

QUA GRANITE
Sustainability Report 2023

WITH THE TRACE OF NATURE, IN THE PATH OF NATURE

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WE FOLLOW THE PATH OF NATURE IN ALL OUR PRODUCTION ACTIVITIES AND OPERATIONAL PROCESSES...

Since beginning our journey in Aydın in 2016, we have made remarkable progress in our sector. We have integrated sustainability into every aspect of our operations, shaping our corporate identity and perspective accordingly. Guided by this vision, we draw inspiration from nature and strive to minimize our environmental impact in delivering our products to stakeholders. Today, we proudly operate the largest facility in Türkiye dedicated solely to technical granite production and are gaining recognition globally with our successful export rate.

At Qua Granite, we remain committed to preserving and transforming the purity of nature through our sustainability-focused approach.

ABOUT THE REPORT

As Qua Granite, we present our sustainability practices and performance results to all our stakeholders in a comprehensive and transparent manner.

Since we began our journey in 2016 with innovative, sustainable, ethical, and value-driven approaches, Qua Granite has become a leader in the ceramic coating industry, producing the highest value-added technical granite. We are proud to share our Sustainability Report 2023, as we successfully presented our first report to all stakeholders in 2022, meeting our goals for 2023.

By consistently contributing to our country through the workforce we create and the economic benefits we generate in our production network, we work not only for the present but also for future generations to live in a prosperous and livable world. As evidence of this commitment, our sustainability report, prepared in compliance with GRI (Global Reporting Initiative) Standards and including the UNGC (United Nations Global Compact) Index, provides information for the period from January 1, 2023, to December 31, 2023. At Qua Granite, we comprehensively and transparently present our sustainability practices and performance in environmental, social, and governance fields to all our stakeholders under the headings of “Our Approach to Sustainability,” “Corporate Governance,” “Sustainable Business and Growth,” “Our Responsibility to Our Planet,” and “Our Responsibility to Our Employees and Society.”

Our Company, which aims for continuous improvement to maintain its role as a model in green transformation and sustainability, will continue its Sustainability Reporting in the coming years, incorporating trend monitoring to support this goal.

The reporting process is overseen by Environment and Sustainability Manager Aybala SARI and Corporate Finance and Investor Relations Director Hayrettin BÜYÜKİZGİ. As a company that believes in the positive impact of feedback and sharing for sustainable and transparent communication, we welcome your feedback and invite you to reach out with comments and suggestions on our Sustainability Report at surdurulebilirlik@qua.com.tr

The Qua Granite Sustainability Report 2023 is available in both Turkish and English. You can access the English version of our report at <https://surdurulebilirlik.qua.com.tr/>

CHAIRMAN'S MESSAGE

ALİ ERCAN **Chairman**

Dear Stakeholders

The year 2023 has been a special one in which we celebrated our nation's 100th anniversary with excitement, while consistently maintaining our services that exceed global standards, thanks to our increasing production capacity and technology investments. At the beginning of this year, we experienced profound shock and loss as a nation due to the Kahramanmaraş earthquake, one of the most devastating earthquakes in history. From the very first day of this devastating disaster, we have continued our support without interruption and will persist in our efforts to rebuild the region.

The remainder of the year was also economically challenging across the country. Global economic uncertainties, rising domestic inflation, worldwide tensions, and fluctuations caused by regional and global geopolitical uncertainties have made international markets increasingly risky. However, with the impact of improvements in our country's economic indicators, we hope to achieve a more stable environment.

As a result of our investment program aimed at increasing capacity, we have successfully established a strong production infrastructure and an innovative product portfolio that will carry Qua Granite into the future with confidence. Alongside all our investments, we take pride in being Türkiye's largest technical granite brand, continually adding aesthetics, quality, and beauty to living spaces. Thanks to our stable production, commitment to quality, and strategic investments, we achieved strong financial results in 2023. Our net sales revenue rose to TL 7.8 billion, our EBITDA reached TL 1.8 billion, and our net profit amounted to TL 419 million.

To support our growing sales and expanding production capacity, we issued commercial papers domestically with a nominal value of TL 1,670 billion. Through these issuances, we diversified our working capital financing by tapping into alternative channels and, due to high demand under market conditions, secured competitive interest rates, thereby reducing our financing costs, and further demonstrating the success of our sustainable growth.

As demonstrated in our second sustainability report, which we consider an essential component of our sustainability journey, we are taking concrete steps to turn potential risks into opportunities by managing the risks that await us and our industry in the near future. While environmental risks arising from the deepening climate crisis impact the sector's future, we have further strengthened our strategic approaches in areas such as raw material supply, energy, and water management, all closely tied to resource use. In carbon management, we have steadfastly continued our emission reduction efforts over many years. As a pioneering organization in the ceramics industry -a sector with high water consumption- and mindful of water as a vital resource at risk in the future, we achieve 100% reuse of treated wastewater in our industrial wastewater treatment plant. By investing in renewable energy sources, we remain focused on

energy sustainability, closely monitoring solar energy system (SES) investments and new technologies for our production infrastructure.

In line with our sustainable production approach, we lead the industry with innovative and creative products that meet the needs and expectations of our customers and all stakeholders. Through the EPD Certification obtained for our 7 mm and 20 mm product groups, we transparently present various environmental indicators -including carbon footprint, energy consumption, and water use- that cover the environmental performance of our products throughout their life cycles, thus demonstrating our commitment to environmental sustainability.

Since our establishment, we have focused on employee engagement and rights, advancing with a commitment to equality and transparency. We increased our workforce by 15% from 1,076 employees in 2022 to further strengthen our collaborative structure. By achieving a leading position in our industry in terms of the proportion of female employees, we advocate for equal opportunities across all departments, including our Board of Directors. Additionally, we support regional economic growth by contributing to local employment in the areas where we operate.

As we prepare for the future with confidence, we are pleased to share the progress of our sustainability journey -an endeavor marked by adaptability to today's conditions and sustainable steps- through our Sustainability Report with all our stakeholders. We extend our gratitude to our colleagues who have contributed to this journey, our stakeholders who accompany us, and all those committed to sustainable projects that keep our belief in a shared future alive.

CEO'S MESSAGE

Yavuz ARICAN
CEO / Member of the Board of Directors

Dear Stakeholders,

The year 2023 was a year of resilience and strength, inspired by our nation's 100th anniversary, during which we maintained our strong position in the industry despite global and domestic economic uncertainties. I extend my condolences to the entire country and wish mercy upon all citizens who lost their lives in the Kahramanmaraş earthquake that struck at the beginning of the year.

In addition, this year has brought us closer to a period in which we must address potential risks facing the real sector in a world with limited resources. As climate change intensifies, it is rapidly accompanied by social, economic, and governance issues worldwide. Developing solution-oriented, green technologies and adapting to climate policies have become essential responsibilities for companies.

At Qua Granite, we are acutely aware of the importance of sustainability steps taken by companies, and we work passionately with all our stakeholders to maintain the highest level of sustainability performance in our sector. For us, environmental, social, and economic sustainability is not just a strategy but a core value. To reflect our strategies openly, we are publishing our Sustainability Report this year with full transparency. We are tirelessly working to continuously improve all our activities to minimize our environmental impact, contribute to society through social responsibility projects, and aim for sustainable economic growth.

With a holistic perspective on building a shared future, we focus on the Sustainable Development Goals (SDGs), implementing innovative and transparent approaches across various areas, including production, employment, and human resources. We are thrilled to be part of Qua Granite's sustainability journey. This year, as the most concrete indicator of our efforts, we earned a place in the Borsa Istanbul Sustainability Index. We are also proud to have achieved an ESG score of 83 in the London Stock Exchange Group's (LSEG) assessment for the global construction materials sector, ranking 6th among 188 companies worldwide, bringing us a step closer to our future goals.

With sustainable production processes and strategies to minimize environmental impacts, we aim to be a leader in our industry. With concrete goals to reduce our carbon footprint, increase energy efficiency, and manage waste, we are progressing confidently on our sustainability journey. In 2024, we aim to reduce our greenhouse gas emissions by increasing our use of renewable energy sources and enhancing energy efficiency. In 2023, we achieved significant success by increasing the amount of reclaimed/reused water by 37% and reducing water consumption per product by 13%. Through water efficiency and wastewater recycling projects, we are actively protecting our natural resources.

We implement various programs to enhance the well-being of our employees, ensure occupational health and safety, and promote equal opportunities. Through partnerships with local communities and universities, we contribute to social responsibility projects. Our training and development programs allow our employees to continually improve themselves.

By developing sustainable business models, we maintain long-term economic growth and competitive advantage. To increase customer satisfaction and expand our market share, we offer innovative products and services. In 2023, we achieved a significant increase in both net sales and market share, which serves as strong evidence of the success of our sustainable business strategies.

We closely monitor global sustainability trends, integrating them into our business processes to transform risks into opportunities. By assessing environmental risks and taking innovative measures, we aim to strengthen our presence in sustainability. Through regular digitalization and technology investments across our business model -from production processes to the entire operational network- we develop sustainable solutions and improve our operational efficiency. This approach enables us to achieve both operational excellence and sustainable quality, while minimizing our environmental impact and reinforcing our leadership in the sector.

The efforts and achievements in reaching our sustainability goals have been made possible through the contributions of all our stakeholders and employees. We are confident that we will continue our sustainability journey with the same commitment and achieve even greater successes in the future. I would like to extend my gratitude to all our employees, customers, and business partners who have supported us on this journey.

OUR STRONG 2023 PERFORMANCE

ENVIRONMENT

- We reduced water consumption per product by 13% and energy consumption by 9%.
- Through our efforts in environmental, social, and governance areas, we earned a place in the Borsa Istanbul Sustainability Index.
- We participated in the Climate Ambition Accelerator Program, led by the UN Global Compact.
- We obtained the EPD (Environmental Product Declaration) Certificate for our 7 mm and 20 mm product groups.
- Our LSEG ESG score reached 83, ranking us 6th out of 188 companies worldwide in our sector.

SOCIAL

- In 2023, we increased our female workforce by 17%, continuing our efforts toward gender equality.
- To support the need for skilled labor in our country, we enabled a total of 104 employees to obtain their master's certificates in 2023, continuing our collaborative efforts with Vocational Training Centers.
- We supported the arts through our "Qua Pavilion" project as part of the 18th edition of Contemporary Istanbul.
- Qua Granite took part in the collaboration protocol for the "Qualified Employment in Digital Transformation Program" alongside GEKA, Adnan Menderes University, and the Aydın Chamber of Industry.

GOVERNANCE

- We ranked 264th in the Istanbul Chamber of Industry (ISO) survey of Türkiye's Top 500 Industrial Enterprises.
- We were listed at 383rd on the "Capital 500" list of Türkiye's largest 500 companies.
- We rose to 316th place on the Fortune 500 Türkiye list.
- At the Türkiye-Saudi Arabia Business Forum, held at the Foreign Economic Relations Board (DEIK) Headquarters with the participation of Ömer Bolat, our Minister of Trade, and Majid Al Hogail, Saudi Arabia's Minister of Municipal, Rural Affairs, and Housing, we signed 16 cooperation agreements.
- We successfully completed our first lease certificate issuance with a value of TL 100 million and a maturity of 180 days. This issuance marked our initial venture into an interest-free capital market product, which received strong demand.

ECONOMIC

- Our Long-Term National Credit Rating was upgraded by JCR Eurasia from "A+ (tr)" to "AA."

- In 2023, we increased our net sales revenue by 1.9% and our sales volume by 73.8% compared to 2022.
- Our net sales revenue reached TL 7.8 billion in 2023, while our EBITDA amounted to TL 1.8 billion, and our net profit reached TL 419 million.
- By conducting high-volume exports to nearly 100 countries, we achieved export revenues of TL 1,184 billion in 2023.

QUA GRANITE AT A GLANCE

As Qua Granite, we have an extensive operational reach across all 81 provinces in Türkiye through our advanced dealer network, which spans seven sales regions nationwide. By exporting to nearly 100 countries across five continents, we make a significant contribution to the local economy.

ABOUT QUA GRANITE

Thanks to our capacity-enhancing investments, by 2023, we have increased our production capacity to 41 million m², becoming one of the world's largest technical granite facilities under one roof.

Our Establishment and Areas of Operation

Founded in July 2016 in the Aydın Söke Organized Industrial Zone, Qua Granite contributes significantly to the national economy through strong exports and domestic market sales, made possible by our high-tech, continuous production system. We are also proud of our contributions to local employment with a workforce of over 1,200 employees.

Our production facility, one of the largest single-roof technical granite facilities in the world, produces high-value-added technical granite and glazed granite (granite tiles) for the flooring sector. With a strategic location close to raw material sources and ports, we maintain our leadership in the industry.

Through our advanced dealer network, which includes 69 main dealers across 7 sales regions in Türkiye, we reach a broad operational area in all 81 provinces, making a significant contribution to the local economy.

Our Production Strength and Product Portfolio

Starting with an annual production capacity of 5.5 million m² in 2016, we have significantly expanded our operations through capacity-enhancing investments. By 2023, we reached a capacity of 41 million m², becoming one of the world's largest technical granite facilities under one roof.

The technical granites we produce at Qua Granite come in thicknesses of 6.5 mm, 7 mm, 9 mm, 20 mm, and 30 mm. We lead the domestic market with our 20 mm thick technical granite products, developed specifically for outdoor spaces, high-slip-resistance surfaces, and areas that require a heavy load-bearing capacity. Since 2022, we have taken important sustainability-focused steps by producing 7 mm thick products, which allow for reduced raw material consumption, increased transport capacity per shipment, and lower fuel use.

With our ability to produce in various thicknesses, a wide array of design options catering to different tastes, an extensive product portfolio, and internationally recognized quality certifications, we stand as one of the industry's most powerful global players. These advantages enable us to respond to diverse product needs quickly and efficiently across different markets.

Our Reach

As Qua Granite, we export to around 100 countries across five continents, establishing a strong presence in key markets, particularly the EU countries and the United States. While we view all markets as having development potential, our primary target markets are France, the United

Kingdom, Italy, Germany, the United States, and Canada. In 2023, we continued to expand our global presence by participating in seven major international trade fairs worldwide, increasing our engagement with over 1,000 domestic and international clients.

We consider environmental, social, governance, and economic sustainability as integral components of our business model. With our commitment to sustainable growth, Qua Granite aims to play an active role in the industry's transformation and to lead in sustainable development.

Sayfa 9 Spotlar

1,000+

Number of Customers

41 million m²

Total Production Capacity

5 Continents

Nearly 100 Countries Exported to

1,200+

Number of Employees

OUR MISSION, CORE VALUES, STRATEGY, AND GOAL

Our Mission

Why Do We Exist?

- For serving with a sustainable production approach that exceeds international standards in the sector we lead
- For leading the sector with innovative and creative products
- For creating sustainable value for all business partners and employees

Our Core Values

Those who determine our understanding of production and guide our behavior...

- Environmental consciousness
- Ethical values
- Respect for the principle of equality
- Employee satisfaction
- Customer orientation

Our Strategy

Growth and profitability shaped by a sustainable, environmentally friendly production approach...

- Growing organically and inorganically by developing new products in new markets and existing business areas
- Offering innovative and environmentally friendly products by prioritizing creativity in all workflows
- Being the most reliable brand that meets customer needs and expectations
- Increasing the benefits provided to employees in human resources processes and increasing the employment of women in all positions, including production
- Continuously improving total customer satisfaction

Our Goals

Our purposes and the path we follow

- Increasing our market share day by day in Türkiye and abroad with quality products and good service understanding
- Providing effective service with innovative technologies that are environmentally friendly and sensitive to occupational safety
- Being a leader and preferred company in our field
- Investing in the future of our country with an understanding of environmental and social sustainability

OPERATING REGIONS

Thanks to our strong distribution network across Türkiye, we meet the needs of our customers and stakeholders spread across 81 provinces.

