



SUSTAINABILITY REPORT

2024

BOYTEKS

good morning

BOYTEKS

good morning

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In 2024 as well, Boyteks continues to strengthen its leading position in the sector through its innovative approach, strong corporate culture, and sustainability-focused strategies. Our company views sustainability not only as a component of its business model, but also as a fundamental part of its responsibility toward society and the environment.

This report comprehensively presents Boyteks's performance in environmental, social, and governance areas, its strategic priorities, its dialogue processes with stakeholders, and sustainability practices integrated into the way we do business.

Covering the period January 1-December 31, 2024, the report has been prepared to share the sustainability activities of Boyteks Tekstil Sanayi ve Ticaret A.Ş. with stakeholders within the framework of the principles of transparency and reliability. In preparing the report, data provided by relevant business units were used as the basis, and the reliability of the information was

verified through the company's internal control processes.

The Global Reporting Initiative (GRI) Standards were taken as the basis in preparing the report, and stakeholders' easy access to the relevant disclosures has been ensured through the GRI Index presented in the appendices section.

The report is not limited to recording the performance of 2024; it also reflects Boyteks's sustainability vision and its long-term goals in the areas of combating climate change, resource efficiency, innovative production technologies, and social contribution.

You can send all your opinions, suggestions, and questions about the report to Boyteks via info@boyteks.com.

BOYTEKS



Message from The CEO

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**This year as well,
we prepared our
sustainability report
in accordance with
the Global Reporting
Initiative (GRI)
standards.**

ÖZCAN ÖZYURT

Dear stakeholders, business partners, and employees,

At a time when the global economy and industry are undergoing rapid transformation, Boyteks is building its future on sustainability, innovation, and global competitiveness. For us, sustainability is a long-term strategy that defines not only today's performance, but also how we will create value in the world of tomorrow.

The textile sector sits at the center of global agendas such as climate change, the energy transition, digitalization, and societal expectations. Boyteks views this transformation not as an obligation, but as a competitive advantage and a growth opportunity. Leading transformation in our sector is possible not only through our production capacity, but also through our innovative vision. In this context, combating climate change, efficient use of resources, digital transformation, innovation-focused production, and the development of our employees are at the core of our strategic priorities.

This year, we have once again prepared our sustainability report in accordance with the Global Reporting Initiative (GRI) standards. Our report not only records our performance in 2024; it also presents our long-term goals, our strategic priorities, and our contributions to the global sustainability agenda. In line with our principle of transparency, responding to our stakeholders' expectations and sharing reliable information will continue to be a fundamental responsibility for Boyteks.

Message from The CEO

Our goal of contributing to Türkiye's 2053 net zero vision is the most important compass for our journey in the period ahead. In line with this vision, Boyteks will continue to position innovation, environmental sensitivity, and social responsibility as an integral part of our business model. Our aim is not only to be a leader in the textile sector, but also to become a globally influential brand that is recognized as an example in sustainability.

Moreover, our goals for the future are strong not only in the environmental domain, but also across the social and corporate governance dimensions. We will continue to invest in the development of our employees, support diversity and inclusion, and remain a reliable business partner for our stakeholders through ethical values and a transparent management approach.

The success of this journey is possible through the dedicated efforts of our colleagues, the cooperation of our business partners, and the support of you, our valued stakeholders. As Boyteks, we will continue to work with determination for a more sustainable, fairer, and more livable future together.

Özcan Özyurt
Board Member & CEO, Erciyes Anadolu Holding



Message from our General Manager

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By integrating circular economy principles into our processes, we strengthened our performance aimed at efficient resource use and reducing environmental impact.

MEHMET YILDIZ

Dear stakeholders, business partners, and employees,

The year 2024 has been a year in which we reinforced Boyteks' sustainability strategies with tangible performance indicators and strengthened our operational processes with an approach rooted in environmental and social responsibility.

As Boyteks advanced with steady steps on our sustainability journey, 2024 was a period in which global economic fluctuations, geopolitical developments, and uncertainties in energy markets came to the fore, and risks were strongly felt across supply chains. However, despite all these challenges, we continued to take strong steps in environmental, social, and governance areas and to create added value through our innovative production approach.

In our fully integrated facilities supported by ERP and SCADA systems, we created a transparent, measurable, and efficiency-focused production model by monitoring our production lines end to end. Within the framework of the ISO 50001 Energy Management System, we managed our energy consumption more effectively; and by monitoring our carbon emissions regularly and reliably through an ISO 14064-compliant greenhouse gas inventory, we made progress in the fight against climate change.

In line with our environmental strategies, we expanded practices aimed at reducing water consumption in processes and, by increasing waste recovery rates, moved one step closer to our zero waste goal. By integrating circular economy principles into our processes, we strengthened our performance aimed at efficient resource use and reducing environmental impact.

Message from our General Manager

Our production approach that prioritizes quality and customer satisfaction has been supported by our control processes and machine vision technologies; and through Kaizen, Lean manufacturing, and Six Sigma methodologies, we achieved tangible gains toward operational excellence. These efforts reduced error rates while further enhancing product quality and customer trust.

Within the scope of compliance with regulations such as the European Green Deal and SKDM (CBAM), we deepened our strategies on carbon, energy, and water management and established a business model aligned with stakeholder expectations. This approach secures not only our current performance, but also our forward-looking sustainability goals.

We share all these practices with the public, in line with the principle of transparency, through our sustainability report prepared in accordance with the GRI (Global Reporting Initiative) standards. In addition to recording the performance indicators we achieved throughout 2024, this report also reflects Boyteks' sustainability vision and long-term strategic goals.

In the period ahead, we will continue to strengthen Boyteks' leading role in our sector by keeping innovative technologies, innovation, environmental sensitivity, social responsibility, and a culture of continuous improvement at the center of our production.

I would like to thank all my colleagues, our business partners, and our stakeholders who contributed to this process.

Sincerely,
Mehmet Yıldız
General Manager



ABOUT US

Erciyes
HOLDING

Erciyes
HOLDING
DANIŞMA / INFORMATION



2.2 Boyteks From Then to Now

“Responsibility in every yarn, a future in every weave.”

Boyteks Tekstil Sanayi ve Ticaret A.Ş. is a Türkiye-based industrial company operating under Erciyes Anadolu Holding, headquartered in the Melikgazi district of Kayseri.

Founded in 2000 with mattress fabric production, Boyteks is today a global company that manages all processes in-house with its integrated production structure, from yarn to fabric. As one of the world's largest mattress fabric manufacturers, Boyteks exports to more than 100 countries and makes a significant contribution to Türkiye's industrial exports.

Boyteks' production strength is based on modern infrastructure systems operated in its facilities equipped with advanced technology. Production processes are digitally managed through enterprise resource planning (ERP) systems and supported by SCADA, machine-vision-assisted quality control systems, and smart warehouse solutions. This digital infrastructure increases process efficiency and traceability and enables faster and more flexible responses to customer demands.

All production activities are carried out in compliance with national and international standards such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 27001. Boyteks products are also certified with human- and environment-conscious certifications such as OEKO-TEX, GOTS, and GRS.

Boyteks' governance structure is shaped around the senior management team consisting of the CEO, the General Manager, and the Deputy General Managers reporting to the General Manager. The General Manager plays an active role in setting and implementing sustainability strategies and ensures that the organizational structure operates in alignment with these strategies.

Corporate governance practices are supported by an Ethics Committee and internal policy booklets aimed at ethical principles and preventing conflicts of interest. This structure aims to sustain a company-wide corporate culture based on transparency, accountability, and ethical values.

Boyteks is not only a manufacturer that contributes economically; it is also a global brand with a corporate transformation vision that is becoming more digital, more agile, and integrated with sustainability.

MILESTONES



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In 2024, Boyteks supported its sustainability approach not only through environmental responsibilities but also through strong performance in corporate governance, human resources, R and D, and supply chain. The quantitative data obtained throughout the year demonstrates the company's contribution to sustainable development with tangible indicators.

Corporate Infrastructure and Operational Capability

- Exports were made to more than 100 countries.
- By managing the integrated production infrastructure through ERP systems, quality, efficiency, and traceability were strengthened.



R&D and Innovation

- Bio-based products such as BioDry, BioFresh, Organic Cotton, and EcoCycle were developed.

In 2024, Boyteks took an active role in fairs held in different countries to promote its sustainable product development strategy on a global scale. These participations were not limited to showcasing products; they also enabled the company to share its sustainability vision with industry stakeholders.

2.3 2024 in Numbers

The international fairs attended in 2024 are as follows:

- **Heimtextil Frankfurt**
9–12 January, Germany
- **Efficiency and Technology Fair**
8–10 February, Türkiye
- **ISPA Expo**
9–12 March, USA
- **Interzum Guangzhou**
28–31 March, China
- **Salone Del Mobile**
16–21 April, Italy
- **Hometex**
21–25 May, Türkiye
- **ForMOBILE**
2–5 July, Brazil
- **Sleep Expo ME**
10–12 September, UAE
- **The Bed Show**
26–27 September, United Kingdom
- **IBIA Expo**
28 September–1 October, Türkiye
- **Mebel Expo**
18–22 November, Russia

Participating in a total of 11 fairs, Boyteks introduced its collections developed with bio-based contents such as **BioDry, BioFresh, Organic Cotton, and EcoCycle**, contributing to the wider adoption of sustainable production in international markets with its eco-friendly and innovative product portfolio. These events enabled Boyteks to share its sustainability vision globally and supported the sector's green transformation.



Heimtextil Frankfurt
9–12 January, Germany



Efficiency and Technology
Fair 8–10 February, Türkiye



ISPA Expo
9–12 March, USA



Interzum Guangzhou
28–31 March, China



Salone Del Mobile
16–21 April, Italy



Hometex
21–25 May, Türkiye



ForMOBILE
2–5 July, Brazil



Sleep Expo ME
10–12 September, UAE



The Bed Show
26–27 September,
United Kingdom



IBIA Expo
28 September–1 October,
Türkiye



Mebel Expo
18–22 November,
Russia

2.3 2024 in Numbers

Human Resources



- Total employees: **988**
- Share of female employees: **6.48%**
- Share of employees with disabilities: **3.24%**
- Share covered by collective bargaining agreement: **87.84%**

Recruitment and Turnover Rates



- Employees hired: **95**
- Employees who left: **98**
- Hiring rate for ages 18–30: **38.34%**
- Turnover rate for ages 41–50: **14.51%**

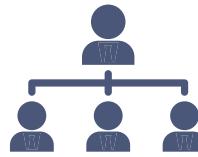
2.3 2024 in Numbers

Training and Development



- Total training duration: **7,715 hours**
- Occupational health and safety training duration: **4,548 hours**
- Average training per person: **7.8 hours**
- OHS trainings accounted for **59%** of the total duration.

Corporate Governance



- **50%** of the 2024 strategic targets are sustainability-focused.
- The Ethics Committee ensured the implementation of principles for preventing conflicts of interest and promoting transparency.

Supply Chain



- Environmental, social, and occupational health and safety-focused audits were conducted.
- No supplier relationships were terminated due to adverse impacts.
- An SAP-based supplier evaluation system was developed.

2.4 Our Mission, Our Vision, Our Values



In the areas where we operate in the textile sector, to contribute to the national economy and create added value as a corporate, dynamic, innovative, and reliable company.



As a global company, to maintain competitive strength across all product groups in the markets where we operate, increase market share, and achieve and sustain leadership.



Our core values that form the foundation of our corporate identity are honesty, responsibility, quality, collaboration, innovation, and continuous improvement. These values are embedded in Boyteks' corporate memory and are embraced as guiding principles in the daily activities of every employee.

2.5 Our Corporate Principles

As Boyteks, our 9 core principles that shape our activities and have been internalized by all our employees can be summarized as follows:



Inspire Trust:

We act with a transparent, accountable, and responsible approach.



Win Hearts:

We build relationships based on respect and tolerance.



Deliver Results:

We combine success with disciplined, goal-oriented work.



Be the Best:

With a mindset of continuous improvement, we aim for the highest quality.



Capture the Future:

We act with a vision that is open to innovation and guides change.



Understand Your Customer:

We develop customer-focused solutions.



Add Meaning:

We ensure that every task contributes to the corporate purpose.



Empower:

We provide environments that enhance our employees' competencies.



Provide Guidance:

We support leadership that will carry the corporate culture into the future.

2.6 Our Memberships and Awards

Boyteks continues to support its sustainability approach not only by limiting it to production processes, but also through sectoral collaborations, memberships in national and international platforms, and innovation-focused efforts. Throughout 2024, active representation was ensured in the leading organizations of the sector; awards were won at the international level through innovative products and trade fair presentations.

In this direction, by maintaining its memberships in the International Bedding Industry Association (IBIA EXPO), International Sleep Products Association (ISPA), National Bed Federation (NBF), and the Turkish Home Textile Industrialists and Business People Association (TETSİAD), Boyteks contributed to the sectoral flow of information and closely followed global developments. These memberships enable development not only in collaborations, but also in sustainability and quality management.

In 2024, Boyteks attracted attention with its creative product and design work showcased internationally and was deemed worthy of awards on various platforms. At the Formobile Fair organized by Informa Markets, Boyteks, which won the “Best Stand Design Award” with its original exhibition stand, succeeded in transforming the fair experience into holistic brand representation.

In addition, the “**High Product Quality**” awards received at the Interzum Cologne fair in 2023 also form the cornerstones of this momentum of success.

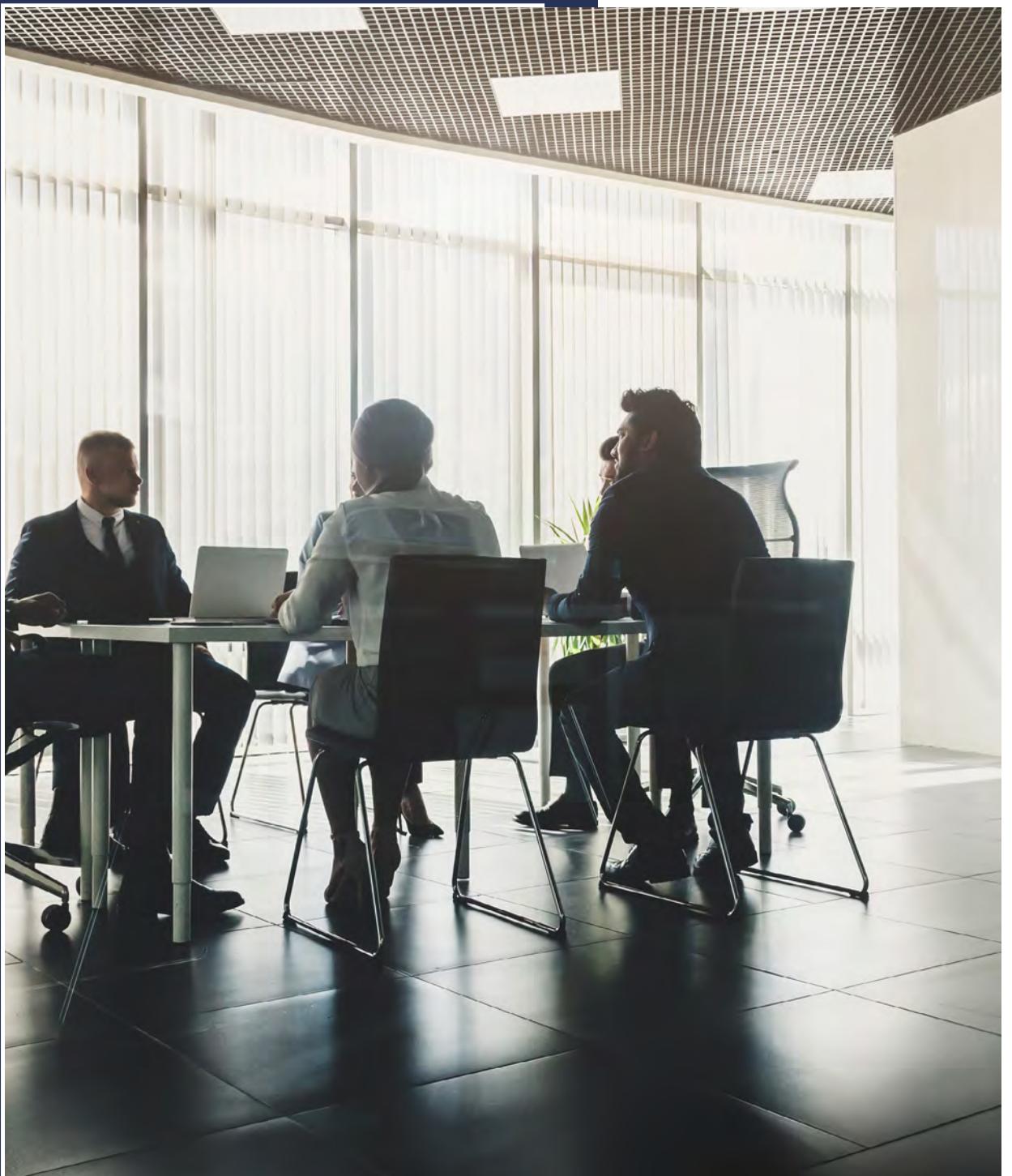
These awards were earned thanks to the environmentally friendly approach, material innovation, and functional design philosophy of the **BIOGREEN** and **NETTLE** collections.

Having made sustainability a corporate culture, Boyteks, with these awards received globally, confirms not only product success but also its corporate governance model based on environmental and social sensitivity. Boyteks considers these achievements not as an outcome, but as important milestones of its sustainable transformation journey.





OUR CORPORATE GOVERNANCE



3. OUR CORPORATE GOVERNANCE

BOYTEKS

Boyteks builds its corporate governance approach on commitment to ethical values, full compliance with laws, and the principles of transparency. Acting within the framework of the Code of Ethics determined by Erciyes Anadolu Holding, our company adopts accountability and sustainability as fundamental principles in all business processes.

Our management approach aims not only to fulfill legal obligations, but also to meet stakeholder expectations, strengthen trust-based relationships, and create long-term value. In this context, Boyteks continues to fulfill its responsibilities toward its stakeholders with determination by further strengthening its corporate governance structure each year.

3.1 Our Organization



As a group company operating under Erciyes Anadolu Holding, Boyteks Tekstil Sanayi ve Ticaret A.Ş. has placed corporate governance principles at the core of its organizational structure. The Company's governance model is operated through a structure separated into the Board of Directors, the Audit Board, and the CEO. The Internal Audit Coordination unit operates under the Audit Board.

The coordination units reporting directly to the CEO cover the areas of Investments, Affiliates, Business Development and Information Technologies, Accounting Affairs, Finance and Risk Management, Corporate Relations, and Legal.

Reporting to the General Manager, directorates have been structured to carry out the functions of Purchasing and Import, Human Resources, Accounting Affairs, and Finance.

