

QUA

**QUA GRANITE HAYAL YAPI VE URUNLERI
SANAYI TICARET A.Ş.**

ESG SUPPORTING DOCUMENT 2023

ENVIRONMENTAL

E-WASTE REDUCTION

Total e-waste is 0 since 2016.

TOXIC CHEMICALS REDUCTION

There are no toxic chemicals usage in our production processes.

SOCIAL

INTERNAL PROMOTION

For personnel meeting the necessary qualifications for promotion, the Promotion Evaluation Form is completed by department managers and submitted to the Human Resources Directorate. The Human Resources Directorate then reviews the proposed personnel's suitability for the stated qualifications. To discuss the promotion proposal, the Human Resources Directorate requests a meeting with the relevant department manager and presents the received promotion form to the management during this meeting. The management examines the documents and forms related to the personnel recommended for promotion. If deemed necessary, the management may require the Human Resources staff to conduct written and verbal interviews. The reasons are explained to personnel whose promotional proposal has been denied. The areas where improvement is needed are specified, and the promotion request is postponed for future consideration. The reasons for postponement are documented in the Promotion Evaluation Form and stored in the personnel file. For personnel whose promotion proposal is approved by management, the Human Resources and department manager meet with them at the scheduled time. Promotion proposal discussions are conducted within the framework of confidentiality. They cannot be disclosed without the approval of the General Manager and the Human Resources Director. The new position is explained to the personnel deemed suitable for promotion by management, and the new job description is signed. For personnel whose promotion is approved by management and authorized by the General Manager, an information announcement detailing their new position, authorities, and responsibilities is published and put into operation.

FLEXIBLE WORKING HOURS

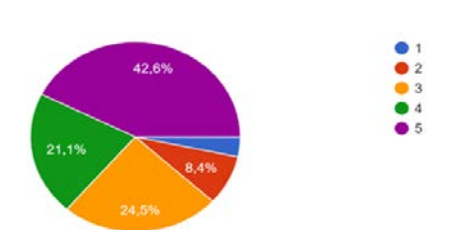
At our company, project managers work remotely.

DAY CARE SERVICES

There is a lactation room for our women employees.

EMPLOYEE SATISFACTION

In the Employee Satisfaction Survey conducted in 2023, 237 employees from our company participated, and with an overall average rating of 3.91 out of 5, the employee satisfaction rate was measured at 78.22%.



POLICY CAREER DEVELOPMENT

Individual and occupational trainings are given to employees. Training requirement analysis is performed on a yearly basis to schedule training calendar. In addition to individual and occupational trainings, mandatory trainings by laws and regulations are given to employees periodically. Our employees are encouraged to complete specific certification programs such as Energy Management Certification, Professional Competence Certificates, Effective Management Skills, Communication and Behavioural Science, Mentoring and Individual Development, Stress Management and Anger Control, Team Work.

PRODUCT RESPONSIBILITY MONITORING

Quality control systems are used for product tracking, with product analyses being conducted at each unit. Only high-quality products are delivered to customers, with quality data being recorded and managed through a Quality Management System (QMS). Products produced in compliance with EN ISO 14411 standards are monitored through the QMS and tracked using the 9001 Standard. Additionally, employees involved in product analysis are trained to ensure quality.

IMPROVEMENT TOOLS BUSINESS ETHICS

There is an ethics line established within the company. There are complaint boxes in certain places.

WHISTLEBLOWER PROTECTION

According to Grievance Mechanism Procedure established within Qua Granite, the company will establish a complaint mechanism for workers and develop a transparent process for workers to express their concerns and complaints, including anonymous complaints. It will ensure that no discrimination is made against those who express complaints, all complaints are taken seriously, and appropriate measures are taken immediately

GOVERNANCE

POLICY BOARD EXPERIENCE

Board Members and candidates' experience, knowhow and knowledge criterion are taken into account.

POLICY SHAREHOLDER ENGAGEMENT

With surveys conducted participated by employees, open door policy and notifying policies and website communication tools all shareholders are encouraged to engage with management.

LIMITATION OF DIRECTOR LIABILITY

The company has established qualified third-party indemnity provisions for the benefit of its managers, which are effective as of the date of this report. These indemnities are not limited in amount and cover damages and liabilities that Managers may incur in relation to third parties while performing their duties.

SHAREHOLDERS APPROVAL STOCK COMPENSATION PLAN TCC

Article 421 Subject 3b. In case of an attempt to adopt stock based compensation plans, it is necessary to obtain at least %75 of shareholder approval before implementation. Decisions regarding stocks require articles of association amendment. This subject is regulated in Article 421 of the Turkish Commercial Code. As per Article 421, articles of association amendments require general assembly decisions, thus shareholder approval.

<https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=6102&MevzuatTur=1&MevzuatTertip=5>

SUPERMAJORITY VOTE REQUIREMENT

According to the securities regulations, significant transactions such as M&As, issuance of golden or preferred shares, sale of a significant portion of company assets etc. should be decided in the general assembly meeting, where supermajority rule (2/3 affirmative votes out of total) applies. The shareholders who attend the meeting and cast negative votes for the transaction are entitled to appraisal right. Please see Capital Markets Board's Communique no II-23.3 for detail.

(<https://mevzuat.spk.gov.tr/>)

LIMITED SHAREHOLDER RIGHTS TO CALL MEETINGS

Calling the General Assembly for ordinary and extraordinary meetings in accordance with the provisions of this Articles of Association and the Turkish Commercial Code, and preparing the agenda.

ELIMINATION OF CUMULATIVE VOTING RIGHTS

Cumulative vote method is not applied.

PRE-EMPTIVE RIGHTS

According to the Turkish Commercial Code numbered 6102 Article 461/1, every shareholder in joint stock companies has the right (pre-emptive rights) to acquire newly issued shares proportionate to their existing shares within total capital.

COMPANY CROSS SHAREHOLDING

The Company is not engaged in any cross-shareholding relationship with another company.

POLICY EXECUTIVE RETENTION

We maintain a compensation program for all of our employees including our executives to attract employees, and retain current employees, with the skills and attributes that we need to promote the growth and success of our business.