At Qua Granite, we operate a robust distribution network through our 22 registered brands (Turkish Patent Institute) and 69 main dealerships across 7 regions in Türkiye. This extensive network enables us to reach every corner of the country, boosting the local economy we nurture and meeting the needs of our customers and stakeholders in all 81 provinces.

Global Operations

In addition to our domestic activities, a significant portion of our business consists of export operations. In this regard, Qua Granite holds brand registrations in 67 countries worldwide. For the period from January 1, 2023, to December 31, 2023, our export revenues totaled TL 1,184,744,648. Our largest overseas markets include the United Kingdom, Germany, Belgium, the United States, Italy, and France. In 2023, we exported to nearly 100 countries, with 73% of our international revenue coming from Europe, 18% from Asia, 4% from Africa, and the remainder from North and South America.

As a company always focused on continuous improvement and sustainability, we will continue to expand our operational reach and geography, bringing our products and services to the global market.

Countries We Export

Germany, United States, Albania, Austria, Azerbaijan, Bahrain, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Burkina Faso, Burundi, Chad, Czech Republic, Denmark, Estonia, Morocco, Ivory Coast, Palestine, Finland, France, Gabon, Ghana, Georgia, Croatia, Netherlands, Iraq, Ireland, Spain, Israel, Sweden, Switzerland, Italy, United Kingdom, Canada, Montenegro, Kazakhstan, Kenya, Cyprus, Korea, Kosovo, Qatar, Lebanon, Libya, Hungary, Macedonia, Mali, Malta, Moldova, Norway, Uzbekistan, Pakistan, Poland, Portugal, Romania, Russia, Senegal, Serbia, Slovakia, Saudi Arabia, Chile, Taiwan, Uganda, Ukraine, Oman, Uruguay, Yemen, Greece, United Arab Emirates.

Sayfa 11 Spotlar

69

Number of Main Dealerships

81 PROVINCES

Extensive Operation Network

OUR JOURNEY TO SUSTAINABLE SUCCESS

We are always determined to take our "sustainability journey" one step further with the milestones of the past that make up today's Qua and today's actions that will determine our tomorrow.

EPD Certificate

In 2023, we received the EPD Certificate for our 7 mm and 20 mm product groups.

2015

- Qua Granite was established in Istanbul in 2015.
- In December 2015, we obtained an investment incentive certificate worth TL 169 million and began our factory investment in Aydın Söke Organized Industrial Zone (OIZ).

2016

- We launched our first production line with a capacity of 5.5 million m² on a 232,965 m² plot with 70,000 m² of covered area at Aydın Söke OIZ.
- We obtained ISO 9001:2015 (Quality Management System Certification), ISO 45001:2018 (Occupational Health and Safety Management System Certification), ISO 14001:2015 (Environmental Management System Certification), and the Turkish Standards Institute (TSE) Conformity Certification.

2017

- Our second production line, with a capacity of 5.5 million m², was put into operation.
- We began producing 20 mm thick technical granite.

2018

- With the second production line, our total production capacity reached 11 million m², making us Türkiye's largest facility dedicated solely to technical granite production.
- We received the TSE Double Star Turkish Standards Compliance Certificate.

2019

- The share of our export revenues rose to 58%.
- We began producing 6.5 mm thick tiles in the 60x120 cm size, a thickness previously untried in tiles of this size.

2020

- As our capacity utilization rate approached the optimum limit, we decided to invest in new production lines and obtained a new investment support certificate worth TL 584 million.
- We were awarded the TSE Covid-19 Safe Production Certificate.

2021

- Qua Granite's public offering took place on April 5-6, 2021, and began trading on the Star Market under the code "QUAGR" on April 9.
- We signed the United Nations Global Compact.
- Our capital increased from TL 120 million to TL 240 million.
- We received the Zero Waste Certificate.

2022

- We received a Long-Term National Corporate Credit Rating of A+ (Stable) from JCR.
- Our Corporate Governance Rating rose to 9.05.
- We obtained the ISO 14064-1:2018 Carbon Footprint Certificate, ISO 14046:2014 Water Footprint Certificate, and ISO 50001:2018 Energy Management System Certificate.
- We began producing 7 mm thick technical granite.

2023

- Our Long-Term National Credit Rating was upgraded by two notches from "A+ (tr)" to "AA."
- We obtained the EPD Certificate for our 7 mm and 20 mm product groups.
- With the commissioning of four new production lines, our total production capacity reached 41 million m².
- We published our first Sustainability Report.
- We were included in the Borsa Istanbul Sustainability Index with our high LSEG ESG Score.
- Our LSEG ESG Score reached 83, ranking us 6th among 188 companies in our sector worldwide.

AWARDS

In 2023, we were honored with the “Company with the Highest Increase in Corporate Governance Rating in the Last Year” award.

We received the Incentive Award with our “Sahibinden.com Targeting & Viral Advertising Campaigns” project in the Communication and Marketing category at the ALTIN ÇEKÜL International Building Catalogue Awards.

We won the “Innovation and Building Product Brand of the Year” award at the Aegean Investment Export Innovation Technology (EGE YİİT) Awards ceremony organized by Yeni Asır Newspaper.

We were awarded a plaque for our EPD processes at the EPD International Stakeholder Conference 2023.

At the awards ceremony held by the Aegean Exporters' Associations (EIB), where 57 companies received 61 awards across 21 categories, we were honored to receive third place in the “Ceramics and Earthenware” category for our contributions to exports in the Aegean Region.

On April 4, 2023, we were honored with the "Company with the Highest Increase in Corporate Governance Rating in the Last Year" award at the XIII Corporate Governance Awards organized by the Turkish Corporate Governance Association (TKYD).

We reached the finals of the 2023 Sustainable Business Awards with our innovative project on water recovery, “100% Utilization of Process Wastewater Project.”

OUR APPROACH TO SUSTAINABILITY

As Qua Granite, we draw our corporate roadmap in line with our Sustainability Policy and integrate our activities with this understanding. By assuming a pioneering role in our sector, we put sustainability at the center of our business strategies and integrate it into our processes.

SUSTAINABILITY GOVERNANCE

We identify and proactively manage environmental, social and governance risks across our entire value chain and transform opportunities into lasting value.

The concept of sustainability offers companies the opportunity to manage risks and opportunities for their successful existence in the future. As Qua Granite, we are aware that environmental, social, and governance-oriented sustainability practices increase long-term success and competitive advantages of companies. In this context, as a leading company in our sector, we operate by placing sustainability at the center of our business strategies, emphasizing elements such as reducing our environmental impact, fulfilling our social responsibilities with corporate citizen awareness and commitment to ethical governance principles.

In each step we take toward sustainable product development in technical granite production, we proactively identify and manage environmental, social, and governance-related risks across our entire value chain, from investment decisions to operational activities, and strive to transform opportunities into permanent value.

OUR SUSTAINABILITY APPROACH

As Qua Granite, Türkiye's largest technical granite producer, we work with the aim of supporting the sustainable development and growth of our country. Our Sustainability Policy, which we have created in this context, sets out the basic principles that guide Qua Granite's sustainability activities.

Our Company's Sustainability Policy covers all our employees and our operational network. It has a decisive importance in the preparation of our corporate roadmap.

Sustainability Policy and Principles

Adopting a management approach that integrates the sustainability vision with the corporate sustainability approach and recognizes the fight against climate change, economic and social development of societies and environmental sustainability as its main responsibility, our Company is committed to:

- Develop methods to protect natural resources by reducing greenhouse gas emissions and energy consumption to combat climate change,
- Create the necessary infrastructure and renew the existing system by continuously following and developing energy efficiency studies,
- Minimize groundwater consumption by treating the wastewater generated during operational activities in the treatment plant and reusing it 100% without discharging it,
- Contribute to the circular economy by encouraging the recovery, recycling and reuse of waste generated as a result of the activities of enterprises,

- Development, implementation, and use of sustainable, environmentally friendly products, services, and packaging materials,
- Realize all its activities in line with the Sustainable Development Goals,
- As a signatory of the United Nations Global Compact, comply with 10 principles in the areas of human rights, labor standards, environment, and anti-corruption,
- Put the interests of the company above personal interests, fight against corruption and bribery, to avoid conflicts of interest at all levels of business life, to be respectful towards competitors and to act honestly in competitive relations,
- To ensure the equal and active participation of women in the workforce, prioritizing female employment,
- To recognize the importance of equality in the workplace, and keeping discrimination based on religion, language, race, color, politics, or gender away from our business,
- Organize training activities for the creation and development of occupational health and safety awareness,
- Follow technological changes and new economic models of the changing world and incorporate good and successful practices into working methods,
- Contribute to the development of our stakeholders by involving them in sustainability practices,
- Comply with and follow all national and international legislative requirements,
- Ensure information security and business continuity in all its activities.

At Qua Granite, within the framework of our Sustainability Policy, we move forward with transparent practices that govern both today and tomorrow, setting our goals each year for the future. Our environmental, social, and governance targets for the coming period include action plans spanning a wide range of areas—from production lines and technological initiatives to employee training and decarbonization.

You can access our 2023 Sustainability Goals [here](#).

OUR SUSTAINABILITY ORGANIZATION

With our sustainability team and forward-looking working groups, we embody our approach to sustainability in a spirit of collaboration and unity. At Qua Granite, all departments embrace this approach, advancing inclusively through continuous sharing and feedback.

Our Sustainability Committee

Committee Chair Yavuz ARICAN - General Manager / Board Member
Member Canan GÜVEN - Technology Director
Member Aybala SARI - Environment and Sustainability Manager
Member Hayrettin BÜYÜKİZGİ- Corporate Finance and Investor Relations Director

WORKING GROUPS

Our working groups carry out joint work in areas ranging from technology to innovation, from resource utilization to energy efficiency, from employee engagement to all kinds of improvements and innovations in company policies. As Qua Granite, we have a total of four working groups.

Environment and Energy Working Group

Our Environment and Energy Working Group focuses on various priority issues in line with our sustainability focus areas. In this context, in the area of "Circular Economy and Waste Management," the Group aims to use natural resources more effectively and efficiently in our production processes and to facilitate industrial symbiosis activities. The Group aims to develop effective strategies for waste management to promote the recycling of waste and minimize negative impacts on the environment.

In line with the "Eco-Friendly Products" principle, the group works to minimize the environmental impacts of our product portfolio. This includes designing and producing products that adhere to environmental sustainability principles throughout their lifecycle, focusing on natural resource conservation and positive contributions to ecosystems.

In the area of "Resource Efficiency," the group aims to ensure more efficient and effective resource use in our operational processes. To this end, it develops strategies to reduce energy and water consumption and to enhance efficiency in work processes.

Under the theme of "Transition to a Low-Carbon Economy and Combatting the Climate Crisis," the group actively works to reduce our Company's carbon footprint, optimize energy consumption, and play a significant role in our efforts to address climate change.

Reporting and Stakeholder Relations Working Group

Our Reporting and Stakeholder Relations Working Group is tasked with enhancing our Company's practices aimed at external stakeholders and the community. This group organizes informational and educational activities to raise sustainability awareness among our stakeholders. It also collaborates with a broad range of stakeholders, from NGOs to universities, to develop joint projects and implement innovative, sustainability-focused solutions.

With this working group, which includes experts from various departments, Qua Granite is committed to meticulously managing sustainability reporting and related processes. Our goals are to transparently share our Company's sustainability targets with stakeholders, increase our societal impact, and strengthen our long-term sustainability strategy.

Corporate Social Responsibility Working Group

Our Corporate Social Responsibility Working Group has prioritized planning, implementing, and monitoring various social responsibility projects. These projects, which are implemented with the aim of creating social impact, support our Company's values and sustainability goals and strengthen its contribution to society. As Qua Granite, known for its people-oriented approach, we aim to leave an effective and sustainable mark in the field of social responsibility through our working group.

R&D, Digitalization, and Innovation Working Group

Our R&D, Digitalization, and Innovation Working Group is a vital unit that establishes our Company's strategic goals and plans and manages projects in the fields of R&D and innovation. This group strengthens our Company's achievements by focusing specifically on R&D, innovation, and product quality and reliability.

By effectively managing R&D and innovation projects, the group aims to sustainably enhance our Company's technological competitive advantage. It also carries out our innovation-oriented strategies by working in areas such as grants, incentives, sustainable products, and digitalization solutions. In this way, our Company continually improves the quality and reliability of its products, reinforcing its leading position in the sector.

Creating Shared Value

Our working groups conduct joint work in the field covering all kinds of improvements and innovations that support our Company's values and sustainability goals.

OUR STAKEHOLDER MAP, STAKEHOLDER RELATIONS, AND CORPORATE MEMBERSHIPS

Stakeholder Group	Stakeholders	Communication Method
Internal Stakeholders	Top Management	<ul style="list-style-type: none"> • Email, telephone, face-to-face meetings • Announcements and notifications • In-house publications
	Employees	<ul style="list-style-type: none"> • Email, telephone, face-to-face meetings • Meetings and training sessions • Digital communication tools • Digital training programs • Employee satisfaction surveys • Events organized specifically for employees • Committee meetings • Announcements and notifications • Internal publications
External Stakeholders	Shareholders and Investors	<ul style="list-style-type: none"> • Email, telephone, face-to-face meetings • News • Websites • Social media
	Branches	<ul style="list-style-type: none"> • Customer satisfaction surveys • Email, telephone, and face-to-face interviews • Customer visits and meetings • Exhibitions, conferences, fairs • Website • News • Social media • Request / complaint sites
	Customers	<ul style="list-style-type: none"> • Customer satisfaction surveys • Email, telephone, and face-to-face interviews • Customer visits and meetings • Exhibitions, conferences, fairs • Website • News • Social media • Request / complaint sites
	Suppliers	<ul style="list-style-type: none"> • Email, telephone, and face-to-face interviews • Meetings • Supplier audits

Stakeholder Events

Architect Meetups

On May 12, we held an event in collaboration with our Aegean Region Dealer Mehmet Ceylan Yapı, attended by 100 architects. During this event, we shared information on the latest architectural trends and gathered feedback on Qua Granite from architects.

On May 27, we hosted students from the Bahçeşehir University Faculty of Architecture at the Qua Granite Söke Factory. In this event for future architects, we introduced Qua Granite and shared information about our brand.

Sub-Dealer Meetups

From June 7 to June 11, we organized an event at Seven Seas Kuşadası Hotel in collaboration with our Trabzon Main Dealer, Kutluser, attended by 130 sub-dealer owners. During this event, we received positive feedback, strengthening brand loyalty.

From June 15 to June 18, we held an event at Seven Seas Kuşadası Hotel in collaboration with our Aegean Region Main Dealer, Mehmet Ceylan Yapı, attended by all sub-dealers from the Aegean Region. During this event, we evaluated positive sales results with joint participation.

From November 14 to November 27, we hosted five different sub-dealer groups at DoubleTree by Hilton, including participants from the Aegean, Mediterranean, Black Sea, Central Anatolia, and Marmara regions.

University Collaboration Meetings

We participated in the “Qualified Employment Program in Digital Transformation” event held at the ADÜ Atatürk Congress Center, Aydın Bey Hall, in Aydın, in collaboration with the South Aegean Development Agency (GEKA), Adnan Menderes University (ADÜ), and the Aydın Chamber of Industry. Following this event, a cooperation protocol regarding the program was signed between GEKA and the Aydın Chamber of Industry. As part of this program, organized by the Aydın Investment Support Office under the coordination of the Ministry of Industry and Technology's Development Agencies Directorate, Qua Granite aims to contribute to the employment of university graduates by offering internship opportunities for engineering students at our Company.

Initiatives and Projects We Support

At Qua Granite, guided by the principle of “Partnerships for the Goals,” we are committed to expanding our ecosystem partnerships day by day, supporting impactful initiatives and drawing strength from their influence.

