

CLARIFICATION TEXT ON THE PROCESSING OF PERSONAL DATA

Data Controller: Limak Doğu Anadolu Çimento San. ve Tic. A.Ş
Kurtalan Çimento Fabrikası (Cement Factory) Kurtalan/Siirt

Limak Doğu Anadolu Çimento San. ve Tic. A.Ş (hereinafter referred to as “**Limak Doğu Anadolu Çimento**”) has created this clarification text to provide you, as data subjects, with necessary information regarding the processing, storage, and transfer of your personal data in accordance with the Turkish Personal Data Protection Law No. 6698 (“**KVKK**”) and the applicable regulations. This clarification text was created to provide information to our:

- Employees,
- Employee Candidates,
- Interns,
- Intern Candidates,
- Shareholders/Partners,
- Supplier Representatives,
- Supplier Employees,
- Persons Receiving Products or Services,
- Persons Potentially Receiving Products or Services,
- Visitors.

Which and whose data are collected for what purposes?

| Employees | |
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| | <p>Detailed information about the personal data processed related to employees is published on platforms within the Company that can only be accessed by our employees, and they have been provided with detailed information regarding this matter.</p> <p>If you are a former employee of Limak Doğu Anadolu Çimento San. ve Tic. A.Ş., you can obtain information regarding your processed personal data by using the following application methods.</p> |

| Shareholders/Partners | |
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| | <p>Detailed information about the personal data processed related to shareholders and partners of Limak Doğu Anadolu Çimento is published on platforms that can only be accessed by them, and they have been provided with detailed information regarding this matter.</p> <p>If you are a former shareholder or partner of Limak Doğu Anadolu Çimento, you can obtain information regarding your processed personal data by using the following application methods.</p> |

| Employee Candidates | |
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| Identity Information | |
| Processed Personal Data | |
| | <ul style="list-style-type: none">• First and Last Name,• Date of Birth,• Driver's License Information,• Signature,• Gender,• Nationality Information. |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>Your personal data included in the identity data category is processed for the purposes of planning human resources processes, the conduct and oversight of business activities, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and <p>The processing of personal data is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| Methods of Collecting Personal Data | |
| Your identity information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, notifications made in person, or through private employment agencies and third parties. | |
| Contact Information | |
| Processed Personal Data | |
| | <ul style="list-style-type: none">• Mobile Phone Number,• Home Phone Number,• Email Address, |

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| | <ul style="list-style-type: none">• Address Information. |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>Your personal data included in the contact data category is processed for the purposes of planning human resources processes, the conduct and oversight of business activities, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and <p>The processing of personal data is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| Methods of Collecting Personal Data | |
| Your contact information is collected through printed and electronic forms, emails, information and documents you provide, through private employment agencies, and third parties. | |
| Personal Information | |
| Processed Personal Data | |
| | <ul style="list-style-type: none">• Military Service Status Information,• CV (e.g., Previous Work Experience and Details, Educational Background and Details),• Job Position/Title Information at Previous Workplace,• Job Description at Previous Workplace,• Previous Workplace Information,• Reference Information,• Photograph,• LinkedIn and Kariyer.net Account Information. |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>Your personal data included in the personal information data category is processed for the purposes of planning human resources processes, the conduct and oversight of business activities, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> |

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| | <ul style="list-style-type: none">• that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and <p>The processing of personal data is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| Methods of Collecting Personal Data | |
| Your personal information is collected through printed and electronic forms, emails, information and documents you provide, through private employment agencies, and third parties. | |
| Professional Experience Information | |
| Processed Personal Data | |
| | <ul style="list-style-type: none">• Information on Computer Use Skills,• Information on Courses and Seminars Attended,• Information on Foreign Language Proficiency,• Work Experience (Company Name, Title, Role, Employment Start-End Dates, Reason for Leaving). |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>Your personal data included in the professional experience data category is processed for the purposes of planning human resources processes, the conduct and oversight of business activities, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and <p>The processing of personal data is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, planning human resources processes, and the conduct and oversight of business activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| Methods of Collecting Personal Data | |

Your professional experience information is collected through printed and electronic forms, emails, information and documents you provide, through private employment agencies, and third parties.