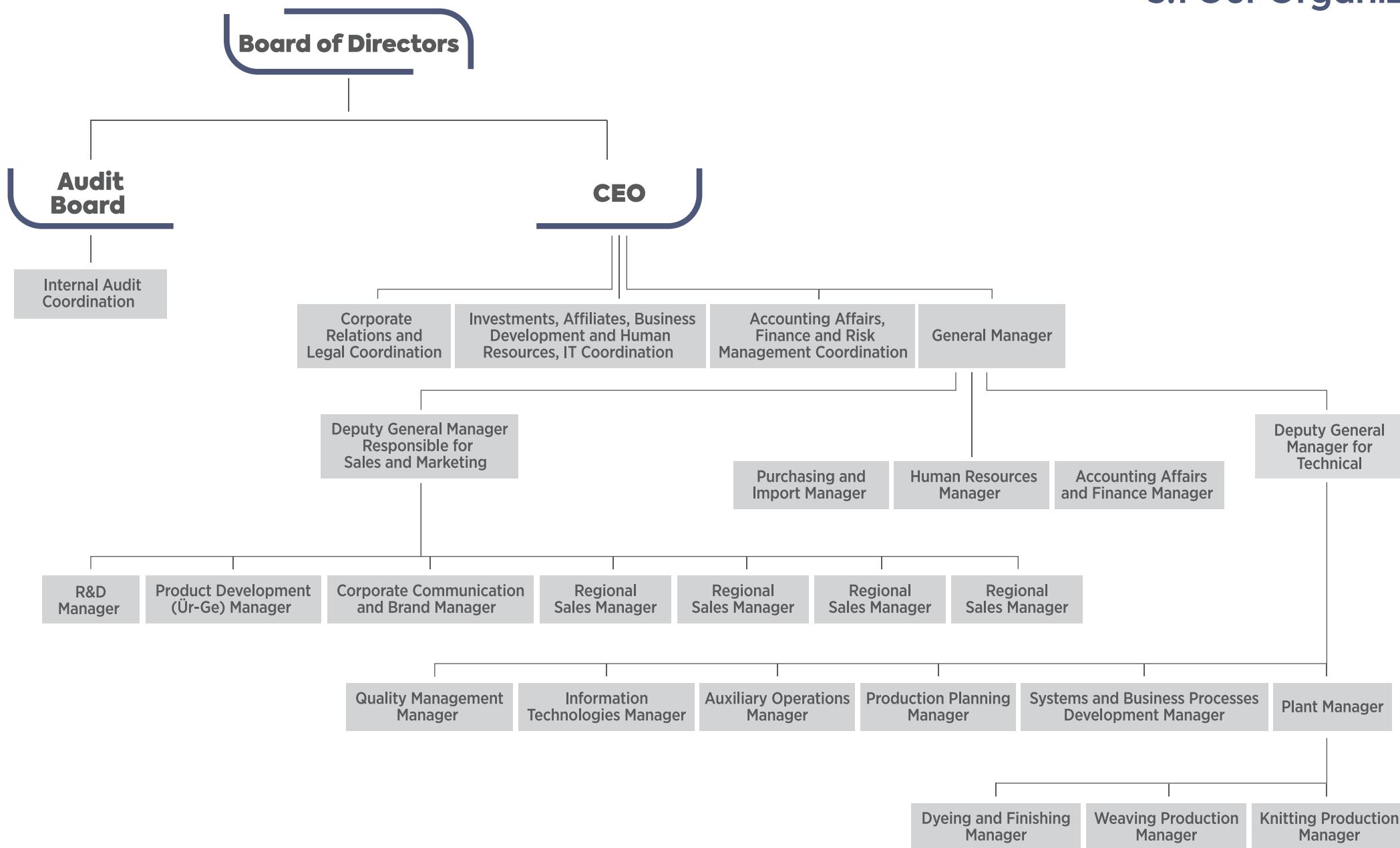
In addition, the positions of Deputy General Manager for Sales and Marketing and Deputy General Manager for Technical, which report to the General Manager, assume managerial responsibility in their respective operational areas.

Reporting to the Deputy General Manager for Sales and Marketing are the R&D Manager, Product Development (P&D) Manager, Regional Sales Manager, and Corporate Communication and Brand Manager positions.

Reporting to the Deputy General Manager for Technical are the Quality Management Manager, Information Technologies Manager, Auxiliary Operations Manager, Production Planning Manager, Systems and Business Processes Development Manager, and Plant Manager.

Up-to-date and detailed information on the Erciyes Anadolu Holding Board of Directors can be accessed via the Holding's corporate website.

3.1 Our Organization



3.1 Our Organization

Boyteks' corporate governance approach is not limited solely to managerial processes; it also includes the systematic operation of structures that encourage employee participation and continuous improvement. In this context, various committees and boards that contribute to governance processes carried out across the company operate reporting directly to the General Manager.

The committees and boards ensure the implementation of decisions taken by senior management, the evaluation of suggestions and feedback received from employees, and the planning of actions aligned with corporate goals. At the same time, these structures support corporate balance and sustainability in areas such as occupational health and safety, ethical compliance, social responsibility, performance monitoring, and continuous improvement.

Within Boyteks' organizational structure, the following committees and boards actively operate:

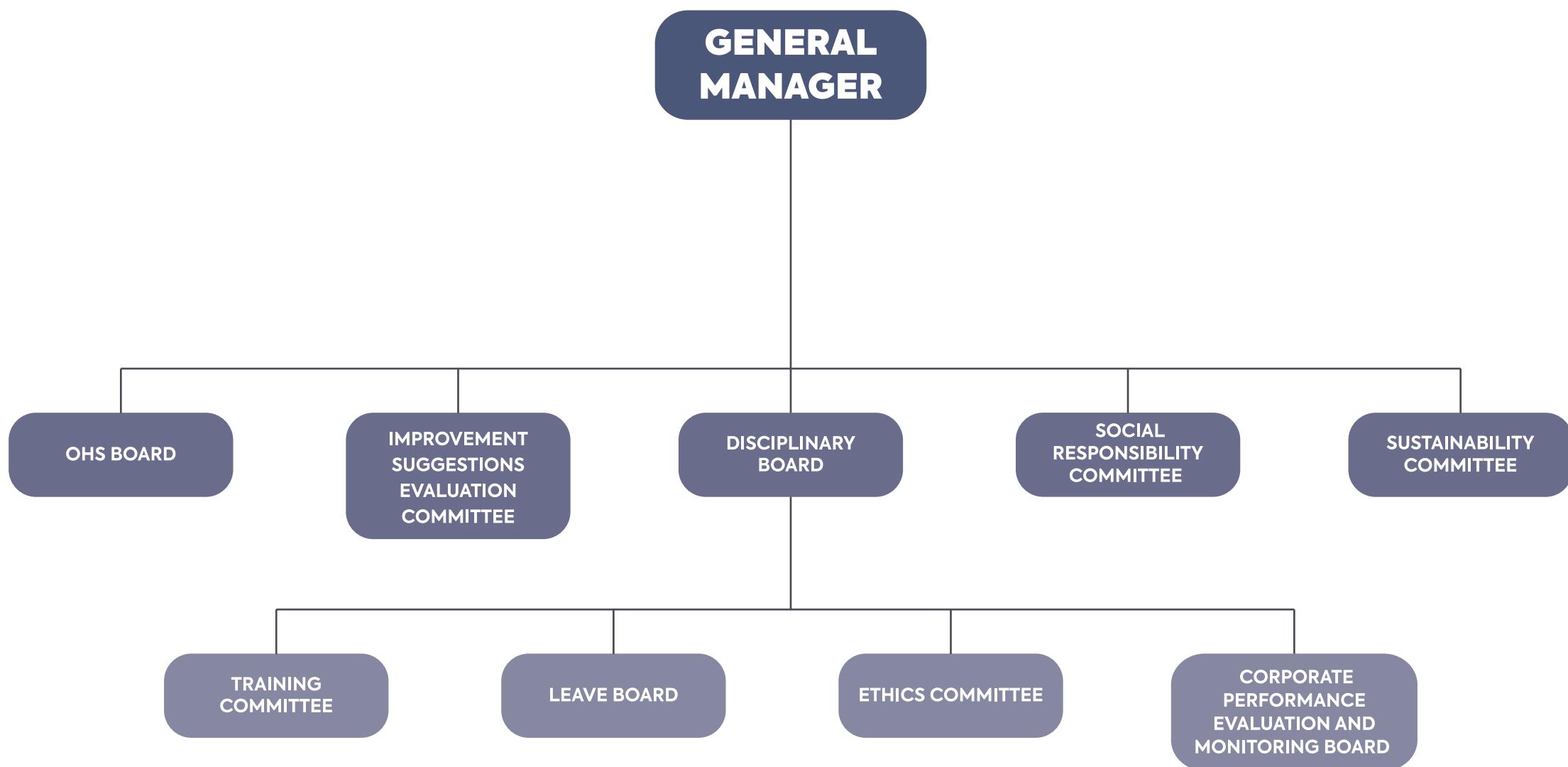
- **Occupational Health and Safety Board**
- **Improvement Suggestions Evaluation Committee**
- **Disciplinary Board**
- **Social Responsibility Committee**
- **Sustainability Committee**
- **Training Committee**
- **Leave Board**
- **Ethics Committee**
- **Corporate Performance Evaluation and Monitoring Board**

Through these structures, compliance is ensured with both legal obligations and voluntary responsibilities; at the same time, an inclusive governance model is maintained by supporting employee participation.



Committees Organization Chart

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3.2 Corporate Risk Management

In order to achieve its sustainable growth targets, Boyteks adopts an integrated corporate risk management approach that systematically identifies, monitors, and manages strategic and operational risks. This approach increases the company's resilience against changing conditions and strengthens its long-term value creation capacity.

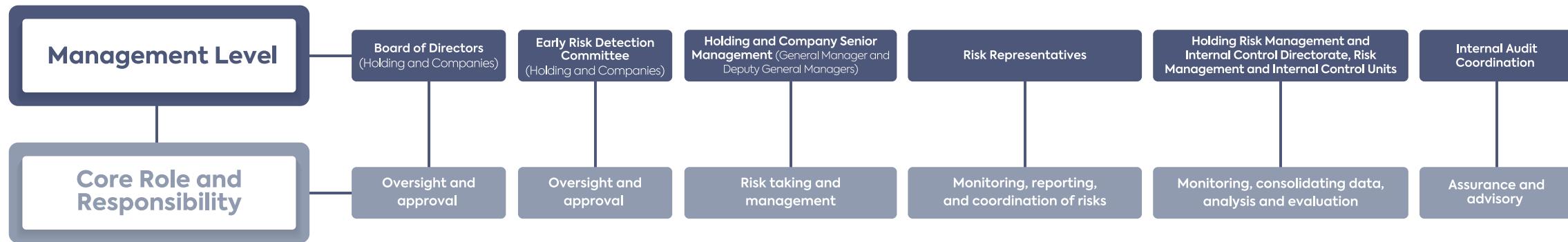


Corporate risk management practices are carried out within the framework of the Risk Management Guide established by Erciyes Anadolu Holding; internal and external uncertainties that may arise within Boyteks are identified at an early stage, and effective management approaches are developed.

Risk management is carried out through the joint work of the Board of Directors, the Early Risk Detection Committee, the Holding Risk Management and Internal Control Directorate, the Internal Audit Coordination unit, and risk representatives in relevant functions. This structure spreads risk management across the entire organization and supports corporate risk awareness in decision-making processes. In order to prevent conflicts of interest and promote an ethical business culture, Boyteks carries out its activities in line with its Business Ethics Rules Policy; the company's ethical principles are overseen by the Ethics Committee. In addition, the Integrated Management Systems Policy and the Information Security Policy implemented within the scope of the company's Integrated Management Systems contribute to addressing risks with preventive approaches.

Management systems such as **ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 27001** held by Boyteks strengthen the infrastructure of corporate risk management practices; they control risks in quality, environment, energy, occupational health and safety, and information security with a holistic perspective.

3.2 Corporate Risk Management



In addition, the amfori BSCI, IKEA IWAY, and OEKO-TEX STEP systems applied in the area of social compliance enable Boyteks to effectively manage social risks and encourage ethical and responsible production in the supply chain.

The impacts of environmental and social issues on business processes are regularly monitored, and within this framework, improvement opportunities are evaluated in areas such as energy management, raw material sourcing, and legal compliance.

Boyteks considers risks not only as potential threats, but also as an important factor in identifying areas for improvement.

3.2 Corporate Risk Management

RISK CATEGORIES			
Physical – Chronic Risks			
Category	Description	Time Horizon	Action Taken
Declining Groundwater and Surface Water Resources	Changes in the precipitation regime and increasing water stress in and around Kayseri create risks for process continuity and costs in water-intensive processes such as dyeing, finishing, and washing.	Medium	Water consumption is monitored through a facility water consumption map and critical processes are identified; investment plans are prepared for closed-loop water systems and water recovery projects; alternative water sources and rainwater harvesting opportunities are evaluated.
Increasing Ambient Temperatures and Heatwaves	Increasing temperatures in summer put pressure on employee health and machine efficiency in production halls and increase the need for cooling and ventilation.	Long	Insulation and ventilation improvements are being designed for factory buildings. Climatic impacts are included in OHS risk assessments; climate control solutions in production areas and the development of cooling and rest areas for employees are planned.
Extreme Precipitation and Severe Weather Events	Risk of damage and business interruption to logistics, storage areas, and building infrastructure due to sudden rainfall, hail, and storms.	Medium	Reviewing critical stock and warehouse areas and strengthening drainage and rainwater discharge infrastructure are targeted.

3.2 Corporate Risk Management

TRANSITION RISKS – Political and Regulatory			
Category	Description	Time Horizon	Action Taken
Carbon Pricing and National ETS	Risk that the emissions trading system planned to be implemented in Türkiye increases costs in textile processes with high energy consumption.	Medium	Corporate greenhouse gas inventory and energy consumption data are systematically monitored; energy efficiency and process optimization projects are placed on the investment agenda. Financial impacts are analyzed.
EU Green Deal and Carbon Border Adjustment Roadmap	Risk that tightening climate and environmental criteria in Boyteks' export markets reduces the competitiveness of carbon-intensive products.	Short–Medium	Developments in EU legislation are regularly monitored; carbon footprint and energy consumption monitoring systems are strengthened. Feasibility studies are carried out for projects that will increase low-emission production technologies and renewable energy use.
Chemical and Product Safety Legislation	Tightening of national and international regulations regarding chemical use and product safety in textiles and upholstery products.	Short	The chemical management system and prohibited and restricted substance lists are updated; compliance is checked via supplier declarations and laboratory tests. R&D studies are planned to increase the use of sustainable chemical alternatives.
TSRS and Mandatory Sustainability Reporting	Start of the reporting obligation aligned with the Türkiye Sustainability Reporting Standards and the data collection processes becoming more complex.	Short	Coordination between sustainability and finance teams is strengthened; the data collection infrastructure for indicators within the scope of TSRS is reviewed; training programs are implemented for relevant teams.

3.2 Corporate Risk Management

TRANSITION RISKS – Political and Regulatory			
Category	Description	Time Horizon	Action Taken
Water Efficiency Regulation	New legal regulations introduced for water-intensive sectors require businesses to calculate their water footprint and to put water efficiency systems into operation within a specified period.	Medium	Boyteks systematically manages its water footprint within the framework of the international ISO 14046 standard and uses the analysis results obtained to develop improvement plans aimed at increasing water efficiency. With closed-loop water systems implemented in production facilities, water consumption is optimized, thereby supporting the efficient and responsible use of resources.
Regulation on the Management of Industrial Emissions	The new regulation requires industrial facilities to declare emission data electronically and submit verified reports. In this context, measurement, monitoring, and reporting obligations become more comprehensive.	Medium	Boyteks manages greenhouse gas emissions within the scope of the ISO 14064 standard and systematically structures its calculation and reporting processes accordingly. In order to ensure full compliance with current legal regulations, the company continuously strengthens its data verification and monitoring infrastructure and develops its processes in line with international best practice examples.

3.2 Corporate Risk Management

Change in Consumer Preferences			
Category	Description	Time Horizon	Action Taken
Demand for Low-Carbon and Sustainable Products	Customers' shift toward upholstery and bedding textile products with recycled content, traceability, and a low carbon footprint, leading to reduced demand for traditional products.	Medium	Efforts are being carried out to monitor product-based environmental performance indicators; R&D activities continue on collections that increase the use of recycled and certified raw materials; customer expectations are regularly monitored through stakeholder dialogue mechanisms.
Expectation for Transparency and Traceability	Increasing expectations for more transparent reporting of raw materials and processes used in the supply chain, and of social and environmental impacts.	Short–Medium	By improving digital infrastructure, it is targeted to monitor supplier data more systematically, expand certification processes, and develop product-based traceability practices.

3.2 Corporate Risk Management

OPPORTUNITY CATEGORIES			
Political and Regulatory			
Category	Description	Time Horizon	Action Taken
Sustainable Finance and Incentives	Access to national and international incentives and sustainable finance instruments for projects such as energy efficiency, renewable energy, waste, and water management.	Medium	While evaluating investment projects, sustainable finance options are taken into account and energy and resource efficiency projects are prioritized. Relevant funds and incentive programs are regularly monitored and application preparations are made for suitable projects.
Leading Position in Regulatory Compliance	TSRS; companies that proactively ensure compliance with climate and environmental legislation becoming preferable for customers and financial institutions.	Medium–Long	Efforts are underway to strengthen the sustainability agenda within governance structures, address risk and opportunity analyses at board level, and integrate transparent reporting into corporate culture.

3.2 Corporate Risk Management

Consumer Preferences, Technology, and Market			
Category	Description	Time Horizon	Action Taken
New Market Opportunities Through a Sustainable Product Portfolio	Opportunity to access new customer segments and premium markets thanks to recycled content, production with high water and energy efficiency, certification, and traceability.	Short–Medium	R&D and design teams are supported to develop sustainability-focused collections; participation in international certification programs is increased; and joint product development projects with strategic customers are evaluated.
Digitalization and Industry 4.0 Applications	Increasing efficiency, reducing error rates, and optimizing resource use through digitalization, automation, and data analytics in production and logistics processes.	Medium–Long	Data collection and analysis infrastructure on production lines is being strengthened; investments are planned in systems that monitor energy and material consumption in real time; and digitalization projects are integrated with operational excellence programs.
Integration into Green Supply Chains	Opportunity for long-term partnerships and volume growth as global brands prioritize suppliers with strong ESG performance in their supply chains.	Medium	Efforts are carried out to evaluate suppliers according to sustainability criteria; supply chain policies are reviewed; and action plans are created to align with customers' green supply chain programs.

3.3 Information Security

Boyteks considers information security as a fundamental element of corporate sustainability. In an environment of increasing digitalization and data sharing, protecting information assets is one of our priority areas of work.

With this understanding, the Information Security Management System (ISMS) has been effectively implemented since 2016, and the system has been structured in line with the ISO 27001 standard.

All information security policies and procedures, primarily the Information Security Policy in force throughout the company, are regularly monitored and updated by Erciyes Anadolu Holding Information Technologies and the Boyteks IT unit.

In 2024, no incidents were encountered that violated customer privacy or information security. This is a result of our strong infrastructure and proactive management approach.

Our customer satisfaction processes are also directly related to information security policies. In 2024, our customer satisfaction rate was 92.4%, and secure and transparent data management played an important role in this increase.

Our information security practices are regularly evaluated through internal audit processes. Processes are continuously improved through control mechanisms established in line with the findings identified. No ethical violations or compliance issues were identified.

Our information security practices are regularly evaluated through internal audit processes. Processes are continuously improved through control mechanisms established in line with the findings identified. No ethical violations or compliance issues were identified.





At Boyteks, internal audit is carried out in line with the principles of transparency, accountability, and continuous improvement that underpin our corporate governance culture. The Internal Audit Coordination unit conducts audits within the scope of the annual plan, reports findings to senior management, and contributes to improving processes.