Expanding Sustainability Ecosystem Through Memberships

As Qua Granite, we advocate for global collaboration toward the Sustainable Development Goals, and in doing so, we lead our sector by expanding our sustainability impact through memberships, thus growing our stakeholder universe.

In alignment with SDG 16 - Peace, Justice, and Strong Institutions and SDG 17 - Partnerships for the Goals, we recognize the importance of continuously broadening our perspective on sustainability. We aim to contribute to the development of new policies and awareness by building partnerships with our stakeholders and developing collaborations that go beyond minimizing environmental impact. In this context, we closely follow important sector developments through collaborations with various public and private sector stakeholders.

Among the organizations we are members of is the United Nations Global Compact, which promotes adherence to 10 principles related to human rights, labor standards, environmental protection, and anti-corruption. Through our membership in TÜYİD (Turkish Investor Relations Association), our Company remains connected with developments in sustainable investment and financing in the financial sector, aiming to maximize resilience to changing market conditions. These memberships enable us to maintain compliance with global sustainable business practices and to approach sustainability from a broad perspective.

Fairs We Participated in 2023

- The Big 5 Saudi, which took place on February 18-21, 2023, in Riyadh, Saudi Arabia
- Cevisama, which took place in Valencia, Spain on February 27-March 3, 2023
- Mosbuild, held in Moscow, Russia on March 28-31, 2023
- Coverings, which took place in Orlando, USA on April 18-21, 2023
- Cersaie, held in Bologna, Italy on September 25-29, 2023
- FutureScape, held in London, UK on November 21-22, 2023
- The Big 5 Global Conference, which took place in Dubai, United Arab Emirates on December 4-7, 2023

TIM (Turkish Exporters Assembly)

Aegean Mine Exporters Association

Cement, Glass, Ceramics, and Soil Products Exporters Association

SAM (Ceramics Research Center)

Aydın Chamber of Commerce

Söke Chamber of Commerce

UN GLOBAL COMPACT

TÜYİD (Turkish Investor Relations Association)

RED CRESCENT

İŞKUR (Turkish Employment Agency)

GEKA (South Aegean Development Agency)

Sayfa 18 Spot

We continuously broaden our sustainability perspective and closely monitor important developments in the industry by collaborating with various public and private sector stakeholders.

MATERIAL TOPICS AND MATERIALIZATION MATRIX

We have grouped our Company's sustainability priorities, which we identified together with our internal and external stakeholders, under 16 headings.

In 2022, Qua Granite conducted its first sustainability prioritization study, gathering insights from internal and external stakeholders on the Company's key sustainability topics through a survey. A total of 188 stakeholders participated in the survey, including 95 external stakeholders (9 suppliers, 42 dealers, 38 customers, and 4 shareholders and investors) and 93 internal stakeholders (7 top management members and 88 employees). The topics evaluated in this study were determined through sectoral analysis and discussions with our Company's departments. In the survey, which identified 16 material topics, 5 were rated as the highest priority by both internal and external stakeholders. These top- material topics are, in order: Eco-Friendly Products, Product Quality and Reliability, Customer Experience and Satisfaction, R&D and Innovation, and Circular Economy and Waste Management.

IMPORTANCE FOR STAKEHOLDERS IMPORTANCE FOR QUA GRANITE

Material Topics

Ethics and Code of Conduct
Employee Health and Safety
Responsible Purchasing and Supply Chain
Transition to a Low-Carbon Economy and Combating the Climate Crisis
Strong Corporate Governance and Risk Management Practices
Employee Rights, Development, and Engagement
Resource Efficiency
Financial Performance and Growth in International Markets
Biodiversity Conservation
Corporate Social Responsibility
Equal Opportunity, Diversity, and Inclusion

High Material Topics

R&D and Innovation
Eco-Friendly Products
Product Quality and Reliability
Customer Experience and Satisfaction
Circular Economy and Waste Management

High- Material Topics:

- Eco-Friendly Products
- Product Quality and Reliability
- R&D and Innovation
- Customer Experience and Satisfaction
- Circular Economy and Waste Management

Material Topics:

- Transition to a Low-Carbon Economy and Combating the Climate Crisis
- Biodiversity Conservation
- Resource Efficiency
- Employee Health and Safety
- Ethics and Code of Conduct
- Strong Corporate Governance and Risk Management Practices
- Financial Performance and Growth in International Markets
- Equal Opportunity, Diversity, and Inclusion
- Employee Rights, Development, and Engagement
- Responsible Purchasing and Supply Chain
- Corporate Social Responsibility

SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

While focusing on our identified material topics, we aim to make direct contributions to the relevant Sustainable Development Goals (SDGs).

Qua Granite 2023 Material Topics	Related SDGs	How Do We Manage the Material Topic?
Environmentally Friendly Products		At Qua Granite, we are committed to developing, implementing, and using sustainable, eco-friendly products, services, and packaging materials. We prioritize sustainability by adopting various strategies and practices focused on producing eco-friendly products.
Product Quality and Reliability		As a company that embraces sustainability in production, Qua Granite ensures the sustainability of its quality standards through regularly updated certifications within the framework of our responsibilities.
R&D and Innovation		Qua Granite is dedicated to responding to changing customer demands at the highest level. To achieve this, we conduct intensive R&D efforts to research materials that meet new needs, develop technology, and create formulations.
Customer Experience and Satisfaction		Serving over 1,000 domestic and international customers, Qua Granite defines the concept of “happy customers” as a reflection of the efficient and effective management of all our operational processes. We maintain the highest level of product and service quality for our customers.
Circular Economy and Waste Management		By recycling the wastes generated in our production processes and integrating them into the system, we contribute to the national economy, thus making a significant contribution to the circular economy and raising awareness.
Transition to a Low Carbon Economy and Tackling the Climate Crisis		We support the transition to a low carbon economy and the fight against the climate crisis by optimizing production processes to reduce carbon emissions, using materials with low carbon footprint, increasing energy efficiency, using

Qua Granite 2023 Material Topics	Related SDGs	How Do We Manage the Material Topic?
		renewable energy sources and developing innovative solutions to combat climate change.
Biodiversity Conservation		We regularly monitor the impact of our operations on biodiversity, take preventive measures, and report on these processes. We ensure that our investments have no adverse effects on biodiversity.
Employee Health and Safety		At Qua Granite, we prioritize employee health and safety as our primary goal. By emphasizing our commitment to creating a sustainable working environment, we keep our commitment to protecting the health and safety of our employees at the highest level.
Ethics and Code of Conduct		We define ethics as the foundation of sustainability, and we include our ethical principles in the "Ethics Policy," which all employees and managers of Qua Granite must comply with.
Strong Corporate Governance and Risk Management Practices		As Qua Granite, we further strengthen our corporate governance understanding with the improvements we make in our corporate governance structure every year and with a broad perspective. We adopt a proactive risk management approach and work on risk and opportunity analysis.
Financial Performance and Growth in International Markets		As Qua Granite, we regularly analyze our financial performance, optimize our costs through budget and planning studies, create long-term economic value for all our stakeholders through proper investment and resource management, and develop growth strategies for these markets through international market research.
Equal Opportunity, Diversity, and Inclusion		As Qua Granite, we define our employees as the important force behind our success; we take firm steps towards our goals by nurturing equal opportunity, diversity, and inclusion.
Employee Rights, Development and Engagement		We adopt and develop fair, transparent, and integrated practices in line with global human resources trends to attract, develop and retain the

Qua Granite 2023 Material Topics	Related SDGs	How Do We Manage the Material Topic?
		most valuable talent. We aim to rapidly progress towards becoming an exemplary and preferred employer both in our sector and in our country.
Responsible Procurement and Supply Chain		At Qua Granite, we believe that in order to achieve corporate sustainability, we need to focus on sustainability in the value chain. We conduct the relations we establish with our suppliers, who are among the important stakeholders of our Company, and the policies we develop with great sensitivity from supplier selection to the final procurement process.
Corporate Social Responsibility		As Qua Granite, we have been committed to developing projects that add value to society and social life and generate social benefits since our establishment.

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES MANAGEMENT

At Qua Granite, we consider the management of sustainability risks, trends and opportunities as a key element of our corporate strategy and develop innovative and environmentally friendly solutions accordingly.

Globally changing environmental, social and economic dynamics present both potential risks and opportunities for our Company. At the same time, we care about following the developing trends in line with these risks and opportunities and taking action in these areas. For this reason, as Qua Granite, we consider sustainability risks and opportunities management as one of the fundamental elements of our corporate strategy. We aim to secure our long-term corporate success by systematically identifying sustainability risks and developing effective management strategies.

We continuously monitor and analyze sustainability trends and develop innovative and environmentally friendly solutions accordingly. We adopt pioneering practices in critical areas such as energy efficiency, waste management, water saving and carbon footprint reduction. In these processes, we not only increase our operational efficiency but also make meaningful contributions to the United Nations Sustainable Development Goals.

Our commitment to turning sustainability risks into opportunities enables us to maintain our leadership in the industry. This is why we have a proactive approach to minimizing risks and optimizing opportunities. We believe that this strategic framework reinforces the steps we are taking to ensure our environmental, social and economic sustainability and build a sustainable future. At Qua Granite, we will continue to pioneer the best practices in the industry, using scientific and data-driven methods to continuously improve our sustainability performance.

Qua Granite Sustainability Risks, Trends and Opportunities Analysis is available [here](#).

CANAN GÜVEN **Technology Director**

“At Qua Granite, at the core of our sustainability approach is adapting to the changing dynamics of the world. We integrate this approach into every area of our business, addressing environmental, social, and economic sustainability as a whole.

We closely follow sustainability trends, developing innovative and eco-friendly solutions accordingly. While enhancing our operational efficiency, we also align with the United Nations Sustainable Development Goals.

We are committed to turning sustainability risks into opportunities. We adopt a proactive approach to minimize risks and seize opportunities. By investing in digitalization and R&D, we continuously improve our sustainability performance. We identify and implement the best practices in the industry using data-driven and scientific methods.”

CORPORATE GOVERNANCE

At Qua Granite, we understand that achieving success in sustainable management requires a well-structured strategy. Therefore, we adopt a management approach that is transparent, accountable, fair, and responsible.

BOARD OF DIRECTORS

The Qua Granite Board of Directors held 22 meetings in 2023, achieving a 100% attendance rate.

Our Company's Board of Directors consists of 5 members, 2 of whom are independent. The Board is responsible for approving strategic policies and objectives, developing effective ways to achieve the set goals, monitoring production activities, and reviewing past performance.

In the event of changes in Board or committee memberships during the term, the provisions of the Turkish Commercial Code and the Capital Markets Law apply.

There are no restrictions on our Board members holding different roles within or outside the group; however, it is ensured that all members allocate sufficient time to their duties. Qua Granite Board of Directors held 22 meetings in 2023, with a 100% attendance rate for all meetings.

Board decisions can be made by a simple majority of members attending physically or electronically. The organization of meetings, quorum requirements, voting procedures, and the roles, rights, and powers of the Board are governed by the Turkish Commercial Code and the Capital Markets Law. In 2023, 34 separate resolutions were passed in various Board meetings.

The members of our Board of Directors as of 2023 are listed below:

You can find the resumes and detailed information about our Board members [here](#).

You can also find the resumes and detailed information about our Top Management members [here](#).

For detailed information on QUA's corporate governance practices, please refer to the [Annual Report 2023](#).

You can access the Qua Granite Organizational Structure [here](#).

Name	Duty
Ali ERCAN	Chairman
Yavuz ARICAN	Vice Chairperson of Board of Directors and CEO
Altuğ DAYIOĞLU	Member of Board of Directors
Tijen AKDOĞAN ÜNVER	Independent Member of Board of Directors
Nezih KIRIMLI	Independent Member of Board of Directors

Hayrettin BÜYÜKİZGİ
Corporate Finance and Investor Relations Director

"At Qua Granite, we are deeply committed to corporate governance principles, aiming to achieve sustainable success by implementing these principles fully. We operate with a robust strategy and a transparent management approach, prioritizing accountability, fairness, and responsibility across all business processes.

Our diligence in risk management enables us to identify and assess risks early, continuously improving our operational processes. We strengthen our internal processes by valuing diversity and fostering innovative perspectives.

With a transparent and fair management approach, we prioritize the interests of our stakeholders. Our strong internal control systems allow us to swiftly manage risks. Guided by ethical values, transparency, and accountability, we move confidently toward sustainable success."

COMMITTEES

We strengthen our corporate governance approach with four committees.

At Qua Granite, we enhance our business processes through committees established to monitor internal processes, foster innovative perspectives, and promote diversity within the company. In this regard, we strengthen our corporate governance approach with four distinct committees: the Sustainability Committee, Audit Committee, Corporate Governance Committee, and Early Detection of Risk Committee.

Sustainability Committee

The Sustainability Committee aims to define and implement the Company's sustainability strategy by increasing value in environmental, social, and governance areas. This includes overseeing the development, monitoring, and auditing of policies, objectives, and practices related to sustainability. You can access the committee's working principles [here](#).

Chair: Yavuz Arıcan

Members: Canan Güven, Aybala Sarı, Hayrettin Büyükizgi

Audit Committee

The Audit Committee's purpose is to ensure the proper functioning of the Company's accounting system, the disclosure of financial information to the public, the selection and approval of an independent auditing firm, and the oversight of the internal control and internal audit systems. It is also responsible for reviewing and resolving any complaints. You can access the committee's working principles [here](#).

Chair: Tijen Akdoğan Ünver

Member: Nezh Kırımlı

Corporate Governance Committee

The Corporate Governance Committee's goal is to ensure the implementation of Corporate Governance Principles within the Company and to correct any areas of non-compliance. You can access the committee's working principles [here](#).

Chair: Tijen Akdoğan Ünver

Members: Altuğ Dayıoğlu, Hayrettin Büyükizgi

Early Detection of Risk Committee

The Early Detection of Risk Committee's objective is to identify risks that may threaten the Company's development, profitability, and existence at an early stage, and to ensure that necessary preventive actions are taken. You can access the committee's working principles [here](#).

Chair: Nezh Kırımlı

Member: Altuđ Dayıođlu

OUR CAPITAL AND SHAREHOLDING STRUCTURE

Qua Granite, which went public in 2021 and is a pioneer in granite production, has a total capital of TL 2,640,000,000 as of December 31, 2023, and its partnership structure is as follows:

100%

Q Yatırım Holding A.Ş.*

37.90%

Ali Ercan

29.75%

Public Float

32.35%

* The sole shareholder of Q Yatırım Holding A.Ş. is Ali Ercan, and his control over Qua Granite's management remains unchanged.*

INDICES IN WHICH THE COMPANY IS INCLUDED

BIST STONE, SOIL

BIST 100-30

BIST PARTICIPATION ALL

BIST AYDIN

BIST STAR

BIST CORPORATE GOVERNANCE

BIST INDUSTRIAL

BIST PARTICIPATION 50

BIST PARTICIPATION 100

BIST ALL

BIST 100

BIST SUSTAINABILITY PARTICIPATION

BIST 500

BIST SUSTAINABILITY

COMPLIANCE WITH CORPORATE GOVERNANCE PRINCIPLES

At Qua Granite, we strengthen our corporate governance approach each year by implementing improvements in our corporate structure and adopting an inclusive perspective.

Since going public, we have consistently published our “Corporate Governance Principles Compliance Report,” a formal document required for publicly traded companies. Prepared under the guidance of the Capital Markets Board (CMB), Borsa Istanbul (BIST), and expert academics, this report aligns with the works of OECD, the World Bank, and the Global Corporate Governance Forum (GCGF), covering 27 main principles.

The 2023 Corporate Governance Information Form, Corporate Governance Compliance Report, and Annual Report are available on the Public Disclosure Platform and at www.qua.com.tr.

