



#CreatingValueInOurNature



2024 SUSTAINABILITY REPORT

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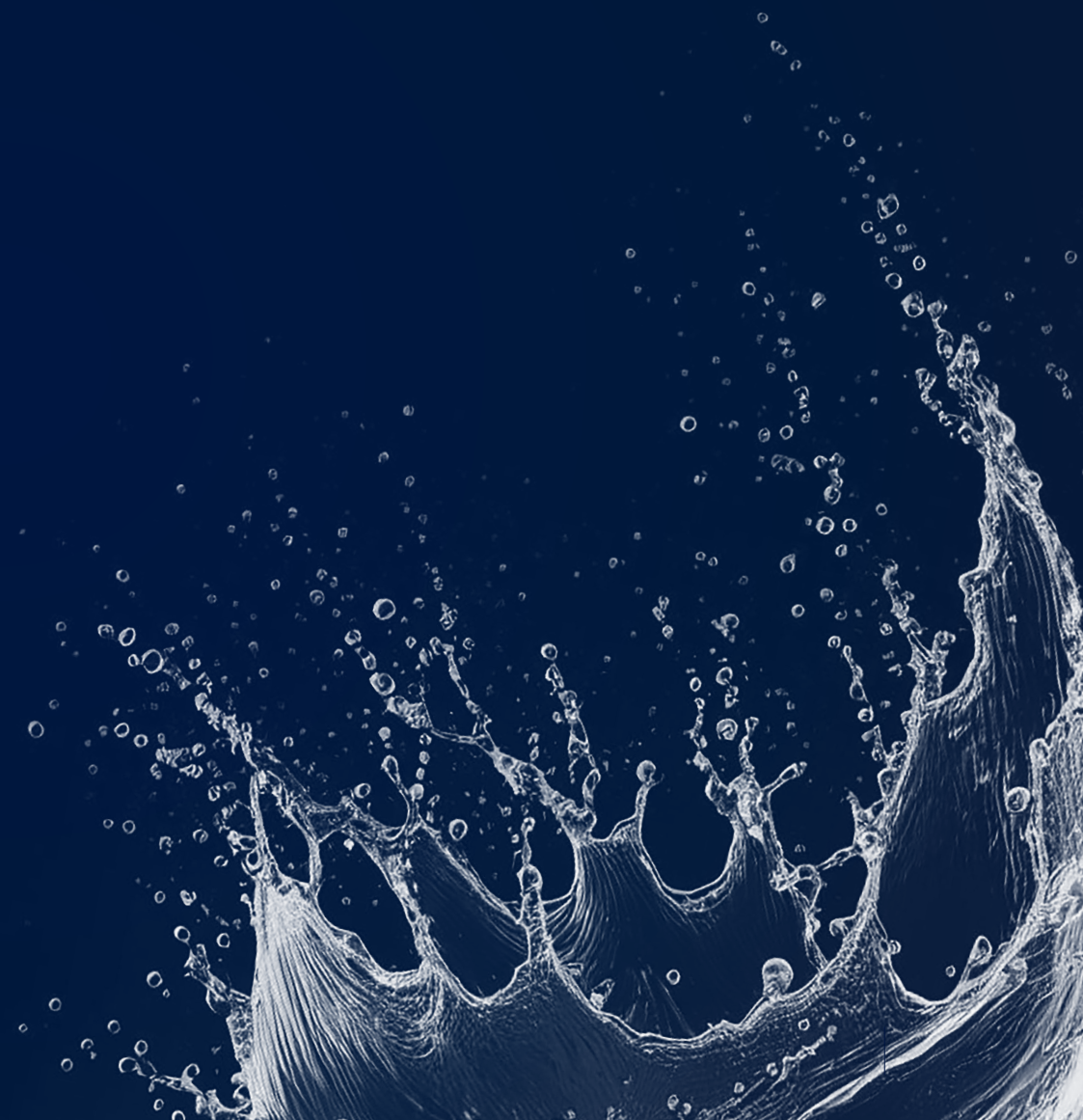
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ABOUT THE REPORT

We are proud to present our third Sustainability Report, prepared in alignment with the United Nations Sustainable Development Goals, to our stakeholders.

As Qua Granite, we comprehensively measure the environmental, economic, and social impacts of the investments we have implemented and plan for the future in line with our sustainable production approach, and we share the results with all our stakeholders in accordance with the principle of transparency. In this regard, we are proud to present **our third Sustainability Report**, prepared in alignment with the United Nations Sustainable Development Goals, to our stakeholders.

This 2024 report includes data related to our production activities of ceramics, technical granite, and their derivatives, which we carry out in the Söke Organized Industrial Zone. The reporting period covers January 1, 2024, to December 31, 2024. The report has been prepared in two languages, Turkish and English.

We prepared our Sustainability Report based on the Global Reporting Initiative (GRI) Standards. We have addressed our Company's environmental, social, and governance performance in our report in line with the reporting principles, topics, and disclosure requirements set by the GRI Standards. We have structured the report's content under main headings such as our value creation approach, our human resources, our environmental im-

pacts, and our governance practices. In this context, we ensure that our sustainability performance is evaluated in a comparable, transparent, and reliable manner on an international scale. With the report prepared in line with this approach, we support our stakeholders' decision-making processes and present a holistic view of our sustainability practices, which are aligned with our long-term value creation goals.

The reporting process was conducted by our Environment and Sustainability Manager, Aybala SARI, and our Corporate Finance and Investor Relations Director, Hayrettin BÜYÜKİZGİ.

You can access our first TSRS report, prepared within the scope of the Turkish Sustainability Reporting Standards (TSRS) and supported by a Limited Assurance Statement, [here](#).

For your feedback on our sustainability performance, you can contact us at surdurulebilirlik@qua.com.tr.

To review our performance in past periods and access our sustainability reports from previous years, you can visit [this link](#).



CHAIRMAN'S MESSAGE

Dear Stakeholders,

The year 2024 was marked by the growing visibility of economic uncertainties, geopolitical developments, and market volatility, both in Türkiye and globally, requiring companies to reassess their resilience, resource efficiency, and capacity to create long-term value.

At Qua Granite, we adopt a forward-looking approach that considers not only today but also tomorrow in all our operations. We address sustainability as a holistic concept encompassing environmental, social, and economic dimensions, and we believe that this integrated perspective represents one of our strongest differentiators in global competition.

Inspired by natural stones that have endured for centuries, we strive to ensure that the value we create for our stakeholders is equally enduring. By using our resources efficiently, developing innovative solutions, and expanding social impact, we continue to create value not only for today but also for future generations.

2024 marked a period in which we further strengthened this approach through tangible projects. We made significant investments to enhance the efficient use of natural resources and to reduce our carbon footprint. One of our most important initiatives in this regard is the 20.4 MWp Solar Power Plant (SPP) investment, currently under installation across a 150,000 m² area at our facility in the Aydın Söke Organized Industri-

al Zone. With a total investment of USD 10.2 million, planned for completion in 2025, this project will significantly reduce both our energy costs and our environmental impact.