For the findings identified as a result of the audits conducted in 2024, effective control mechanisms were established, and risks were reduced through regular monitoring of processes. The Anti-Bribery and Anti-Corruption Procedure and the Business Ethics Rules Policy, which are important elements in maintaining compliance with ethical principles, strengthen the reliability of our operations.

Our company holds management systems such as **ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 27001, and ISO 10002**, as well as social compliance standards such as **BSCI, IKEA IWAY, and OEKO-TEX**; these certifications provide international assurance for our internal audit processes. Thanks to this strong infrastructure, Boyteks not only meets legal compliance requirements, but also demonstrates a corporate governance approach that inspires trust among its stakeholders.

Our employees' compliance with ethical principles is supported through social training provided within the scope of BSCI; via the Ethics Hotline and the corporate email channel, our employees and stakeholders can safely communicate their concerns. Our R&D activities are also addressed from an audit perspective. In 2024, two new products were developed, and the ratio of R&D expenditures to revenue increased to 0.62%. This increase indicates that our innovation capacity has strengthened and that internal audit processes also enable us to monitor development opportunities.

Boyteks considers internal audit not only as a control mechanism, but also as one of the core pillars of corporate reliability and sustainable growth.

3.5 Business Ethics and Compliance

Boyteks carries out its activities in line with the principles of transparency, accountability, and impartiality, and builds its business processes on ethical values. The company's ethical management approach is maintained in alignment with the corporate structures within Erciyes Anadolu Holding, and it is essential that employees act with integrity and a sense of responsibility in all business relationships. In order to disseminate an ethical culture across the company, orientation and periodic trainings are provided to all employees starting from the recruitment processes. In this context, it is aimed that employees adhere to ethical values not only in internal conduct, but also in their relationships with customers, suppliers, and other stakeholders.

Secure communication channels such as an ethics hotline and corporate email have been established for reporting potential violations. Incoming notifications are evaluated meticulously, and when necessary, the Ethics Committee process is initiated. The fact that no violations were identified within the scope of ethical rules in 2024 demonstrates the effectiveness of Boyteks' ethical management approach. Key policies and procedures that support the ethical management approach include the Business Ethics Rules Policy, the Anti-Bribery and Anti-Corruption Procedure, the Asset Responsibility Policy, and the Portable Device Use Policy.

These documents not only regulate internal operations, but also provide corporate assurance in areas such as respect for human rights, prevention of discrimination, protection of customer confidentiality, and prevention of conflicts of interest.

Boyteks' compensation, career development, and promotion practices are also carried out in a fair, transparent, and merit-based manner in line with the ethical management approach. This approach strengthens employees' motivation and commitment to the company, while ensuring that the ethical culture becomes permanently embedded in the corporate structure.

Boyteks regards ethical values, beyond a compliance mechanism, as the core foundation of responsible business conduct; it supports the ethical culture through continuous training, transparent communication, and a strong policy framework.



3.6 Anti-Bribery and Anti-Corruption (ABAC)

Boyteks adopts a management approach based on transparency, accountability, and ethical values in its business processes, and addresses the fight against corruption and bribery as one of its priority issues.

In this context, the Anti-Bribery and Anti-Corruption Procedure in force provides guidance to all employees and defines, within a systematic framework, practices aimed at preventing potential risks.

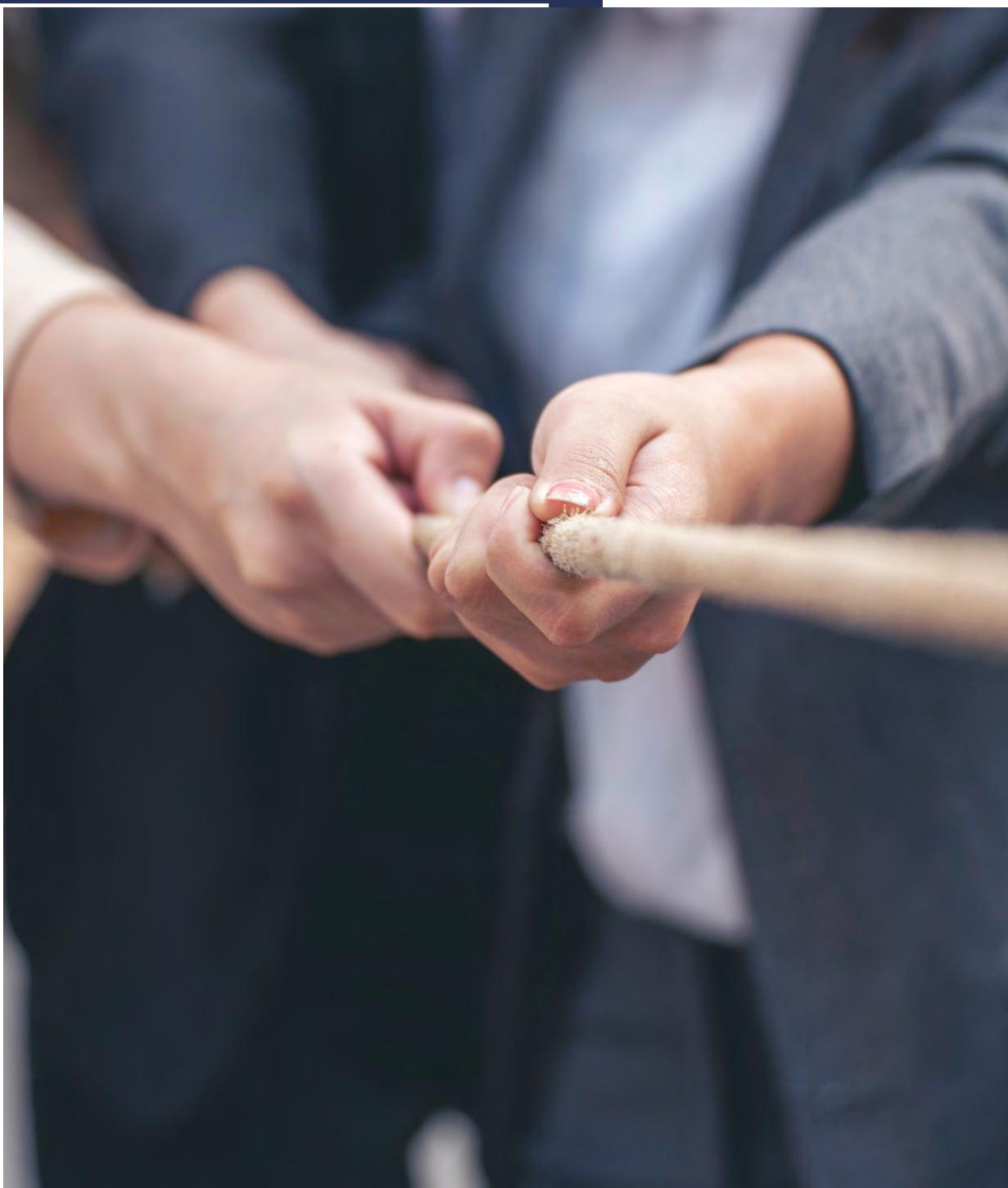
Working in alignment with the Ethics Committee within Erciyes Anadolu Holding, Boyteks meticulously carries out its processes to prevent conflicts of interest and eliminate ethical non-compliances. Codes of ethical conduct are regularly reminded to employees and reinforced through orientation and in-service trainings.

The Ethics Hotline and corporate communication channels are actively used so that employees can safely report potential non-compliances.

Incoming notifications are evaluated by the relevant units, and corrective actions are taken when deemed necessary. In 2024, no incidents related to corruption or unethical practices were recorded in the company.

By integrating its zero-tolerance approach to unethical conduct with its sustainable business model, Boyteks aims to establish a reliable, ethical, and accountable corporate structure..





3.7 Combating Anti-Competitive Conduct

Boyteks adopts a competition approach based on fairness, transparency, and ethical principles across all areas in which it operates. The company's approach in this area was placed within a corporate framework through the Business Ethics Rules Policy, which was established in 2019 and published publicly.

You can access our [business](#) ethics rules here.

This policy aims to ensure that Boyteks employees and stakeholders act in full compliance with competition law.

Avoiding market-distorting practices, adhering to fair pricing principles, and observing confidentiality in information sharing are among the core principles.

By implementing the Ethics Hotline, which enables reports of ethical rule violations to be assessed on a confidentiality basis, Boyteks provides a reliable application mechanism for all its stakeholders. With an approach grounded in ethical ways of doing business, Boyteks views full compliance with competition law as an integral part of its corporate responsibility perspective.

3.8 Sustainable Supply Chain Management

Boyteks designs its supply chain management within the framework of sustainability principles and integrates environmental, social, and governance (ESG) criteria into all purchasing and collaboration processes. Across all stages, from supplier selection to performance evaluation, quality, legal compliance, ethical responsibility, and environmental sensitivity are taken as the basis.

In supply chain management, Boyteks not only maintains existing collaborations, but also ensures the effective implementation of the standards it has set in the areas of quality, legal compliance, ethical responsibility, and environmental sensitivity. Accordingly, suppliers are subjected to regular performance monitoring and evaluation processes and are guided in line with the principles of transparency, accountability, and continuous improvement. The company prioritizes sustainability criteria not only in supplier selection but also throughout the collaboration process, and with this approach, it builds a long-term, reliable, and responsible value chain.

Within the scope of a certified and responsible sourcing approach, yarn purchases are made from producers that hold international standards such as **Oeko-Tex Standard 100, GOTS, OCS, RCS, and GRS**; for chemicals and auxiliary materials, suppliers compliant with the REACH regulation are preferred.



Supply chain processes are carried out through the SAP S/4HANA ERP infrastructure and digital systems supported by Robotic Process Automation (RPA); order management, inventory control, and delivery planning are tracked in a transparent, traceable, and error-free manner.

In response to the extended raw material lead times experienced in 2024, logistics delays, and slower compliance with sustainability criteria among some suppliers, alternative supplier searches were conducted, safety stock levels were updated for critical material groups, and performance improvement plans were implemented.

Among the projects implemented to reduce environmental impact and improve process efficiency, the Plastic Separator Project and the Composite Pallet Project stand out.

With the Plastic Separator Project, annual cardboard separator usage was reduced from 90,000 units to 7,500 units. Within the scope of the Composite Pallet Project, replacing wooden pallets with more environmentally sustainable alternatives delivered both environmental benefits and operational advantages.

By continuously improving sustainable supply chain management, Boyteks aims to reduce environmental and social risks and establish long-term, trust-based collaborations with all its stakeholders.



OUR SUSTAINABILITY APPROACH

4. OUR SUSTAINABILITY APPROACH

Boyteks Tekstil Sanayi ve Ticaret A.Ş. places sustainability at the center of its corporate strategy and conducts all business processes in line with this approach. In alignment with Erciyes Anadolu Holding's long-term vision, an approach is adopted that is balanced and measurable across environmental, social, and governance dimensions and responsive to stakeholder expectations.

Our sustainability management is shaped around combating climate change, efficient use of resources, developing circular production practices, and strengthening ethical business principles.



Within this scope, a sustainability management system structured in accordance with national and international standards is operated, based on the principles of transparency, accountability, and continuous improvement.

Thanks to our fully integrated production infrastructure, all processes from yarn to fabric are monitored through ERP-based systems, and performance indicators are tracked regularly.

Through its ISO standards in the areas of quality, environment, energy management, occupational health and safety, information security, and customer satisfaction (ISO 9001, ISO 14001, ISO 50001, ISO 45001, ISO 27001, ISO 10002), Boyteks integrates its sustainability commitments into corporate governance mechanisms.

In product development processes, priority is given to reducing environmental and social impacts; measures are taken to prevent the use of harmful chemicals; and internationally recognized certifications such as OEKO-TEX are used. The BioGreen, R-Turn, and Vegan collections embody this approach through the use of sustainable raw materials and production practices sensitive to human health.

Boyteks does not limit the steps it takes in sustainability to the level of commitments; it aims to deliver measurable outputs by adopting a transparent communication approach toward its stakeholders.

Accordingly, the company strengthens its identity as a responsible producer at local and global scales and contributes to sustainable transformation in the sector.

4.1 Stakeholder Engagement and Our Prioritization Matrix

Boyteks values the views of all its stakeholders while shaping its sustainability strategies and therefore adopts a transparent approach based on mutual respect and open to continuous communication. Stakeholder participation plays a fundamental role in defining the company's sustainability goals and identifying priority topics.

The stakeholder engagement process is carried out within a broad framework that includes employees, customers, suppliers, contractors, and subcontractors. Within the scope of 2024, feedback mechanisms were strengthened through communication conducted with suppliers who interact regularly with Boyteks via phone and email on weekly, 15-day, and monthly cycles. This interaction is part of the structure that forms the basis for determining sustainability priorities.

In the process of setting corporate objectives, sustainability is addressed at a strategic level. Half of the eight strategic goals determined across the company are directly related to sustainability. In line with these goals, specific performance targets have been defined for all units in areas such as environmental awareness, energy efficiency, occupational health and safety, ethical governance, and social responsibility. Processes are carried out under the oversight of the Ethics Committee in accordance with the principles of transparency and accountability.



4.1 Stakeholder Engagement and Our Prioritization Matrix

Boyteks' R&D and innovation capabilities support environmentally focused product development efforts that respond to stakeholder expectations. In 2024, six new products were launched to the market. Expert teams working in the R&D unit continue to work on solutions that align with a sustainable production approach and support responsible production across the value chain.

The stakeholder prioritization process is carried out in line with the company's strategic direction, and priority topics are identified through analyses conducted prior to reporting periods. These analyses consider the level of importance for both the company and stakeholders, and a prioritization matrix is created based on the findings. Among the priority topics identified for 2024, key areas include combating climate change, resource efficiency, occupational health and safety, ethical supply management, and data security.

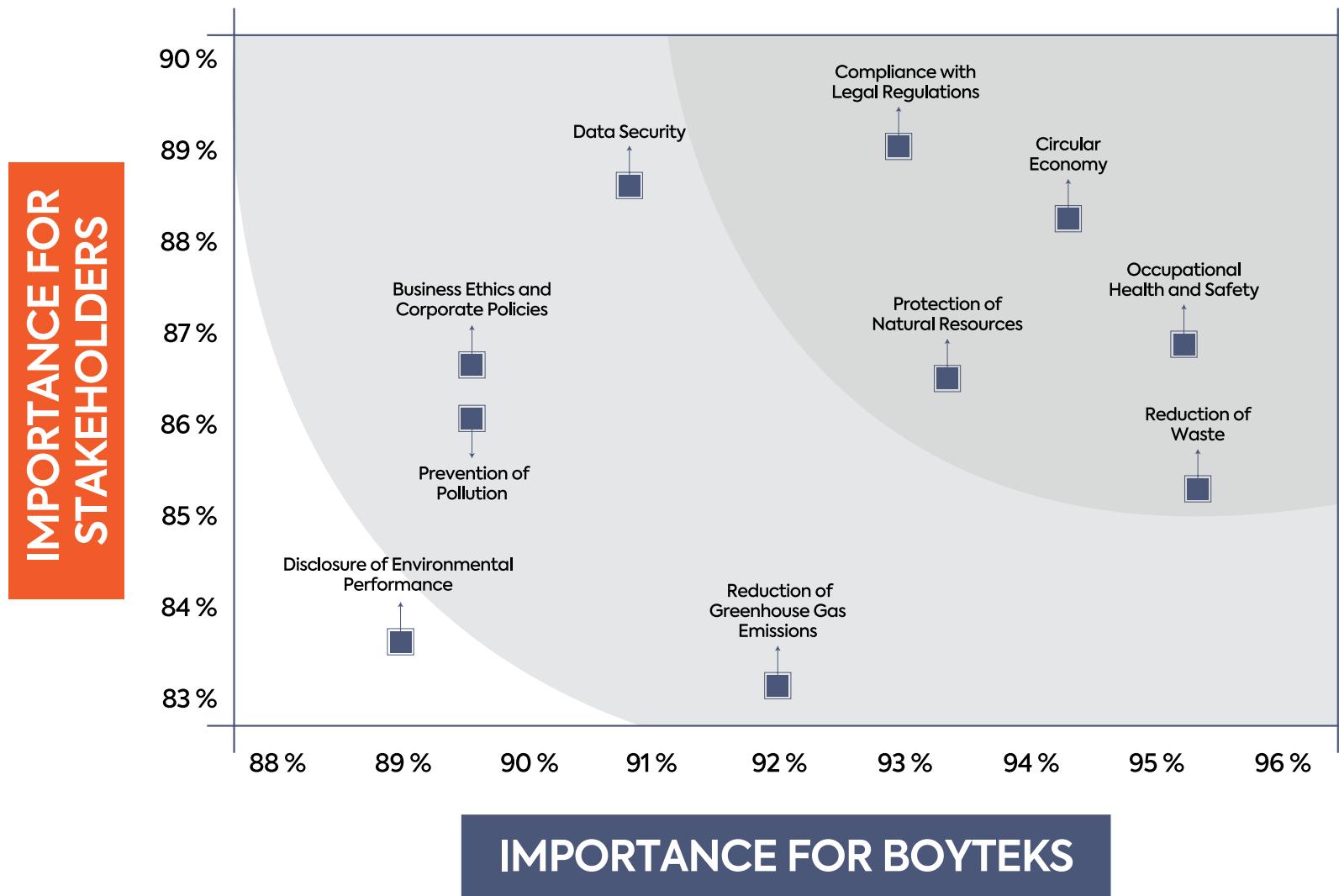


4.1 Stakeholder Engagement and Our Prioritization Matrix

Stakeholder Group	Communication Method	Purpose of Communication	Communication Frequency
Employees	Employee Surveys, Internal Communication Platforms, Trainings, Face-to-Face Meetings	Employee satisfaction, collecting feedback, development opportunities, occupational health and safety	Daily, Monthly, Every 3 months, Every 6 months and Annually
Customers	Customer Surveys, Call Center, Website, Social Media, Feedback Mechanism	Customer satisfaction measurement, complaint management, service improvement	Daily, Monthly, Annually
Suppliers	Supplier Meetings, Audits, Email, Contracts	Sustainable supply chain management, ethical compliance, developing collaboration	Daily, Monthly, Annually
Local Community	Community Feedback Meetings, Social Responsibility Projects, Collaboration with Municipalities, Workshops	Social impact assessment, contribution to local development, environmental responsibility	Annually, Project-based
Government and Regulatory Institutions	Official Reporting, Legal Compliance Notifications, Workshops	Fulfillment of legal and regulatory requirements	Annually, As needed
NGOs and Academic Institutions	Collaboration Projects, Joint Training and Research, Conferences	Environmental and social responsibility projects, information sharing	Annually, Project-based

4.1 Stakeholder Engagement and Our Prioritization Matrix

You can see the prioritization matrix shaped with the participation of our stakeholders below.