As of September 9, 2022, our Corporate Governance Rating was set at 9.05. This year, it has increased to 9.13. Key factors contributing to this rating increase are as follows:

Qua Granite’s dedication to corporate governance principles, its commitment to a continuous and dynamic process, and improvements made since the previous rating have all been considered in updating the corporate governance rating. Key factors behind the rating increase include:

- The majority of the Board of Directors attended the general assembly meeting.
- The annual report includes access information for relevant reports in accordance with the Capital Markets Board's ‘Sustainability Compliance Principles Framework.’
- A majority of Board members are non-executive.

Our rating methodology is based on the Capital Markets Board's "Corporate Governance Principles." You can find more details on our 2023 Corporate Governance Compliance Report and rating [here](#).

EFFECTIVE RISK MANAGEMENT

To identify potential risks, develop risk mitigation strategies, and ensure their implementation, our Company has established the Early Detection of Risk Committee.

At Qua Granite, we recognize that a well-structured risk management framework is essential for sustainable management success. We adopt a proactive approach to managing risks arising from the changing and evolving global landscape. Our goal is to effectively manage and minimize all risks associated with our activities. To achieve this, we conduct Board activities transparently, accountably, fairly, and responsibly, continuously enhancing our risk management approach with internal control systems that mitigate risks impacting our stakeholders, particularly shareholders.

We view our risk management mechanism as a crucial part of our corporate governance and have developed it to identify, assess, and manage risks at an early stage. In line with this, the Early Detection of Risk Committee has been established to monitor, assess, and improve our risk management and internal control systems. This committee is responsible for identifying potential risks, developing risk mitigation strategies, and ensuring their implementation.

Through the efforts of our committee, we effectively manage risk by promptly identifying and assessing risks and establishing decision and control mechanisms. The committee informs the Board of Directors about the outcomes and recommended actions, enabling effective risk management and the development of corrective models. We also work continuously to ensure that our risk management policies and practices are embraced and implemented by all company units and employees.

Our Audit Committee and internal auditors conduct regular audits to ensure compliance with legal regulations and company policies. The Audit Committee meets periodically to review the company's independently and internally audited financial statements and reports, examine balance sheets and profit-loss statements, ensure compliance with accounting principles and standards set by the Capital Markets Board, and present them for approval to the Board of Directors.

Our Risk Management Methods:

- We use performance and risk indicators as an early warning system to track risks and take timely preventive measures. Through our ERP system, which integrates all processes and provides real-time data, we monitor key performance and risk indicators, enabling us to control risks effectively with advanced technological support.
- By tracking operational outcomes in real time, we eliminate human error, enhance early risk detection, and continually improve the effectiveness of our internal control system. Our high-tech communication system also allows us to quickly address and resolve issues as they arise.

- To prevent and mitigate losses caused by risks that could lead to business and production interruptions, such as natural risks and supply chain issues, we effectively conduct business continuity and crisis management efforts. These efforts are further supported by an efficient insurance management strategy.
- To safeguard our systems and prevent data loss in extraordinary situations, we invest in cybersecurity alerts and systems, and backup infrastructure.

Advanced Internal Control Systems

We develop internal control systems that minimize the impact of risks that could affect the company's stakeholders, particularly our shareholders.

INTERNAL AUDIT AND CONTROL

The results of our internal audit activities are presented to our Audit Committee, which then reports them to our Board of Directors.

In today's world, one of the main challenges for companies aiming to achieve corporate sustainability is the absence of audit mechanisms. Companies require internal audit mechanisms to monitor their internal processes.

At Qua Granite, we audit our existing internal control system through our Internal Audit Department under an annual audit plan. This is done to increase the effectiveness and efficiency of our activities, ensure the reliability of financial reporting, and maintain compliance with laws and regulations. The results of our internal audit activities are submitted to the Audit Committee, which subsequently reports them to the Board of Directors. The Audit Committee reviews the effectiveness of these activities in meetings held throughout the year, where, if necessary, the views of internal auditors, external auditors, or other managers are also considered. Our Internal Audit Team communicates with independent auditors as needed in the course of its audit activities.

Our Board of Directors, in line with the Capital Markets Board's Corporate Governance Communiqué, evaluates the structure and activities of the existing committees, forming the Audit Committee, the Early Detection of Risk Committee, and the Corporate Governance Committee. The duties and responsibilities of the Remuneration Committee are conducted by the Corporate Governance Committee.

Our Internal Audit Department, operating within the company, periodically audits all consolidated companies and units. The department's work plan is annually approved by our Audit Committee and revised as needed based on developments throughout the year. Internal audits in all consolidated companies are conducted in accordance with the standards published by the International Institute of Internal Auditors.

Committees/management have the right to consult independent advisors when necessary. Consultancy fees are covered by the company. If an advisor provides services to management or a committee, this information must be disclosed in the annual report.

BUSINESS ETHICS, TRANSPARENCY AND LEGAL COMPLIANCE

Our ethical principles, designed to raise employee awareness, have been prepared with regard to the United Nations Global Compact (UNGC).

The ethical principles we uphold at Qua Granite include honesty, sense of duty, responsibility, confidentiality, prohibition of gift acceptance, and prevention of conflicts of interest.

Developed in collaboration with our Human Resources department, these principles help define the moral values of our Company and establish appropriate behavior guidelines. They set standards for assessment and provide mechanisms for taking action in case of misconduct. From a corporate perspective, our ethical and moral values are built upon fundamental principles, forming the foundation for our standards in behavior and decision-making. These values guide individuals in the workplace and structure both internal and external communications. With these values, Qua Granite approaches all stakeholders ethically in all aspects of internal and external communications, with the goal of sustaining these ethical principles.

Our ethical principles are defined in the “Ethics Policy,” which all employees and managers are required to follow. These rules, prepared under the guidance of the UN Global Compact, aim to raise our employees' awareness and accountability. As a signatory of the UN Global Compact, our Company also fulfills all obligations necessary to combat and prevent corruption.

Identification of ethical principles aims to:

- Establish standard behavior models in the face of increasing number of locations and employees,
- Make it easier for people from different cultures to work at Qua Granite,
- Ensure non-discrimination in business life on issues such as ethnicity, language, religion and gender,
- Identify areas to which Qua Granite is sensitive.

For more information, please refer to our Code of Business Ethics, Moral Values, and Ethics Policy [here](#).

OUR PRODUCTS AND SERVICES

Thanks to the efforts of our R&D and Design Departments, we meet industry demands and offer tailored solutions to market needs with our innovative approach.

As the source of our sustainable success, we embrace high efficiency and continuous improvement at every level, developing a diverse range of products to meet the changing needs and expectations of our customers. Starting with standard thickness technical granite (porcelain tile) production, we quickly expanded our product portfolio to include Glazed Porcelain Tile (glazed technical granite). By producing a variety of surfaces, such as full lappato, matte, metallic, and granulated matte, we have become one of the industry's leading brands recognized worldwide.

Within our company, we produce Glazed Porcelain Tiles in thicknesses of 6.5 mm, 7 mm, 9 mm, 20 mm, and 30 mm. Our R&D and Design Departments work tirelessly to increase product diversity based on market demands and expectations, allowing us to continue to meet industry demands and provide customized solutions through our flexibility and innovative outlook.

For our 7 mm and 20 mm thick Glazed Porcelain Tile product groups, we monitor the sustainability of the resources used in our production by declaring the transparent and comparable results of the environmental impacts throughout the lifecycle of our products through Environmental Product Declarations (EPD) in compliance with the European standard EN 15804 (Sustainability in Construction Works).

Our Quality Policy is built on ensuring recognition as a reliable brand in both domestic and international markets, collaborating with all business partners within a framework of mutual respect, and keeping our production lines and laboratories up to date with the latest technological advancements. While prioritizing the highest levels of employee safety, we aim to contribute to both our company and the national economy by using natural resources efficiently and minimizing environmental impact.

As we continue our efforts to maintain the highest level of customer satisfaction, we continuously improve our quality approach within the framework of the ISO 9001:2015 Quality Management System Standard and the principles we have adopted, embracing a transparent, efficient, and innovative management approach. By optimizing raw material and energy consumption in our production processes, we sustain our quality standards while ensuring sustainability. For more information, you can access our quality policy [here](#) and our quality certification [here](#).

Compared to other types of ceramic tiles in the industry, our technical granite products are highly resistant to temperature fluctuations, water, and weather conditions due to their very low water absorption (extremely low porosity) properties. Therefore, they are suitable for safe use in a variety of settings, such as indoor and outdoor spaces, floors, walls, and pool interiors. Specifically, our matte surface products in 7 mm, 20 mm, and 30 mm thicknesses are designed for long-lasting use in high-traffic outdoor areas with superior slip resistance and are ideal for

special architectural designs. All of these products are manufactured with high impact and load resistance, utilizing valuable materials recovered from our post-rectification processes.

Sayfa 31 kutu

Sustainability of Resources

Through our EPD (Environmental Product Declaration) certifications, we declare the environmental impacts of our products throughout their lifecycle, allowing us to monitor the sustainability of the resources we use.

OUR CERTIFICATES

We ensure sustainability in our quality approach through certifications, the cornerstones of our sustainability journey

At Qua Granite, we uphold our commitment to sustainability and quality through certifications that serve as the foundation of our sustainability journey. With a focus on continuous education and development, we not only carry on with our production activities but also regularly update our certifications to maintain our quality standards.

Embracing an approach that supports sustainability in production, we obtained two new EPD certificates for our 7 mm and 20 mm product groups in 2023. You can access our **7 mm EPD** and **20 mm EPD** certifications here.

For a complete list of our certifications, please visit <https://sustainability.qua.com.tr/certificates>.

ISO 9001:2015 Quality Management System

ISO 14001:2015 Environmental Management System

ISO 45001:2018 Occupational Health and Safety Management System

ISO 50001:2018 Energy Management System

ISO 14064-1:2018 Corporate Carbon Footprint

EPD-Porcelain Tiles-7 mm

EPD-Porcelain Tiles-20 mm

Zero Waste Certificate

Greenguard Gold Certificate

Greenguard Certificate

UPEC Certificate

UPEC.F+ Certificate

Gost-R Certificate

SASO-Quality Mark

TSE Double Star Criteria Compliance Certificate

TSE Turkish Standards Compliance Certificate

SUSTAINABLE BUSINESS AND GROWTH

At Qua Granite, we focus on efficiency and continuous improvement. While delivering high-quality, reliable products to our customers, we lead the industry through our R&D efforts. Guided by the principle of “happy customers,” we focus on effectively managing our operational processes.

R&D AND INNOVATION

We continue to work on creating material alternatives in order to be less affected by foreign dependency and global economic fluctuations.

R&D Investments

In 2023, we invested TL 29.452 million in R&D activities. Our R&D and Product Development Departments employ a total of 23 personnel.

As Qua Granite, we adopt the principle of responding to the changing demands of our customers at the highest level. In this direction, we continue to research materials, develop technology and create recipes in accordance with the new needs that arise with our intensive R&D studies.

Minimizing Our Environmental Impact Through Innovative Efforts

In our new lines, which we completed and put into production in 2022-2023, we started the production of 7 mm thick, 20x120 cm porcelain tiles with a natural parquet-like appearance. As a result of our meticulous work with a digital paint manufacturer operating in Türkiye, we have significantly reduced our digital paint purchases from abroad. Thus, in addition to reducing our emissions from our supply chain, we continue our efforts to reduce our environmental impact through the use of materials recovered from product rectifications and the system.

With the increase in our product diversity, our need for imported auxiliary materials has also increased. We have carried out studies to produce some imported auxiliary materials required for the production of glazed technical granite within our Company and we have successfully completed these studies. At the same time, we continue our efforts to localize some imported materials in cooperation with our domestic suppliers.

We have conducted studies on new glaze formulations that will reduce paint usage for black or very dark-colored marble-effect full lappato products and achieved successful results. Additionally, thanks to our R&D efforts on dark-colored products, we have increased the efficiency of the glazes we use, reducing the amount required.

Using alternative granules and newly developed materials, we created high-slip-resistant and easily cleaned surfaces in 20 mm thick products without altering the designed product appearance. This allowed us to use fewer raw materials, reduce box and pallet usage, and enable higher transport volumes per shipment, resulting in lower fuel consumption.

In 2023, we invested TL 29,452 million in R&D expenditures. Our R&D and Product Development departments employ a total of 23 personnel.

To reduce reliance on imports and minimize the impact of global economic fluctuations, we continue to explore material alternatives and localization initiatives. We prioritize collaborations with local manufacturers, supporting domestic production throughout the entire value chain.

Believing that a sustainable future is only possible by minimizing environmental impact, limiting resource use, and maximizing efficiency through green technologies, we continuously follow and develop trends related to the technologies used in our production activities. At Qua Granite, we will continue to pursue our R&D efforts tirelessly in line with our goals.

SUPPLY CHAIN MANAGEMENT

In our commercial relationships with all partners in our supply chain, we aim to contribute positively to society, healthy living, and the environment.

At Qua Granite, we believe that ensuring corporate sustainability requires maintaining sustainability throughout the value chain. We manage our relationships and policies with our suppliers—an essential stakeholder group for our Company—with great care, from supplier selection to the final procurement process.

General Principles of Our Supply Chain Policy

We place responsibility and sustainability at the heart of our supply chain and procurement activities. Under our “Responsible Purchasing and Supply Chain Policy,” we expect our suppliers to adhere to international standards, legal regulations, respect for human rights, environmental sustainability, and ethical business practices. We require all suppliers to strictly adhere to occupational health and safety standards, minimize environmental impacts, and continuously improve their sustainability performance in alignment with our policies.

In both local and national supplier selection, Qua Granite focuses on compliance with laws and regulations, emphasizing human rights, working hours and conditions, wage policies, adherence to ethical standards, occupational health and safety, environmental management, and waste management.

You can access the full details of our policy [here](#), which outlines our commitments in this area and demonstrates that our supply chain management is based on an ethical and sustainable approach.

Supplier Evaluation and Selection Processes

To support the local economy, Qua Granite predominantly prefers local suppliers in our supplier network. We meticulously manage all processes with our suppliers, ensuring timely logistics completion and approaching supplier selection with a comprehensive perspective. This includes concepts such as sustainability-aligned resilience and sufficiency in supply.

With the quality understanding we prioritize in our supplier selections, our Quality Assurance and Purchasing Units come together each year to review purchasing criteria, specifications, and supplier evaluation questionnaires, determining which companies will be audited. In this context, our Quality Assurance Unit creates annual audit plans, and audits are conducted throughout the year based on the specified companies in the plan. The criteria examined in the supplier evaluation process are related to quality, environment, occupational health and safety (OHS), ethics, and social issues. By evaluating the audited companies based on these criteria, we meticulously select our suppliers with a sustainability approach in the value chain. We are expanding and enhancing our supply chain in line with our growing operational geography and increasing production capacity.

Sustainable and responsible supply chain management represents an approach in which our Company focuses on long-term development while considering its environmental and social responsibilities. Our perspective on sustainable supply chain management aims to integrate environmental and social considerations into the economic aspects of product development and distribution processes. Through responsible supply chain management practices, we ensure the efficient use of resources, aiming for productive manufacturing.

At Qua Granite, we operate in accordance with our "Supplier Identification and Evaluation Procedure," adopting a responsible supply chain management policy. Within this framework, we strive to make positive contributions to society, healthy living, and the environment in all our commercial relationships with partners in our supply chain.

In this context, we carefully monitor our suppliers to ensure adherence to ethical standards and to prevent unethical behaviors such as bribery and corruption. If our business partners do not comply with the specified working conditions, we issue written warnings, and if corrective actions are not taken despite the warning, we suspend the business relationship. With this approach, we manage our supply chain processes efficiently and transparently in line with our Company's sustainability goals.

Sustainable Supply Chain Management in Figures

Number of Local Suppliers		
Domestic Supplier Ratio		
2021	466	94.5%
2022	585	95.6%
2023	890	96.6%

DIGITALIZATION

Through our digitalization steps, we are enhancing Qua Granite's capacity to analyze performance and make data-driven decisions.

