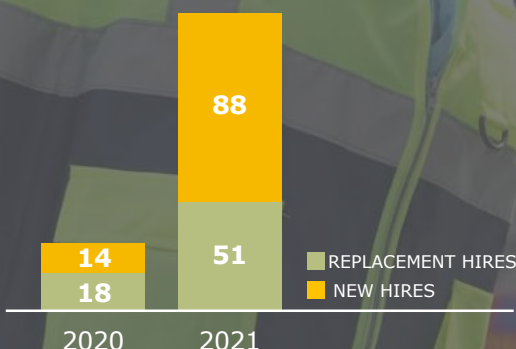
New Employees by Year



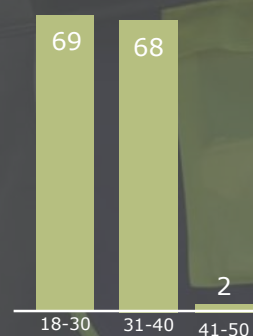
Gender of New Employees



New Hired & Replaced Employees by Year



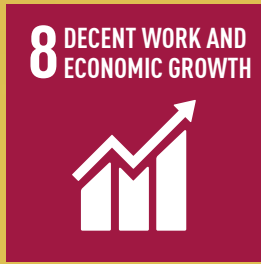
Age Group of New Employees



The following trainings were provided to employees in 2021, both to support company strategies and to ensure their own development: Understanding Your Culture, Information Security Management, Systems Awareness Training, Technological Trends, Sexual Harassment Awareness, Reproductive Health and

Multidisciplinary Approaches, Sustainability, Innovation Festival 2021, Mentoring & Reverse Mentoring Webinar, RPA (Robotic Process Automation), Agile Awareness, Presentation Techniques. "Professional Competence Exam" is also held to support the development of field workers.

4.4. Labour Relations & Worker Wellbeing (GRI 103)



MIP takes the necessary care to increase the welfare of its employees and to provide the best opportunities in its sector.

MIP Employees have standard rights such as Social Security Institution (SGK) insurance, social leave related to maternity, death, and birth, a disability allowance, transportation, and catering benefits. In addition, bonus, private health and life insurance, education support benefits, Religion Feast Payments, monthly social benefits, death and birth payments, and food benefits in Ramadan are provided.



4.4.1 Labour Practices & Decent Work

MIP aims to manage its human resources in the most effective way, as part of its vision and mission.

Our policy is to promote and support the performance and quality of our workforce by imparting knowledge and skills, resulting in a pool of employees with shared purpose and high performance.

- Our basic principles in our relations with employees are to establish mutual trust and respect, to adopt transparent and open communication, to protect confidentiality of personal information and to support the principle of giving equal opportunities to employees.
- All processes in MIP are created in compliance with local laws and legislation. Therefore, employees are expected to act in accordance with the Company's Code of Ethics and Disciplinary Procedure. These rules for maintaining motivation and peace of work in the workplace are defined by procedures and we take due care to ensure that these rules are made for the interests of employees.

We aim to ensure the sustainable superior performance of the company's workforce by ensuring that company values are shared, adopted and implemented by each employee. To ensure our Human Resources policy is understood by all our employees, our principles have been developed based on our values:

- Our employees are the most important key to MIP's success. Therefore, our strategy is to place the right people in the right job.
- Every new individual participating in MIP is expected to display integrity, realize the company's vision and mission, and ensure the continuation of our company culture. Therefore, we also pay attention to the suitability of candidates for our company culture.

- We firmly believe in the value of creating a balanced environment for the well being of employees, not only for their physical, environmental and occupational health, but also for their mental and emotional health.

- Based on the importance of "Learning Organization" and the fact that our employees are our most valuable assets, we place importance on training planning, career management and performance management to motivate our employees and maintain our workforce performance.

4.4.2 Union & Collective Bargaining

Accordingly, all our employees are entitled to establish trade unions for the protection of individual and common interests. They can also join as a member of the unions.