4.2 Our Sustainability Strategy

ENVIRONMENTAL TOPICS

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Reduction of Greenhouse Gas Emissions		2023	2030 (Scope 2), 2050 (Scope 1-2-3)	Net zero in Scope 1-2-3 emissions.	Net zero emissions in Scope 2 by 2030 and across the entire value chain (Scope 1, 2 and 3) by 2050.	Recording a detailed annual greenhouse gas inventory for Scope 1-2-3 and making the necessary improvements in line with the results.
Reduction of Greenhouse Gas Emissions		2023	2030	To take an active role in combating climate change and reduce the carbon footprint by setting and implementing science-based targets approved by the Science Based Targets initiative (SBTi).	Fighting climate change with the goal of reducing the carbon footprint.	Understanding SBTi requirements and tracking the defined processes; Establishing a team within Boyteks to monitor and analyze carbon emissions; Collecting and analyzing the data required to set science-based targets; Developing appropriate strategies and action plans to achieve the targets; Engaging relevant stakeholders to secure support and collaboration for SBTi targets.
Reduction of Greenhouse Gas Emissions		2023	2030	Develop and implement a decarbonization strategy.	Achievement rate of the targets in the decarbonization strategy.	Monitoring carbon pricing or taxation systems. Developing the decarbonization strategy and selecting a target year for net zero to create an action plan.
Reduction of Greenhouse Gas Emissions		2023	2030	Reduce carbon emissions per product.	Carbon emissions per unit of production.	Calculating carbon emissions per unit of production and comparing the calculated emissions with sector averages or similar products. Conducting root-cause analyses of carbon emissions per unit of production and, based on the results, developing plans to reduce carbon emissions. These plans may include areas such as increasing energy efficiency, promoting renewable energy use, improving waste management, and implementing sustainability in supply chain management. Monitoring the effectiveness of the implemented plans and measuring carbon emissions regularly is important for continuous improvements. This process will help the company achieve its sustainability goals.

4.2 Our Sustainability Strategy

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Waste Reduction		2023	2050	Reducing the amount of waste and increasing the recycling rate.	Reaching zero waste by 2050.	Making improvements to minimize waste. Using dyes and process chemicals with low environmental impact. Encouraging the repair and reuse of auxiliary process materials.
Conservation of Natural Resources		2023	2030	Increasing the wastewater recovery rate.	Reducing water consumption per unit of production by 10% by 2030	Using smart meters and water management systems to monitor water use, and conducting regular facility maintenance and repairs to prevent leaks and waste.
Conservation of Natural Resources		-	-	Reducing and preventing negative impacts on local ecosystems.	Protecting ecosystems.	Collaborating with the ministry, forestry directorate, and universities to carry out tree planting and habitat restoration projects in degraded natural areas near the factory or production facilities.

SOCIAL TOPICS

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Business Ethics and Corporate Policies		2023	2030	Increasing the number of women in management positions.	Increase by 10% by 2030 compared to the 2023 base year.	Employment of women managers.
Business Ethics and Corporate Policies		-	-	Integrating diversity, equity and inclusion into the corporate culture.	Providing training to all employees on Diversity, Equity and Inclusion.	Adding training on diversity, equity and inclusion to the mandatory training list in 2025. Tracking external training and certification programs related to areas where employees want to develop within the framework of job descriptions.

4.2 Our Sustainability Strategy

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Occupational Health and Safety		-	-	Zero work accidents and occupational diseases.	Conducting health screenings at least once a year in critical units.	Conducting regular risk assessments for all workstations and processes. Developing programs that support employees' physical and mental health. Providing regular health screenings and counseling services to prevent occupational diseases.

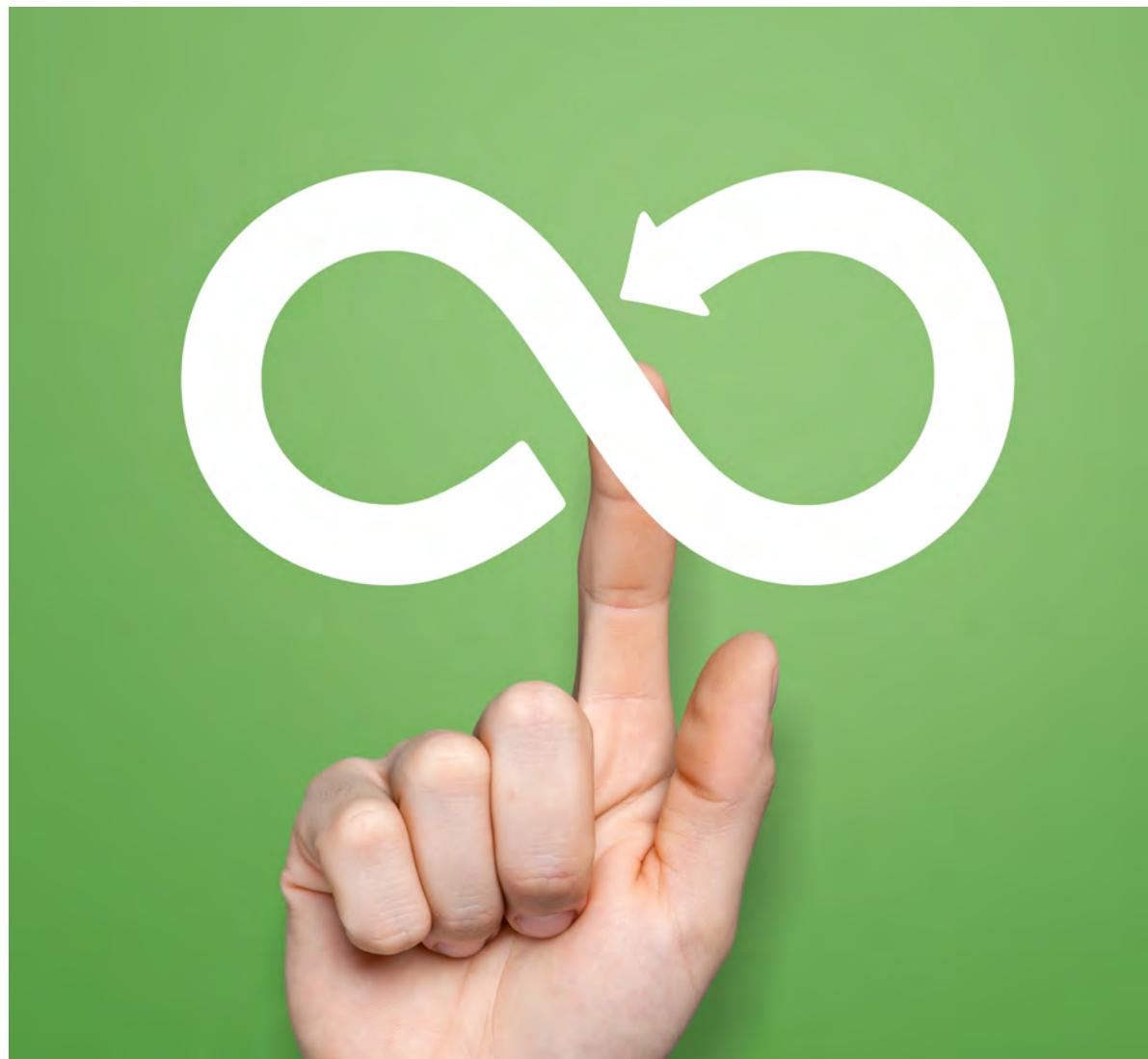
GOVERNANCE AND SUSTAINABILITY MANAGEMENT

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Reduction of Greenhouse Gas Emissions		-	-	Maintaining the STeP by OEKO-TEX certificate level at LEVEL 3.	Keeping the average of topic scores above 75%.	Entering the current year's data into the STeP by OEKO-TEX system and completing the Self-Assessment step. Review of Self-Assessments in the system by Oeko-Tex (Desk Audit). Completion of on-site audits by Oeko-Tex. After the audits, reporting the facility's performance under chemical management, environmental management and performance, Social Responsibility, Quality Management and Safety topics and creating an improvement plan. Detailed Reporting, Certificate Level and Certificate.
Circular Economy		2023	2028	Transition to a sustainable supply chain.	Monitoring the sustainability performance of all critical sub-suppliers. Preferring those with higher sustainability scores when selecting critical sub-suppliers.	In supplier selection processes, evaluating suppliers' ESG performance beyond legal requirements, scoring sustainability approaches, and working with suppliers with higher scores.

4.2 Our Sustainability Strategy

Priority	SDG	Base Year	Target Year	Target	KPI	Actions
Business Ethics and Corporate Policies		2023	2028	Increasing the number of personnel who receive sustainability awareness training.	Employees who receive awareness training will reach 100%.	Organizing employee trainings to increase sustainability awareness and ensure employees adopt these values. Ensuring sustainability standards are adopted throughout the supply chain and promoting sustainable materials and production methods by collaborating with suppliers.
Business Ethics and Corporate Policies		2023	2026	Integrating the KPIs defined in the strategy into the individual performance evaluation system and tracking them.	There will be at least 1 sustainability KPI in all departments.	Revising employee performance evaluation processes to include sustainability targets and KPIs. Providing guidance and organizing trainings so employees consider sustainability KPIs when setting performance targets. Establishing and using an appropriate monitoring and reporting system to ensure KPI tracking.
Disclosure of Environmental Performance		-	-	Conducting sustainability reporting in line with global/local standards.	-	Preparing annual sustainability reporting regularly each year. Adopting the sustainability principles defined by the UN Global Compact (UNGC) and becoming a signatory in 2028. To better understand sustainability performance and environmental impacts, making annual submissions to CDP in 2028 and benchmarking performance based on the resulting score.
Business Ethics and Corporate Policies		-	-	Establishing an ESG Committee and starting its activities.	Sharing the minutes of monthly ESG Committee meetings with senior management.	Establishing an ESG (Environmental, Social and Corporate Governance) Committee with the participation of representatives from management and relevant units and assigning roles. Determining and monitoring appropriate KPIs to measure environmental, social and corporate governance performance. Organizing in-house trainings and awareness programs to inform employees about ESG strategies and policies and increase awareness on this topic.
Disclosure of Environmental Performance		2023	2026	Increasing the number of Made in Green labeled products.	Increasing the number of Made in Green labeled products by 10% by 2026 compared to the 2023 base year.	Checking whether the product to be launched is within OEKO-TEX Standard 100 certification. Submitting an application via the OEKO-TEX system for the relevant products. Entering all data requested by the system for the relevant product. Reviewing the data entered into the system by OEKO-TEX. Made in Green Label.

4.3 Our Sustainability Management

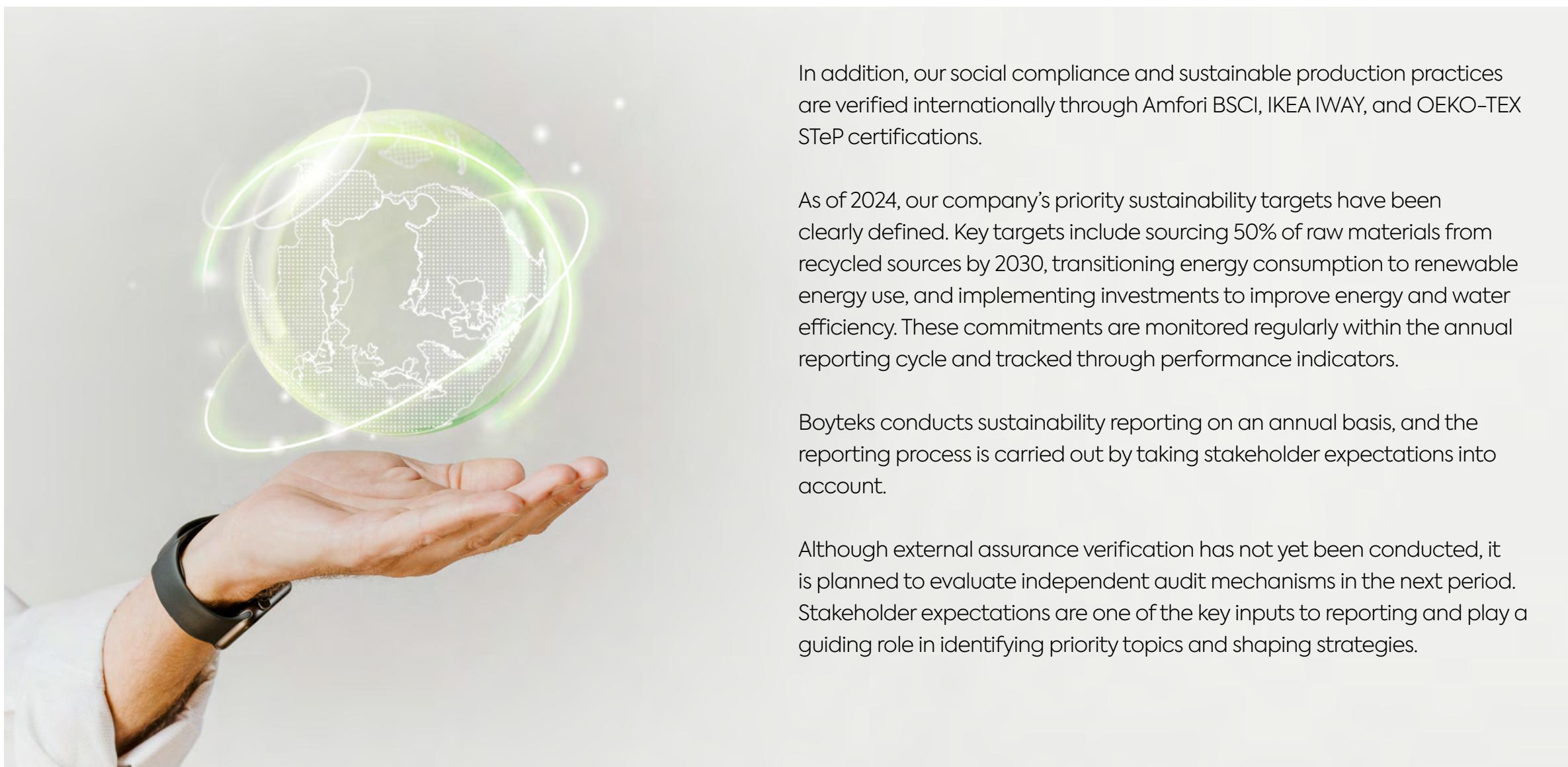


Boyteks regards sustainability as an integral part of its corporate culture and integrates this approach into its corporate governance structure. While the Board of Directors, as the company's highest decision-making body, assumes the top responsibility for overseeing sustainability strategies, the General Manager takes an active role in setting and implementing these strategies. Through the Ethics Committee, conflicts of interest are prevented, performance evaluations are carried out via the performance management system aligned with targets, and measurable results are achieved across all units.

Our sustainability approach is supported by comprehensive policies and procedures. The Code of Business Ethics, Social Compliance Policy, Anti-Bribery and Anti-Corruption Procedure, Integrated Management Systems Policy, Waste Management Procedure, and Information Security Management System policies define Boyteks' core principles in environmental, social, and governance areas. These documents are updated regularly, made accessible to relevant employees, and those that are public are shared with stakeholders via our website.

Boyteks continuously improves its operations through internationally recognized management systems. Processes carried out in line with ISO 9000, ISO 45001, ISO 50001, ISO 14001, ISO 10002, and ISO 27001 standards deliver continuous improvement in quality, environment, occupational health and safety, energy management, customer satisfaction, and information security.

4.3 Our Sustainability Management



In addition, our social compliance and sustainable production practices are verified internationally through Amfori BSCI, IKEA IWAY, and OEKO-TEX STeP certifications.

As of 2024, our company's priority sustainability targets have been clearly defined. Key targets include sourcing 50% of raw materials from recycled sources by 2030, transitioning energy consumption to renewable energy use, and implementing investments to improve energy and water efficiency. These commitments are monitored regularly within the annual reporting cycle and tracked through performance indicators.

Boyteks conducts sustainability reporting on an annual basis, and the reporting process is carried out by taking stakeholder expectations into account.

Although external assurance verification has not yet been conducted, it is planned to evaluate independent audit mechanisms in the next period. Stakeholder expectations are one of the key inputs to reporting and play a guiding role in identifying priority topics and shaping strategies.

4.3 Our Sustainability Management

The Sustainability Committee established within Boyteks to implement and monitor sustainability strategies ensures a holistic management approach through the participation of different units.

The committee consists of the following members:

The committee ensures the implementation of defined sustainability targets, the monitoring of performance indicators, and the coordination of reporting processes. With regular meetings, decisions are communicated to relevant units and the monitoring of practices is assured; thus, transparency, accountability, and interdepartmental collaboration are strengthened.



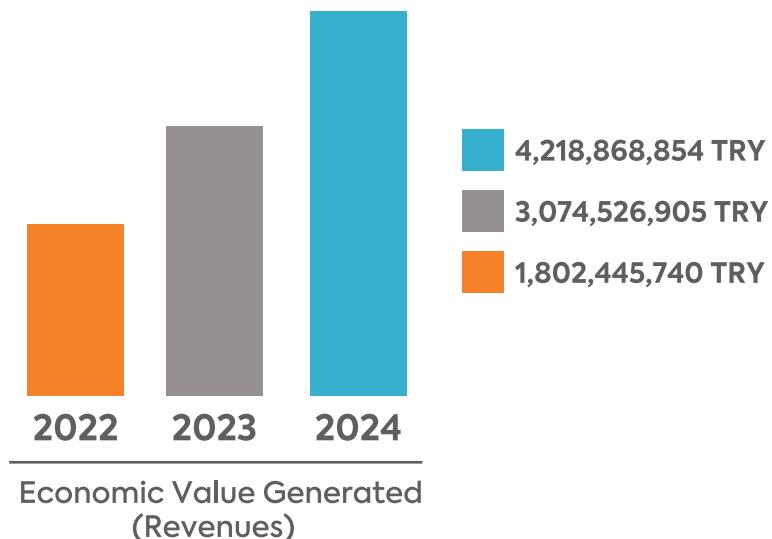


OUR ECONOMIC PERFORMANCE

5. OUR ECONOMIC PERFORMANCE

5.1 Our Investments

2024 was a period in which Boyteks supported its financial growth with sustainability-focused investments. Our company generated TRY 4.2 billion in revenue during the year, showing a steady increase compared to previous years. **The economic value generated (revenues) in the 2022–2024 period is summarized in the table below:**



Behind this growth are investments that both reinforce financial strength and serve our long-term strategic goals.

In this context, our largest investment highlighted in 2024 was the Solar Power Plant (SPP) project, carried out with a USD 35 million budget.

This investment, which aims to increase energy efficiency, reduce carbon emissions, and raise the share of renewable sources, directly aligns with Boyteks's target of converting its energy consumption entirely to renewable sources by 2030.

Our corporate governance framework ensures that investments are not limited solely to financial returns, but also support the company's long-term strategic objectives.

Accordingly, increasing the share of raw materials recovered from recycling to 50%, implementing projects that improve energy and water efficiency, and developing sustainable logistics practices constitute the focus areas of our investments in the coming period. At the core of our investment approach is strengthening the corporate structure through integrated management systems, together with improving production capacity.

The **ISO 9000, ISO 14001, ISO 45001, ISO 50001, ISO 27001, and ISO 10002** certifications that remain valid as of 2024, together with social compliance standards such as **Amfori BSCI, IKEA IWAY, and OEKO-TEX STeP**, demonstrate that our investments cover environmental, social, and governance dimensions.

While strengthening financial growth through its investments, Boyteks also adapts to the sector's evolving dynamics and creates long-term value for its stakeholders.

5.2 R&D and Innovation

Boyteks positions research and development activities as one of the core elements of its corporate strategy in order to achieve sustainable growth targets. Over the last three years, R&D investments have increased continuously, and this progress has been reflected in innovation processes, strengthening the company's innovation capacity.

Number of New Products Developed		
Unit: R&D		
2022	2023	2024
4	15	6
2022 Products: Diamond, ReTurn, Nanomineral, AntiCor	2023 Products: Synergy, Ozone Therapy, Hydrogel, Slimfit, BioFresh, BioOdor, BioSoft, BioProtic, BioWR, BioFR, BioPes, BioCool, Pineapple, Colored & Melange Cooler, 101% Concept	2024 Products: Profresh, Stainless Steel, Circulose, Tencel Carbon Zero, Tencel Monomateryal, and FR Visil

The in-house R&D team implements innovative ideas in product development processes and supports differentiation in the sector.