Since our establishment, Qua Granite has used reliable, digitalization-focused steps as a tool to optimize and improve our business processes. By managing processes in our production lines more effectively with digital tools, we minimize resource usage.

Digitalization increases our capacity to analyze Company performance and make data-driven decisions. We believe that each digital step in our strategic planning and future-oriented decisions will provide a significant advantage to our processes.

Digitalization is a key focus in our efforts to achieve sustainability goals and minimize environmental impacts. It helps us not only reduce our environmental footprint but also create social value and strengthen our profile.

Our digitalization efforts in stock management and supply chain improvements focus on optimizing stock management and managing our supply chain more efficiently. This enables us to reduce costs and enhance our ability to respond quickly to customer demands. By utilizing digital channels in our production processes, we also enhance quality control, sustainability, and product traceability. With the Canias ERP Program, our internal stakeholders gain easy and rapid access to information.

We Make a Difference with Our Digital Marketing Unit

Considering our stakeholders' increasing need for digitalization in a world of evolving expectations, we continue to develop customer relationship management tools and other digital marketing applications to reach broader audiences with our product portfolio.

Our Digital Marketing Unit conducts online promotions of our products and advertising services, allowing us to respond quickly to changing customer and stakeholder expectations in our promotional activities.

Our Digitalized Human Resources Processes

With the transition of our Human Resources Unit to the e-payroll system, we have moved payrolls, previously provided on paper, to electronic format. We have also begun conducting employee satisfaction surveys and storing training records digitally. This allows our employees to use their time efficiently while helping us reduce our environmental impact by minimizing paper consumption.

Looking to the Future

By strategically managing the digitalization process, Qua Granite aims to increase operational efficiency, strengthen customer satisfaction, and gain a competitive edge. We will continue developing new strategies and projects with all our departments, viewing digitalization as an

indispensable element of our long-term success. In line with our future goals, we plan to create a digitalization roadmap following a situation analysis to further improve our current digital channels.

INFORMATION SECURITY

Our Information Security Policy is designed to manage the risks to our information assets and to ensure the security and continuity of our system.

CONCRETE STEPS IN THE ISO/IEC 27001 CERTIFICATION PROCESS

As Qua Granite, we always emphasize the importance we attach to this issue by integrating information security into all our systems. In this context, as of 2023, we created the Information Security Directorate by concretizing the existence of this area, which we have been working hard for years, under the organizational structure.

The first initiative undertaken by our Information Security Directorate was to commence preparations for ISO/IEC 27001 certification under Information Security Management Systems. We continue to carry out intensive efforts to determine technical requirements for this process.

At Qua Granite, in line with our goal to comply with information security standards, we have initiated the following activities focusing on ISO/IEC 27001 certification:

IT Network Topology Revision: To align with ISO/IEC 27001 standards, we have evaluated and begun revisions to our IT network topology. This aims to enhance the security and integrity of our network infrastructure. The revisions also support the effective implementation of our information security policies.

End-User Security and DLP Project: We have established an effective monitoring and prevention mechanism for end-user security and the monitoring and protection of sensitive data, which are critical for information security.

EDR Systems: We have implemented Endpoint Detection and Response (EDR) systems to detect and respond to potential threats at the endpoints of our computer networks. These systems allow us to monitor the security status of computers and other devices in real time, enabling immediate response and creating an effective defense mechanism against potential threats.

Information Security Policy

With our Information Security Policy, we aim to manage risks to our information assets, continuously improve, and increase awareness. These policies are designed to ensure the security and continuity of our system against potential threats to our information assets, in alignment with our ongoing efforts. Operating in compliance with the ISO/IEC 27001 standard, we are committed to continuous improvement in information security. Our policy includes organizing activities to enhance both technical and social competencies, aiming to raise awareness of information security. Additionally, our core policies include preventing disruptions in critical business processes, restoring operations within the targeted recovery time if disruptions occur, and adhering to all legal regulations related to information security. Our actions to protect information are integral to safeguarding our reputation and brand value among our employees, customers, suppliers, and the public.

Sayfa 37 yan spot

Effective Defense Mechanism

With the information security systems we have established, we aim to create an effective defense mechanism against potential threats.

CUSTOMER SATISFACTION

We make sure that all our operational processes are efficient and well managed for our customers.

As Qua Granite, with a network of over 1,000 domestic and international customers, a "happy customer" reflects that all our operational processes are managed efficiently and effectively. We carry out our activities with this understanding, always striving to maintain the highest level of product and service quality for our customers.

Enhanced Customer Experience with the Happy Customer System

In 2024, we began preparations to implement the "Happy Customer System." The primary goal of this system is to manage customer complaints through different channels in a personalized manner. This approach will allow us to transparently monitor the impact indicators of our services and track customer satisfaction levels.

The benefits of the Happy Customer System, designed to facilitate easier submission of complaints, include:

- Faster accessibility,
- Real-time notification reports to customers about the status and outcome of complaints,
- Access to accurate customer satisfaction metrics through a survey sent after resolving the complaint.

Our Customer Communication Center Data

Through our Customer Communication Center, we promptly resolve issues by considering customer complaints throughout all processes, from product sale to after-sales service. At Qua Granite, we provide a system in line with our "Customer Complaint Procedure," enabling customers to communicate any issues with the process. This system outlines clear steps, including evaluating complaints, conducting product checks, ensuring customer-satisfactory feedback, and defining procedures for addressing technical problems that may arise post-sale.

Response Rate of Complaints Submitted to the Customer Communication Center (%)

2021 100
2022 100
2023 100

We reach a happier customer portfolio day by day with all the actions we take to establish transparent, uninterrupted, and accurate communication with our customers who grow and develop with our company and to solve their problems.

Sayfa 38 yan spot

2023 Customer Satisfaction Highlights

- *We have responded to all complaints submitted to Qua Granite Customer Contact Center.*

- *The customer satisfaction rate was recorded at 94%.*

OUR RESPONSIBILITY TO OUR PLANET

At Qua Granite, we act with a responsible production and consumption approach to leave a livable world for future generations, actively managing our environmental impact. In all our processes, we continue our eco-friendly initiatives to minimize our impact on the environment.

ENVIRONMENTAL UNDERSTANDING AND MANAGEMENT

With our responsible production and consumption approach, we adopt sustainable and environmentally friendly approaches as a fundamental principle.

At Qua Granite, we carry out our activities with the hope and responsibility of leaving a fairer, livable, and sustainable world for future generations. In a time when we face numerous risks that threaten both our future and present, we manage our environmental impacts effectively, progressing on our journey of success with a focus on sustainable service and quality through responsible production and consumption.

From producing sustainable ceramic tiles to product development processes, investment decisions, and operational activities, we proactively identify and manage environmental risks across all our business operations, transforming opportunities into value.

“Sustainable development is only possible with a sustainable environment.”

Guided by this principle, we aim to identify and minimize the environmental impacts of our activities, adopting a sustainable and innovative approach to all aspects of environmental management.

Through our Environmental Policy, which aligns with our principles of quality, efficiency, and occupational safety in our production activities, we embrace sustainable and eco-friendly approaches as fundamental principles. As part of our continuous improvement efforts, our Policy focuses on effectively managing waste generated from our production processes, ensuring the recovery and reuse of this waste, reducing greenhouse gas emissions and water consumption, and conserving natural resources. We select raw materials that are sustainable to promote recyclability. For more detailed information, you can access our Policy [here](#).

- ***Our Environment and Climate Friendly Practices***

At Qua Granite, we implement a series of effective practices in line with our sustainability principles on environmental and climate issues. When we evaluate our practices under the themes of natural resource conservation, waste and wastewater management, greenhouse gas emissions monitoring, and water and energy efficiency, our sustainable practices are as follows:

1. Protection of Natural Resources:

We are developing methods to conserve natural resources, such as energy and water, which are essential for life and vitality. To ensure the long-term preservation of these resources and to protect the planet in the fight against climate change, we continuously strive to reduce our greenhouse gas emissions per product.

Highlights in 2023

2. Waste Management:

We manage our industrial activities according to circular economy principles with a symbiotic approach where each waste also carries resource potential. As part of our waste management efforts, we send the ceramic waste generated from production activities in the factory to cement factories as an alternative raw material, thus ensuring the circularity.

With our new dust retention systems, we control the dust emissions generated within the factory, achieving 100% recycling of raw waste. In this way, we manage the use of natural resources and contribute to the biodiversity necessary for the continuation of life.

At the same time, we contribute to and encourage recycling and reuse by directing all production-related waste to licensed recovery companies.

3. Industrial Wastewater Treatment:

At our facility, we ensure that wastewater generated from production activities is 100% recycled through our industrial wastewater treatment plant with a capacity of 94,000 m³/day. Additionally, we send the wastewater, treated through physical and chemical processes, to the filter press section to separate water and sludge.

4. Greenhouse Gas Emissions Monitoring:

In accordance with the Regulation on the Monitoring of Greenhouse Gas Emissions, we prepare a monitoring plan, emission report, and improvement report. Each year, we submit the emission report, approved by accredited organizations, to the Ministry of Environment, Urbanization, and Climate Change. Additionally, we monitor greenhouse gas emissions through our ISO 14064-1:2018 Corporate Carbon Footprint initiatives.

5. Water and Energy Efficiency:

In the masse preparation section, we recycle the water used internally without sending it to the industrial wastewater treatment plant, thus reducing both water and energy consumption.

Through these practices mentioned above, we continue to minimize our environmental impact and contribute to a sustainable future.

Environmental Risk Management and Quality Approach

In every stage of our production processes, we adopt a comprehensive risk management approach to assess potential environmental impacts. This approach includes detailed evaluations based on control mechanisms, actions to be taken in emergencies, potential impacts if the risk materializes, and the likelihood of occurrence. We manage environmental risks through our integrated systems and certifications in the environmental field, which define the scope and boundaries of our practices.

- ISO 14001:2015 Environmental Management System
- ISO 50001:2018 Energy Management System

- ISO 14064-1:2018 Corporate Carbon Footprint
- EPD (Environmental Product Declaration) Certificate

Environmental Training and Organization

In environmental management, we carry out efforts to raise awareness among our employees about the environment and climate change through the training we provide. In this context, we trained 620 employees from our internal stakeholders in 2023.

We carry out our operational activities alongside an Environmental and Sustainability Manager responsible for tracking, monitoring, and enhancing environmental matters.

Our Environmental Investments

At Qua Granite, we demonstrate our commitment to responsibility in our sustainability journey through the investments and expenditures we make with full transparency. These investments are aimed at benefiting both our stakeholders and the world at large, funding our environmental sustainability model integrated into our business practices as well as the sustainable initiatives and projects we aim to achieve.

In 2023, our expenditures aimed at reducing environmental impacts and strengthening our environmental management systems amounted to a total of 1,432,925.12 TL, including 512,145.21 TL for waste management activities and 920,779.91 TL for environmental obligations. Additionally, 10,247,824.57 TL was spent on environmental investments for solar energy system (SES) investments.

Significant Contributions to Biodiversity through Environmental Management

Biodiversity refers to the variety of living species, their genetic diversity, and the ecosystems they inhabit. This diversity is considered a fundamental component of our planet's ecological health and functionality, directly impacting the future of humanity. At Qua Granite, we operate with the understanding that preserving biodiversity not only maintains ecological balance but also contributes to the sustainable provision of vital resources for human communities.

With this awareness, we regularly monitor the impact of our operations on biodiversity, carry out preventive activities, and prepare reports. As part of our capacity expansion efforts, we conduct analyses and monitor groundwater and surface water, fauna, flora, protected areas, agricultural lands, and soil components in our reports. Our company conducts the necessary analyses to ensure that biodiversity in any region is not affected when making investment decisions. In the analyses conducted for our most recent capacity expansion project, we determined that there would be no negative impact on biodiversity resulting from the investment. We will continue all potential future investments without affecting the habitats of living organisms.

In our facility and surrounding area, there are no national parks, nature parks, wetlands, natural monuments, cultural heritage sites, protected sites, special environmental protection zones, drinking and utility water source protection areas, tourism areas, or other protected areas.

At our facility located in Söke Organized Industrial Zone, industrial wastewater generated from processes is treated in our wastewater treatment plant with a capacity of 94,000 m³/day and is 100% recycled back into the process. This practice helps reduce the consumption of groundwater resources.

Sayfa 40 kutu

Aybala SARI

Environment and Sustainability Manager

“At Qua Granite, we conduct all our activities with a sense of responsibility towards the planet and the environment, striving to leave a more livable world for future generations. We embrace sustainable and eco-friendly approaches, focusing on waste management, recycling, and energy efficiency. From production to product development, we assess environmental risks and transform opportunities into value.”

This year, we took significant steps in environmental sustainability. We obtained Environmental Product Declarations (EPDs) that comply with European standards, enabling us to measure and monitor the environmental impacts of our products. To reduce energy consumption and carbon emissions, we decided to invest in a rooftop solar power plant. In the LSEG ESG scoring, we raised our overall score to 93, with an emissions score of 100, a resource usage score of 92, and an innovation score of 89. Our achievements are the strongest indicators of our environmental performance and sustainability commitments.”

Sayfa 41 spot

In our factory, we ensure that 100% of the wastewater generated from production activities is recycled and reused.

Sayfa 41 yan spot

Emission Tracking

We monitor and track our greenhouse gas emissions with our ISO 14064-1:2018 Corporate Carbon Footprint Certificate.

Sayfa 42 spot

With our investments, we finance our environmental sustainability model and the sustainable practices and projects we target.

ENERGY MANAGEMENT

We carry out projects to increase our energy efficiency with our energy management approach that draws attention to resource limitations.

105,000 m²

Solar Energy Investment

26%

Total Energy Savings Rate

As Qua Granite, we are a company that embraces sustainability across all business units, with a strong commitment to conserving energy resources. Our goal is to leave a livable planet for future generations. At the core of our Energy Policy is a commitment to sustainable effort. We continuously improve our energy management system, enhance energy efficiency, and adopt sustainable production methodologies. For more information about our Energy Policy, please click [here](#).

Our energy management process, conducted in compliance with ISO 50001:2018 standards, provides a comprehensive framework for monitoring, evaluating, and optimizing the Company's energy consumption. This approach enables us to focus on achieving energy efficiency, reducing costs, and minimizing our environmental impact.

Energy Management Practices

At Qua Granite, we reinforce our commitment to energy efficiency and sustainability through significant projects launched in 2023. The energy efficiency initiatives we implemented include:

- ***Data Collection System Implementation:***

With the Data Collection System launched in 2023, we manage our production lines more effectively. This system allows us to monitor working hours, energy consumption, production volume, and downtime in real time, with detailed data recorded every 24 hours. This enables us to optimize our energy usage by interpreting and understanding energy consumption on a data-driven basis.

- ***Transformer Monitoring Program:***

With a program developed by our Electrical Maintenance Department, instant power, energy consumption and temperatures of transformers in the transformer building can be monitored locally. In this way, we increase our energy efficiency by continuously evaluating transformer performance.

- ***Heat Recovery and Optimization of Natural Gas Utilization:***

With the heat recovery we realize in the ovens, we achieve significant savings in our natural gas consumption by using the waste heat from the chimneys in the oven pre-drying stage. We have also managed to reduce natural gas consumption by removing the gas heaters used to dry the surface water after polishing and sizing.

• ***Conversion of Motorized Belts to Pneumatic System:***

16 1.5 kW motorized stepped belts were converted to pneumatic system by our company. With this change, we achieved significant cost savings and energy efficiency by minimizing chronic electrical failures and reducing downtime.

Thanks to these projects and practices, we are taking firm steps towards our goals in energy management. By developing our business model and operations with an innovative and environmentally friendly approach, we increase our energy efficiency for the benefit of both our world and our Company.

With our 2023 energy consumption of 0.1217 GJ/m², we are happy to have successfully achieved our goal of reducing our energy consumption per m² of product by 3% year-on-year, resulting in a total energy saving of 26% compared to 2021.