Other Information

Processed Personal Data

- New Employment Start Date,
- Information on the Department and Role Intended for Application,
- Career Goals,
- Salary Expectation,
- Ability to Work in Another City,
- Intended Limak Çimento Group Workplaces for Employment or Internship,
- Shift Work Status,
- Overtime Work Status,
- Willingness to Travel If Required,
- Hobbies/Personal Interests.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the other data category is processed for the purposes of planning human resources processes, the conduct and oversight of business activities, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

The processing of personal data is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, planning human resources processes, and the conduct and oversight of business activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your other information is collected through printed and electronic forms, emails, information and documents you provide, through private employment agencies, and third parties.

Health Information

Processed Personal Data

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| | <ul style="list-style-type: none">Disability Status Information. |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>The processing of personal data included in the health data category is carried out based on the following legal basis, in relation to the execution of the application processes of employee candidates, the selection and placement processes of candidates/interns/students, planning human resources processes, the conduct and oversight of business activities, and executing contract processes, in accordance with the applicable regulations and Article 6, paragraph 3 (f) of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">that it is necessary to fulfill the legal obligations related to employment, occupational health and safety, social security, social services, and social benefits. |
| Methods of Collecting Personal Data | |
| <p>Your health information is collected through printed and electronic forms, emails, as well as through information and documents you provide.</p> | |
| Recipients of Your Personal Data to be Transferred and Purposes of Transfer | |
| <p>Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, in accordance with legal regulations and the applicable legislation.</p> | |

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| Interns | |
| Identity Information | |
| Processed Personal Data | |
| | <ul style="list-style-type: none">First and Last Name,Mother's / Father's Name,Turkish Identification Number/Foreign Identification Number,Copy of Identity Card/Identification Document,Signature,Photograph. |
| Purposes of Personal Data Processing and Legal Basis | |
| | <p>Your personal data included in the identity data category is processed for the purposes of the conduct of communication activities, planning human resources processes, as well as the conduct and oversight of business activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> |

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| | <ul style="list-style-type: none">• that it is necessary to fulfill the legal obligations of the data controller <p>The processing of personal data is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
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| Methods of Collecting Personal Data |
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Your identity information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

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| Contact Information |
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| Processed Personal Data |
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| | <ul style="list-style-type: none">• Email Address,• Mobile Phone Number,• Contact Address,• Home Phone Number,• Certificate of Residence (Proof of Residence),• Emergency Contact Information. |
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| Purposes of Personal Data Processing and Legal Basis |
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| | <p>Your personal data included in the contact data category is processed for the purposes of the conduct of communication activities, planning human resources processes, as well as the conduct and oversight of business activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary to fulfill the legal obligations of the data controller <p>The processing of personal data is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
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| Methods of Collecting Personal Data |
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Your contact information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Other Information

Processed Personal Data

- Information on the School and Department Attended

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the other data category is processed for the purposes of the conduct of communication activities, planning human resources processes, as well as the conduct and oversight of business activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary to fulfill the legal obligations of the data controller

The processing of personal data is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your other information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Health Information

Processed Personal Data

- Appendix-2 Form
- Blood type information,
- Other health information (including reports issued for hazardous work and personal medical history related to occupational diseases).

Purposes of Personal Data Processing and Legal Basis

The processing of personal data included in the health data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, planning human resources processes, the conduct and oversight of business activities, in accordance with the applicable regulations and Article 6, paragraph 3 (f) of the Personal Data Protection Law (KVKK)

- that it is necessary to fulfill the legal obligations related to employment, occupational health and safety, social security, social services, and social benefits.

Methods of Collecting Personal Data

Your health information is collected through information and documents you provide.

Physical Space Security Information

Processed Personal Data

- Entry/Exit Records Information,
- CCTV Footage Information,

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the physical space security data category is processed for the purposes of the conduct of oversight/ethics activities, ensuring the security of physical spaces, the conduct/oversight of business activities, ensuring the security of movable property and resources, and ensuring the security of the operations carried out by the data controller, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your physical space security information is collected through the use of CCTV systems and related equipment.

Financial Information

Processed Personal Data

- Bank Account Information.