As MIP, we recognize the roles of trade union representatives in this regard, and we ensure there is no discriminatory attitude towards these representatives. In addition, the employees specified for union activities are given paid leave and all the facilities required to announce the activities to the personnel in the workplace are included.

4.4.3 Forced Labour & Child Employment

In alignment with the International Labour Organization (ILO) framework, MIP ensures no forced or compulsory labour takes place in its operations. We interact with all stakeholders in the fight against child employment.

4.4.4 Legal Rights of the Employees

An attitude is taken from a human rights perspective rather than an obligation framework for the rights of our employees arising from the provisions of the labor law and the terms of the employment contract. There is no discrimination or different treatment based on language, race, gender, political opinion, philosophical belief, religion and sect and similar reasons in relation to both recruitment and work.

4.4.5 Disabled Staff Employment

Employment of disabled people as workers in Turkey should be at least 3% of the total number of employees in the private sector in accordance with Article 30 of the Labor Law No. 4857.

Recognizing that people with disabilities should be provided the opportunities to adapt to society and find their place in the society, we provide employment for people with disabilities at the rates stipulated by the law. Disabled employment rate across MIP is 3,05% measured over total number of employees.





4.5. Social Responsibility Policy

C

CORPORATE



S

SOCIAL



R

RESPONSIBILITY



Since its establishment, MIP has increased the quality of life by supporting the needs of its social stakeholders and the environment, and by acting with social responsibility awareness as one of the basic and constant elements of its management approach. In addition to providing services to our customers at global quality and standards, we also endeavour to fulfil our responsibilities for social development in a sustainable manner.

MIP, which does not consider its own development separate from the development of the society, pays special attention to creating permanent values and creating social awareness while determining the projects that reflect the corporate culture and brand. As one of the driving forces of the economy, MIP will continue to work on projects that will make a difference and be an institution which takes care of the society and the environment.

Environmental Responsibilities



- Go green initiatives
- Zero Waste Projects
- Plastic cap collection
- Sea Cleaning & Coastal Waste Collection
- Planting of saplings
- Playground made of recycled materials

Philanthropic Responsibilities



- Charity week
- Support to the education
- Donations to the people in need
- Projects for women
- Distributing aid boxes
- Support to the art and sport
- Collaborations the universities
- Sponsorships

Economic Responsibilities



- Contribution to the female employment
- Operational efficiency
- Economic growth of Mersin/Turkey
- Investing in renewable energy sources

4.5.1 Philanthropic Responsibilities Moving for Charity

As a part of our corporate culture, we organize Charity Week events every year to support children in need. In June, our colleagues across the PSA EMA business units clocked in runs, swims and bicycle rides to raise funds for "Moving for Charity", and these activities simultaneously helped to foster a sense of togetherness since the disruptions of work caused by the pandemic. MIP's staff volunteers achieved 3.057 km in a short period of time, with these kilometers translating to financial sources to support children.



Distribution of Nearly 4.000 Aid Boxes to People in Need

As MIP, we have contributed to the Mersin region by distributing 3.800 units of Ramadan Aid Boxes to families in need residing in 3 districts (Ocak Mahallesi, Camișerif Mahallesi, Yeni Mahalle), which the Akdeniz Municipality has previously been determined.



Caretta Caretta Documentary Filming - Sponsorship

MIP sponsored a documentary created to draw attention to the endangered Caretta Caretta, a turtle species, whose breeding ground is in Mersin and also to raise awareness about the protection of their breeding areas.



Soli Ancient Harbor Excavation - Sponsorship

MIP supported the Soli Ancient Harbor Excavation carried out by the Mezitli Municipality as a sponsor.



33 Women Documentary Filming - Sponsorship

33 women from 1.165 women who applied for participation in the documentary, were selected for the project. The documentary featured selected women who presently live in Mersin, have a strong story and are successful. Each episode in the documentary is 20 minutes and also aims to promote tourism.