Our Future Goals

We continue to emphasize resource limitations in our energy management approach, structuring our future plans around renewable energy strategies. In line with this goal, our Rooftop Solar Power Plant (GES) project is ongoing. With a 105,000 m² solar energy installation planned for our factory rooftop, we aim to generate up to 10% of our energy consumption from solar power by 2026. With a commitment to efficiency principles, we aspire to lead the sector in energy management.

Energy Consumption per Unit Product (GJ/m²)

2021 0.1652

2022 0.1326

2023 0.1217

EMISSION MANAGEMENT

As of 2021, we took an important step in sustainable carbon management and started our Carbon Footprint calculations.

At Qua Granite, we meticulously prepare monitoring plans, emission reports, and improvement reports on greenhouse gases, which significantly drive climate change and have destructive effects globally due to their accumulation in the atmosphere. These reports are approved annually by accredited organizations and submitted to the Ministry of Environment, Urbanization, and Climate Change, which oversees climate management in Türkiye, in compliance with current regulations.

Since 2021, we have taken a significant step toward sustainable carbon management by initiating our Carbon Footprint calculations, which include indirect emission sources. As proof of our steady progress in this area, we focus on using sustainable raw materials and reducing emissions by primarily sourcing raw materials from Söke and its surroundings.

Aligned with our goal of reducing Scope 3 emissions, we implement strategies to minimize environmental impacts related to employee commuting. We prioritize hiring personnel from Söke and nearby areas to reduce the need for long-distance commuting. We provide shuttle services for our employees' commutes, thereby reducing emissions through the use of public transportation. Additionally, as of 2023, we have expanded our environmentally friendly transportation options by adding electric vehicles to our company fleet. These electric vehicles are primarily used for short distances and are supported by the electric charging stations we have installed within our company premises.

Our Greenhouse Gas Emission Scope and Results

We achieved an approximate XX% reduction in greenhouse gas emissions per product over the past year. This significant progress was made possible through enhanced energy efficiency, increased use of renewable energy sources, and operational improvements in our production processes.

2023 carbon footprint values are given in the table below.

Carbon Footprint Values*	Unit (tCO ₂ esh)	%
Scope 1	XXX XXX	
Scope 2	XXX XXX	
Scope 3	XXX XXX	

Our carbon footprint calculations for 2023 at Qua Granite include direct greenhouse gas emissions from our activities (Scope 1), indirect greenhouse gas emissions from imported energy (Scope 2), and other indirect greenhouse gas emissions (Scope 3).

Scope 1 direct greenhouse gas emissions cover natural gas, LPG, generators, diesel used in fire drills, machinery, company-owned vehicles, refrigerant gases, and process emissions.

Scope 2 indirect greenhouse gas emissions from imported energy include emissions from electricity consumption.

Scope 3 other indirect greenhouse gas emissions encompass emissions from raw material and auxiliary raw material transport, product transport, waste transport, employee commuting, business travel, accommodations, purchased materials, water consumption, emissions from fuel and electricity supply not covered in Scope 1 and 2 (WTT), capital assets, waste disposal, and end-of-life activities of sold products.

Our carbon footprint calculations have been verified by third-party verifier XX.

Our Air Emission Scope and Results

As Qua Granite, we control air emissions through emission verification measurements conducted every two years under the Industrial Air Pollution Control Regulation. As a testament to our efforts, the wet and dry filter systems we have established to reduce dust emissions within the facility are among the measures we have taken to minimize environmental impacts. To reinforce our sustainability understanding, we regularly report the NO_x, SO_x, and PM₁₀ values we measure with a transparent approach.

We effectively control dust emissions and reduce PM₁₀ emissions through measures in our raw material storage areas, including open and closed storage methods, storing fine powder raw materials indoors, concrete-paved internal roads, automated irrigation systems, and dust suppression systems.

Our production processes and final products contain no Volatile Organic Compounds (VOCs). Tests conducted in accordance with ISO 16000 Standard for Indoor Air Emissions show that our products have minimal impact on human health and the environment, achieving the highest rating, A+ category.

At Qua Granite, our primary goal is to reduce greenhouse gas emissions per product. Based on the data we monitor, we are implementing the necessary infrastructure within our Company to reduce emissions in the future. We will continue to monitor emissions in our production processes meticulously, utilizing greenhouse gas emission calculations in accordance with the ISO 14064 Carbon Footprint Calculation Standard and reports prepared to meet the TS EN ISO/IEC 17029 Standard.

WASTE MANAGEMENT

We create a significant benefit and awareness for the circular economy by recycling the waste generated in our production steps and integrating it into the system.

In the natural cycle of the world, waste involves a process in which byproducts are reintegrated into the product lifecycle. However, the increasing amount of waste that does not return to this cycle now poses a threat to our planet. At Qua Granite, we have transformed all stages of our production over the years to operate in circularity service. By recycling and reintegrating waste generated at various production stages, we contribute previously lost materials to the national economy, creating substantial benefits and raising awareness for the circular economy.

Our primary goal, based on the waste management hierarchy, is to prevent waste at its source during production activities. To achieve this, we follow new technology closely. When waste cannot be prevented, we conduct waste separation efforts at the source.

In line with the Zero Waste Certificate, which we obtained in 2021 from the Ministry of Environment, Urbanization, and Climate Change, we use natural resources efficiently, minimize waste generation, and reintegrate waste into the production process to promote the circular economy. Within the scope of industrial symbiosis activities, we sent 3,045.15 tons of ceramic scrap from our 2023 production operations to a cement factory for use as an alternative raw material.

In accordance with the Waste Management Regulation, we classify waste as hazardous and non-hazardous. Hazardous waste is further classified into “waste sent for recovery” and “waste sent for disposal,” while non-hazardous waste is classified as “waste sent for recovery.” We monitor and record the quantities of these waste types regularly. Waste quantities for 2023 are provided in the **Appendix**.

During the reporting period, 99.99% of waste generated from our production activities was recovered.

Waste Management Policy

The primary goal of our Waste Management Policy is to protect environmental and human health throughout all stages of waste management, from generation to disposal, ensuring effective waste management practices. At Qua Granite, we establish our waste management principles and provide the necessary infrastructure for our waste management applications. Aligned with our sustainable development goals, our policy enables us to develop strategies focused on waste reduction, reuse, and recycling. For more detailed information and the full text of our policy, please click [here](#).

Our Successful Applications

At Qua Granite, we adopt an environmentally friendly approach to packaging waste by sorting the packaging materials we use at the source and delivering them to licensed organizations. Through this process, we aim to reduce waste and increase the recycling rate, thereby minimizing

our environmental impact. Additionally, by using spiral boxes and fast packaging systems in our packaging department, we have reduced the use of packaging materials, which is among the measures taken to minimize environmental impact.

As part of our sustainable production efforts, we promote the efficient use of resources and ensure that raw waste from our dust suppression systems is 100% recycled back into the production process to minimize waste.

Lastly, our wastewater reuse strategy in our treatment facility represents our sustainable approach to water management. This practice not only ensures effective treatment of wastewater but also aims to conserve natural resources and optimize water usage. Together, these strategies reflect our commitment and success in environmental sustainability at Qua Granite, shaping our future direction as well.

Sayfa 45 yan spot
Industrial Symbiosis Activities

Within the scope of industrial symbiosis activity, in 2023, we sent 3,045.15 tons of ceramic crumb generated as a result of our production activities to the cement factory to be used as alternative raw material.

99.99%
Amount of Waste Recovered

WATER MANAGEMENT

With our projects in wastewater management, we aim to use the capacity of our facility more efficiently and minimize our environmental impact.

To protect water, the essential source of life, we at Qua Granite manage our water-related efforts at an advanced level and keep water issues high on our priority list.

In this context, our sustainable Water Management Policy, integrated into our business model to reduce our water footprint and ensure water security, comprises the following key areas:

- **Recycling:** We treat wastewater generated from our operations in our wastewater treatment plant and reuse it 100%, thereby minimizing groundwater consumption. This approach supports sustainable water use.
- **Water and Resource Efficiency:** To enhance water and resource efficiency, we promote water reuse. We prepare and implement action plans to ensure the efficient use and conservation of water, as part of our environmental impact assessment efforts.
- **Investment in Innovation and Technology:** By adopting innovative technologies, we minimize the environmental impact related to water throughout the product lifecycle. Through sustainable practices, we achieve water savings and promote the efficient use of water.
- **Targets and Performance Improvement:** We continuously achieve improvement under the leadership of Senior Management and with the active participation of employees to reach our water efficiency goals. Within the scope of the ISO 14046 Water Footprint Standard, we monitor, report, and develop strategies to reduce our water consumption.
- **Employee Health and Access to Clean Water:** We ensure that our employees have access to clean water, creating a healthy working environment. Efficient and sustainable use of water resources is also one of our primary priorities to support occupational health and safety.
- **Regulatory Compliance and Information Security:** We fully comply with national and international regulatory requirements in all our activities. Additionally, we strengthen our water management processes by adopting principles of information security and business continuity.

At Qua Granite, we operate with an awareness of our environmental responsibilities and a commitment to sustainable water management principles. In our industrial wastewater treatment facility with a capacity of 94,000 m³/day, we minimize the need for well water and eliminate wastewater discharge into nature by using 100% of the treated water from the process in a recyclable manner.

Our standout wastewater management projects for 2023 aim to optimize our facility's capacity and minimize our environmental impact. Through these projects, we are adopting advanced technologies in wastewater treatment to contribute to our sustainability goals.

As a sustainable practice in wastewater treatment, the water consumed in our Mass Preparation department is recycled internally without being sent to the industrial wastewater treatment plant. Through this practice, we ensure both the efficient use of water and energy efficiency.

Between 2022 and 2023, we achieved significant improvements in our water management performance. We increased the amount of recycled or reused water by 36.9%, advancing our efforts to use water resources more efficiently.

Additionally, we recorded a 12.9% reduction in water consumption per product. At Qua Granite, we continue to develop strategic approaches and innovative technologies to enhance our water efficiency.

Sayfa 47 spot

We are moving towards more efficient use of water resources with a 36.9% increase in the amount of water reclaimed or reused.

Sayfa 47 grafik

Amount of Reclaimed/Reused Water (m³)

2021	11,388,000
2022	19,562,400
2023	26,785,200

Water Consumption per Product (m³/m²)

2021	0.0476
2022	0.0170
2023	0.0148

LIFE CYCLE ANALYSIS

We evaluate the environmental aspects of our products throughout their life cycles and continue our work using data-based methodologies.

At Qua Granite, we place life cycle analysis (LCA) at the core of our sustainability strategy, thoroughly evaluating the environmental impacts of our products, processes, and services across the stages of production, use, and disposal. As we progress toward our goals, we continue to use data-driven methodologies to assess the environmental aspects of our products throughout their life cycles.

Life Cycle Analysis is a critical tool in Qua Granite's sustainability journey, helping us reduce environmental impacts, optimize resource use, and enhance sustainable production processes. As outlined in the European Commission's Integrated Product Policy, LCA offers the best framework to evaluate potential environmental impacts of existing products, allowing us to make continuous improvements in the design of our processes and products and strengthen our marketing strategies. We also manage third-party verification and certification processes to measure key environmental impacts and set targets for our sustainability policies.

As a testament to our commitment to environmental sustainability and transparency, we are proud to have obtained the Environmental Product Declaration (EPD) certificate. In line with our sustainable production approach, we are proving our commitment to environmental sustainability with the EPD Certification we obtained for our 7 mm and 20 mm product groups, developed to lead the sector with innovative and creative products. This certification enables us to present the environmental impacts throughout all processes from production to use and final disposal of our products, as well as providing various environmental indicators such as carbon footprint, energy consumption, and water usage. For detailed information, you can access our full EPD certifications [here](#).

OUR RESPONSIBILITY TO OUR EMPLOYEES AND SOCIETY

At Qua Granite, we support the development of our employees by expanding their skills and enhancing their satisfaction with a commitment to inclusivity and equality. Additionally, by adhering to environmental awareness and ethical values, we protect natural resources and adopt environmentally respectful production methods.

HUMAN RESOURCES MANAGEMENT

Through our principle of equality and inclusion, we foster a workplace culture where each and every employee feels equal participation and support.

Over time, it has become clear that sustainability encompasses more than just environmental and governance concerns; human resources play a vital role in corporate sustainability. Companies are investing heavily in human resources to ensure their future sustainability. In recent years, there has been a notable increase in efforts related to green and sustainable human resources management.

As a core focus of a sustainable organization, human resources are a top priority for our Company. At Qua Granite, we adopt sustainable human resources management to enhance our Company's performance and gain a competitive edge in this area. By fostering continuous development among our workforce, we implement various practices to attract the right talent that will propel our Company forward and help us achieve our sustainability goals.

We prioritize expanding the competencies, satisfaction, and commitment of all our employees with a focus on inclusivity and equality. At Qua Granite, we operate with the understanding that one of the most critical elements for achieving sustainable success is our human resources.

Our approach to equality and inclusivity in human resources goes beyond policies or programs; it is a fundamental aspect of creating a work environment where every employee, regardless of identity or role, is equally involved and supported. Additionally, our Company considers equality and inclusivity as key commitments in the realm of social sustainability, fostering a workplace culture where each employee feels equally engaged and supported.

Our Core Values

Our core values shape our way of doing business and define our corporate culture. Among these values is environmental awareness; we are committed to conserving natural resources and adopting environmentally respectful production methods. Upholding ethical values, we embrace transparency and honesty in all business processes.

We respect the principle of equality and offer equal opportunities to all employees without discrimination. By prioritizing employee satisfaction, we strive to create a work environment that boosts motivation and productivity. Customer focus is central to our business model, and we continuously innovate and work to improve service quality to meet the needs and expectations of our customers.

Our Human Resources Policy

At Qua Granite, our human resources policy offers a comprehensive approach that prioritizes the well-being and development of our employees. We aim to continuously enhance their motivation and sense of belonging by improving work environments. Protecting the material and moral rights of our employees, providing training opportunities for their professional and personal

growth, and ensuring equal opportunities form the foundation of our human rights policy. For more detailed information, you can access our complete Human Resources Policy [here](#).

2023 Sustainable Human Resources Projects

Within the framework of our country's need for qualified labor force, strengthening the relationship between the education system and working life is of great importance for the development of our country's human resources. Our activities in this context are as follows.

- Through the Mastery Certificate Training provided by Vocational Training Centers, we support efforts to meet our country's need for skilled professionals. In this context, we enabled a total of 104 employees to obtain their mastery certificates in 2023.
- We also contributed to our employees' professional development by sending two mechanical engineers to the Energy Manager training organized by the Chamber of Mechanical Engineers (TMMOB) and one employee to the Chemical Assessment Specialist training held by NBC Conformity Assessment Training. This allowed us to support their career growth while staying updated on current topics as a Company.

Sayfa 51 spot

With an understanding of the principle of inclusiveness and equality, we focus on expanding the competencies of our employees and increasing their satisfaction and loyalty.

Sayfa 51 yan spot

Support for Skilled Workforce

Within the framework of our country's need for a qualified workforce, we ensure that our employees receive various trainings in order to strengthen the relationship between the education system and working life.

Sayfa 52 spot

We are proud to be the company that employs the highest number of women at the production stage in the sector with the continuous increase in the number of female blue-collar employees.

EMPLOYEE PROFILE

At Qua Granite, we see one of the key reasons behind our creative workforce and our leading position in the industry as the diversity and uniqueness of our employees, enabling us to move forward together toward common goals.

On our journey to create a sustainable, diverse, and inclusive work environment, we embrace leadership in our sector, advocating for active female participation in production processes, just as it should be in every area of society. As evidence of this commitment, in 2023, we increased the number of blue-collar female employees by 111% compared to 2021. We take pride in being the company with the highest female employment in the production phase within our industry, driven by the ongoing growth in the number of blue-collar female employees.