As a result of these efforts, six new products were developed in 2024:

Profresh, Stainless Steel, Circulose, Tencel Carbon Zero, Tencel Monomateryal, and FR Visil. When assessed together with the broad product portfolio introduced in previous years, Boyteks's ability to respond quickly and effectively to changing market needs has been reinforced.

The corporate governance approach ensures that R&D and innovation efforts are not limited only to product development, but also progress in alignment with strategic goals such as energy efficiency, sustainable raw material use, and reducing environmental impacts.

Within this framework, the company's 2030 targets include reaching a 50% share of recycled raw materials in production and converting energy consumption to renewable sources.

A strong management infrastructure also plays a supporting role in increasing the effectiveness of R&D activities. International management systems such as ISO 9000, ISO 14001, ISO 45001, ISO 50001, ISO 27001, and ISO 10002, together with social compliance certifications such as Amfori BSCI, IKEA IWAY, and OEKO-TEX STeP, ensure that principles of quality, environment, energy efficiency, information security, and social responsibility are observed in innovation processes.

Through its R&D and innovation investments, Boyteks strengthens its competitive advantage, accelerates its sustainability-focused transformation, and creates long-term value for its stakeholders.



5.2.1 Digital Transformation

Boyteks considers digital transformation an integral part of its R&D and innovation strategies. Integrating digital technologies into business processes is strategically important for increasing production efficiency and accelerating innovative product development efforts.

Products developed and innovative work carried out within the scope of R&D activities are supported by the data analysis and process improvement opportunities enabled by digitalization. This approach contributes to increasing product diversity and responding quickly to changing market demands.

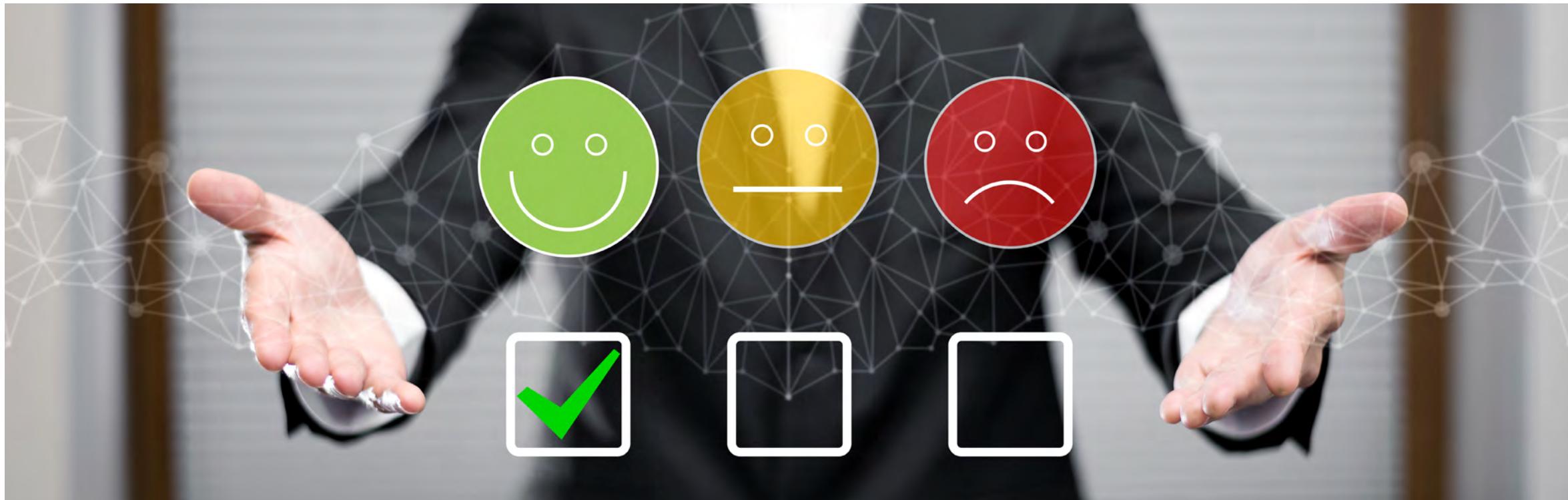
The company's management systems also play a supporting role in the digitalization process. International certifications in quality, environment, energy, customer satisfaction, and information security facilitate the effective use of digital technologies, enabling processes to be carried out more transparently and efficiently.

Boyteks aims to continue its digital transformation investments in the coming period and strengthen its competitive advantage by integrating its practices in this area with R&D and innovation activities.

5.3 Product Responsibility and Customer Satisfaction

Boyteks considers product responsibility a fundamental condition for increasing customer satisfaction and shapes all business processes with this approach. In 2024, no incidents occurred that violated customer privacy, and the security of customer data was meticulously ensured under the joint audit of the IT Department and the Erciyes Holding Information Technologies unit.

Surveys conducted regularly to measure customer satisfaction are among the most important tools of the company's continuous improvement approach. In 2024, the customer satisfaction rate was measured at **92.4%**, representing a **4.8%** increase compared to the previous year. Key reasons for the increase include improvements in pricing policies, shorter delivery times, advancements in logistics processes, and rapid responses.



5.3 Product Responsibility and Customer Satisfaction



The approach that places customer expectations at the center of the product development process has delivered tangible outcomes by combining with innovation. In this context, the Synergy Mattress Fabric Project launched in 2024 stands out as the result of Boyteks' international collaboration with Japan. Aiming to prevent energy loss during sleep and help users start the day more energetically, this project is supported by R and D, quality control, and testing processes.

In addition to customer focus, complaint and feedback processes across the company have also been integrated into the corporate structure. To enable employees to share their views, complaint boxes, applications submitted via Human Resources, and confidential reports to the Ethics Committee are actively used. In this way, the expectations of both external and internal stakeholders are managed effectively, and a culture of continuous improvement is supported.

Boyteks considers continuously increasing customer satisfaction and ensuring product responsibility across the entire value chain as a strategic priority for the coming period as well.



5.4 Our Tax Approach

Boyteks builds its tax approach on the principles of transparency, legal compliance, and ethical governance. Our company considers fulfilling its social responsibilities by ensuring full compliance with the applicable legislation in all its activities as a corporate priority.

Internal audit mechanisms play an important role in safeguarding our tax responsibilities. In the internal audits conducted in 2024, no corruption or unethical cases were identified, and improvement plans were implemented by establishing control points for the findings obtained. Reporting channels provided via the ethics hotline and the corporate email address make it possible for employees and stakeholders to actively participate in the process.

Our tax approach is also supported by a perspective of social contribution. In our company, stakeholders' views are regularly evaluated through complaint and suggestion mechanisms, and applications submitted to the Ethics Committee are handled on a confidential basis. Thus, transparency and accountability are strengthened in processes related to tax compliance.

Digital infrastructures used in supply chain management contribute to maintaining stronger tax compliance by increasing efficiency in reporting and monitoring processes. In addition, collaborations with suppliers that meet sustainability criteria and projects that deliver environmental benefits reinforce our long-term corporate responsibility approach while increasing resource efficiency. Boyteks does not view its tax approach solely as a legal obligation; it considers it an integral part of its understanding of corporate responsibility and adopts an ethical, transparent, and sustainable governance approach in all its processes.

5.5 Contribution to the Local Economy



Boyteks considers contributing to strengthening economic development and social well-being in the regions where it operates as one of the key elements of its long-term strategic vision. The contribution to the local economy is not a process limited solely to supply chain management; it is the outcome of a holistic value creation approach extending from employment to knowledge sharing, and from production to innovative collaborations.

By sourcing a large portion of its suppliers domestically, the company supports preserving regional production capacity and the sustainable growth of local businesses. This approach demonstrates that Boyteks is not merely an actor that supplies products, but a stakeholder that supports the economic development of the geography in which it operates.

Long-term relationships established with suppliers are built on the principles of quality, trust, and transparency. Boyteks views its local suppliers not only as production partners but also as stakeholders that jointly contribute to sustainability goals. In this context, supplier selection processes that consider sustainable raw material use, environmental compliance, and social responsibility criteria enable the company to adopt a responsible production approach throughout its entire value chain.

The Plastic Separator Project and the Composite Pallet Project implemented in 2024 are exemplary practices carried out with the participation of local suppliers and aimed at increasing resource efficiency. These projects not only delivered operational improvements but also contributed to embedding a culture

of sustainable production toward waste management and reducing environmental impact.

Boyteks' understanding of contribution to the local economy is based on the principle of "co-creating value." The company believes that progressing together with all stakeholders in the production chain will create a more resilient economic structure and a stronger social ecosystem in the long term. Accordingly, Boyteks acts with the vision of going beyond being merely an industrial organization that produces in the regions where it operates; it aims to be an institution that shares knowledge, develops innovation, and leads the sustainability of regional development.



OUR ENVIRONMENTAL PERFORMANCE

6. OUR ENVIRONMENTAL PERFORMANCE

6.1 Our Environmental Management

Boyteks has structured its environmental management processes in line with an Integrated Management Systems approach. This structure enables the environmental, energy, quality, occupational health and safety, and information security management systems to be managed together. In order to continuously monitor and improve its environmental performance, the Company operates within the scope of ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System, ISO 27001 Information Security Management System, and ISO 10002 Customer Satisfaction Management System certifications.

Environmental management performance is monitored within the framework of the OHS–Environment–Energy Action Program. This program ensures that energy, water and environmental targets are set across the facility and monitored on a monthly basis. Compliance with environmental legislation is kept under control through regular audits and analyses. In line with the wastewater analysis parameters determined by the Kayseri Organized Industrial Zone Directorate, the facility periodically verifies its compliance with discharge standards; additionally, drinking water and wastewater analyses are carried out in accredited laboratories.

Boyteks' environmental management system is aligned with the objectives of preventing risks, using resources efficiently, and reducing environmental burdens. The Company assigns performance targets to all units that incorporate environmental, energy, and occupational safety awareness,



6. OUR ENVIRONMENTAL PERFORMANCE

6.1 Our Environmental Management



Supply chain processes are also considered as part of environmental management. To monitor suppliers' environmental and social performance, audits are carried out within the framework of Social, Environmental and OHS criteria. Audit processes are maintained with the aim of assessing and continuously improving suppliers' compliance with sustainability standards. In this context, Boyteks adopts an approach in supplier relations that emphasizes transparency, legal compliance, and development.

Boyteks applies internationally recognized standards in its production and supply chain processes. The Company's inclusion in the amfori BSCI, IKEA IWAY and OEKO-TEX® STeP social compliance systems ensures that production and business relationships are conducted in line with environmental and ethical standards.

Environmental management activities are not limited to operational processes; they are also carried out in product development and innovation. R&D department employees work on resource efficiency and environmentally friendly production processes. The increase in R&D expenditures over the last three years supports a continuous improvement approach in this area. Profresh and Stainless Steel products developed in 2024 contributed to environmental improvement goals with their long-lasting and hygienic structures.

6. OUR ENVIRONMENTAL PERFORMANCE

6.1 Our Environmental Management

Boyteks carries out its environmental management activities in full compliance with all applicable environmental regulations and has not received any environmental penalties in the last three years. The Company continues its investments in environmental protection on a regular basis; these investments particularly focus on environmental analysis, waste management and process improvement efforts. In this way, the goals of reducing environmental risks, increasing resource efficiency, and continuous improvement in production processes are supported.

All these practices demonstrate that Boyteks' environmental management approach is based on data, regulations, and continuous improvement. The Company considers the protection of natural resources and the improvement of environmental performance as an integral part of its corporate responsibility.



Boyteks considers energy management an integral part of its environmental responsibility approach and focuses on increasing energy efficiency across all its activities. Within the scope of the TS EN ISO 50001 Energy Management System, the Company regularly monitors energy performance indicators and evaluates consumption data through systematic measurement and analysis.

Energy consumption points have been identified, and data obtained from energy analyzers installed at these points are monitored via the SCADA system. Comparisons made with production data enable the identification of energy losses and improvement opportunities. This structure supports the establishment of an energy management culture across the Company and the continuous improvement of processes.

Boyteks operates in compliance with the Energy Efficiency Law and all related legal regulations. Energy performance targets are reviewed annually, and new risks, opportunities and areas for improvement at the facility level are regularly evaluated. Within the scope of the “Compressor Energy Consumption Reduction Project” carried out at the Polypropylene Plant in 2024, only the required amount of air production was ensured during non-production periods. This practice contributed to preventing unnecessary energy consumption and increasing system efficiency.

Boyteks addresses energy and emissions management together and has been regularly conducting greenhouse gas calculations since 2021. These calculations serve as an important feedback mechanism for monitoring energy-related emissions and identifying reduction opportunities.

6.2 Our Energy Management



6.2 Our Energy Management

Boyteks supports its energy management vision with long-term targets. In the last quarter of 2025, a Ground-Mounted Solar Power Plant with a capacity of 17.00 MWe AC / 22.01 MWp DC is planned to be commissioned. Upon completion of this investment, the company will reach the capacity to meet all of its electricity needs from renewable sources.

The company aims to increase the share of renewable sources in its energy consumption by 2030, continue energy efficiency investments, and reduce emissions arising from production processes. With this approach, Boyteks strengthens the effectiveness of its environmental management systems and continuously improves its sustainable production infrastructure.

OUR ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TEP	10.724	11.920	11.717
1. Non-Renewable Direct Energy				
Gasoline	litre	14.488	13.815	26.008
Diesel	litre	28.188	30.708	23.512
Natural Gas	kWh	122.806.369	149.555.467	146.386.856
2. Renewable Direct Energy				
Biomass	ton	0	0	0
3. Non-Renewable Indirect Energy				
Electricity (Purchased from the Grid)	kWh	13.567.380	3.342.150	3.802.170
4. Energy Purchased from a Renewable Energy Source				
I-REC	kWh	13.567	3.342	3.803
TOTAL ELECTRICITY CONSUMPTION	kWh	13.567.380	3.342.150	3.802.170

6.3 Our Greenhouse Gas Management

Boyteks places its low-carbon production approach at the center of its energy management strategy and positions the fight against climate change as one of its long-term corporate priorities. The Company has been carrying out greenhouse gas management regularly since 2021 and continues measurement and verification processes each year with up-to-date methodologies.

Within this scope, carbon footprint calculations are carried out in line with the ISO 14064 standard, while energy performance is monitored within the framework of the TS EN ISO 50001 Energy Management System. Direct and indirect emission sources are tracked regularly, and performance indicators are created by linking them with energy consumption data. In this way, energy efficiency practices, renewable energy investments, and greenhouse gas reduction efforts are managed under a single integrated structure.

An increase in emission values was observed in 2023 along with rising production activities; however, in 2024, an approximately 9 percent decrease in total emissions was achieved thanks to the balancing of energy consumption, systematic monitoring activities, and the use of renewable energy certificates (I-REC).

This decrease reflects the Company's determination to use energy resources more efficiently and clearly demonstrates the impact of renewable energy procurement mechanisms on greenhouse gas management.

	2022 Toplam (tCO ₂ e)	2023 Toplam (tCO ₂ e)	2024 Toplam (tCO ₂ e)
Category 1	21.725	31.624	30.233
Category 2	10.523	1.555	1.774
Category 3	14.857	9.680	9.887
Category 4	122.746	139.671	124.052
Category 5	771	408	140
Category 6	167	6.865	6.962
I-REC	4.477	1.467	1.681
Location-based Total Emission (tCO₂e)	170.789	189.802	173.048
Market-based Total Emissions (tCO₂e)	166.312	188.334	171.367

6.3 Our Greenhouse Gas Management

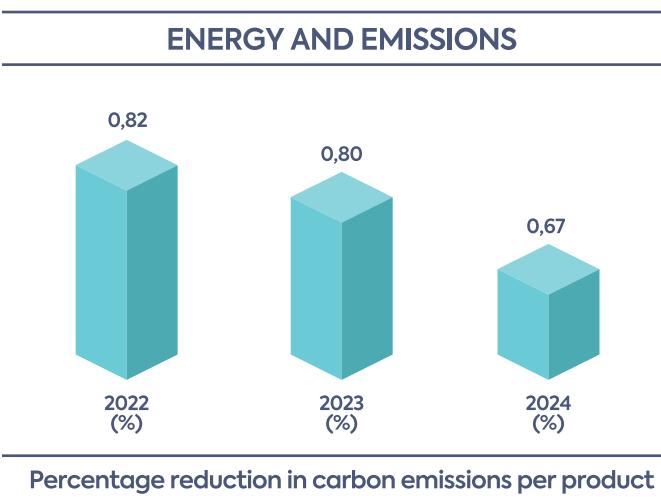
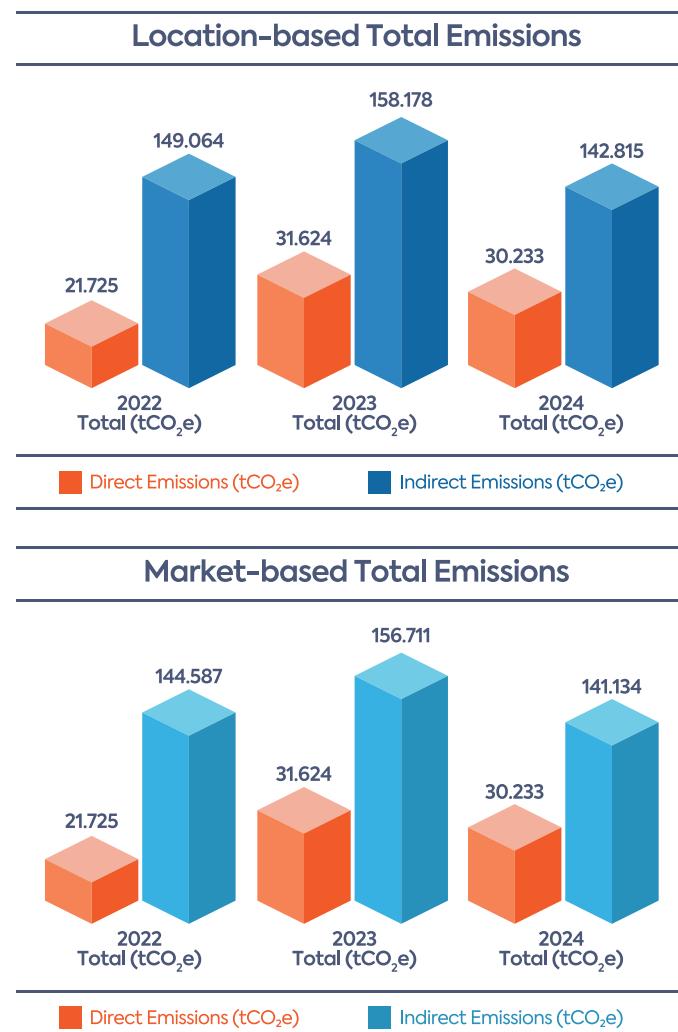
Since 2023, Boyteks has been documenting its use of renewable energy under the I-REC (**International Renewable Energy Certificate**) mechanism; this verification method enables the company to transparently show the share of renewable energy in market-based emissions calculations. In 2024, renewable energy-based balancing amounting to **1,681 tCO₂e** was achieved.