Master Chef - Sponsorship

MIP supported Turkey Master Chef's Mersin program as a sponsor. CFO Stef De Wild participated in the program as a jury member and had the opportunity to increase the awareness of the audience about MIP.





19th Mersin International Music Festival - Sponsorship

MIP supported the 19th Mersin International Music Festival as a sponsor.



Çamlıbel Street Festival - Sponsorship

MIP supported Çamlıbel Street Festival as a sponsor. Within the scope of the festival, MIP set up a stand and informed the public about EMH2, Atatürk Park and other projects for 3 days. CFO Stef De Wild held a speech at the concert of the famous Anatolian rock singer Kırış and mentioned: "We will continue to support the activities and events such as concerts, fairs etc. which will be held in Atatürk Park."



Atatürk Photos Exhibition – Sponsorship

Within the scope of the 18 March Çanakkale Victory, Journalist Haldun Okdemir, one of the Atatürk photograph collectors, was sponsored by MIP to showcase 30 photographs in the exhibition of Atatürk photographs.



Rota Business & Economy Awards – Sponsorship

MIP sponsored the Rota Business and Economy Awards; an event initiated by Rota Business to bring city representatives in Economics and Business together.



4.5.2 Environmental Responsibilities

As we invest in initiatives and technologies to protect the environment and use resources optimally, we refurbished our fossil fuel equipment to electrical energy-consuming equipment. In addition, we also purchased new equipment that have lower carbon emissions with the goal to reduce absolute CO2 emissions by 50% by 2030 and achieve a reduction of 75% by 2040.



"Forest of Hope" and "Memorial Forest"



6.000 saplings were planted as part of Go Green activities in 2020. 4.000 saplings were planted as part of Go Green activities in 2021, and 17.500 saplings were planted as part of the projects "Forest of Hope" and "Memorial Forest" by the TEMA foundation (The Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats).



Breathe Into the Future, Breathe Into the World!

As part of the National Forest Campaign called "Breathe to the Future" initiated by the General Directorate of Forestry, as the MIP family, we participated in the tree planting event held in Evrenli Village of Toroslar on 11/11/2021 in cooperation with the Health, Safety and Environment department and MIP volunteers & employees.

The "Environmentally Friendly" Park

MIP made use of materials which had been used at the port site and were no longer of use to operations. The materials were recycled for use in an "environmentally friendly" park for the children living in the Akdeniz District.



Traditional Sea Cleaning Event

Traditional Sea Cleaning was organized within the scope of PSA's Go Green campaign and 300 kg of waste was collected. After collecting the waste, we separated the waste, and recyclable waste was delivered to a licensed recycling firm.



TURMEPA – Sponsorship

We provided a sponsorship to TURMEPA, a civil society movement initiated by the Chamber of Shipping and consisting of a group of sea lovers protecting our country's coasts and seas and ensuring a liveable Turkey embraced by clean seas for future generations.

The Fire and Flood Disaster Relief Campaign

MIP donated 1 million TL to the Fire and Flood Disaster Relief Campaign initiated by AFAD (Disaster and Emergency Management Presidency) for the areas damaged by fire and flood disasters across the country.



4.5.3 Economic Responsibilities

As MIP, we have been contributing to the society in terms of economic responsibilities with multiple projects such as launching new systems to improve operational processes, increase economic growth and capacity, increase the importance of women employment in the sector as well as in the society and contribute to the community in the best possible way.



• Contributing to the Operational Efficiency

The container yard can be seen as the heart of a container terminal, transferring containers to vessels, trains, trucks, and the other players of the global supply chain. MIP's Smart Yard Assignment (SYA) project helps to regulate the heartbeat of the terminal. SYA is an automated yard planning tool, built on machine learning and combinatorial optimisation technologies. The tool searches through more than 3 million different yard planning options and intelligently chooses the option that will likely give the optimised distribution of workload in the container yard. It proposes a yard space reservation plan for export containers at a gateway terminal, and containers with similar characteristics will be grouped together. The ongoing live trials at MIP have shown its effectiveness by improving productivity for quay cranes, yard cranes and prime movers. SYA's machine learning and optimization approach has enabled MIP to reduce manual yard planning effort. Trial results show that the improved yard plans translate into fewer yard clashes and fewer yard hotspots. GCR (Gross Crane Rate, which reflects the productivity per hour in boxes of a single crane) has increased by roughly 9%.