Inspired by the diversity of both seasoned, experienced employees and new, young talents in our human resources, we manage our internal processes with a unique approach. Our young employees bring innovative perspectives and help us quickly adapt to the demands of the modern age, while our long-standing team members provide expertise and experience, enabling us to manage business processes securely and steadily.

Each year, at Qua Granite, we place great importance on providing young talents with work opportunities and supporting their development in every field. In line with this, we increased the proportion of employees under the age of 30 from 35% in 2021 to 47% in 2023.

Sayfa 52 Pie Chart

Gender Distribution

Female
(18%)

Male
(82%)

White-collar-Blue-Collar Female Employees Distribution

Number of Blue-Collar Female Employees
(82%)

Number of White-collar Female Employees
(18%)

White-collar-Blue-collar Distribution

Number of Blue-collar Employees
(81%)

Number of White-collar Employees
(19%)

Sayfa 53 spot

We implement practices to increase employee loyalty and satisfaction so that our employees always feel safe and happy.

EMPLOYEE SATISFACTION

At Qua Granite, we adopt and develop fair, transparent, and integrated practices aligned with global human resources trends to attract, develop, and retain top talent. Our aim is to be a model employer, preferred both in our industry and in Türkiye. To achieve this, we embrace a human resources approach that continuously analyzes our employees' needs, values, and quickly adapts to changing conditions. We implement sustainable practices to boost employee engagement and satisfaction, ensuring they always feel secure and happy.

Remuneration

We have determined our Remuneration Policy with a transparent, fair and competitive approach. The Corporate Governance Committee, which functions instead of the Remuneration Committee within our Company, submits proposals regarding the salaries of Board Members and executives with administrative responsibilities to our Board of Directors. Our Board of Directors evaluates our Company's performance in achieving its operational and financial targets and shares this evaluation in our annual report. You can access our full Remuneration Policy [here](#).

Benefits

As Qua Granite, we support the personal lives of our employees with the fringe benefits we offer, and we make the utmost effort to make them more comfortable and safe. In this direction, we provide shuttle service, food and lodging services to all our employees within our Company. In addition, in 2023, we started to work on private health insurance (complementary insurance) and put this practice into practice. In this context, our employees started to benefit from private health insurance services.

Employee Satisfaction Survey

We have developed various communication channels to obtain the most accurate feedback on our business processes and to enable our employees to effectively communicate their requests. In this way, we lay the foundations for a fairer and more ethical working culture. One of these communication channels is the request-complaint boxes positioned throughout the factory by our Human Resources Department and evaluated monthly. Another important tool is the Employee Satisfaction Surveys. 237 employees participated in the survey we conducted in 2023, the data obtained were meticulously evaluated, and various improvement works were carried out in line with this feedback.

Based on the results of the survey, our improvement efforts are listed below:

- **Training and Certification:** A special program was established to help employees without a Forklift License obtain one.
- **Remuneration System:** Our entry-level salary was set above the minimum wage, taking into account the 2023 minimum wage level.
- **Cafeteria Enhancements:** Revisions to the staff cafeteria improved the dining experience for our employees.

These initiatives were undertaken to increase employee satisfaction, supporting the Company's goals of continuous development and improvement.

Sayfa 53 Kutu

Proactive Employee Satisfaction Management

Based on the feedback received from our survey, conducted to ensure that our employees can effectively communicate their needs, various improvement initiatives have been implemented.

Sayfa 54 spot

We aim to increase the professional and personal skills of our employees through various face-to-face or online training and development opportunities.

EMPLOYEE DEVELOPMENT

Talent development and retention are critical to Qua Granite's sustainable success. Enhancing the professional and personal skills of our workforce has a direct, positive impact on the overall performance of our Company. With this understanding, we provide various in-person and online training and development opportunities for our employees and utilize third-party services when needed. These training sessions enable our employees to perform their roles and responsibilities more effectively, while sustainability-related training in diverse fields raises advanced awareness within our workforce.

By managing our processes more efficiently, we continually support our employees in team building, enhancing communication skills, and boosting corporate motivation and commitment. These elements not only reinforce our Company culture but also play a crucial role in achieving our sustainability goals. Thus, employee development not only advances our employees' career journeys but also lays the foundation for the skilled human capital essential to our future objectives.

To identify training needs within our Company, we engage with employees and their management teams. Additionally, our Human Resources Department schedules required legal and mandatory training (such as occupational health and safety, first aid, data protection, company vehicle use training, etc.) within a structured training needs plan.

Education Programs and Statistics

In 2023, Qua Granite provided 17 different training programs, totaling 3,477 hours, to 1,145 employees, significantly contributing to their professional development. We are proud to have provided training to 93% of our workforce.

As part of our investment in employee development, we offer comprehensive training on various topics. The number of employees who participated in the 2023 training sessions and the training durations are provided alongside.

At Qua Granite, we prioritize professional development and enhancing the skills of our workforce. To deliver sustainable and high-quality service, we support our employees with technical training, ensuring their continuous growth. For our blue-collar employees, we offer "Qua Granite Production Worker Training" programs in collaboration with İŞKUR and universities, preparing them for their new roles. We actively participate in recruitment and internship placement programs jointly organized with İŞKUR.

We also work in partnership with vocational high schools and universities to provide internship opportunities for new entrants to the workforce. By focusing on offering scholarships, internships, and post-internship employment for interns, we contribute to the development of skilled talent. Our Human Resources team engages in career fairs and other events to

communicate our internship and job opportunities to potential new talents transparently and in detail.

Sayfa 54 Kutu

- *Vocational Training Center
- *Skill Certificate Training
- *Job Tracking and Work Planning Training
- *5S Standards Training in Production
- *Forklift Training
- *On-the-Job Orientation Training
- *Efficiency Training
- *Information Security Awareness Training
- *No Violence Against Women Training
- *Corporate Motivation and Effective Management Skills Training
- *Forklift Operator Training
- *Coaching and Personal Development Training
- *Stress Management and Anger Management Training
- *Communication Training
- *Social and Corporate Behavior Training
- *Chemical Evaluation Specialist Training
- *First Aid Training
- *Teamwork Training
- *Energy Manager Training

OCCUPATIONAL HEALTH AND SAFETY

We proactively manage our occupational health and safety risks with our internationally recognized ISO 45001:2018 Certificate.

At Qua Granite, we operate with the motto of prioritizing employee health and safety. We emphasize our commitment to creating a sustainable work environment, maintaining the highest level of commitment to protecting the health and safety of our employees. We view occupational health and safety not just as a legal obligation but as an ethical responsibility, treating it as a top priority at every stage of our work processes.

Our employees comply with all legal regulations and Company policies regarding occupational health and safety; they identify emergency hazards, report unsafe working conditions, accidents, injuries, or any unhealthy conditions immediately, and know the necessary actions to take in emergencies.

Qua Granite has a dedicated Occupational Health and Safety (OHS) Department responsible for overseeing and implementing OHS-related issues. This department continuously monitors the working environment, minimizing potential risks and upholding health and safety measures at the highest level.

In accordance with the Occupational Health and Safety Law No. 6331, we have an Occupational Health and Safety Committee to assess possible risks and preventive measures related to OHS, with a focus on establishing necessary precautions. This committee, which meets monthly, includes an employer representative, OHS specialists, workplace doctors/nurses, human resources, employee representatives, and department managers.

Occupational Health and Safety Policy

In line with our Occupational Health and Safety (OHS) Policy at Qua Granite, we are committed to protecting the health and safety of our employees and all stakeholders at the highest level. Our main priorities include identifying, implementing, and monitoring the necessary precautions to prevent occupational accidents and diseases. Our primary goals are to identify and eliminate workplace hazards, risks, and near-miss situations, and to achieve acceptable risk levels through risk assessments. We use the most up-to-date and safest equipment and technologies to ensure a healthy and safe working environment.

We make comprehensive plans and take proactive measures for potential emergencies. All the necessary OHS training is provided to our employees, and we continuously monitor the effectiveness of these trainings. We encourage participation from every level of our organization in improving OHS practices and adopt a principle of continuous improvement. We work to establish a culture of OHS and integrate it as a lifestyle by identifying relevant opportunities within our processes and practices.

All stakeholders in our value chain, including our employees and subcontractors, are obligated to work in compliance with the Qua Granite Occupational Health and Safety Policy. You can access our full Occupational Health and Safety Policy [here](#).

OHS Understanding in International Standards

As a company that operates with zero tolerance for compromising occupational health and safety, we successfully implement the internationally recognized ISO 45001:2018 Occupational Health and Safety Management System within our organization. This certification, which sets the highest global standards for OHS management systems, enables us to proactively manage OHS risks, reduce accidents and occupational diseases, and enhance employee well-being.

We conduct all our processes according to these high standards and fully comply with legal regulations related to OHS. We provide training and awareness activities to protect our employees' health and safety at the highest level. We also ensure compliance with OHS rules by our employees, suppliers, and visitors. In our facilities, we take proactive measures to detect and eliminate risks of workplace accidents and occupational diseases.

We regularly measure the performance of our OHS management system and undertake continuous improvement efforts to enhance this performance. By closely following technological developments, we direct our investments in occupational health and safety accordingly. We measure our OHS performance through KPIs and continuously strive to meet our improvement targets.

2023 OHS Trainings and Developments

We provide specific training, such as Basic Occupational Health and Safety, Safe Working at Heights, Safe Working with Chemicals, Fire, and First Aid Training, to all our internal stakeholders, recording these sessions. These trainings are delivered by our Company's Occupational Safety Specialist and enriched with training videos.

Qua Granite continues to implement innovative practices in occupational health and safety. In 2023, we launched our 1,392-meter Horizontal Lifeline Project, which plays a critical role in ensuring safety and health, especially in work conducted at heights.

In 2023, the number of employees receiving OHS training increased by 84%. This increase compared to previous years reflects our commitment and determination toward Occupational Health and Safety. Expanding training is viewed as an integral part of our mission to protect the safety and health of our employees.

Sayfa 56 Spot

In 2023, there was an 84% increase in the number of employees receiving OHS Training.

Sayfa 56 Grafik

Total Number of People Given OHS Training

2021	780
2022	3,120
2023	5,744

Total OHS Training (person*hour)

2021 14,040
2022 36,406
2023 43,060

Basic OHS Training - 1st Course
1,774 Participants

Safe Working at Height Training
1,592 Participants

ADR General Awareness Training
76 Participants

First Aider Training
65 Participants

Basic OHS Training - 2nd Course
1,780 Participants

Safe Working with Chemicals Training
376 Participants

Fire Training
81 Participants

CORPORATE SOCIAL RESPONSIBILITY

As Qua Granite, we have been developing projects that add value to social welfare and social life and generate social benefits since our establishment.

Looking at the history of sustainability, while environmental factors were initially at the forefront of the concept of sustainable development, social welfare and the creation of social benefit/value have emerged as key elements in sustaining life. In this context, the growing role of companies in society has increased their responsibilities in sustainable development, necessitating the consideration of social issues from a corporate citizenship perspective. Corporate social responsibility (CSR) has become a critical area for companies to fulfill their obligations and responsibilities to society. In the sustainable development process, fulfilling CSR responsibilities is an important duty for companies, alongside governments, NGOs, and other global stakeholders.

Since our founding, Qua Granite has acted with this sense of duty, developing projects that add value to social life and contribute to community welfare. In 2023, we launched several CSR projects within this framework.

Colorful Dreams with Qua

On April 23rd National Sovereignty and Children's Day, we visited the village schools in the earthquake region through our Qua Granite Southeastern Anatolia Regional Manager Şenol Atakay with the "Colorful Dreams" project and presented specially prepared stationery sets to the students in the schools. We will continue to support the development of the region not only during the earthquake but also with the projects we have realized and plan to realize after the earthquake.

World Cleanup Day

As Qua Granite, which embraces a lifelong sustainability approach, we organized a waste collection event on World Environment Day in collaboration with the "Qua Environmental Volunteers" to draw attention to the consumption of dwindling natural resources and environmental pollution, creating significant awareness.

Our Support to Art with Contemporary Istanbul Sponsorship

Located across from the Haliç view at Tersane Istanbul, the Qua Pavilion occupies a 30-square-meter area and is constructed from 2,800 recycled materials and enough product to clad the exterior of a 10-story building. Designed by Ömer Pekin, it presents a unique sculptural framework with three autonomous walls crafted from Qua Granite's recycled waste tiles, reflecting the aesthetic allure of natural stone formations. This innovative design combines sustainability and aesthetics, enhancing architectural spaces while showcasing Qua Granite's production journey.

The Qua Pavilion has also been experienced with students from Hatay. We take joy in inspiring architecture students as Pekin's nature-inspired experiences transform into art within the captivating atmosphere of Contemporary Istanbul.

Renovation Project

As Qua Granite, we, as Qua Granite, supported the project of transforming the historical stone building, which was closed by the Ministry with the approval of the Supreme Board of Workshops, which served as Söke Closed Penal Institution for more than 50 years, located on the Istanbul-İzmir-Bodrum, Ankara-Didim, Istanbul-İzmir-Muğla highway, into a Workshops Restaurant business by supplying granite products.

Support for Qualified Workforce in Cooperation with GEKA

We participated in the “Qualified Employment in Digital Transformation Program” event at the ADÜ Atatürk Congress Center Aydın Bey Hall in Aydın, in collaboration with the South Aegean Development Agency (GEKA), Adnan Menderes University (ADÜ), and the Aydın Chamber of Industry. Organized by GEKA’s Aydın Investment Support Office under the coordination of the Ministry of Industry and Technology’s General Directorate of Development Agencies, this program offers engineering students internship opportunities at our Company and the prospect of employment after graduation.

Following the event, a collaboration protocol for the "Qualified Employment in Digital Transformation Program" was signed between GEKA, Adnan Menderes University, and the Aydın Chamber of Industry. This protocol aims to meet the personnel needs of companies engaged in digital transformation efforts, increase students' awareness of professional life before graduation, prepare them for the workforce, enhance their knowledge of the industry, and provide the necessary training and skill development activities for students in this process.

March 22 is World Water Day

In recognition of World Water Day, which was established by the United Nations (UN) in 1993 to raise awareness of water scarcity and the need to protect water resources, we celebrated this year’s theme, “Accelerating Change through Partnerships and Cooperation.” A key focus of World Water Day is supporting the UN's 6th Sustainable Development Goal, “Clean Water and Sanitation,” aiming to ensure global access to clean and safe water by 2030.

As Türkiye’s largest technical granite producer, we marked this important day with a digital campaign to highlight the scarcity and waste of water resources. Our digital awareness campaign emphasized that even a single drop of water, a symbol of abundance, is too precious to waste. We focused on developing water-saving practices at home, underscoring the importance of sustainable water management.

Blood Donation in Cooperation with Red Crescent

As Qua Granite, we took part in the "Red Crescent Blood Donation" campaign, which we see as a part of corporate social responsibility. While providing blood support to those in need with the

donation campaign, we also contributed to a social responsibility project where health is at the forefront.

Sayfa 57 Kutu

Our Responsibility to Society

Aware of our duties in fulfilling corporate social responsibility in the sustainable development process, we realized many CSR projects in 2023.

Sayfa 58 Spot

We discover young talents with the Qualified Employment Program in Digital Transformation in cooperation with the South Aegean Development Agency.

CONTRIBUTION TO LOCAL EMPLOYMENT

Supporting economic and social development in the regions where we operate is always among our prioritized goals.

Since our founding, we at Qua Granite have operated with the awareness that local employment plays a crucial role in sustainable development. Supporting the economic and social development of the region where we operate has always been one of our primary goals.

With our high-tech continuous system facility, we contribute to the national economy through strong exports and domestic sales, while also supporting the local economy with over 1,200 employees. By creating job opportunities in the Aydın region, where our facility is located, we are dedicated to adding value and contributing to Türkiye's development. In 2023, we participated in the Aydın İŞKUR Employment Fair, meeting with candidates seeking employment at Qua Granite and collecting job applications.