Our efforts to enhance efficiency continued at full pace throughout the year. At our industrial wastewater treatment plant, which has a daily capacity of 94,000 m³, we treat process wastewater and reuse 100% of it through recycling, thereby minimizing our reliance on groundwater resources. At our facility, which holds a Zero Waste Certificate, we also continue to incorporate treatment sludge into production as an alternative raw material.

Since our establishment, we have regarded gender equality not only as a sectoral issue but also as a social responsibility. In this area, we achieved significant progress in 2024. With a 17% female workforce today, we hold a position that sets an example within the highly production-intensive building materials industry. We remain committed to maintaining our leadership in this area in the years ahead.

To further enhance our corporate transparency, we launched our Ethics Hotline, establishing a communication channel through which our employees, customers, and all stakeholders can safely submit their feedback and concerns. Through this initiative, we have further strengthened our accountable, auditable, and transparent corporate structure.

The recognition and evaluation of these efforts by national and international independent organizations have been a great source of pride for us. Our credit rating was affirmed at AA- by JCR Eurasia, while our Corporate Governance Rating score increased to 9.23 following the assessment conducted by SAHA. We were also pleased to maintain our inclusion in the BIST Sustainability Index, managed by Borsa İstanbul, which we first joined in 2023, reaffirming our sustainability performance in the national capital markets.

As Qua Granite, we view sustainability as a robust business model that underpins our long-term success. This report—our third to date, which we are pleased to present—demonstrates that sustainability has become a core value of our Company.

We believe that the steps we take today create value not only for our industry, but also for society and our planet, and we remain firmly committed to shaping the future starting today.

We extend our sincere thanks to all our colleagues who keep their belief in our shared future alive, contribute to our sustainable initiatives, and dedicate their efforts to the reporting process, as well as to all our stakeholders who accompany us on this journey.

Sincerely,

ALİ ERCAN
Chairman



OUR 2024 SUSTAINABILITY PERFORMANCE



ABOUT QUA GRANITE

We are one of the strongest global players in the sector with our production capability in various thicknesses and our design alternatives that appeal to different tastes.

As Qua Granite, we began operations in 2016 in the Aydın Söke Organized Industrial Zone. Through our work in the field of ceramic and technical granite production, we quickly became one of the leading brands in the sector.

In our facility, equipped with a high-tech continuous production system, we continue to make a difference in the industry with our environmentally friendly and innovative production approach. By combining quality, aesthetics, and sustainability, we offer high value-added products to both domestic and international markets.

We are one of the industry's strongest global players, thanks to our production capabilities for various thicknesses, design options that appeal to different tastes, our extensive product portfolio, and our international quality certifications. As a result of all these advantages, we can respond quickly and easily to different product needs in various markets.

Within our group structure, our wholly-owned subsidiary, Qua Trading Ticaret A.Ş., handles the export of technical granite and ceramic products, while our 80%-owned subsidiary, Qua Home Collection Tekstil Mağazacılık A.Ş., conducts the wholesale and retail sale of home textiles and accessories.

With this structure, we reinforce our sustainable growth by offering innovative solutions for both building materials and living spaces.

While we provide services in 81 provinces through our dealer network spanning seven regions domestically, we reach nearly 100 countries on five continents with our export activities. As of 2024, we have increased our export revenue to over TL 3.2 billion. The countries with the highest export volumes include Belgium, Germany, the United Kingdom, Romania, France, and the USA.

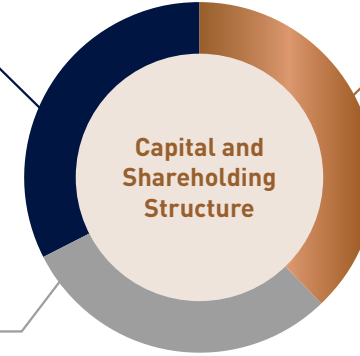
Our production facility, which has the longest kilns in Türkiye and Europe, is also one of the largest in Europe in terms of its capacity to produce 20-mm-thick technical granite. Our high-tech continuous system offers a unique production model where two products can advance simultaneously on a single glazing line, while our fully automated packaging system ensures maximum efficiency and quality in our production processes.

As Qua Granite, in line with our sustainability vision, we prioritize our environmental and social responsibilities while producing high-performance products, and we continue to add value to the national economy with our growth focused on digitalization, efficiency, and exports.

Free Float
32.35%

Q Yatırım Holding A.Ş.
37.90%

Ali Ercan
29.75%



OUR OPERATIONAL GEOGRAPHY

Through our export activities, we reach nearly 100 countries across five continents, with 80% of our total export revenue generated from European countries.

OUR LOCAL AND GLOBAL OPERATIONS

As of 2024, we expanded our domestic reach to all 81 provinces of Türkiye through our dealer network and effectively managed our sales operations across seven distinct regions.