This step indicates the increasing share of sustainable sources in the energy portfolio. Boyteks' land-type solar power plant, planned to be commissioned in the last quarter of 2025 with a capacity of **17.00 MWe AC – 22.01 MWp DC**, will further increase the proportion of renewable sources in energy supply and will constitute an important turning point in the carbon management process.

The company aims to reduce carbon emissions, gradually increase the share of renewable energy, and continue its efficiency-focused technological transformation in production processes.



6.3 Our Greenhouse Gas Management



6.4 Water Efficiency and Wastewater Management

Boyteks considers the efficient use of water resources as one of the core priorities of its environmental sustainability approach and manages every stage of water in its production processes in a measurable, traceable, and improvable manner.

The majority of the water used in the company's operations is supplied from groundwater wells and, when needed, is supplemented by the Kayseri Organized Industrial Zone (OIZ) network water. Before entering the facility, the water is passed through sand filtration and water softening systems, then stored in storage units and distributed via pumps according to process needs.

A meter-based measurement system has been installed at all water inflow and outflow points; water consumption data are recorded regularly and incorporated into management decision-making by being evaluated in Management Review meetings. Boyteks monitors and reports its water consumption and wastewater management performance in line with the ISO 14046 Water Footprint standard. This systematic structure enables both efficiency tracking and early detection of losses.

In Boyteks' production, freshwater is a critical input, especially in dyeing, finishing, washing, and boiler rooms. Therefore, potential constraints in water supply have the potential to directly affect production activities. The company manages this risk through sustainable strategies such as diversifying water supply, developing efficiency projects, and strengthening recovery processes.

In 2024, the total water footprint decreased by 21.4% compared to the previous year. This decrease was driven by increasing the rate of water reuse in production processes and strengthening treatment efficiency. The significant reduction in the grey water footprint (water use related to wastewater) is associated with technical improvements in processes and improved wastewater treatment performance.

Grey Water Footprint
2023
372.469 m³
2024
209.463 m³



Blue Water Footprint
2023
349.690 m³
2024
357.529 m³



Total Water Footprint
2023 | **2024**
724.182 m³ | 569.016 m³

6.4 Water Efficiency and Wastewater Management

Water and Wastewater Management Approach

Wastewater is routed to the OIZ sewer system separately from stormwater lines and is monitored through periodic analyses by the OIZ. Wastewater discharges are managed in full compliance with the limits specified under the Water Pollution Control Regulation and OIZ legislation.

Boyteks regularly monitors water use per unit of production in order to protect water quality and reduce water consumption. In 2024, this value was 13.9 m³. The company's long-term goal is to recover a higher proportion of the water used in production processes and to sustain efficiency improvements in total water consumption.

Boyteks treats water management as an integral part of operational processes and manages the efficient use of water resources together with an understanding of production continuity and environmental responsibility. The company regularly monitors the amount of water used in its processes and focuses on continuous improvement in water consumption and wastewater management.



6.5 Circularity and Waste Management

In line with its environmentally conscious production approach, Boyteks carries out waste management as a core component of its integrated management systems. Within the scope of the ISO 14001 Environmental Management System, the company manages the entire process from waste generation to disposal in full compliance with legislation and strengthens its sustainable production approach through practices that protect the environment and human health.

The waste management strategy is based on the principles of reducing waste at source, correct classification, and applying appropriate disposal or recovery methods. Environmental targets are set for each unit across the facility; in line with these targets, monitoring and reporting activities are carried out regularly by waste management representatives.

Waste Management Performance

In 2024, a limited increase was observed in total waste amount in parallel with the increase in production volume. However, the increase in the recovery rate demonstrates Boyteks' approach that prioritizes resource efficiency in waste management. Most of the waste is returned to the economy through recovery, and only unsuitable fractions are sent to licensed disposal facilities.

Waste Type	Unit	2022	2023	2024
Hazardous Waste	Ton	90	54	100
Non-hazardous Waste	Ton	2.444	2.531	2.781
Total Waste	Ton	2.534	2.585	2.881

Disposal Method	Unit	2022	2023	2024
Recovery	Ton	2.524	2.568	2.785
Landfill	Ton	83	84	91,10
Other Disposal Methods	Ton	2,30	2,60	5,27
Total Waste Disposed	Ton	2.609	2.655	2.881

6.5 Circularity and Waste Management

Circularity Approach

Boyteks integrates circular economy principles into its production processes and aims to minimize environmental impacts across material selection, production, product use, and recovery stages.

In this context, in line with the Procedure for Evaluating Environmental Aspects and Impacts, the following implementation areas are prioritized:

- Reducing raw material use and incorporating recovered materials into production processes,
- Reducing the amount of waste generated from processes and increasing energy efficiency,
- Adopting durability and reusability principles in product designs,
- Increasing recycling and reuse rates,
- Standardizing product components to reduce material diversity.



6.5 Circularity and Waste Management

Circularity-Focused Practices and Projects

In 2024, three core projects were carried out at Boyteks in the field of circularity.

These projects were implemented with the goals of integrating recycled raw materials into production processes, preventing material waste, and increasing resource efficiency.

Increasing the use rate of recycled yarn

Within the scope of the project, the use rate of recycled yarn was increased by 20% compared to the previous year to support sustainable raw material transformation. The project was carried out through the collaboration of the Marketing and Production units.

Increasing the reuse rate of bobbin waste

With the project, it was aimed to increase the recovery rate and reduce raw material procurement. As a result of the work carried out under the coordination of the Dyehouse and Knitting departments, a 10% improvement was achieved in the bobbin recovery rate compared to the previous year.

Increasing the reuse rate of pallet waste

The project aimed to prevent material waste through the reuse of wooden and plastic pallets. With the project carried out under the responsibility of the Knitting and Weaving departments, a 10% increase was achieved in the pallet reuse rate.

In these projects, important steps were taken regarding the use of recycled yarn and the reuse of bobbins and pallets; process continuity was supported through awareness trainings for employees.

Circularity Indicators

Indicator	Unit	2022	2023	2024
Recycled yarn rate	%	9,23	13,86	14,93
Bobbin waste circularity rate	%	9,6	9,4	9,5
Wooden pallet reuse rate	%	21,0	22,0	23,0
Plastic pallet reuse rate	%	7,5	8,6	9,5

6.5 Circularity and Waste Management



Together with the R&D unit, Boyteks is expanding practices aimed at increasing the use of recycled materials and reintroducing wastes into the production process. These efforts support establishing a circular structure in production processes while reducing the use of natural resources.

The company aims to increase the rate of recycled raw material use, strengthen efficiency in recovery processes, and continuously improve resource management in line with the zero waste target.



OUR SOCIAL PERFORMANCE

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7. OUR SOCIAL PERFORMANCE



Boyteks does not limit its sustainability vision only to environmental and economic indicators and considers social performance as one of the most important pillars of corporate success. Respect for human rights, employee well-being, occupational health and safety, equal opportunity, and contribution to society are core components of the company's long-term value creation approach.

Social performance management is carried out in alignment with the Integrated Management System and corporate ethical principles. In this context, Boyteks has established an organizational structure that meets stakeholder expectations, supports employee development, and grows together with society.

Creating a work environment where each individual's potential is valued and making diversity and inclusion a natural part of corporate culture are among our priorities. Accordingly, our investments in training and talent development are systematically maintained to strengthen professional, personal, and leadership skills.

Occupational health and safety is a strategic issue at Boyteks, managed with a zero-accident target. Beyond ensuring employee safety, our core approach is to create a sustainable working environment by expanding a preventive culture.

Volunteer projects carried out in the field of social responsibility, environmental awareness initiatives, and practices that support local development extend Boyteks's social impact beyond the boundaries of production. Our company aims to be an active stakeholder of development, beyond simply being a part of society.

Boyteks continues its determination to build a fairer, more inclusive, and sustainable future together with its employees, business partners, and the communities in which it operates. Our social performance indicators reflect the concrete outcomes of this determination in practice.

7.1 Our Social Performance Management

At Boyteks, sustainability is recognized as an integral part of our business model and corporate strategy. Social performance forms the foundation of our commitment to creating lasting value for all our stakeholders beyond an operational requirement. This approach extends beyond our organizational boundaries and encompasses a holistic sense of responsibility across our entire value chain.

Strategy-Integrated Management Approach

Our strategic approach in this field is represented and executed at the highest level of management. Our General Manager directly leads the processes of defining and implementing sustainability strategies and establishing the necessary organizational structure. Sustainability is an integral component of our ways of doing business.

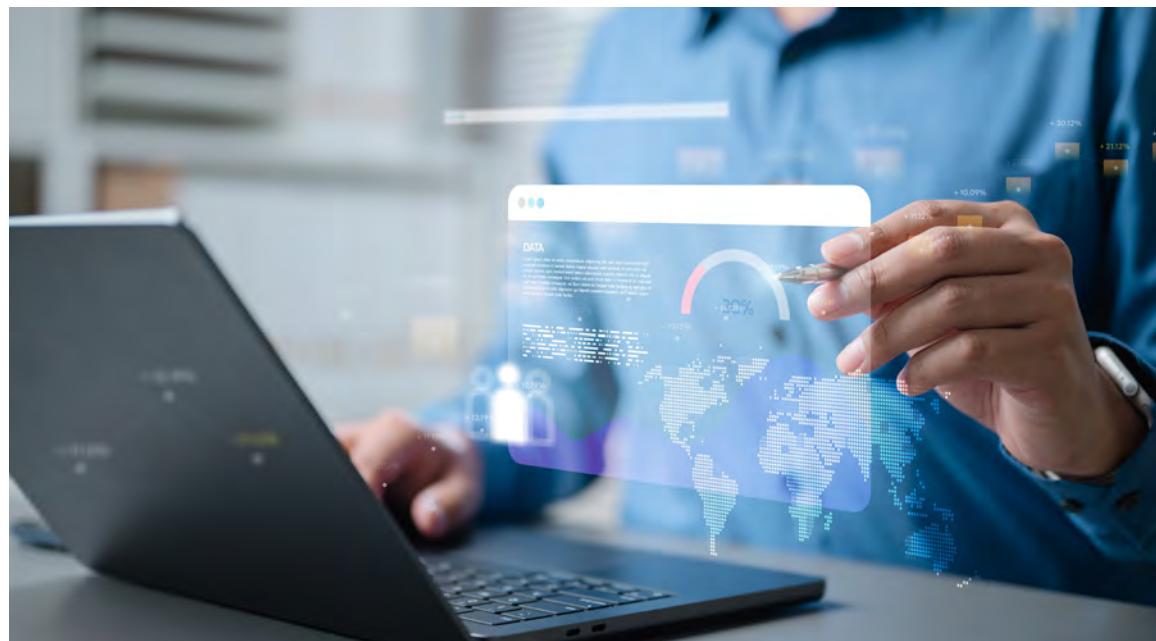
The strategic goals that define our corporate roadmap have been shaped with a comprehensive sustainability perspective that encompasses environmental and social responsibilities. These goals are assigned to all relevant units within our organization through our performance management system, thereby making sustainability a core indicator of corporate performance.

Ethical and Transparent Management

Corporate integrity forms the basis of our operations. All our stakeholder relations are managed based on the principles of transparency, honesty, and accountability. Our Ethics Committee and our Ethics Handbook, which all employees are obliged to follow, embody our commitment to the highest ethical standards. These mechanisms ensure effective management of potential conflicts of interest and the protection of our corporate reputation.



7.1 Our Social Performance Management



Our Employee Management Approach

Our employees are at the core of our social performance approach. Providing them with a stable, fair, and safe working environment where they can realize their potential is among our top priorities. Employing nearly our entire workforce under indefinite-term contracts is an indicator of the importance we attach to long-term commitment.

The fact that the vast majority of our employees are covered by a collective bargaining agreement (CBA) reflects our strong and constructive social dialogue approach. Beyond legal requirements, we contribute to the holistic well-being of our employees and their families by offering comprehensive benefits packages that support family life, education, and social welfare.

Responsible Supply Chain Management

Our sense of responsibility goes beyond our own operations and covers our entire supply chain. We consider our suppliers as strategic business partners and aim to extend our sustainability vision across our supply chain.

Supporting the local economy is among the key priorities of this strategy. The fact that the majority of our suppliers are domestic companies is part of our contribution to local development.

Within the framework of our responsible supply chain approach, we regularly assess and audit our business partners in line with social, environmental, and Occupational Health and Safety (OHS) criteria. Through these processes, we aim to raise sustainability standards across our entire value chain.

7.2 Talent Management and Career Development

Boyteks has a corporate culture that places people at the foundation of sustainable growth. Our company views qualified human capital as a strategic asset and considers employee development a prerequisite for long-term success. Our talent management and career development approach is based on a holistic structure that unlocks employees' potential, supports continuous learning, and offers individual development journeys aligned with corporate goals.



Strategic Human Resources Management

Our human resources strategy focuses on employing the right person in the right position with the appropriate competencies. At Boyteks, the compensation policy is designed by taking competitive market conditions and merit principles into account and is based on a job evaluation system that prioritizes the nature of the work, independent of title. Employees' target-based development processes are regularly monitored through the performance management system.

The career planning process covers not only current positions but also development areas for roles employees may undertake in the future. Through our Young Talent and Analyst Student programs, young professionals gain business world experience, and long-term employment opportunities are created within the organization.

Our Training and Development Approach

At Boyteks, training is not merely a requirement but a strategic investment that delivers sustainable competitive advantage. Training programs planned for all our employees are carried out in four main areas: professional development, personal development, occupational health and safety (OHS), and leadership.

7.2 Talent Management and Career Development

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Executives	Person*Hour	75	20	16
Senior Executives	Person	3	4	1
Mid-level Managers	Person*Hour	2.424	2.526	1.104
Mid-level Managers	Person	52	49	52
Other Employees	Person*Hour	3.124	3.454	1.380
Other Employees	Person	67	67	65
TOTAL		5.623	6.000	2.500
By Employment Type	Unit	2022	2023	2024
Blue Collar	Person*Hour	2.781	11.532	5.215
Blue Collar	Person	902	871	867
White Collar	Person*Hour	5.623	6.000	2.500
White Collar	Person	122	120	118
Subcontractor Employees	Person*Hour	0	0	0
Subcontractor Employees	Person	0	0	0
TOTAL		8.404	17.532	7.715
By Gender	Unit	2022	2023	2024
Male	Person*Hour	7.886	16.382	7.215
Male	Person	961	926	923
Female	Person*Hour	517	1.149	500
Female	Person	63	65	64
TOTAL		8.404	17.532	7.715

At Boyteks, learning and development is one of the key elements of sustainable growth. Our trainings aimed at continuously improving our employees' technical, managerial, and personal competencies are planned in the areas of professional development, personal development, occupational health and safety (OHS), and leadership. In 2024, a total of **7,715 hours** of training were delivered, and program contents were diversified in line with our employees' needs and our company's strategic goals.

7.2 Talent Management and Career Development

All Trainings (By Type)	Unit	2022	2023	2024
Vocational Development	Hours	1.878,00	2.978,00	1.820,00
Personal Development	Hours	2.982,00	327	420
OHS	Hours	3.544,00	14.022,00	4.548,30
Leadership	Hours	0	205	927
Total Training Hours	Hours	8.404,00	17.532,00	7.715,30

These activities support Boyteks' vision of being not only an employer but also an institution that creates social value.

Continuous Learning Culture and Future Goals

Boyteks has made sustainable learning an integral part of its corporate culture. Training processes are recorded within the Integrated Management System and evaluated annually through effectiveness analyses and participation rates.

Our goals for 2025 and beyond:

- **Expand digital learning platforms,**
- **Increase the average training duration per person,**
- **Increase the share of trainings themed around leadership, innovation, and sustainability,**
- **Implement development programs specifically for female employees.**

Boyteks views its investments in human resources not as a cost but as the foundation of a sustainable future, and considers each employee's development as part of the organization's collective success.

Employee Experience and Corporate Good Practices

At Boyteks, employee engagement is measured not only by continuity of employment, but also by employee satisfaction, social welfare, and sense of belonging. In this context, various good practices were implemented in 2024:

- **Distribution of cinema tickets and Kayserispor match tickets for employees and their families,**
- **Tree planting through the TEMA Foundation during circumcision ceremonies and birthday events,**
- **Psychologist and dietitian services,**
- **Blood donation campaigns in cooperation with Erciyes University,**
- **Two technical visit organizations for university students.**

7.3 Diversity, Equity and Inclusion

Boyteks builds its understanding of sustainable growth on a people-centered culture and positions diversity, equity, and inclusion among the indispensable elements of corporate success.

The company's goal:

is to create a participatory and inclusive working environment where all employees can access fair opportunities regardless of gender, age, experience, cultural background, or physical differences.

Corporate Approach and Policies

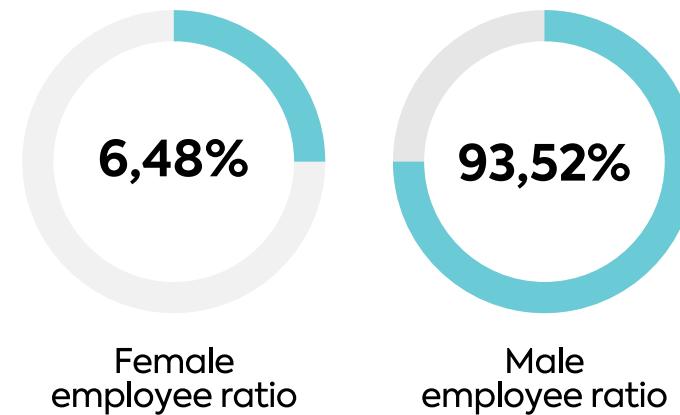
At Boyteks, the principles of diversity and equal opportunity are secured within the scope of the **Social Compliance Policy, Code of Business Ethics**

Policy, and Human Resources Procedure. These policies adopt a zero-tolerance approach against all forms of discrimination and are based on justice and equal opportunity in recruitment, compensation, promotion, training, and benefits.

To prevent behaviors contrary to ethical rules, employees can report confidentially via the ethics hotline and corporate communication channels, and all applications are evaluated transparently by the Ethics Committee. In 2024, no cases of discrimination or ethical violations were encountered, and all findings were monitored through control points within the scope of compliance audits.

Employee Profile and Equal Representation

Boyteks sees human resources not only as a production factor but as the main component of sustainable development and ensures equal representation in all processes. As of 2024, **987 people** were employed within the company



was recorded as.

7.3 Diversity, Equity and Inclusion

By Employment Type	Unit	2022	2023	2024
White Collar - Female	People	34	36	35
White Collar - Male	People	88	84	85
Blue Collar - Female	People	29	29	29
Blue Collar - Male	People	873	842	838
TOTAL		1024	991	987

By Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	People	63	65	64
Indefinite Term - Male	People	961	926	923
Fixed Term - Female	People	0	0	0
Fixed Term - Male	People	0	0	0
TOTAL		1024	991	987

By Gender	Unit	2022	2023	2024
Male	People	961	926	923
	Ratio	%93,85	%93,44	%93,52
Female	People	63	65	64
	Ratio	%6,15	%6,56	%6,48
TOTAL		1024	991	987

7.3 Diversity, Equity and Inclusion

Equal Opportunity and Inclusion Practices

At Boyteks, equal opportunity is ensured systematically not only during recruitment but throughout the entire career cycle. The representation rate of female employees in management levels is monitored every year, and mentoring and development programs are planned to increase this rate in the coming periods.