To address the need for qualified personnel in businesses and support youth employment, we attended a Career Day Event with 280 students from Vocational and Technical Anatolian High Schools who are ready to start their careers or suitable for internships. At the event, we expressed our commitment to supporting young people in employment. Our Human Resources Team met with high school students, shared information about our Company, and discussed future employment opportunities.

We will continue our efforts to foster local development through qualified employment and attract young talent to our Company, maintaining our role as a leader in employment within our sector.

SUSTAINABILITY RISKS, TRENDS AND OPPORTUNITIES ANALYSIS

RISK CATEGORY	RISK DEFINITION	HOW DO WE MANAGE THE RISK?
Energy Efficiency and Sustainable Energy	Poor energy efficiency and difficulties in transitioning to sustainable energy sources can increase dependence on energy resources and increase the carbon footprint.	With the 150,000 m ² Solar Energy Systems to be installed on our factory roof, we will both provide our energy from renewable sources and reduce carbon emissions.
Recycling and Waste Management Challenges	Inadequate waste management processes, recycling challenges and failure to handle waste effectively can increase environmental impacts.	Within the scope of the Zero Waste Certificate, we separate waste at its source and send it to licensed recycling companies for recycling and reuse. We follow up on the system every year.
Employee Dissatisfaction and Talent Loss	Lack of sustainability commitments and practices can lead to employee dissatisfaction and turnover. At the same time, there may be difficulties in attracting new talent sensitive to sustainability issues.	Employee Satisfaction Surveys are conducted by our Human Resources Unit. Survey results are evaluated and improvement activities are carried out.
Human Resources and Talent Shortage	Finding staff with sustainability-related expertise and skills and having sufficient human resources to implement sustainability strategies can be challenging.	Together with the Vocational Training Centers, efforts are underway for our personnel to obtain a Master's Certificate in order to meet our Company's need for people with professions.
Financial Market Fluctuations	Financial market volatility and economic uncertainty can affect financing and investment in sustainability projects.	Within the scope of financing for Sustainability Projects, permission amounting to TL 200,000,000 was obtained from the CMB for the issuance of Green Lease Certificates.
Unresponsiveness to Sustainable	Failure to provide sustainable products and services in line with	EPD Certificate has been obtained for our 7 mm and 20 mm product

Product and Service Demands	market demands can impact customer satisfaction.	groups. Environmental impacts are monitored throughout the life cycle of the product.
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TREND CATEGORY	TREND DEFINITION	HOW DO WE MANAGE THE TREND?
Green Energy and Carbon Footprint Reduction	Companies are turning to various strategies to increase the use of renewable energy and reduce their carbon footprint. They tend to invest in green energy projects and promote the use of sustainable energy.	As QUA, we will provide approximately 10% of our electricity consumption from renewable energy sources by 2026. In order to reduce carbon emissions from transportation, raw materials are sourced from Söke and its immediate surroundings.
Circular Economy and Waste Reduction	Circular economy principles are increasingly being adopted to use resources more efficiently and reduce waste. Strategies focusing on recycling, reuse and waste reduction are becoming widespread.	Raw wastes from the dust extraction system in the facility are 100% recycled into the production process. Waste from production is sent to licensed recycling companies for recycling and reuse.
Water Management and Efficient Use	Companies tend to use water resources effectively and sustainably, reduce water consumption and adopt water management strategies.	We use the wastewater we treat in our industrial wastewater treatment plant as 100% recyclable.
Carbon Footprint	Companies are assessing their carbon impact from a broad perspective, taking into account not only the carbon footprint of the business, but also the carbon emissions generated during the supply chain and the use of products.	We have ISO 14064 Corporate Carbon Footprint Certificate where we evaluate Scope 1, Scope 2 and Scope 3 emissions. We also monitor indirect greenhouse gas emissions.
Expansion of Electric Transportation	Electric vehicles and public transport offer a cleaner transportation alternative to fossil fuel vehicles. This supports the transition to a sustainable transportation system by reducing energy consumption and carbon emissions.	As of 2023, transportation to nearby locations is carried out by electric vehicles that we have purchased for our Company. We also have an electric charging station in our company.

Energy Education and Awareness	Raising public awareness on energy efficiency, promoting energy saving habits and education on sustainable energy use is one of the sustainability trends in the energy field.	ISO 50001 Energy Management System Certificate. Employees are trained on energy efficiency.
Waste Classification and Separation	Proper classification and separation of waste helps to make recycling processes more efficient. This trend includes developing a culture of waste separation in society.	We have a Zero Waste Certificate. Waste is sorted at source and sent to licensed recycling companies.
Waste Tracking and Monitoring	By monitoring and analyzing waste from production processes, businesses can develop strategies to reduce waste generation. Monitoring and reporting can help improve waste management processes.	Hazardous and non-hazardous wastes generated as a result of production activities are recorded and a yearly comparison is made.
Environmental Taxonomy and Green Finance	The financial sector aims to reduce environmental impact by promoting sustainable investments through environmental taxonomy and green finance instruments.	TL 200,000,000 Green Lease Certificate limit was obtained for the financing of the Rooftop SPP investment.
Carbon Markets and Trading	Companies are publishing public reports digitally to provide more transparency about their sustainability performance.	We calculate our corporate carbon footprint and share it on our <u>website</u> .
Stable Economic Growth	High inflation can often cause economic uncertainty and instability. It is important to keep inflation under control for sustainable economic growth.	Our Company takes clear measures to mitigate risks by distributing domestic and international sales in a balanced manner.

OPPORTUNITY CATEGORY	OPPORTUNITY DESCRIPTION	HOW DO WE MANAGE THE OPPORTUNITY?
Renewable Energy Usage	Low carbon footprint, energy cost savings, environmental sustainability reputation.	By building a solar energy investment of 105,000 m ² on the factory roof, we aim to supply approximately 10% of our electricity consumption from renewable energy by 2026.

Social Innovation and Community Impact	Strengthening brand reputation, connecting with communities, customer loyalty.	We signed a collaboration protocol under the “Qualified Employment in Digital Transformation Program” with GEKA, Adnan Menderes University, and Aydın Chamber of Industry, providing employment opportunities for new graduates.
Digitalization and Advanced Technology	Energy and resource savings, increased efficiency in business processes, competitive advantage.	Our Human Resources Department has implemented an e-payroll system and conducts employee satisfaction surveys digitally, saving time and reducing paper usage. We use the Canias ERP program within the company, enabling easy and fast access to information.
Green Finance and Investment	Financial sustainability, opportunity to invest in green projects, green credit advantages.	A green lease certificate limit of TL 200 million has been established.
Sustainable Supply Chain Management	Risk reduction, supply chain transparency, strengthening supplier relationships.	Supporting local suppliers helps us build an alternative network of suppliers to mitigate potential supply disruptions.
Social Equality and Community Engagement	Employee satisfaction, social reputation, expanding customer base.	Employee satisfaction surveys are conducted, and the Human Resources Department implements improvements based on the results.
Sustainable Financial Management	Long-term profitability, financial transparency, risk management.	In 2023, we issued domestic financing bonds with a nominal value of TL 1.67 billion to support our growing sales and production, diversifying our working capital funding. Our long-term national corporate credit rating by JCR Eurasia was raised from A+ (tr) to AA (tr), reflecting our strong operational and financial performance.
Digitalization and Application Development	Increased efficiency in business processes, improved customer experience, innovation.	Work is underway for the transition to the Happy Customer System, designed to manage customer complaints effectively across various channels, enabling us to monitor customer satisfaction with our products and services.

Water Efficiency and Management	<p>Conserving water resources, operational efficiency, sustainable water management.</p>	<p>We use 100% recycled wastewater treated in our Industrial Wastewater Treatment Plant with a capacity of 94,000 m³/day.</p> <p>To ensure water efficiency, we record our water consumption based on readings from meters and compare it across years.</p>
Carbon-Free Transportation Solutions	<p>Reducing carbon emissions, energy efficiency, sustainable transportation.</p>	<p>We invest in renewable energy to reduce carbon emissions.</p> <p>Additionally, we source raw materials primarily from Söke and nearby areas to reduce carbon emissions from raw material transportation.</p> <p>Our ISO 14064 Corporate Carbon Footprint Certification enables year-over-year comparisons.</p>
Training and Awareness Programs	<p>Building sustainability awareness, helping participants understand their environmental responsibilities.</p>	<p>Our Environmental, OHS, and Human Resources departments provide training to our employees.</p>
Climate Change Education Programs	<p>Adopting strategies to cope with climate change, raising community awareness.</p>	<p>We participated in the "Climate and Sustainability Presentation Package" training program provided by TSKB.</p> <p>We took part in the Climate Target Acceleration Program organized by Global Compact Turkey, related to science-based targets, and successfully completed the program to receive our certification.</p>
Digital Monitoring and Reporting Tools	<p>Regularly reporting environmental and social performance, transparency, and accountability.</p>	<p>Work began in 2023 on the Qua Granite Data Collection System. This system enables real-time monitoring of working hours, energy consumption, production volumes, and downtime in our production lines.</p>
Utilizing Green Tax and Incentives	<p>Financial advantages, facilitating funding for sustainability projects, competitive advantage</p>	<p>In 2023, we utilized incentives for the EPD Certification obtained for our 7 mm and 20 mm product groups.</p>

	based on environmental performance.	
Recyclable Packaging Design	Biodegradable packaging, packaging made from recycled materials, packaging waste reduction strategies.	Packaging waste used in product packaging is sorted and sent to licensed recycling companies.
Sustainable Consumption Habits	Conscious consumer campaigns, sustainable product designs, sharing economy applications.	On March 22, World Water Day, we launched a digital campaign to highlight the scarcity and waste of water resources. We continue to run similar campaigns through our social media channels.

OUR SUSTAINABILITY GOALS

Our Sustainability Goals				
We aim to be a pioneer in our sector with our sustainable production processes and strategies that minimize environmental impacts.				
SDGs	GOAL	2021 PERFORMANCE	2022 PERFORMANCE	2023 PERFORMANCE
	To ensure our employees are aware of Environmental Legislation and Waste Management, we aim to provide training to them each year.	424 people*hour	547 people*hour	620 person*hour
	We aim to reduce water consumption per m ² of product by 5% compared to the 2022 baseline in order to ensure water efficiency.	0.0476 m ³ /m ² product	0.0170 m ³ /m ² product	0.0148 m ³ /m ² product
	To ensure energy efficiency, we aim to reduce energy consumption per m ² of product by 3% compared to the base year of 2022.	0.1652 GJ/m ² product	0.1326 GJ/m ² product	0.1217 GJ/m ² product
	We aim to reduce Scope 2 greenhouse gas emissions per m ² of product produced by 2% compared to the base year of 2022.	0.0031 tCO ₂ esh/m ² product	0.0021 tCO ₂ e/m ² product	0.0020 tCO ₂ esh/m ² product

	We aim to increase our percentage of female employees, every year moving forward.	14.88%	15.61%	18.22%
	By 2026, we aim to utilize renewable energy sources and provide up to 10% of energy consumption from solar energy.	2026 is the target.	2026 is the target.	2026 is the target.
	By 2024, we aim to obtain EPD and LCA certificates.			We received EPD Certificates for our 7 mm and 20 mm product groups.

ENVIRONMENTAL PERFORMANCE INDICATORS

Environmental Performance Indicators	2021	2022	2023
Electricity Consumption (kWh)	63,567,504.00	106,942,918.40	136,990,980.00
Natural Gas Consumption (Sm ³)	41,661,400.94	67,361,250.92	83,118,481.72
Total Energy Consumption (GJ)	1,824,641.32	2,965,199.86	3,676,937.85
Energy Consumption per Product (GJ/m ²)	0.1652	0.1326	0.1217
Total Hazardous Waste (ton)	15.499	31.297	31.824
Recycled Hazardous Waste (ton)	15.485	31.28	31.81
Disposed Hazardous Waste (ton)	0.014	0.017	0.014
Total Non-Hazardous Waste (ton)	498.756	581.25	3,644.358
Recycled Non-Hazardous Waste (ton)	498.756	581.25	3,644.358
Disposed Non-Hazardous Waste (ton)	0	0	0
Total Waste (ton)	514.255	612.547	3,676.182
Waste per Product (ton waste/ton product)	0.0018	0.0013	0.0061
Total Number of Environmental Training Recipients	424	547	620
Scope 1 Emissions (tCO ₂ e)	86,435.55	140,675.19	XX
Scope 2 Emissions (tCO ₂ e)	34,326.45	47,054.88	XX
Scope 3 Emissions (tCO ₂ e)	61,639.18	119,793.18	XX
Total Emissions (tCO ₂ e)	182,401.18	307,523.25	XX
Total Emissions per Product (tCO ₂ e/m ²)	0.0165	0.0137	XX
SO ₂ (ton/year)	58.70	58.70*	159.10
NO ₂ (ton/year)	41.34	41.34*	56.93
Volatile Organic Compounds (VOC)	0	0	0
Mains Water Consumption (m ³)	752	34,652	68,195
Groundwater Consumption (m ³)	525,600	345,713	378,762
Total Water Consumption (m ³)	526,352	380,365	446,957
Recycled/Reuse Water (m ³)	11,388,000	19,562,400	26,785,200

Environmental Performance Indicators	2021	2022	2023
Water Consumption per Product (m ³ /m ²)	0.0476	0.0170	0.0148
Environmental Fines	0	0	0
Percentage of Facilities with ISO 14001 Certification (%)	100	100	100

** In accordance with the Regulation on Industrial Air Pollution Control, we have emission-emission confirmation measurements every 2 years. According to the measurement made in 2021, the values are valid for 2022. The measured values are below the limit values.*

SOCIAL PERFORMANCE INDICATORS

Social Performance Indicators	2021			2022			2023		
	Blue-collar	White-collar	Total	Blue-collar	White-collar	Total	Blue-collar	White-collar	Total
Total Number of Employees	716	151	867	937	139	1,076	1,002	233	1,235
	Male	Woman	Total	Male	Woman	Total	Male	Woman	Total
Number of White-collar Employees	109	42	151	106	33	139	192	41	233
Number of Blue-collar Employees	629	87	716	802	135	937	818	184	1,002
Number on Board of Directors	4	1	5	4	1	5	4	1	5
Number in Management Positions	35	4	39	30	10	40	57	15	72
Female Employee Ratio	14.88%			15.61%			18.22%		
Number of Employees Under 30	306			434			578		
Number of Employees between 30-50 Years of Age	519			578			589		
Number of People Over 50 Years of Age	42			52			68		
Number of Employees	25			40			33		

with Disabilities			
Disabled Employee Ratio	3%	3%	3%
Employee Turnover Rate (%)	2.8%	4.4%	4.9%
Total Number of People Trained	1,150	1,289	1,145
Total Training Hours (person*hour)	2,300	4,193	3,477
Total Number of People Receiving OHS Training	780	3,120	5,744
Total OHS Training Hours (person*hour)	14,040	36,406	43,060
Lost Day Rate from Accident	68.29	83.05	104.87
Absenteeism Rate Due to Accident	0.81%	0.99%	1.24%
Accident Frequency Rate	76.71	104.77	211.06
Accident Weight Ratio	341.46	415.26	524.36
Number of Lost Time Accidents	86	203	282

Occupational Disease	0			0			0		
Ratio of Facilities Covered by ISO 9001 (%)	100			100			100		
	Citizen	Foreigner	Total	Citizen	Foreigner	Total	Citizen	Foreigner	Total
Total Number of Suppliers	466	27	493	585	27	612	890	31	921
Local Supplier Ratio (%)	94.5%			95.6%			96.6%		
Response Rate of Complaints Submitted to the Customer Contact Center (%)	100%			100%			100%		

CONTACT

Legal Disclaimer

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