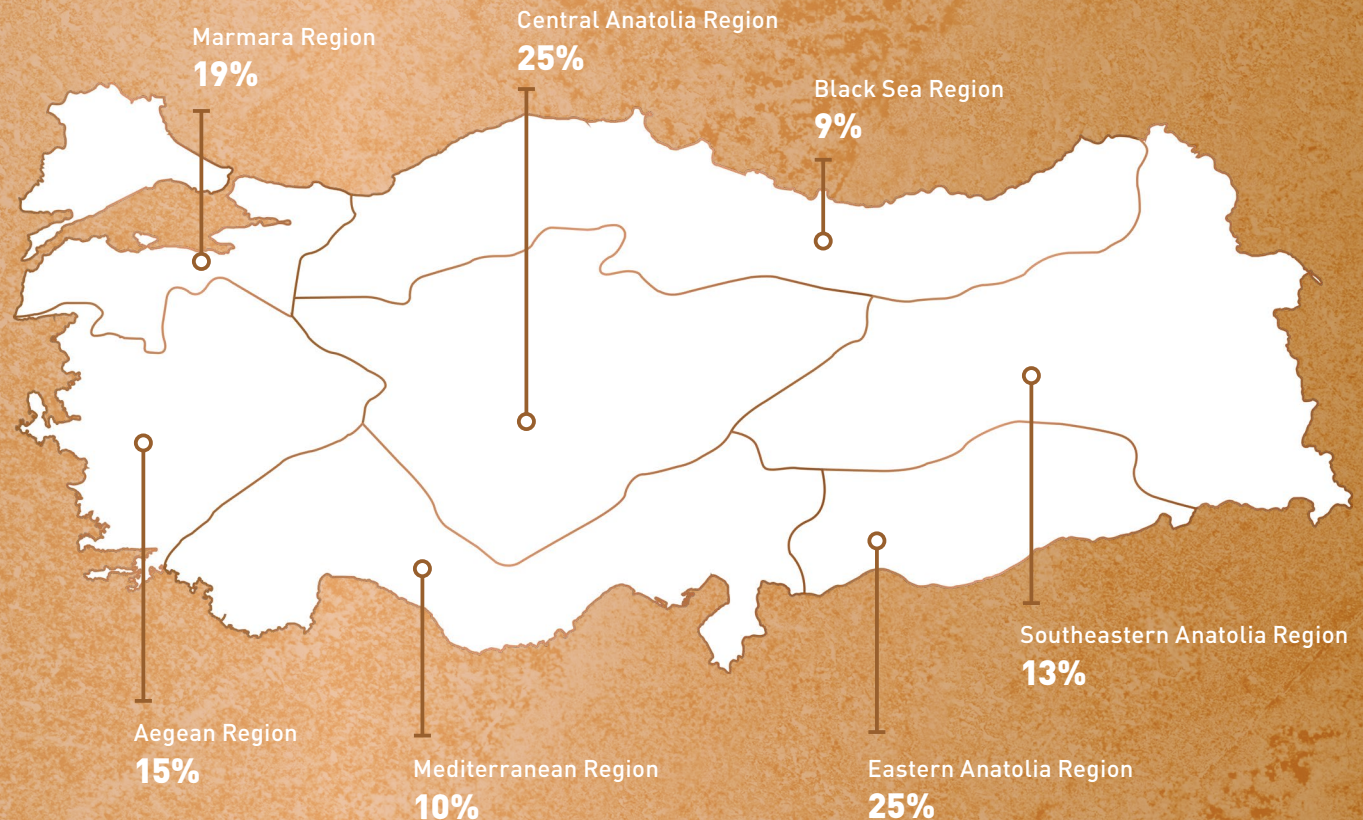
In addition to our local activities, a significant portion of the Company's operations consists of export activities. We continue to maintain our leadership in global markets with our worldwide sales volume and superior product quality.

Through our export activities, we reach nearly 100 countries across five continents, with 80% of our total export revenue generated from European countries. We also continued our growth in the Asian, American, and African markets.

As a result of our efforts to strengthen our global brand awareness, we hold 22 trademark registrations in Türkiye and 73 in other countries. Furthermore, we increased our global visibility by participating in five major international fairs throughout the year.

To support our technical and operational transparency, we further enhanced the customer experience by sharing our product catalogs and user manuals with our customers through digital platforms.

DEALER DISTRIBUTION



OUR MISSION, VISION, AND CORE VALUES

Our Mission

- » 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 Vision

- » 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

Our Core Values



Our Strategy

- » 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.
- » Increasing the benefits provided to employees in human resources processes and increasing the employment of women in all positions, including production.
- » Continuously improving customer satisfaction.



OUR JOURNEY TO SUSTAINABLE SUCCESS

Q 2015

We received an investment incentive certificate worth TL 169 million and began **our factory investment**.

Q 2016

We commissioned our **first production line** with a capacity of 5.5 million m² in Aydın Söke Organized Industrial Zone (OIZ).

We obtained the **ISO 9001** Quality Management System Certificate.

We obtained the **OHSAS 18001** Occupational Health and Safety Management System Certificate.

We obtained the **ISO 14001** Environmental Management System Certificate.

We obtained the **TSE** Certificate of Conformity to Turkish Standards.

Q 2017

We commissioned our **second production line** with a capacity of 5.5 million m².

We began producing **20-mm**-thick technical granite.

Q 2018

Our production capacity reached 11 million m², and we became the **largest facility** in Türkiye dedicated solely to technical granite production.

We obtained the **TSE Double Star** Certificate of Conformity to Turkish Standards.

We obtained the **ISO 45001** Occupational Health and Safety Management System Certificate.

Q 2019

We began producing **6.5-mm** tiles in the 60x120 cm size, an unprecedented thickness for that format.

Q 2020

We obtained the **TSE Covid-19** Safe Production Certificate.

We obtained the **Greenguard Gold** Certificate, which demonstrates our products' compliance with indoor air quality criteria.

We obtained the **SASO Quality Mark** and **Gost R** Certificates.

Q 2021

The IPO was completed, and we began trading on the BIST Star Market under the ticker "**QUAGR**."

The Sedex **SMETA 4-Pillar Social Compliance Audit** was successfully completed.

We became a signatory to the United Nations Global Compact (**UNGC**).

As a testament to our environmental sensitivity, we obtained the **Zero Waste Certificate**.

We obtained the **QB UPEC.F+** and **QB UPEC** Certificates.

We received the "**Innovative Building Product Brand of the Year**" award at the Türkiye Innovation and Success Awards.

Q 2022

Our Corporate Governance Rating increased to **9.05**.

We began producing **7-mm**-thick technical granite.

We obtained the **ISO 14064-1** Carbon Footprint Certificate.

We obtained the **ISO 14046** Water Footprint Certificate.

We obtained the **ISO 50001** Energy Management System Certificate.

We received the "**Leading Innovative Building Products Brand**" award at the 2nd International Diamond Awards Ceremony.

We received the award for being the 4th **highest exporter** in Aydın province from the Aegean Exporters' Association.

Breaking new ground in our sector, we invested in the **Metaverse** Universe.

We established the **Sustainability Working Groups**.

We established the **Sustainability Committee**.

Q 2023

We received an **Incentive Award** in the Communication and Marketing category at the GOLDEN PLUMB International Construction Catalog Awards for our project "Sahibinden.com Targeting & Viral Advertising Campaigns."

We won the "**Innovation and Building Product Brand of the Year**" award at the Aegean Investment, Export, Innovation, and Technology Awards ceremony.

We won the **third-place** award in the "Ceramic and Earthenware Products" category at the Award Ceremony organized by the Aegean Exporters' Associations.

We won the award for "**The Company That Increased Its Rating the Most in the Corporate Governance Index Over the Past Year**" at the 13th Corporate Governance Awards organized by the Corporate Governance Association of Türkiye.

We became a **finalist** at the Sustainable Business Awards with our "100% Utilization of Process Wastewater Project."

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

We obtained the **EPD Certificate** for our 7-mm and 20-mm product groups.

We published **our** first GRI-referenced **Sustainability Report**.

We were included in the **Borsa İstanbul Sustainability Index**.

Our LSEG ESG Score was 83, and we **ranked 6th** among 188 companies in our sector worldwide.

Q 2024

Our corporate governance rating increased to **9.23**.

We published our **second GRI-referenced Sustainability Report**.

We have started the investment in a **Solar Power Plant** with an installed capacity of 20.4 MWp.

SECTORAL DEVELOPMENTS

In line with our sustainable production approach, we continued our investments to increase energy efficiency and reduce carbon emissions.