Work environments for employees with disabilities are arranged according to accessibility standards. As of 2024, 32 male employees with disabilities are employed. A special leave practice for employees within the scope of the Day of Persons with Disabilities is an indicator of the company's inclusive culture.

Social Contribution and Awareness Activities

Gender equality and sensitivity to human rights are part of Boyteks' social sustainability strategy. Within the company, regular awareness trainings are provided on topics such as environmental awareness, ethical behavior, and occupational health and safety, and participation of all employees is encouraged.

In addition, a strong bond is established with society through blood donation organizations, tree-planting campaigns, social volunteering projects, and education support activities. These projects ensure that not only employees, but also their families and local communities, are included in the inclusive development process.

Continuous Improvement and Goals

Boyteks has shaped its forward-looking goals in the field of diversity and inclusion under the following headings:

- **Developing talent programs aimed at increasing the rate of female employment,**
- **Increasing the representation rate of women in management levels,**
- **Maintaining the rate of employees with disabilities and strengthening accessibility practices,**
- **Integrating awareness trainings for all employees into annual plans.**

Accordingly, Boyteks is committed to making the principles of equality, transparency, and participation a permanent element of its corporate culture across all processes.



7.4 Occupational Health and Safety (OHS)

Boyteks considers the health and safety of its employees as one of its core priorities and maintains a strong Occupational Health and Safety (OHS) culture shaped by the principles of **“prevention, protection and continuous improvement”**. Occupational health and safety is not only a legal obligation for Boyteks, but also an integral part of its sustainable production approach.

Management Approach and System Structure

OHS management at Boyteks is carried out within the framework of the TSE ISO 45001 Occupational Health and Safety Management System and is implemented in an integrated structure with other management systems such as **ISO 9001, 14001, 50001 and 27001**.

This system is based on proactively identifying all risks, implementing preventive actions, and ensuring active employee participation. Efforts to prevent occupational accidents and occupational diseases are supported by continuous audits and risk assessment processes. Based on the findings obtained from internal audits conducted throughout 2024, control points were identified and the effectiveness of corrective and preventive actions was monitored.

Performance Indicators and 2024 Results

OHS performance at Boyteks is regularly monitored through measurable indicators.

OCCUPATIONAL HEALTH AND SAFETY						
Occupational Incidents	Group	Unit	2022	2023	2024	
Near miss	Company	count/year	8	7	7	
	Subcontractor	count/year	0	0	0	
Number of lost-time accidents	Company	count/year	23	34	47	
	Subcontractor	count/year	0	0	0	
Lost days	Company	count/year	229	299	387	
	Subcontractor	count/year	0	0	0	
Number of non-lost-time accidents	Company	count/year	39	35	59	
	Subcontractor	count/year	0	0	0	
LTIR – Lost Time Injury Rate (Number of Accidents x 1,000,000) / Total Working Hours	Company	Rate	24,96	27,38	32,95	
	Subcontractor	Rate	0	0	0	
Fatality	Company	count/year	0	0	0	
	Subcontractor	count/year	0	0	0	
SR – Severity Rate (Lost Days x 1,000) / Total Working Hours	Company	Rate	0,09	0,12	0,14	
	Subcontractor	Rate	0	0	0	
ODR – Occupational disease rate Number of Occupational Diseases x 1,000,000 / Working Hours	Company	Rate	0	0	1	
	Subcontractor	Rate	0	0	0	

The increase in accident rates has been associated particularly with the increase in production intensity and expanding operational activities, and the priority target for 2025 has been set as **“reducing LTIR and SR rates by 10%”**.

7.4 Occupational Health and Safety

Training and Awareness Activities

Training activities are carried out systematically to ensure that OHS awareness is established sustainably. In 2024, **a total of 5,276 hours** of OHS training were delivered; all employees were included in training topics covering fire safety, hygiene, risk assessment, and emergency response.

Occupational Health and Safety Trainings	Unit	2022	2023	2024
Number of Company Employees	People	1.035	1.050	1.030
Number of Subcontractor Employees	People	0	0	0
Total Number of Participants	People	1.035	1.050	999
Company Employees	Person*Hours	4.467	15.541	5.276
Subcontractor Employees	Person*Hours	0	0	0
Total OHS Trainings	Person*Hours	4.467	15.541	5.276
OHS Committee	Unit	2022	2023	2024
Number of OHS Committees	Count	1	1	1
Total Number of Members in OHS Committees	People	13	12	11
Number of Employee Representatives in OHS Committees	People	2	2	2

7.4 Occupational Health and Safety

All employees are encouraged to participate, and training outcomes are integrated into performance evaluations. With equal participation of management and employee representatives, the OHS committee convenes at least twice a year to identify priority risk areas and improvement opportunities.



7.4 Occupational Health and Safety

Good Practices and 2024 Highlight Projects

In 2024, Boyteks implemented various improvements to minimize the risks observed on site in the field of OHS:

- **Visual and audible warning systems were installed on forklift routes,**
- **Red-green light systems were integrated into pedestrian crossings,**
- **A Search and Rescue Team was established and team members were given AFAD-compliant trainings,**
- **To support employee health, dietitian and psychologist services were provided to all staff and their families.**

Thanks to these practices, safety awareness increased, and potential accidents were prevented by maintaining the near-miss reporting rate.

R&D and Safe Production

New products developed in R&D processes (**FR Visil, Tencel Carbon Zero, Circulose**) consider not only environmental sustainability but also employee safety. With flame-retardant, non-toxic, and environmentally compatible features, these products reduce exposure risks in production processes.

Continuous Improvement and Targets

Boyteks' OHS approach is continuously improved in line with the “**zero accident**” vision. The following targets have been set for 2025 and beyond:

- **A 10% reduction in KSO and KAO rates,**
- **Maintaining the frequency of occupational diseases at zero level,**
- **Increasing OHS training hours by 20%,**
- **Expanding visual safety systems across all production lines,**
- **Increasing the frequency of audits for subcontractors and contractors.**

With this approach, Boyteks maintains its commitment to creating a safe and sustainable working environment, in addition to protecting the physical and mental health of its employees.



7.5 Employee Satisfaction

Employee satisfaction at Boyteks is a strategic priority integrated with an ethical management approach, a sustainable production vision, and a sense of corporate belonging. Human capital is seen as the fundamental driver of sustainable growth; employee engagement, a safe working environment, and continuous development-oriented practices are managed within the integrated management system.

Employment Structure and Working Arrangement

As of 2024, a total of **987 people** are employed at Boyteks. The female employee ratio is **6.48%**, while the male employee ratio is **93.52%**. All of our employees work full time.

Employment Mobility and Young Talent Participation

In 2024, **95 new employees** were hired and **98 employees left**. This table shows that employment continues in a balanced manner and that the capacity to create employment for the young workforce has increased.

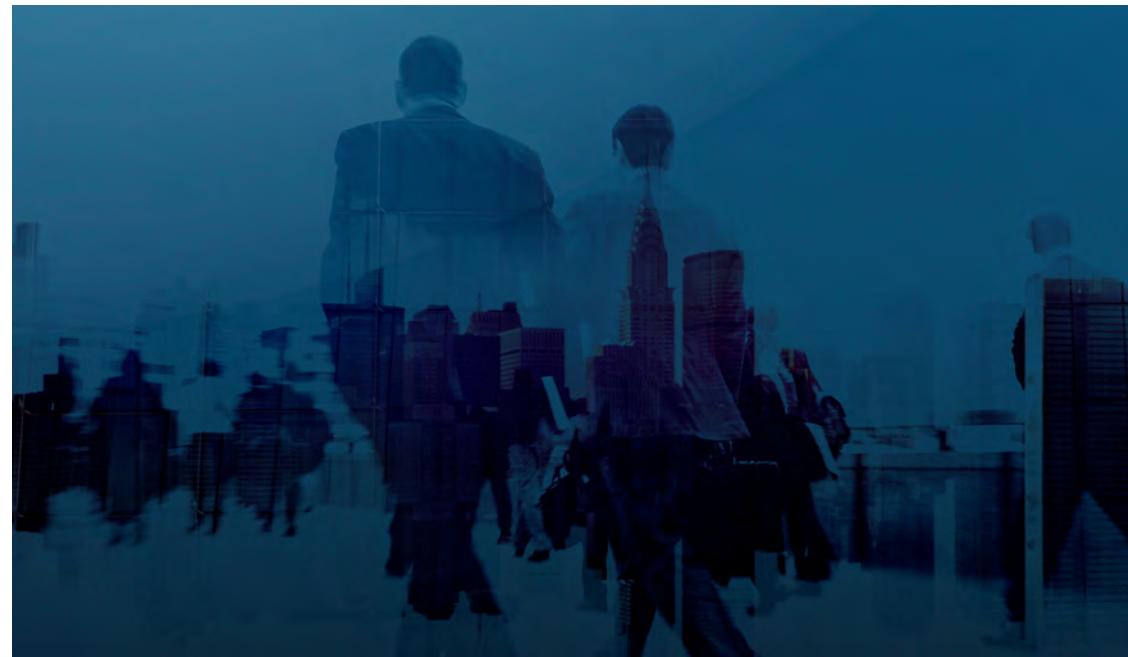
WORKFORCE				
Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New hires - Total	People	16	38	95
White Collar	People	9	9	12
Blue Collar	People	7	29	83
Departures - Total	People	38	76	98
White Collar	People	14	16	11
Blue Collar	People	24	60	87
TOTAL		54	114	193



7.5 Employee Satisfaction

Recruitment and Turnover by Age

In 2024, the share of young employees reached **38.34%**, indicating that Boyteks invests in an innovative and dynamic workforce structure.



Boyteks supports this process through orientation, professional development, and technical training programs designed for young employees at the start of their careers.

By age	Unit	2022	2023	2024
18-30 years - Hired	People	12	32	74
	Rate	22,22%	28,07%	38,34%
18-30 years - Left employment	People	21	25	30
	Rate	38,89%	21,93%	15,54%
31-40 years - Hired	People	4	6	17
	Rate	7,41%	5,26%	8,81%
31-40 years - Left employment	People	10	13	33
	Rate	18,52%	11,40%	17,10%
41-50 years - Hired	People	0	0	4
	Rate	0,00%	0,00%	2,07%
41-50 years - Left employment	People	5	32	28
	Rate	9,26%	28,07%	14,51%
51-60 years - Hired	People	0	0	0
	Rate	0,00%	0,00%	0,00%
51-60 years - Left employment	People	1	6	7
	Rate	1,85%	5,26%	3,63%
60+ years - Hired	People	0	0	0
	Rate	0,00%	0,00%	0,00%
60+ years - Left employment	People	1	0	0
	Rate	1,85%	0,00%	0,00%
TOTAL		54	114	193

7.5 Employee Satisfaction

Union Coverage and Working Hours

Employees' rights to organize and bargain collectively are an integral part of the company culture. In 2024, the share of factory employees covered by the collective bargaining agreement (TiS) was maintained at **87.84%**.

Contract	Unit	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	Oran	88,09%	87,89%	87,84%
WORKFORCE				
Working Arrangement	Unit	2022	2023	2024
Part-time	Female	0	0	0
	Male	0	0	0
Full-time	Female	63	65	64
	Male	961	926	923

Parental Rights and Work-Life Balance

Boyteks has prioritized practices that support employees' family lives.

In 2024, **52 employees (5 female, 47 male)** used parental leave, and all returned to work after the leave period. All female employees continued their employment for at least 12 months after returning from leave. These practices strongly reflect Boyteks' policies supporting gender equality and work-life balance.

		2022	2023	2024			
Employees Using Parental Leave	Total	Female	Male	Female	Male	Female	Male
Employees entitled to parental leave	Number	1	65	1	62	5	47
Employees who used parental leave	Number	1	65	1	62	5	47
Employees who returned to work after parental leave	Number	1	65	1	62	5	47
Employees who returned after parental leave and worked for at least 12 more months	Number	1	62	1	62	5	47

7.5 Employee Satisfaction



Benefits and Social Support

Boyteks has a comprehensive benefits system that enhances employee satisfaction.

The main social benefits offered to all employees are:

- **Health insurance (Türkiye Sigorta),**
- **Meal and shuttle services,**
- **Family, child, heating fuel, and education allowances,**
- **Marriage allowances,**
- **Scholarship opportunities for children attending university.**

All these supports are assured under the Integrated Management System.

At Boyteks, employee satisfaction is not only a target but an ongoing management process. Feedback received from employees is regularly evaluated through the suggestion system, internal communication channels, and the Ethics Committee practices.

All processes are carried out in alignment with **TS ISO 9001 Quality Management, TS ISO 45001 Occupational Health and Safety Management, and TS EN ISO 14001 Environmental Management System standards.**

7.6 Community Social Responsibility

Boyteks assumes a pioneering role in shaping social well-being in the regions where it operates. We view social responsibility as a core element of our corporate strategy and an integral part of our business model. Our approach is built on establishing an ethical business culture, maintaining transparent dialogue with our stakeholders, strengthening the local ecosystem, and making tangible contributions to global sustainable development goals.

A Holistic and Principled Management Approach

This vision is supported by a robust governance infrastructure. Our Integrated Management System forms the foundation of our comprehensive policies (**Social Compliance, Business Ethics, Corporate Communication**) that safeguard respect for human rights, employee and community health, environmental awareness, and stakeholder engagement. Corporate integrity is a value we do not compromise on. Our Ethics Committee, the confidential Ethics Line, and other complaint or suggestion channels enable our stakeholders to submit reports with the highest level of trust. Our internal audit processes and regular management review meetings meticulously monitor the implementation of social compliance and ethical codes of conduct and reinforce the continuous improvement cycle.

Responsibility Extended Across the Value Chain

Our social responsibility vision extends beyond our operational boundaries and is embedded into the DNA of our products and across our entire supply chain. Through internationally recognized frameworks such as **amfori BSCI, IKEA IWAY, and OEKO-TEX® STeP**, we encourage our business partners to raise their standards on human rights, safe working conditions, and ethical business principles.

We use our innovation capability as a tool to generate social benefit. Our R&D center focuses on developing solutions that increase resource efficiency, support low-emission targets, and prioritize health-friendly material choices. Product families such as Profresh, Circulose, Tencel Carbon Zero, and FR Visil are tangible market outcomes of this responsible production approach.

7.6 Community Social Responsibility

Creating Impact Together with Society

As an organization that is not only active within society but also a part of it, we focus on creating tangible impact through volunteering and local collaborations.

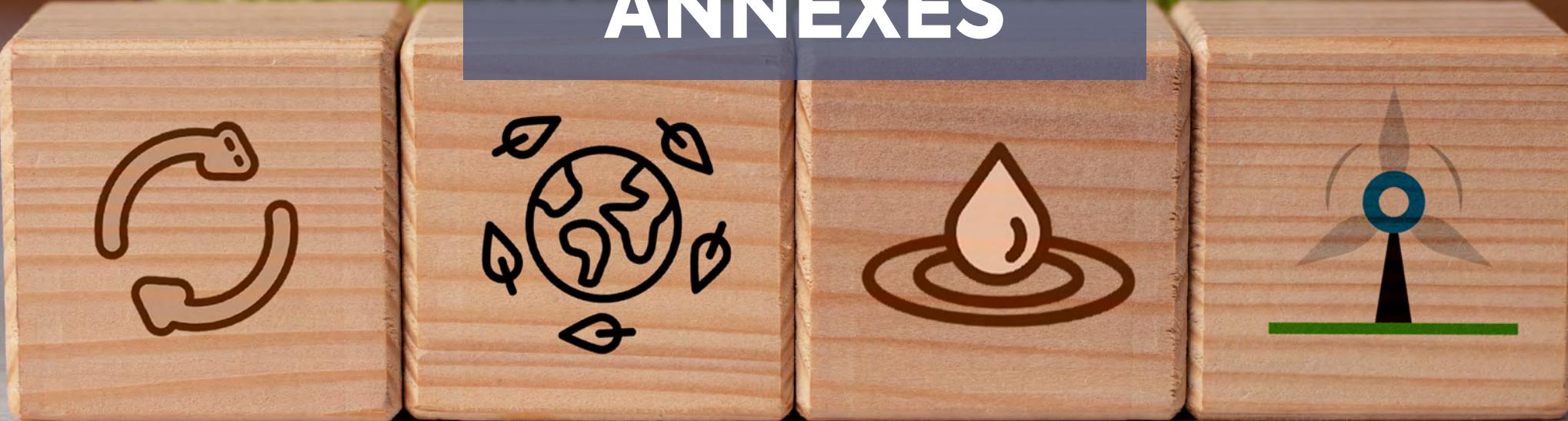
Our regular blood donation drives, carried out with Erciyes University Blood Unit to contribute to public health, continue as a sustainable program. Through sapling donations made via the TEMA Foundation on our employees' birthdays, we turn individual joy into a collective environmental contribution. As part of disaster preparedness, we support societal resilience with employees who volunteer to join the Holding's search and rescue team. At the same time, by organizing technical visits for university students, we invest in the future of our sector and promote the sharing of knowledge and experience.

With a long-term commitment that strengthens stakeholder trust and prioritizes growing together with society, Boyteks will continue to keep its goal of creating value for society at the center of its business model.