Purposes of Personal Data Processing:

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| | <p>The processing of personal data included in the financial data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, conducting activities in compliance with applicable regulations, conducting financial and accounting operations, conducting communication activities, planning human resources processes, the conduct and oversight of business activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary to fulfill the legal obligations of the data controller. |
| | Methods of Collecting Personal Data |
| <p>Your financial information is collected through printed and electronic forms, emails, as well as through information and documents you provide.</p> | |
| Professional Experience Information | |
| | Processed Personal Data |
| | <ul style="list-style-type: none">• Educational Information,• Diploma Information,• Information on Courses Attended,• In-Service Training Information,• Certifications. |
| | Purposes of Personal Data Processing and Legal Basis |
| | <p>The processing of personal data included in the professional experience data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, carrying out training activities, conducting activities in compliance with applicable regulations, conducting communication activities, planning human resources processes, carrying out skills/career development activities, and reporting to authorized individuals, entities, institutions, and organizations, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary to fulfill the legal obligations of the data controller. <p>The processing of personal data is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| | Methods of Collecting Personal Data |

Your professional experience information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Recipients of Your Personal Data to be Transferred and Purposes of Transfer

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, in accordance with legal regulations and the applicable legislation.

Intern Candidates

Identity Information

Processed Personal Data

- First and Last Name,
- Date of Birth,
- Turkish Identification Number/Foreign Identification Number,
- Signature.

Purposes of Personal Data Processing and Legal Basis

The processing of personal data included in the identity data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Contact Information

Processed Personal Data

- Email Address,
- Mobile Phone Number,
- Contact Address,
- Emergency Contact Information.

Purposes of Personal Data Processing and Legal Basis

The processing of personal data included in the contact data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, the conduct and oversight of business activities, and communication activities, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your contact information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Other Information

Processed Personal Data

- Information on the School and Department Attended
- Internship Information.

Purposes of Personal Data Processing and Legal Basis

The processing of personal data included in the other data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, carrying out training activities, conducting activities in compliance with applicable regulations, conducting communication activities, planning human resources processes, carrying out skills/career development activities, and reporting to authorized individuals, entities, institutions, and organizations, in accordance with the applicable regulations and Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your other information is collected through printed and electronic forms, emails, as well as through information and documents you provide.

Recipients of Your Personal Data to be Transferred and Purposes of Transfer

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, in accordance with legal regulations and the applicable legislation.

Supplier Representatives

Identity Information

Processed Personal Data

- First and Last Name,
- Tax Identification Number,
- Authorized Signatures List,
- Turkish Identification Number,
- Copy of Identity Card/Identification Document,

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the identity data category is processed for the purposes of ensuring business continuity, carrying out activities, conducting financial and accounting operations, the conduct and oversight of business activities, management of goods/service procurement processes, executing contract processes, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

Your personal data is processed for the purposes of conducting activities in compliance with applicable regulations, conducting storage and archiving activities, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Contact Information

Processed Personal Data

- Mobile Phone Number,
- Email Address,
- Registered Email (KEP) Address,
- Fax Number,
- Contact Address,
- Work Phone Number.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the contact data category is processed for the purposes of conducting communication activities, conducting business activities, management of goods/service procurement processes, executing contract processes, and ensuring business continuity, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

Your personal data is processed for the purposes of conducting communication activities, management of goods/service procurement processes, and conducting storage and archiving activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your contact information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Financial Information

Processed Personal Data

- Bank Account Information
- Invoice Information.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the financial data category is processed for the purposes of conducting supply chain management, the conduct and oversight of business activities, reporting to authorized individuals, entities, institutions, and organizations, conducting activities in compliance with applicable regulations, conducting financial and accounting operations, conducting storage and archiving activities, executing contract processes, and management of goods/service procurement processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract.

Methods of Collecting Personal Data

Your financial information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Recipients of Your Personal Data to be Transferred and Purposes of Transfer

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, or with our affiliated companies for the purposes of the conduct and oversight of business activities and conducting management activities in accordance with legal regulations and the applicable legislation.

Supplier Employees

Identity Information

Processed Personal Data

- First and Last Name,
- Date of Birth,
- Place of Birth,
- Marital Status,
- Turkish Identification Number/Foreign Identification Number,
- Photograph,
- Social Security Institution (SGK) Registration Number,
- Nationality,
- Copy of Driver's License,
- Signature,
- Copy of Identity Card/Identification Document,
- Copy of Diploma,
- Copy of Vehicle Registration Document/License,

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the identity data category is processed for the purposes of the fulfillment of contracts of employment and legal obligations for employees, ensuring that activities are conducted in compliance with applicable regulations, and carrying out occupational health and safety activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is explicitly provided for under applicable laws,