Overview of the Ceramics and Building Materials Sector

The year 2024 was a period for the ceramics and building materials sector where production, export, and sustainability agendas became prominent, despite the global economic slowdown and geopolitical fluctuations. A decline in global ceramic tile production was observed compared to previous years, with contractions in China and Europe particularly affecting global output. During this period, Türkiye maintained its position as ninth in production and sixth in exports in the world rankings.

While production growth in the construction materials industry as a whole remained limited, a fluctuating trend was observed in product groups specific to the ceramics sector. According to Türkiye IMSAD data, the construction sector experienced growth of over 9% during 2024, which contributed to an increase in demand for building materials. During the year, the sector shifted toward a sustainability-focused transformation driven by environmental regulations implemented under the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM).

Energy Investments and Carbon Emissions Reduction

As the ceramics sector is energy-intensive, reducing carbon emissions is of critical importance. Renewable energy investments and efficiency projects aimed at reducing the carbon footprint across the sector continued in 2024. In line with the principle of sustainable production, exemplary projects were implemented in areas such as photovoltaic systems, energy recovery applications, and the use of alternative fuels.

As Qua Granite, we continued our investments in 2024 to increase energy efficiency and reduce carbon emissions, in line with our sustainable production approach. We implemented improvement measures to reduce energy intensity at our production facilities; we also began to more effectively monitor and control our carbon footprint. Our practices, implemented in accordance with the ISO 14064 and ISO 50001 standards, demonstrate our commitment to combating climate change.



SECTORAL DEVELOPMENTS

Export Performance and Sales Distribution

In 2024, the ceramics sector's exports reached USD 1.4 billion, with Germany, the USA, the UK, and France being among the top export destinations. The general decline in exports was attributed to a contraction in global demand, particularly in the European market, and increases in logistics costs.

As Qua Granite, we maintained its strong position in international markets in 2024 as well with its high-quality technical granite products. The share of exports in our total sales remained at a significant level, in line with our strategic goals. The sales activities we conducted through our wholly-owned subsidiary, Qua Trading Ticaret A.Ş., contributed to increasing our brand's international recognition. In line with our sustainable growth vision, we pursued a focused growth strategy in strategic countries while increasing diversity in our export markets.

Corporate Responsibility and Ethical Governance

Corporate governance structures in the sector continue to be strengthened in line with the principles of transparency and accountability. As of 2024, many institutions have implemented ethics hotline systems, establishing secure and independent mechanisms through which employees and stakeholders can submit reports.

We have also launched our ethics hotline to further strengthen our corporate governance framework. Through this system, our employees and business partners can securely report unethical conduct, and we aim to further promote a culture of transparency and strengthen our internal control mechanisms.

Gender Equality and Women's Employment

Gender equality remains an area open for development in the ceramics sector. Across Türkiye, the employment rate of women in the manufacturing sector remains low, and the sector's traditional structure heightens the need for transformation in this area.

As Qua Granite, we place gender equality among our core corporate values. As of 2024, our female employee ratio has reached 17%. We follow a sustainable human resources policy aimed at increasing the representation of women, especially in administrative and technical positions. With our approach based on equal opportunity, we continue to provide an inclusive and fair work environment for all our colleagues.

Capital Markets and Index Participation

As the importance of companies with high environmental, social, and governance (ESG) performance increases among investors, the Borsa İstanbul Sustainability Index has become an important platform that makes these companies visible. The index evaluates the performance of companies that adopt corporate sustainability principles and take concrete steps in this direction, bringing them together with investors.

Following our inclusion in the Borsa İstanbul Sustainability Index in 2023, we managed to maintain this status throughout 2024. Our presence in the index shows that our sustainability strategies and performance have been confirmed by an independent assessment. This process has enabled us to connect our progress in the environmental, social, and governance areas with sustainability-focused investors.



DEVELOPMENTS IN THE SUSTAINABILITY ECOSYSTEM

As of 2024, the mandatory reporting requirement under the Turkish Sustainability Reporting Standards (TSRS) came into effect in Türkiye.

Global developments in the field of sustainability require companies not only to reduce their environmental impacts but also to undergo a holistic transformation within the framework of transparency, accountability, and social responsibility. An important pillar of this transformation is sustainability reporting. As of 2024, a significant step was taken in this direction in Türkiye, and the mandatory reporting requirement under the Turkish Sustainability Reporting Standards (TSRS) came into effect. This development encourages companies to present their sustainability performance in a manner that is compliant with international standards and comparable.

As Qua Granite, we have been publishing our sustainability reports in accordance with the Global Reporting Initiative (GRI) standards since 2021, thereby transparently sharing our environmental, social, and governance performance with the public. As of 2024, we are fulfilling our obligations under the TSRS and aligning our reporting with this new framework, ensuring full compliance with national regulations and meeting the expectations of our stakeholders.

The steps taken worldwide to reduce carbon emissions play a key role in achieving sustainable development goals. Global frameworks such as the Paris Climate Agreement and the European Green Deal are creating strong momentum for companies to reduce their emissions and increase their renewable energy investments. We have also taken a significant step in this direction, and with the SPP investments we commissioned in 2024, we have begun to meet a significant portion of our energy needs from renewable sources. This investment makes a concrete contribution to our goal of reducing our carbon footprint while also allowing us to optimize our energy costs.

Commitment to ethical values is one of the cornerstones of corporate sustainability. In this context, by supporting the United Nations Global Compact (UNGC), we integrate universal principles in the areas of human rights, labor standards, the environment, and anti-corruption into our business processes. At the same time, we continue to raise the proportion of female employees in line with our strategic objective to increase women's employment, thereby contributing to gender equality.

The decisions taken at the COP29 summit in Baku in 2024 are being translated into concrete steps, marking a new "financing and implementation" era in global climate policy. As of this year, the new climate finance goal (NCQG) of USD 300 billion annually, to be provided by developed countries to developing economies, has directed international capital toward green projects.

The increasing risk of water scarcity worldwide necessitates the efficient and circular use of water resources. We have also taken strong steps in this area by establishing a system that recovers 100% of the water used in our production processes. In this way, we both contribute to the conservation of natural resources and fulfill our responsibility to reduce water stress.

In light of all these developments, we shape our strategic planning by closely following global trends in sustainability, and we continue to create long-term value while reducing our environmental and social impacts.

100%

We recover all of the water we use in our production processes.



SUSTAINABILITY STRATEGY

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SUSTAINABILITY GOVERNANCE AND ORGANIZATION

We carry out our sustainability activities within a holistic framework through our Sustainability Committee, which comprises our managers, and through our working groups.

We recognize that effectively managing risks and capitalizing on opportunities are critical to ensuring our long-term viability and success. Therefore, we embrace sustainability as a fundamental principle that shapes all our strategic decisions. We carry out every step we take to reduce our environmental impacts, fulfill our social responsibilities, and adhere to corporate governance principles with this awareness.

By prioritizing our sustainability focus on technical granite production, we conduct all our business practices, from investments to production processes, with an approach that anticipates environmental, social, and governance risks and creates lasting value by capitalizing on opportunities.