● Contribution to the Employment Opportunities for Women in the Industry

As MIP, we are also excited to be able to contribute to the employment rate in the logistics sector and economic growth of the city. MIP has developed meaningful projects in collaboration with Kagider (Women Entrepreneurs Association of Turkey), aimed at detecting inequalities in processes such as recruitment, training, career planning and development, and with the objective to end gender discrimination practices in business life. As part of the projects that we jointly developed together with Kagider, 6 new female terminal equipment operators joined our workforce since the beginning of 2021.

With another workshop project called #IamRemarkable –a project backed by a Google initiative that aims to 'build confidence with self-promotion' in women's business and private lives –we have

reached more than 150.000 participants in more than 140 countries since 2015. It allows participants to think about social perceptions and social patterns, and to exchange ideas on how to manage them.





Through Kagider, we aim to develop more projects in order to contribute to women employment in the society.



● Contributing to the Economy

To reduce energy consumption from conventional sources and negative impact on the environment, we invested in renewable energy sources and built a solar energy system at our terminal in the second half of 2019.

We realized the following as a result of solar energy in 2021:

produced electrical energy	saved	avoided emission	saved trees
 268.634 kWh	 25.000 USD	 125.000 kg CO2	 325

4.6. Community Relations (GRI 103)

MIP constantly engages with local, national, and international institutions and boards as one of the largest enterprises in its region.

MIP works closely with relevant government institutions within the scope of its investment projects of which EMH2 expansion project is the most significant investment.

All organizational and PR activities are tracked by MIP's Corporate Communications Team, hence all stakeholders including non-governmental organisations, community, public and other stakeholders are kept informed about ongoing projects regularly.

MIP aims to further develop the society together with the development of the Port. With this vision, it follows a policy focused

on the needs of its employees and stakeholders. MIP's CSR strategy primarily focuses on education of children and support of women. One of the projects we have carried out recently is the Mersin Logistics Training Centre Project aimed at supporting unskilled young people to be employed in the sector in collaboration with Akdeniz Municipality, Mersin University, Mersin Chamber of Commerce, and Industry. Under the program, training for the trainees continued in 2021. Another important project of MIP is the Women's Guesthouse project. The guest house construction started in 2021. Our aim is to provide a safe living environment for disadvantaged women and their children in cooperation with Akdeniz Municipality.

4.7. Responding to a Pandemic

Faced with the global emergency of 2021, MIP's priorities were and are: protecting our people, supporting society and serving our customers in the best possible way. The COVID-19 pandemic caused massive disruption to business, the economies of all countries and people's lives and livelihoods. To keep the business going, we at MIP have been able to adapt relatively seamlessly to necessary health measures and new ways of working through our Business Continuity Plan.

Considering the health of all our partners, we continued to provide 24/7 uninterrupted service to all our customers, respecting and implementing the preventive measures taken by the national authorities in the challenging conditions of the pandemic.

All requests regarding operational/documentary processes from our customers have been directed to our "Live Support" and via the Portal system in order to prevent the risk of COVID-19 transmission among our customers.

4.8. Employee Diversity & Inclusion (GRI 405)

According to MIP's Code of Ethics, employers shall observe the rights of the employee in compliance with the provisions of the Labour Law and the conditions of the employment contract. Discrimination and different treatment based on language, race, gender, political thought, philosophical belief, religion, sect, and other similar causes shall not be permitted.

At MIP, it is our priority to attach importance to gender equality, women's equal participation in business life, and gender-based equality in all our practices.