Your personal data is processed for the purposes of conducting activities to ensure business continuity, conducting financial and accounting operations, the conduct and oversight of business activities, management of goods/service procurement processes, executing contract processes, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

Your personal data is processed for the purposes of conducting activities to ensure business continuity, and conducting storage and archiving activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Contact Information

Processed Personal Data

- Email Address,
- Contact Address,
- Fax Number,
- Certificate of Residence (Proof of Residence),
- Work Phone Number,
- Mobile Phone Number,
- Home Phone Number.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the contact data category is processed for the purposes of the fulfillment of contracts of employment and legal obligations for employees, ensuring that activities are conducted in compliance with applicable regulations, and carrying out occupational health and safety activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is explicitly provided for under applicable laws,

Your personal data is processed for the purposes of conducting activities to ensure business continuity, conducting financial and accounting operations, the conduct and oversight of business activities, management of goods/service procurement processes, executing contract processes, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

Your personal data is processed for the purposes of conducting activities to ensure business continuity, conducting communication activities, and conducting storage and archiving activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your contact information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Personal Information

Processed Personal Data

- Payroll Information,
- Records of Employment and Employment Termination Documents,
- Job Position/Title Information,
- Diplomas and Certifications,
- SGK Statement of Employment/SGK Statement of Employment Termination,
- Previous Work Experience and Details,
- Leave (Administrative and Annual Leave)

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the personal information data category is processed for the purposes of the fulfillment of contracts of employment and legal obligations for employees, ensuring that activities are conducted in compliance with applicable regulations, and carrying out occupational health and safety activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is explicitly provided for under applicable laws; and

Your personal data is processed for the purposes of conducting activities to ensure business continuity, conducting financial and accounting operations, the conduct and oversight of business activities, management of goods/service procurement processes, executing contract processes, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract.

Methods of Collecting Personal Data

Your personal information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Professional Experience Information

Processed Personal Data

- Certifications,
- In-Service Training Information,
- Technical Competence Information.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the professional experience data category is processed for the purposes of the fulfillment of contracts of employment and legal obligations for employees, ensuring that activities are conducted in compliance with applicable regulations, and carrying out occupational health and safety activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract;

Your personal data is processed for the purposes of conducting activities to ensure business continuity, conducting communication activities, and conducting storage and archiving activities, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your professional experience information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Financial Information

Processed Personal Data

- Bank Account Information,
- Information related to financial deductions such as salary deductions, liens, etc.

Purposes of Personal Data Processing:

Your personal data included in the financial data category is processed for the purposes of the conduct and oversight of business activities, conducting activities to ensure business continuity, executing contract processes, fulfillment of contracts of employment and legal obligations for employees, management of employee benefits and interests, and ensuring that activities are conducted in compliance with applicable regulations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract.

Methods of Collecting Personal Data

Your financial information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Health Information

Processed Personal Data

- Appendix-2 Form,
- Blood type information,
- Other health information (including reports issued for hazardous work and personal medical history related to occupational diseases).

Purposes of Personal Data Processing and Legal Basis

The processing of personal data included in the health data category is carried out based on the following legal basis, in relation to the selection and placement processes of candidates/interns/students, planning human resources processes, the conduct and oversight of business activities, in accordance with the applicable regulations and Article 6, paragraph 3 (f) of the Personal Data Protection Law (KVKK)

- that it is necessary to fulfill the legal obligations related to employment, occupational health and safety, social security, social services, and social benefits.

Methods of Collecting Personal Data

Your health information is collected through information and documents you provide.

Recipients of Your Personal Data to be Transferred and Purposes of Transfer

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, or with our affiliated companies for the purposes of the conduct and oversight of business activities and conducting management activities in accordance with legal regulations and the applicable legislation.

Persons Receiving Products or Services

Identity Information

Processed Personal Data

- First and Last Name,
- Authorized Signatures List,
- Turkish Identification Number/Foreign Identification Number,
- Tax Identification Number,
- Copy of Identity Card/Identification Document.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the identity data category is processed for the purposes of conducting financial and accounting operations, conducting communication activities, the conduct and oversight of business activities, executing contract processes, management of goods/service procurement processes, conducting customer relations management processes, demand and complaint follow-up, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; and

Your personal data is processed for the purposes of conducting and following up legal transactions, conducting activities in compliance with applicable regulations, demand and complaint follow-up, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Contact Information

Processed Personal Data

- Mobile Phone Number,
- Email Address,
- Contact Address,
- Registered Email (KEP) Address,
- Fax Number,
- Work Phone Number.