We carry out our sustainability activities through our Sustainability Committee, which includes our managers with different areas of expertise, and through our working groups, within a holistic framework. This structure ensures that our sustainability strategy is adopted and implemented on a corporate scale.

The operational structure of the Sustainability Committee comprises the Environment and Sustainability Manager and the Corporate Finance and Investor Relations Director, both of whom report directly to the General Manager. The **Sustainability Committee** ensures the strategic management of sustainability issues and their integration into all business units through working groups.

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

Our Environment and Energy Working Group monitors the implementation of projects on issues such as the conservation of natural resources, reduction of energy and water consumption, development of eco-friendly products, and reduction of carbon emissions. The Working Group also ensures the reuse of waste from production and the implementation of systems that will increase resource efficiency in line with circular economy principles.

SUSTAINABILITY COMMITTEE AND OUR WORKING GROUPS



Sustainability Governance and Organization

Our Reporting and Stakeholder Relations Working Group works on developing practices for our external stakeholders and society, conducting supplier evaluations, and raising awareness about sustainability among our stakeholders.

Our Corporate Social Responsibility Working Group is responsible for monitoring, implementing, and managing social responsibility projects to be carried out in line with our sustainability approach.

Our R&D, Digitalization, and Innovation Working Group is working on technological transformation projects to enhance the sustainability of our production processes and product portfolio. Additionally, the group implements the Company's innovation-oriented strategies through initiatives in areas such as grants, incentives, and digitalization solutions.

Our four thematic working groups, established to integrate our sustainability practices into operational processes, continue their work through the collaboration of experts in different fields.

In 2024, our Sustainability Committee made decisions that guided our sustainability strategy, particularly carrying out work to implement priority investments in the areas of circular economy, energy efficiency, and the transition to renewable energy. In this

context, an investment in a 20.4 MWp capacity Solar Power Plant has begun, and the project is planned to be completed in 2025.

In addition, decisions were made to develop R&D activities that will increase the efficiency of raw material use in production processes, expand the use of recycled materials, and focus on low energy consumption in product design.

Our Sustainability Policy

We see sustainability as one of the fundamental building blocks of our long-term corporate success, and with our Sustainability Policy developed in this direction, we place our commitments in the environmental, social, and governance areas within a systematic framework.

Our Sustainability Policy, created based on our sustainability strategy, is publicly available to all our stakeholders on our corporate website.

In line with our policy, we not only set our sustainability goals but also take concrete steps in a wide range of areas, from production to digitalization, and from employee development to decarbonization.

CORE PRINCIPLES OF OUR SUSTAINABILITY POLICY



STAKEHOLDER ENGAGEMENT

Our stakeholder communication strategy is structured around sustainability, transparency, two-way communication, and digitalization.

We consider the open, regular, and interactive communication with our stakeholders one of the fundamental elements of our sustainability approach.

In this regard, we conduct a multi-channel stakeholder engagement process that considers the needs and expectations of all our stakeholder groups, from our senior management to our employees, from shareholders and investors to dealers, and from customers to suppliers.

The Stakeholder Engagement Table on the side presents the communication methods we use with our internal and external stakeholders and the platforms where we interact.

This framework also reflects our approach of systematically integrating stakeholder feedback into our decision-making processes. Through this structure, we aim to create a transparent, inclusive, and continuous communication platform with our stakeholders.

Stakeholder Group	Stakeholders	Communication Method
Internal Stakeholders	Senior Management	Email, phone, and face-to-face meetings Announcements and notifications Internal publications
	Employees	Email, phone, and face-to-face meetings Meetings and training Digital communication tools Digital training programs Employee satisfaction surveys Events organized for employees Announcements and notifications Internal publications
External Stakeholders	Shareholders and Investors	Email, phone, face-to-face meetings Website News Social media Email, phone, and face-to-face meetings Dealer visits and meetings Exhibitions, conferences, and fairs Website News Social media
	Dealers	Email, phone, and face-to-face meetings Customer satisfaction surveys Exhibitions, conferences, and fairs Website News Social media
	Customers	Email, phone, and face-to-face meetings Customer satisfaction surveys Exhibitions, conferences, and fairs Website News Social media
	Suppliers	Email, phone, and face-to-face meetings Meetings Supplier audits



STAKEHOLDER ENGAGEMENT

OUR STAKEHOLDER COMMUNICATION STRATEGY

As of 2024, our stakeholder communication strategy at Qua Granite is structured around sustainability, transparency, two-way communication, and digitalization. The main pillars of our stakeholder communication strategy are as follows:

- » We conduct our activities in line with our corporate sustainability approach and prioritize transparent and regular information sharing with our stakeholders.
- » We respond to investor relations information requests in compliance with regulations and follow our effective communication policy.
- » We publish our sustainability report in accordance with the Global Reporting Initiative (GRI) standards and the United Nations Sustainable Development Goals.
- » We use digital tools such as social media, mobile applications, mailing campaigns, and 3D simulation programs.
- » We organize special presentations and informational meetings at architectural firms as part of our communication strategy for architects.

FAIRS WE ATTENDED

Throughout 2024, we actively participated in many important fairs to introduce our brand to wider audiences in national and international markets and to establish new business collaborations.

- » **The Big 5 Construct Saudi Fair** was the first fair we participated in this year. At this important event for the Saudi Arabian market, we introduced our new products for the first time and made contacts that will increase our business potential in the region.
- » **The Coverings Fair**, held in the United States, stands out as one of the most prestigious events in the industry. This year in Atlanta, at this fair, which hosted over 1,000 participants from more than 40 countries, we exhibited our specially selected products. We received very positive feedback from both our existing customers and new visitors.
- » **The MosBuild Fair**, held in Moscow, was a major platform with over 1,400 companies from 15 different sectors participating. At the fair, which hosted over 57,500 visitors, we increased interest in our brand by introducing our new product portfolio.
- » **The Cersaie Fair**, held in Bologna, Italy, is one of the industry's key global showcase events. We exhibited our new collections in 60x120, 100x100, and 30x90 sizes here. Additionally, we hosted nearly 1,000 international business partners at two special evening events held at the Palazzo Re Enzo, reflecting our brand's creative power and design vision.
- » **The Big 5 Global Fair** in Dubai marked our participation this year. At this important global gathering of the construction industry, we had the opportunity to discover the latest sector innovations, forge international connections, and promote our brand on a global scale.

OUR CORPORATE EVENTS

» Target Sharing Meeting

We shared our strategic goals for 2024 with our managers and teams. We reinforced our sustainable growth target with tactical decisions made in the areas of sales, marketing, performance, and efficiency.

» Summit Meetings

We came together with our business partners in Marrakech, Morocco, at an event attended by 60 dealers. At our gala night, we presented 23 awards across three categories, presented by our Chairman of the Board of Directors, Mr. Ali Ercan. **"Dream Big, Work Hard,"** was the motto of our meeting, where we once again emphasized our belief in growing together with our business partners.