MIP has a female employment rate of 5,5%. With the global average for the employment of women in the maritime sector standing at 2%, the fact that MIP has exceeded this by having a female employment rate of 5,5% is an important indicator of the importance given to women and female employment.

Our goals are to promote gender equality, to set an example for the private sector, to promote the equal opportunity procedure in the business world and to increase the productivity of women in the workforce.

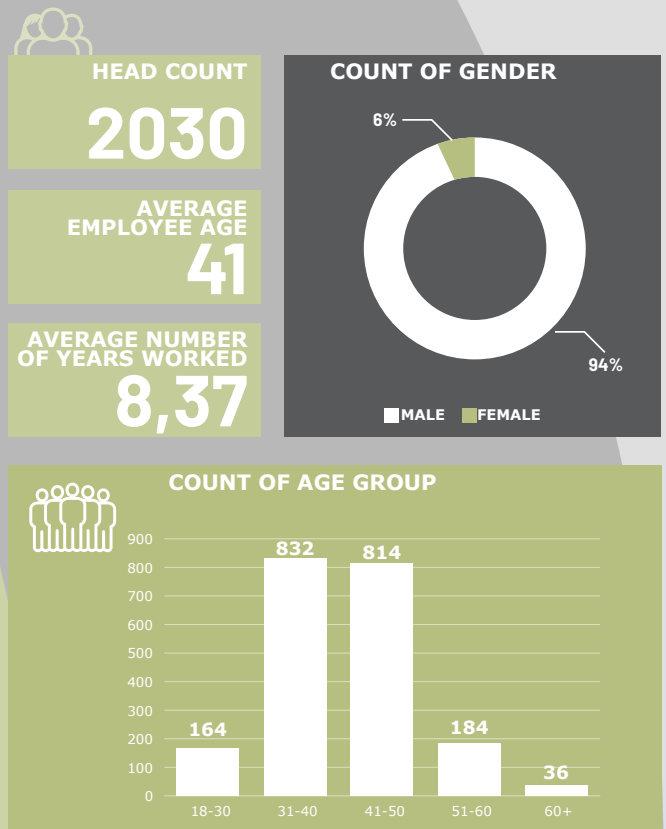
After Turkey's first female crane operators, MIP has recently initiated the first-time recruitment of female gate checkers in MIP, a position historically dominated by males. 10% of the checker roles are now held by females, successfully setting a precedent.

We are part of the United Nations (UN) Global Compact, the world's largest corporate sustainability platform supported by the United Nations as of 2021.

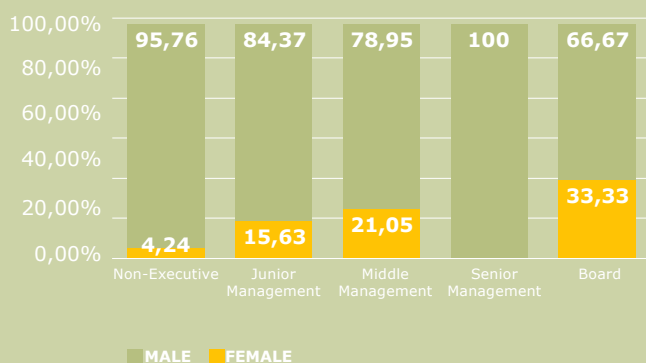
We participated in the Target Gender Equality program. This program aims to set ambitious and realistic corporate goals that will increase women's representation and leadership in the business world. We meet at regular intervals with UNGC member companies that are trying to reach their goals through workshops. Thanks to these activities, we have the opportunity to think about how we could improve our existing applications, while at the same time learning about new applications. With this initiative, we are taking decisive steps to realize gender equality.

We are aware of the fact that it will take time to break down unconscious prejudice on gender equality, both as a company and as a society, and turning it into a culture is a long journey. We also carry out studies in order to raise awareness of both our employees and our business partners with whom we have the opportunity to work with, and to make this culture permanent. For example, we have placed posters to raise awareness of Gender Equality at points in the port that may attract their attention, and anyone who enters the port can see these posters. In addition, we support both our employees and business partners with online trainings in order to raise awareness on Gender Equality. The content of this training includes the following topics: "What is Gender Equality? What is Sexual Harassment – How to Prevent it? What is Equality and Diversity - What can be done to achieve equality? What is bullying and harassment – How to combat them?"