Purposes of Personal Data Processing and Legal Basis

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| | <p>Your personal data included in the contact data category is processed for the purposes of conducting financial and accounting operations, conducting communication activities, the conduct and oversight of business activities, executing contract processes, management of goods/service procurement processes, conducting customer relations management processes, demand and complaint follow-up, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none"> • that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; <p>Your personal data is processed for the purposes of conducting and following up legal transactions, conducting activities in compliance with applicable regulations, demand and complaint follow-up, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none"> • that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| <p>Methods of Collecting Personal Data</p> | |
| <p>Your contact information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.</p> | |
| <p>Financial Information</p> | |
| <p>Processed Personal Data</p> | |
| | <ul style="list-style-type: none"> • Invoice Information. |
| <p>Purposes of Personal Data Processing and Legal Basis</p> | |
| | <p>Your personal data included in the financial data category is processed for the purposes of conducting financial and accounting operations, conducting communication activities, the conduct and oversight of business activities, executing contract processes, management of goods/service procurement processes, conducting customer relations management processes, demand and complaint follow-up, and reporting to authorized individuals, entities, institutions, and organizations, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none"> • that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract. |
| <p>Methods of Collecting Personal Data</p> | |
| <p>Your financial information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.</p> | |
| <p>Recipients of Your Personal Data to be Transferred and Purposes of Transfer</p> | |

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, or with our affiliated companies for the purposes of the conduct and oversight of business activities and conducting management activities in accordance with legal regulations and the applicable legislation.

Visitors

Identity Information

Processed Personal Data

- First and Last Name,
- Vehicle License Plate Information.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the identity data category is processed for the purposes of carrying out emergency management processes, ensuring the security of physical spaces, ensuring the security of the operations carried out by the data controller, ensuring the security of movable property and resources, reporting to authorized individuals, entities, institutions, and organizations, as well as creation and following up visitor logs/records, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through visitor logbooks and electronic devices.

Contact Information

Processed Personal Data

- Mobile Phone Number,
- Email Address.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the contact data category is processed for the purposes of carrying out emergency management processes, ensuring the security of physical spaces, conducting communication activities, ensuring the security of the operations carried out by the data controller, ensuring the security of movable property and resources, reporting to authorized individuals, entities, institutions, and organizations, as well as creation and following up visitor logs/records, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your contact information is collected through visitor logbooks and electronic devices.

Physical Space Security Records

Processed Personal Data

- CCTV Footage,
- Entry/Exit Records Information.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the physical space security data category is processed for the purposes of carrying out emergency management processes, ensuring the security of physical spaces, conducting communication activities, ensuring the security of the operations carried out by the data controller, ensuring the security of movable property and resources, reporting to authorized individuals, entities, institutions, and organizations, as well as creation and following up visitor logs/records, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your information related to physical space security is collected through visitor logbooks and electronic devices.

Recipients of Your Personal Data to be Transferred and Purposes of Transfer

Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, in accordance with legal regulations and the applicable legislation.

Persons Potentially Receiving Products or Services

Identity Information

Processed Personal Data

- First and Last Name,

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the identity data category is processed for the purposes of the conduct and oversight of business activities, conducting communication activities, executing contract processes, and management of goods/service procurement processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract;

Your personal data is processed for the purposes of conducting communication activities, management of goods/service procurement processes, management of advertisement /campaign / promotional processes, and management of marketing processes for products/services, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that the explicit consent is obtained from the data subject; and

Your personal data is processed for the purposes of management of goods/service procurement processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

- that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject.

Methods of Collecting Personal Data

Your identity information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person.

Contact Information

Processed Personal Data

- Email Address,
- Work Phone Number,
- Mobile Phone Number,
- Fax Number,
- Registered Email (KEP) Address.