» Dealer Training

We organized special training programs for our dealers and sub-dealers, sharing up-to-date information about our product portfolio and service processes. Through these efforts, we aimed to enhance the product knowledge and customer experience competencies of our dealer employees.

» One Goal, One Strength Summit

This was a special event that brought together the business partners of our group companies. This event provided a strong collabora-

tive environment not only for our Qua Granite brand but also for all our brands within Q Yatırım Holding.

- » On the second day of the summit, we presented our innovative products and services via detailed presentations from our group companies, shared sector trends, and explored new business collaboration opportunities.
- » On the third day of the event, we hosted participants at our production facility in Söke, offering them the opportunity to observe our production processes. We presented awards to our dealers who achieved the highest turnover in the Ceramics and Bathroom categories across Türkiye.

» İki Design Group Architect Meeting

Together with our architect relations team, we presented our 2024 innovations and advanced high-tech production infrastructure to architects and interior designers. At this meeting, we shared information on our domestic and international investments, our sustainability approach, and the innovative design approach we have brought to the sector.

» LiveArch Master Sponsor

We met with over 450 architects, interior designers, and architecture students at the "LiveArch Master" event organized by YapıArch in Bursa. Throughout the event, we shared comprehensive information with participants about our production technology, sustainable production approach, and R&D investments.

MATERIALITY ANALYSIS

We conducted a comprehensive materiality analysis to evaluate the expectations of our stakeholders from a holistic perspective.

As Qua Granite, we conducted a comprehensive materiality analysis to build our sustainability strategy on a solid analytical foundation and to evaluate the expectations of our stakeholders from a holistic perspective. In the first phase of the process, we conducted a detailed benchmarking analysis, considering global sustainability trends and sectoral developments. In this context, we also evaluated legislative changes related to our sector, climate and environment-focused policies, investor trends, and societal expectations. As a result of the analyses, we identified 25 sustainability topics that are directly related to Qua Granite’s field of activity and could be considered priorities for our Company.

As part of the survey, we conducted to determine the priorities of our stakeholders, we engaged with our internal stakeholders, namely Qua Granite’s senior management and employees, as well as our external stakeholders, including our suppliers, shareholders and investors, customers, and dealers.

The data identified at the conclusion of the study were evaluated to demonstrate both the impact of sustainability topics on our

business strategy and their importance to our stakeholders. Accordingly, we grouped our sustainability priorities under three main headings: **“Very High Material,” “High Material,”** and **“Material Topics.”** With this method, we aligned our sustainability strategy with both the expectations of our external stakeholders and our internal priorities.

At the end of this entire process, we created our double materiality matrix, which visually reflects the findings we obtained. This matrix clearly identifies the critical sustainability topics for Qua Granite by combining the issues our stakeholders consider most important with the areas where our company has strong strategic impact. Thanks to this study, we had the opportunity to re-evaluate our existing strategies and build our long-term sustainability roadmap on a more solid foundation. In the upcoming period, we aim to increase our impact in the field of sustainability and further strengthen our responsibility towards our stakeholders through the actions we will implement in line with these identified priorities.



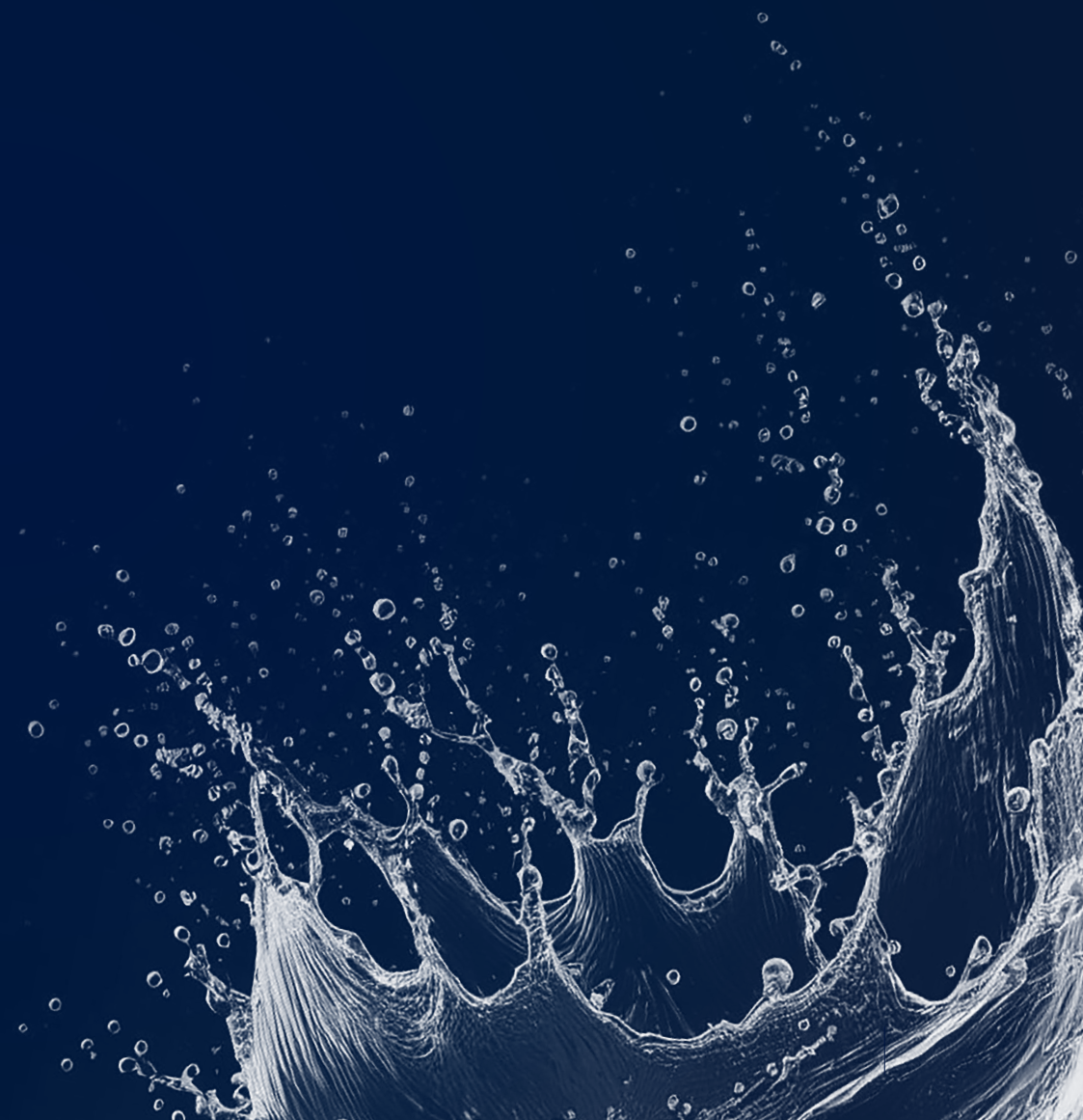
SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

We address our sustainability approach in line with the 17 Sustainable Development Goals (SDGs) defined by the United Nations.