An overview of different HR figures for 2021 are provided in the figures below:

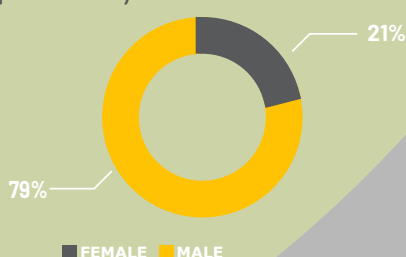


The percentage of female in Managerial roles and Education Level at MIP:

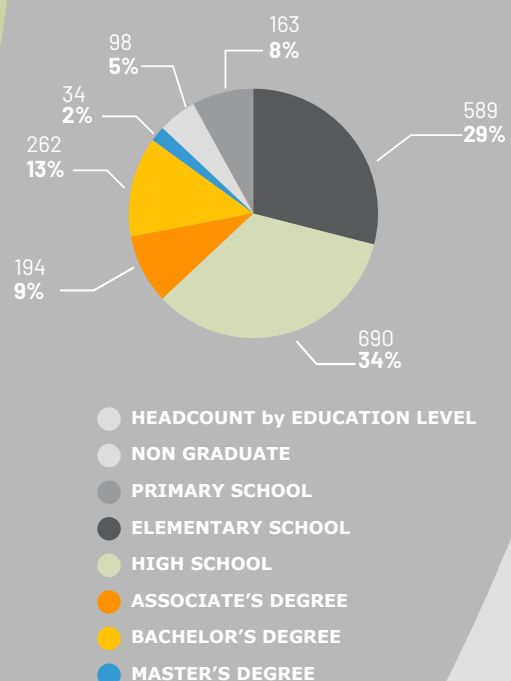


FEMALE IN MANAGERIAL ROLES

The female employment rate has increased in managerial positions by 25% compared to the previous year:



EDUCATIONAL LEVEL



5. GOVERNANCE

5.1. Public Policy (GRI 103)

MIP is an active member of the national sector representative Türklım and the local sector representative Mersin Chamber of Shipping (MDTO). These organizations aim to provide suggestions to relevant public institutions on issues such as the developing of ports, increasing security at ports and improving working conditions at ports, and creating opportunities for sectoral cooperation. In addition, other national and local institutions, Turkish Republic State Railways (TCDD), Ministry of Transport and

Infrastructure, other relevant Ministries, Governorships, Municipalities, Port Union etc., work in coordination with the sector.

MIP aims to further develop the society together with the development of the port. With this vision, it follows a policy focused on the needs of its employees and stakeholders. MIP is one of the biggest supporters of social development in artistic and cultural fields, with priority given to education, health and environment.

5.2. Innovation & Technology (GRI 103)



MIP closely follows technological developments and innovation studies in the sector in accordance with its vision and mission.

MIP is convinced that data usage and innovation play a key role in the sustainable growth of the company. MIP tries to create a culture of innovation and consciousness for sustainable solutions. The number of innovation projects MIP submits annually is a good barometer.

To provide sufficient focus on innovation, data driven and digitalization initiatives, MIP created dedicated departments for:

- Process Excellence: optimizing processes and handling data.
- Digitalization: delivering technological solutions for better terminal experience, developing information sharing solutions and digitizing internal manual processes, information sharing solutions and digitizing internal manual processes.
- Customer Support Software with online chat has been started to be used in order to more quickly respond to customers' questions. The software helps to categorize customer issues, manage timelines for resolution and provide guidance for customer management.