ANNEXES



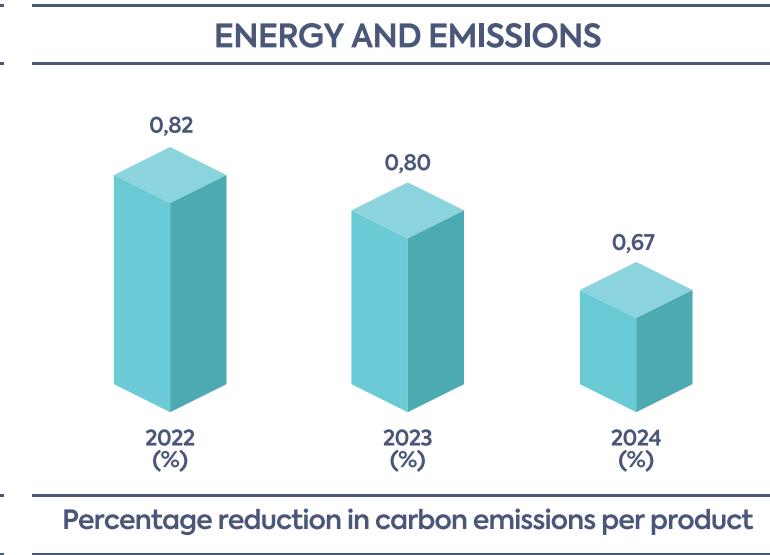
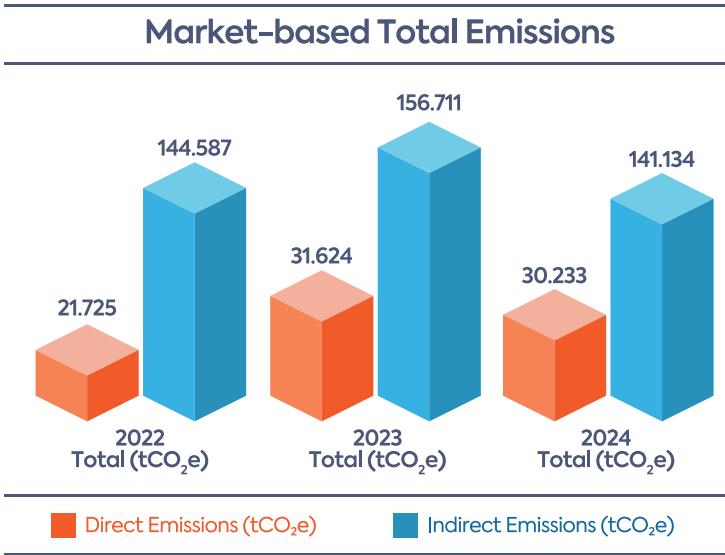
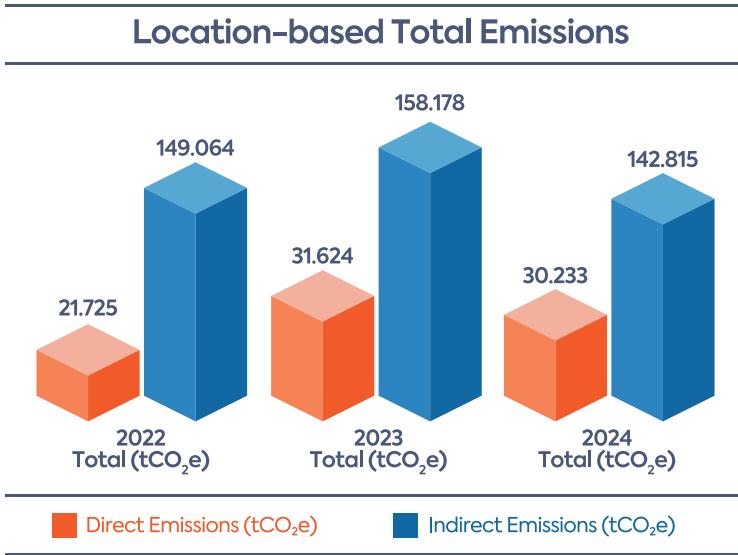
8.1 ENVIRONMENTAL PERFORMANCE INDICATORS

OUR ENERGY CONSUMPTION				
Total Energy Consumption	Unit	2022	2023	2024
Energy Consumption	TEP	10.724	11.920	11.717
1. Non-Renewable Direct Energy				
Gasoline	litre	14.488	13.815	26.008
Diesel	litre	28.188	30.708	23.512
Natural Gas	kWh	122.806.369	149.555.467	146.386.856
2. Renewable Direct Energy				
Biomass	ton	0	0	0
3. Non-Renewable Indirect Energy				
Electricity (Purchased from the Grid)	kWh	13.567.380	3.342.150	3.802.170
4. Energy Purchased from a Renewable Energy Source				
I-REC	kWh	13.567	3.342	3.803
TOTAL ELECTRICITY CONSUMPTION	kWh	13.567.380	3.342.150	3.802.170

8.1 ENVIRONMENTAL PERFORMANCE INDICATORS

	2022 Toplam (tCO ₂ e)	2023 Toplam (tCO ₂ e)	2024 Toplam (tCO ₂ e)
Category 1	21.725	31.624	30.233
Category 2	10.523	1.555	1.774
Category 3	14.857	9.680	9.887
Category 4	122.746	139.671	124.052
Category 5	771	408	140
Category 6	167	6.865	6.962
I-REC	4.477	1.467	1.681
Location-based Total Emission (tCO₂e)	170.789	189.802	173.048
Market-based Total Emissions (tCO₂e)	166.312	188.334	171.367

8.1 ENVIRONMENTAL PERFORMANCE INDICATORS



8.1 ENVIRONMENTAL PERFORMANCE INDICATORS



Total Water Footprint

2023	2024
724.182 m ³	569.016 m ³

Waste Type	Unit	2022	2023	2024
Hazardous Waste	Ton	90	54	100
Non-hazardous Waste	Ton	2.444	2.531	2.781
Total Waste	Ton	2.534	2.585	2.881

Disposal Method	Unit	2022	2023	2024
Recovery	Ton	2.524	2.568	2.785
Landfill	Ton	83	84	91,10
Other Disposal Methods	Ton	2,30	2,60	5,27
Total Waste Disposed	Ton	2.609	2.655	2.881

8.1 ENVIRONMENTAL PERFORMANCE INDICATORS

Number of New Products Developed		
Unit: R&D		
2022	2023	2024
4 2022 Products: Diamond, ReTurn, Nanomineral, AntiCor	15 2023 Products: Synergy, Ozone Therapy, Hydrogel, Slimfit, BioFresh, BioOdor, BioSoft, BioProtic, BioWR, BioFR, BioPes, BioCool, Pineapple, Colored & Melange Cooler, 101% Concept	6 2024 Products: Profresh, Stainless Steel, Circulose, Tencel Carbon Zero, Tencel Monomaterial, FR Visil

Indicator	Unit	2022	2023	2024
Recycled yarn rate	%	9,23	13,86	14,93
Bobbin waste circularity rate	%	9,6	9,4	9,5
Wooden pallet reuse rate	%	21,0	22,0	23,0
Plastic pallet reuse rate	%	7,5	8,6	9,5

8.1 ENVIRONMENTAL PERFORMANCE INDICATORS

TRAINING INVESTMENTS (All Trainings)				
By Employee Category	Unit	2022	2023	2024
Senior Executives	Person*Hour	75	20	16
Senior Executives	Person	3	4	1
Mid-level Managers	Person*Hour	2.424	2.526	1.104
Mid-level Managers	Person	52	49	52
Other Employees	Person*Hour	3.124	3.454	1.380
Other Employees	Person	67	67	65
TOTAL		5.623	6.000	2.500
By Employment Type	Unit	2022	2023	2024
Blue Collar	Person*Hour	2.781	11.532	5.215
Blue Collar	Person	902	871	867
White Collar	Person*Hour	5.623	6.000	2.500
White Collar	Person	122	120	118
Subcontractor Employees	Person*Hour	0	0	0
Subcontractor Employees	Person	0	0	0
TOTAL		8.404	17.532	7.715
By Gender	Unit	2022	2023	2024
Male	Person*Hour	7.886	16.382	7.215
Male	Person	961	926	923
Female	Person*Hour	517	1.149	500
Female	Person	63	65	64
TOTAL		8.404	17.532	7.715

8.1 ENVIRONMENTAL PERFORMANCE INDICATORS

By Employment Type	Unit	2022	2023	2024
White Collar - Female	People	34	36	35
White Collar - Male	People	88	84	85
Blue Collar - Female	People	29	29	29
Blue Collar - Male	People	873	842	838
TOTAL		1024	991	987

By Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	People	63	65	64
Indefinite Term - Male	People	961	926	923
Fixed Term - Female	People	0	0	0
Fixed Term - Male	People	0	0	0
TOTAL		1024	991	987

By Gender	Unit	2022	2023	2024
Male	People	961	926	923
	Ratio	%93,85	%93,44	%93,52
Female	People	63	65	64
	Ratio	%6,15	%6,56	%6,48
TOTAL		1024	991	987

8.2 SOCIAL PERFORMANCE INDICATORS

All Trainings (By Type)	Unit	2022	2023	2024
Vocational Development	Hours	1.878,00	2.978,00	1.820,00
Personal Development	Hours	2.982,00	327	420
OHS	Hours	3.544,00	14.022,00	4.548,30
Leadership	Hours	0	205	927
Total Training Hours	Hours	8.404,00	17.532,00	7.715,30

OCCUPATIONAL HEALTH AND SAFETY						
Occupational Incidents	Group	Unit	2022	2023	2024	
Near miss	Company	count/year	8	7	7	
	Subcontractor	count/year	0	0	0	
Number of lost-time accidents	Company	count/year	23	34	47	
	Subcontractor	count/year	0	0	0	
Lost days	Company	count/year	229	299	387	
	Subcontractor	count/year	0	0	0	
Number of non-lost-time accidents	Company	count/year	39	35	59	
	Subcontractor	count/year	0	0	0	
LTIR - Lost Time Injury Rate (Number of Accidents x 1,000,000) / Total Working Hours	Company	Rate	24,96	27,38	32,95	
	Subcontractor	Rate	0	0	0	
Fatality	Company	count/year	0	0	0	
	Subcontractor	count/year	0	0	0	
SR - Severity Rate (Lost Days x 1,000) / Total Working Hours	Company	Rate	0,09	0,12	0,14	
	Subcontractor	Rate	0	0	0	
ODR - Occupational disease rate Number of Occupational Diseases x 1,000,000 / Working Hours	Company	Rate	0	0	1	
	Subcontractor	Rate	0	0	0	

8.2 SOCIAL PERFORMANCE INDICATORS

Occupational Health and Safety Trainings		Unit	2022	2023	2024
Number of Company Employees	People	1.035	1.050	1.030	
Number of Subcontractor Employees	People	0	0	0	
Total Number of Participants	People	1.035	1.050	999	
Company Employees	Person*Hours	4.467	15.541	5.276	
Subcontractor Employees	Person*Hours	0	0	0	
Total OHS Trainings	Person*Hours	4.467	15.541	5.276	
OHS Committee		Unit	2022	2023	2024
Number of OHS Committees	Count	1	1	1	
Total Number of Members in OHS Committees	People	13	12	11	
Number of Employee Representatives in OHS Committees	People	2	2	2	

WORKFORCE					
Employment and Turnover (Türkiye)		Unit	2022	2023	2024
New hires - Total	People	16	38	95	
White Collar	People	9	9	12	
Blue Collar	People	7	29	83	
Departures - Total	People	38	76	98	
White Collar	People	14	16	11	
Blue Collar	People	24	60	87	
TOTAL		54	114	193	

By age	Unit	2022	2023	2024
18-30 years - Hired	People	12	32	74
	Rate	22,22%	28,07%	38,34%
18-30 years - Left employment	People	21	25	30
	Rate	38,89%	21,93%	15,54%
31-40 years - Hired	People	4	6	17
	Rate	7,41%	5,26%	8,81%
31-40 years - Left employment	People	10	13	33
	Rate	18,52%	11,40%	17,10%
41-50 years - Hired	People	0	0	4
	Rate	0,00%	0,00%	2,07%
41-50 years - Left employment	People	5	32	28
	Rate	9,26%	28,07%	14,51%
51-60 years - Hired	People	0	0	0
	Rate	0,00%	0,00%	0,00%
51-60 years - Left employment	People	1	6	7
	Rate	1,85%	5,26%	3,63%
60+ years - Hired	People	0	0	0
	Rate	0,00%	0,00%	0,00%
60+ years - Left employment	People	1	0	0
	Rate	1,85%	0,00%	0,00%
TOTAL		54	114	193

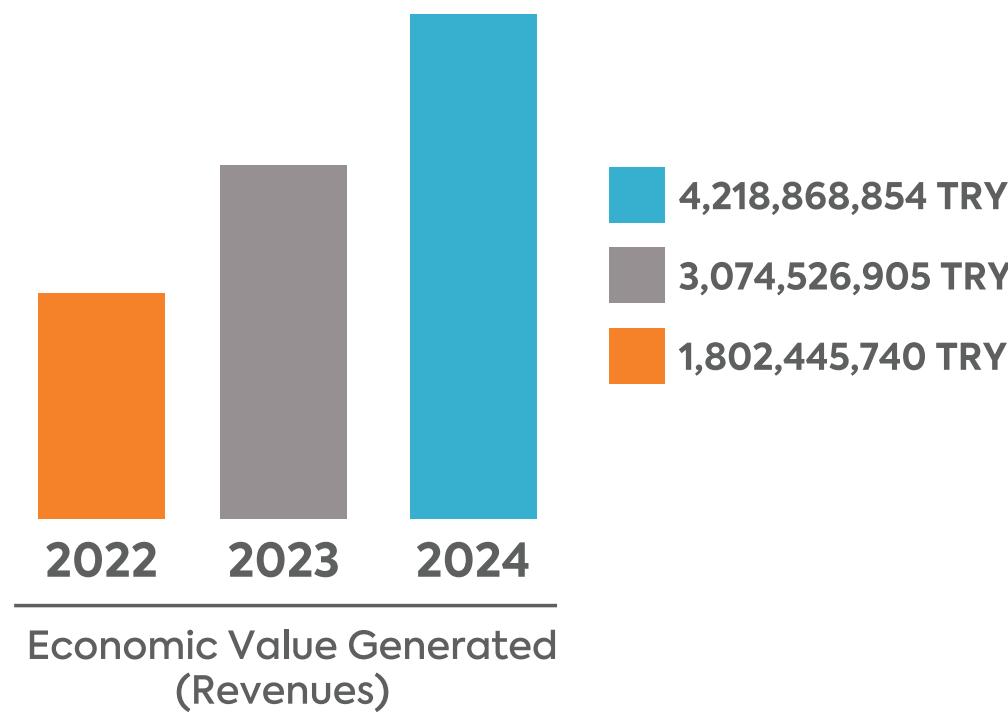
8.2 SOCIAL PERFORMANCE INDICATORS

Contract	Unit	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	Oran	88,09%	87,89%	87,84%

WORKFORCE				
Working Arrangement	Unit	2022	2023	2024
Part-time	Female	0	0	0
	Male	0	0	0
Full-time	Female	63	65	64
	Male	961	926	923

		2022		2023		2024	
Employees Using Parental Leave	Total	Female	Male	Female	Male	Female	Male
Employees entitled to parental leave	Number	1	65	1	62	5	47
Employees who used parental leave	Number	1	65	1	62	5	47
Employees who returned to work after parental leave	Number	1	65	1	62	5	47
Employees who returned after parental leave and worked for at least 12 more months	Number	1	62	1	62	5	47

8.3 ECONOMIC PERFORMANCE INDICATORS



GRI No	GRI Topic Name - Version	Subtopic Name	Headings	Page Number
GRI 2	About Us	Organizational profile	About Us	10
	About the Report	Entities included in sustainability reporting	About the Report	4
	About the Report	Reporting period, frequency and contact point	About the Report	4
	About the Report	Restatements of information from previous reports	About the Report	4
	Supply Chain Management	Activities, value chain and other business relationships	Sustainable Supply Chain Management	37
	Diversity, Equality, Equity and Inclusion	Employees	Diversity, Equality, Equity and Inclusion	76
	Diversity, Equality, Equity and Inclusion	Contractor company employees	Diversity, Equality, Equity and Inclusion	77
	Our Board of Directors, Organizational Structure and Committees	Governance structure and composition	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	Process for determining the competencies of the members of the highest governance body	Our Organization	20

GRI No	GRI Topic Name - Version	Subtopic Name	Headings	Page Number
GRI 2	Our Board of Directors, Organizational Structure and Committees	Chair of the highest governance body	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	Role of the highest governance body in managing the organization's impacts arising from its activities	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	Responsibility commitment for managing impacts arising from activities	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	Role of the highest governance body in sustainability reporting	Our Organization	20
	İş Etiği ve Uyum	Processes to prevent conflicts of interest	Business Ethics and Compliance	34
	İş Etiği ve Uyum	Process for communicating critical concerns to the highest governance body	Business Ethics and Compliance	34
	Yönetim Kurulumuz, Organizasyon Yapımız ve Komitelerimiz	Competencies of the highest governance body	Our Organization	20
	Yönetim Kurulumuz, Organizasyon Yapımız ve Komitelerimiz	Evaluation of the performance of the highest governance body	Our Organization	20

GRI No	GRI Topic Name - Version	Subtopic Name	Headings	Page Number
GRI 2	Employee Satisfaction	Remuneration policies	Employee Satisfaction	83
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	Our Approach to Sustainable Development and Our Organization	xplanation regarding the sustainable development strategy	Our Sustainability Approach	39
	About Us	Policy commitments	Our Sustainability Approach	39
	About Us	Implementation of policy commitments	Our Sustainability Approach	39
	Our Social Performance	Processes to remediate negative impacts	Our Social Performance Management	39
	Business Ethics and Compliance	Mechanisms for seeking advice and raising concerns about matters related to ethical and lawful conduct	Business Ethics and Compliance	34
	Business Ethics and Compliance	Compliance with laws and regulations	Business Ethics and Compliance	34

8.4 GRI Index

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GRI 2	Our Approach to Sustainable Development and Our Organization	Corporate memberships	Our Memberships and Awards	19
	Material Topics and Stakeholder Engagement	Stakeholder engagement	Our Stakeholder Engagement and Prioritization Matrix	42
	Employee Satisfaction	Percentage of employees covered by collective bargaining agreements	Employee Satisfaction	90
GRI 3	Material topics	Process for determining material topics	Our Stakeholder Engagement and Prioritization Matrix	42
	Material topics	List of material topics	Our Stakeholder Engagement and Prioritization Matrix	42
GRI 201	Economic Performance - 2016	Direct economic value generated and distributed	Investments	54
		Financial implications and other risks and opportunities due to climate change	Corporate Risk Management	26
GRI 203	Indirect Economic Impacts - 2016	Infrastructure investments and services supported	R&D and innovation	55
		Significant indirect economic impacts	R&D and innovation	55

8.4 GRI Index

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GRI 204	Procurement Practices – 2016	Proportion of spending on local suppliers	Contribution to the Local Economy	60
GRI 205	Anti-corruption – 2016	Operations assessed for corruption-related risks	Combating Corruption and Bribery	37
		Communication and training about anti-corruption policies and procedures	Combating Corruption and Bribery	37
		Confirmed incidents of corruption and actions taken	Combating Corruption and Bribery	37
GRI 206	Anti-competitive Behavior – 2016	Legal actions related to anti-competitive behavior, anti-trust and monopoly practices	Combating Corruption and Bribery	37
GRI 207	Tax – 2022	Tax approach	Our Tax Approach	59
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GRI 301	Materials – 2016	Materials used by weight or volume	Circularity and Waste Management	72
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		Reclaimed products and their packaging materials	Circularity and Waste Management	72

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		Energy consumption outside the organization	Our Energy Management	65
		Energy intensity	Our Energy Management	65
		Reduction of energy consumption	Our Energy Management	65
		Reductions in energy requirements of products and services	Our Energy Management	65
GRI 303	Water and Effluents - 2018	Paylaşılan Bir Kaynak Olarak Su İle Etkileşim	Water Efficiency and Wastewater Management	70
		Management of water discharge-related impacts	Water Efficiency and Wastewater Management	70
		Water withdrawal	Water Efficiency and Wastewater Management	70
		Water discharge	Water Efficiency and Wastewater Management	70
		Water consumption	Water Efficiency and Wastewater Management	70

GRI No	GRI Topic Name – Version	Subtopic Name	Sections	Page No
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		Scope 2 Emissions: Indirect Greenhouse Gas (GHG) Emissions	Our GHG Management	67
		Scope 3 Emissions: Indirect Greenhouse Gas (GHG) Emissions	Our GHG Management	67
		Greenhouse Gas (GHG) Emission Intensity	Our GHG Management	67
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GRI 306	Waste – 2020	Waste Generation and Significant Waste-Related Impacts	Circularity and Waste Management	72
		Waste by Type and Disposal Method	Circularity and Waste Management	72
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GRI No	GRI Topic Name – Version	Subtopic Name	Sections	Page No
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GRI 308	Supplier Environmental Assessment – 2016	New Suppliers Screened Using Environmental Criteria	Sustainable Supply Chain Management	39
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GRI 401	Employment – 2016	New Hires and Employee Turnover	Our Social Performance Management	39
		Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	Community Social Responsibility	94
		Parental Leave	Employee Satisfaction	90

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		Employee Training on Occupational Health and Safety	Occupational Health and Safety	86
		Promotion of Worker Health	Occupational Health and Safety	86
		Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked by Business Relationships	Occupational Health and Safety	86
		Workers Covered by an Occupational Health and Safety Management System	Occupational Health and Safety	86
		Work-related Injuries	Occupational Health and Safety	86
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