Impact Area	Our Source: Nature	Our Source: Value	Our Source: People
Our Approach	<p>We see nature as the source of life and the foundation of sustainable development. In all our activities, we prioritize minimizing environmental impacts, using natural resources responsibly, and protecting biodiversity. We work for a more livable future through climate change mitigation, circular economy practices, and eco-friendly products.</p>	<p>With our focus on value creation, we aim for long-term growth through strong governance practices and sustainable financial performance. We adhere to ethical principles, communicate transparently with our stakeholders, and proactively manage risks. While increasing our competitiveness in areas such as innovation, digitalization, and access to global markets, we maintain business excellence in every area, from the supply chain to product quality.</p>	<p>We prioritize creating a safe and inclusive working environment in all our operations. We continuously improve our talent management, training, and equal opportunity practices for the development, well-being, and engagement of our employees. With our approach that respects human rights, we continue to create social value by contributing to local employment.</p>
Material Topics	<ul style="list-style-type: none"> ✓ Eco-Friendly Products ✓ Circular Economy and Waste Management ✓ Climate Change Mitigation and Decarbonization ✓ Resource Efficiency ✓ Biodiversity ✓ Water Management ✓ Energy Efficiency ✓ Product Life Cycle 	<ul style="list-style-type: none"> ✓ Effective Stakeholder Communication ✓ Business Ethics, Transparency, and Legal Compliance ✓ Corporate Governance ✓ Proactive Risk and Crisis Management ✓ Product Quality and Safety ✓ R&D, Innovation, and Digitalization ✓ Customer Experience and Satisfaction ✓ Operational Excellence and Business Continuity ✓ Sustainable Financial Performance and Access to Global Markets ✓ Responsible Supply Chain Management ✓ Information Security 	<ul style="list-style-type: none"> ✓ Occupational Health and Safety ✓ Equal Opportunity, Diversity, and Inclusion ✓ Employee Engagement, Satisfaction, and Well-Being ✓ Employee Rights and Development ✓ Corporate Social Responsibility ✓ Qualified Workforce and Contribution to Local Employment
Contribution to SDGs	    	      	         

OUR SOURCE: VALUE

Corporate Governance	22
Board of Directors	24
Committees	25
Our Eco-Friendly Products	26
R&D, Innovation, and Digitalization	27
Sustainable Supply Chain Management	28
Customer Satisfaction	29



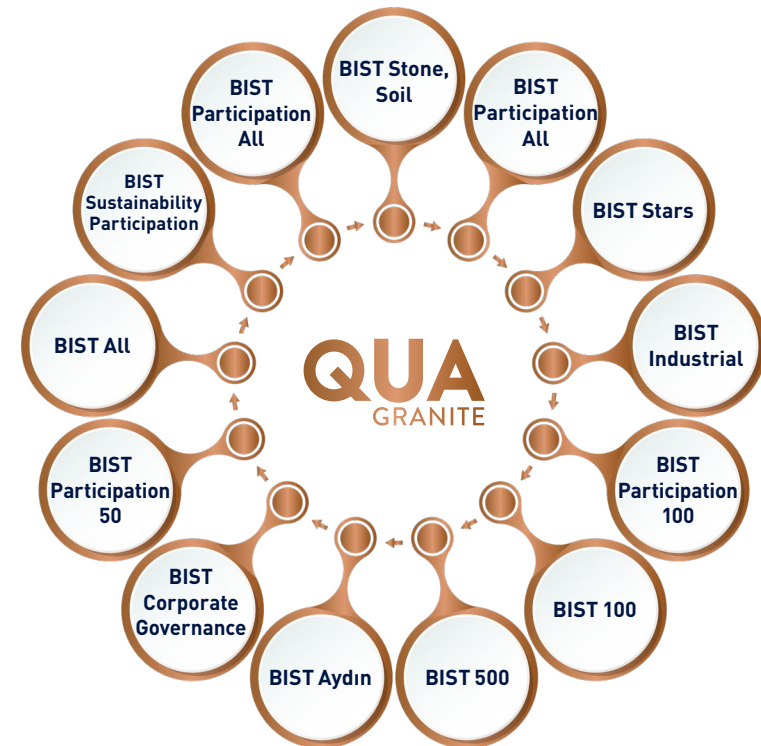


CORPORATE GOVERNANCE

As Qua Granite, we operate in accordance with corporate governance principles, placing transparency, accountability, fairness, and responsibility at the core of all business processes. Our Board of Directors is structured in line with the Turkish Commercial Code and Capital Markets Board regulations, ensuring that the Company's activities are conducted in compliance with legal and ethical standards and focusing on increasing shareholder value.

Our management structure reinforces our institutionalization steps by ensuring full legal compliance and effective oversight.

The Company's shares have been traded on the Borsa İstanbul Stars Market under the ticker "QUAGR" since April 9, 2021. As of 2024, the indices in which our Company is included are as follows:



CORPORATE GOVERNANCE

While implementing our corporate strategies, we embrace core corporate values such as environmental awareness, ethical values, respect for the principle of equality, employee satisfaction, and customer focus. We take a proactive approach to process management, ensuring end-to-end integration with continuous improvement-oriented practices aimed at increasing customer satisfaction.

We also document our performance in corporate governance practices through rating studies conducted based on the CMB Corporate Governance Principles. We increased our corporate governance rating from 9.13 in 2023 to 9.23 in 2024. This increase reflects our commitment to corporate governance, our culture of improvement, and our dedication to transparency.

We have been publishing the Corporate Governance Compliance Report annually since 2021. You can access our report [here](#).

We consider our internal audit and control processes as a fundamental part of corporate sustainability and operational effectiveness. Our Internal Audit Directorate audits the Company's existing internal control system within the framework of the annual internal audit plan on issues of financial reporting reliability, legal compliance, and operational efficiency.

The results of the audits conducted are presented to the Audit Committee and reported by this committee to the Board of Directors. The effectiveness of internal audit activities is reviewed at Audit Committee meetings held during the year; if necessary, the opinions of the internal auditor, external auditor, or relevant department managers are sought. In addition, cooperation with independent audit firms is carried out when deemed necessary within the scope of internal audit processes.

Within the framework of the Capital Markets Board's Corporate Governance Communiqué, the Audit Committee, the Committee for Early Detection of Risk, and the Corporate Governance Committee are actively operating. Through this structure, we aim to continuously improve our audit activities and maintain our corporate governance standards at a high level.