5.3. Cyber Security & Data Privacy (GRI 103)

Policies such as Cyber Incident Response, Network Security Management, Vulnerability and Patch Management, Server Security are in place to manage cybersecurity and data privacy. Crisis Management Committee, IT Steering Committee, IT Continuity Responsibility, IT Key Staff, and Security Operations Centre team have crucial roles within these policies.

MIP values the function of an effective cyber strategy and invests in the improvement of its underlying core components, including but not limited to data leak prevention, perimeter security, continuous monitoring, external testing, regular staff trainings and centralized management of its systems.

Our goals and targets related to cybersecurity and data privacy are periodic and related to 1. Vulnerability Assessment, 2. Effective response to information security violations, 3. Reviewing of the authorization of network and security devices, and 4. Review of Authorized and Regular accounts.

In addition, another realized target was obtaining of the ISO 27001 Information Security Management System Certificate in

2021.

In order to ensure full cyber security and data privacy within the company, different KPIs have been determined and monitored.

In 2021, MIP did not receive significant complaints from outside parties, employees, and regulatory bodies with regards to breach of customer privacy.

In 2021, there were also no identified leaks, thefts, or losses of customer data.

5.4. Sustainable Procurement (GRI 103)

Regarding Sustainable Procurement, MIP is requesting suppliers to comply with MIP Suppliers' Code of Ethics.

MIP is supporting green solutions in procurement tenders and therefore procurement transactions are aiming to make MIP a green port.

5.5. Optimisation of Supply Chains (GRI 103)

Port operators play a key role in Optimizing Supply Chains. It is important for this optimization to use energy resources optimally, to promote clean marine fuels, to encourage its business partners and suppliers to adopt green solutions and to select green solutions in all service and equipment purchases; MIP is encouraging its stakeholders to further optimize the supply chains.

In order to ensure sustainability, everyone in the supply chain should know their carbon footprint and reduce their carbon footprint as much as possible.

5.6. Port Security (GRI 103)

MIP provides services aligned to international standards and within the scope of International Ship and Port Facility Security Code (ISPS) and fulfils the responsibility of port security measures. At the same time, MIP has been fulfilling ISO 45001 standards since 2017 and ensures the safety of life and property.

MIP has made technological investments to ensure full security inside the port. Some of those are Video Analytics for the fences, Biometric Access Control System, CCTV, Under Vehicle Search System, Speed Control System, Body Camera System, Marine Control with Thermal Camera, Patrol with Drone and Carbon Dioxide Measurement Devices.



MIP regularly provides required training programmes to its personnel regarding security. ISPS training and security training were given to all security guards and other security staff and X-Ray device users were trained as well.

MIP successfully passed all security audits in 2021 including ISPS Audit and Drills.

5.7. Ethical Business Conduct (GRI 102, GRI 103)

MIP has adopted the principle of providing services in accordance with ethical rules. MIP prides itself on the commitment and accountability of its managers and employees to ethical rules. Providing service in accordance with ethical rules is its priority. For this purpose, the policies and procedures owned by MIP are in place. MIP also has a Compliance Officer to overlook compliance issues.

MIP takes all required precautions to ensure that ethical rules are internalized by its employees. In this context, there is a separate internal audit department.

Within the framework of ethical rules, MIP has implemented different procedures and policies related to Anti Bribery & Corruption (ABC), Anti Monetary Laundering & Sanction, Supplier's code of ethics, Whistleblowing, and others.

ABC related trainings & briefings were conducted for all staff in MIP.

On the other hand, MIP has whistleblowing policy & various channels (e.g., WhatsApp) for staff to report unethical behaviour. MIP engages the internal legal department and external advisers to seek necessary advice, including for HR matters.

MIP's anti-corruption policies and procedures have been communicated to all of its employees.

Contracts signed by subcontractors and suppliers contain the necessary information and sanction clauses regarding the ABC code and suppliers' ethical rules.

The ABC statement and the suppliers' code of ethics are published on MIP's website as a form of communication to all business partners.

5.8. Contact Information

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MHP

MERSIN INTERNATIONAL PORT

A MEMBER OF  PSA GROUP

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