Purposes of Personal Data Processing and Legal Basis

Your personal data included in the contact data category is processed for the purposes of conducting communication activities, management of goods/service procurement processes, conducting customer relations management processes, and executing contract processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)

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| | <ul style="list-style-type: none">• that the processing of personal data of the parties to a contract is necessary provided it is directly related to the establishment or execution of a contract; <p>Your personal data is processed for the purposes of conducting communication activities, management of goods/service procurement processes, management of advertisement /campaign/promotional processes, and management of marketing processes for products/services, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that the explicit consent is obtained from the data subject; and <p>Your personal data is processed for the purposes of conducting communication activities and conducting customer relations management processes, based on the following legal basis, as specified in Article 5 of the Personal Data Protection Law (KVKK)</p> <ul style="list-style-type: none">• that it is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject. |
| | Methods of Collecting Personal Data |
| | Your contact information is collected through printed and electronic forms, emails, information and documents you provide, through the website, by mail, and notifications made in person. |
| | Recipients of Your Personal Data to be Transferred and Purposes of Transfer |
| | Your personal data will be shared with authorized individuals clearly designated in the applicable regulations, pursuant to a court order, or at the request of authorized administrative authorities, in accordance with legal regulations and the applicable legislation. |

Is Your Personal Data Transferred Abroad?

Your personal data may be transferred abroad only to the extent necessary for fulfilling the intended purpose and only after taking the required technical and organizational measures, in compliance with the rules on the international transfer of personal data as stated in Article 9 of the Personal Data Protection Law (KVKK).

What Are Your Rights as a Data Subject?

Regarding your personal data, you have the following rights as a data subject:

- Learning about whether your personal data is being processed;
- Requesting information about the processing of your personal data, if it has been processed;
- Learning about the intended purpose of processing personal data and whether it is used in accordance with that purpose;
- Knowing the third parties to whom your personal data has been transferred, whether domestically or internationally;
- Requesting the correction of your personal data in case it has been processed in an inaccurate or incomplete manner;
- Requesting the deletion or destruction of your personal data in accordance with the conditions stipulated under the Personal Data Protection Law (KVKK);
- When you request the correction of incomplete or incorrect data, as well as the deletion or destruction of your personal data, you can request that these processes be communicated to the third parties to whom we have transferred your personal data; and

- Requesting compensation for damages incurred due to the unlawful processing of your personal data.

How Can You Exercise Your Rights as a Data Subject?

If deemed necessary, the data subject can submit a request regarding their personal data through *Limak Doğu Anadolu Çimento Data Subject Application Form*; and

- by sending this Form bearing original signature together with a copy of identity card/identification document to the cement plant at Kurtalan Çimento Fabrikası (Cement Factory), Kurtalan/Siirt; or
- by application in person accompanied by a valid identity card/identification document to Limak Doğu Anadolu Çimento San. ve Tic. A.Ş.; or
- by sending it to our registered electronic mail limakdoguanadolucimento@hs03.kep.tr using the provided registered email (KEP) address and secure electronic signature or mobile signature; or
- by sending it to the following email address from the data subject's email address, previously notified to and registered with Limak Doğu Anadolu Çimento San. ve Tic. A.Ş.: info@limakdoguanadolucimento.com

will be able to forward it to Limak Doğu Anadolu Çimento San. ve Tic. A.Ş.

Pursuant to the Communiqué on the Procedures and Principles of Application to the Data Controller, data subjects are required to provide their first and last name in their applications, along with their signature in case of written applications, Turkish Republic identification number (or passport number if the applicant is a foreign national), residential or work address for service, email address for notifications, phone number, fax number (if available), and necessary information regarding the subject matter of the request.

The data subject must clearly and explicitly state the subject matter of the request and provide a description of the steps to be taken to exercise the relevant right in the application. All required information and documentation must be attached to the application.

In principle, the subject matter of the request must be personally relevant to the applicant as the data subject. However, if the applicant is acting on behalf of another person, they must be authorized and provide proof of such authorization (e.g., by submitting a power of attorney). If the scope of the application involves sensitive personal data, the applicant must be specifically authorized in accordance with the provisions of Article 10 of the Regulation on Personal Health Data. Additionally, the application must include identity and address information, accompanied by documentation verifying the applicant's identity.

Requests made by unauthorized third parties on behalf of others will not be considered.

How Long Does It Take to Respond to Your Requests Regarding the Processing of Your Personal Data?

Your requests regarding your personal data are reviewed and responded to as soon as possible, and in any case within 30 days at the latest from the date of receipt by **Limak Doğu Anadolu Çimento**. In the event that your request is accepted or rejected with justification, our response will be communicated to you, primarily via mail or the email address provided in your application, and, where possible, using the same means of communication you used to submit your request.

In case the evaluation and decision-making process incurs an additional cost, the fee specified in the tariff set by the Personal Data Protection Board will be applicable.