At Qua Granite, we position risk management not only as a control mechanism but also as an integral part of our strategic decision-making processes. We consider our risk management mechanism an important part of our corporate governance and have developed it based on processes that ensure the early identification, assessment, and management of risks. In this context, sustainability-related risks and opportunities are addressed in a general framework; detailed analyses, prioritization studies, and scenario assessments related to climate change-induced risks and opportunities are covered within the scope of the [TSRS Report](#).

In this regard, the Early Detection of Risk Committee has been established within the Company's organizational structure to monitor, evaluate, and improve risk management and internal control systems. The Committee reports at least once a year, conducting studies on the identification, assessment, and prioritization of strategic, financial, and operational risks. In addition, recommendations are developed and presented to the Board of Directors to ensure that these risks are managed in line with the Company's risk appetite, that necessary actions are taken, and that the effectiveness of internal control systems is maintained.

Through this holistic approach, we secure the long-term success and resilience of our Company while creating sustainable value for our stakeholders.



BOARD OF DIRECTORS

The Board of Directors is composed of five members elected from among individuals and legal entities nominated by shareholders.

Our Company's Board of Directors consists of five members selected from among the real and legal persons nominated by the shareholders, within the framework of the provisions of the Turkish Commercial Code and the Articles of Association. This structure includes two executive members and three non-executive members, and our members serve three-year terms. The fact that two of these members are independent reflects an approach that values balance and diversity within the framework of Corporate Governance Principles.

Our Board of Directors conducts the Company's business and decision-making processes by convening as needed. Meetings can be held physically or electronically, and decisions are made by an absolute majority of the members present at the meeting. The Board operates in accordance with the Turkish Commercial Code and Capital Markets legislation, and continues its duties and powers within this framework. The Board of Directors held 22 meetings in 2024, with a 100% attendance rate. Meeting invitations are made verbally or in writing by the Board of Directors Office Secretariat.

The formation, terms of reference, and working principles of all committees mandated by the relevant legislation, particularly the Early Detection of Risk Committee, are established in accordance with the Capital Markets

Board's Corporate Governance Communiqué and the Turkish Commercial Code. When necessary, the Board of Directors can also form new committees or subcommittees for matters falling within its scope of duties.

The Board of Directors operates in line with the principles of gender equality, diversity, and inclusion, and the policies and targets supporting this approach are implemented in alignment with the Company's sustainability strategy.

As one of the strategic decisions made during the year, a significant step was taken towards reducing energy costs, providing protection against fluctuations in electricity prices, and lowering our carbon footprint. This decision not only contributed to environmental sustainability but also served to increase operational efficiency.

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

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

You can find detailed information on corporate governance practices in the [2024 Annual Report](#).

You can find the resumes and detailed information of our Senior Management members [here](#).



In 2024, we held 22 meetings with 100% attendance.

COMMITTEES

The committees support our corporate structure and guide decision-making processes along the axes of transparency, accountability, and sustainability.

To effectively implement our corporate governance principles, we have established committees within our Board of Directors that focus on various areas of expertise. These committees support our corporate structure and guide decision-making processes along the axes of transparency, accountability, and sustainability.

Audit Committee

The Committee is responsible for ensuring the accuracy of our Company's financial statements, evaluating the effectiveness of internal control mechanisms, and monitoring compliance with legislation. The Audit Committee convened six times in 2024.

You can access the committee's terms of reference and working principles [here](#).

Corporate Governance Committee

The Committee is responsible for increasing compliance with corporate governance principles, evaluating investor relations processes, and contributing to the structural development of the Board of Directors. The duties of the Nomination Committee and the Remuneration Committee are likewise un-

dertaken by this committee. The Corporate Governance Committee convened four times in 2024.

You can access the committee's terms of reference and working principles [here](#).

Early Detection of Risk Committee

The Committee operates to identify and assess strategic, financial, and operational risks in advance and to take necessary measures. The Early Risk Detection Committee convened 6 times in 2024.

You can access the committee's terms of reference and working principles [here](#).

Sustainability Committee

The Committee operates to determine our environmental, social, and governance sustainability goals, monitor their implementation, and develop strategic recommendations. The Sustainability Committee convened at least once in 2024.

You can access the committee's terms of reference and working principles [here](#).



OUR ECO-FRIENDLY PRODUCTS

We recover waste materials generated in our production processes and reuse them in our products.

We position sustainability as one of the cornerstones of our production approach, developing eco-friendly products with innovative solutions that minimize environmental impacts. In this context, we optimize the use of natural resources at every stage of our production processes and strengthen our environmental performance with practices that increase energy and water efficiency.

We began our production with standard-thickness technical granite and soon expanded our product portfolio to include glazed porcelain tiles.

By offering full lappato, matte, metallic, and granular matte surfaces, we have become a globally recognized brand. In 2024, we further enriched our product range by launching 112 new products.

We manufacture our products within the framework of national and international quality standards. Our production processes, carried out in accordance with the TS EN 14411: Bla Group (Annex G) standard, have been certified with CE and UKCA certificates. As a result, our products are present in many international markets, especially in European Union countries.

We pay close attention to the efficient use of natural resources in raw material selection and support local procurement as the first step of sustainable production. We source 100% of our raw materials from domestic suppliers. This approach also contributes to reducing carbon emissions from raw material transportation.

We recover waste materials generated in our production processes and reuse them in our products. This way, we both reduce resource consumption and keep the environmental impact during production to a minimum.

To ensure energy efficiency, we apply heat recovery systems in our kilns. We reduce natural gas consumption by utilizing the waste heat from the chimneys in the pre-drying stage of the kiln. Additionally, we significantly reduce water consumption by internally reusing the water used in the mass preparation section instead of sending it to the industrial wastewater treatment plant.

We hold GREENGUARD and GREENGUARD GOLD certifications that attest to our commitment to environmental and human health. These certifications confirm that our products meet indoor air quality stan-

dards and are free of VOCs (Volatile Organic Compounds). Furthermore, as a result of tests conducted according to the ISO 16000 standard, our products have been classified at the A+ level in the "Indoor Air Emissions" category.

We analyze the life cycle of our products and evaluate their environmental impacts using scientific methods. In accordance with European standards, we have obtained Environmental Product Declarations (EPDs) for our 7-mm-thick and 20-mm-thick products in line with the EN 15804 standard. These documents transparently and comparably present environmental indicators such as carbon footprint, energy consumption, and water usage throughout all processes, from production to disposal of our products. For detailed information, you can access our full EPD certificate [here](#).

Life cycle analyses not only determine our environmental impacts but also form the basis of our sustainability strategies. In line with our goal of continuous improvement, we continue to develop eco-friendly designs and processes by integrating the data obtained from these analyses into our production processes.

112

Number of New Products Launched in 2024



R&D, INNOVATION, AND DIGITALIZATION

We continuously improve our R&D activities, carrying them out in line with our sustainable production goals.

With the steps we have taken in the fields of R&D, innovation, and digitalization, we have continued to both reduce our environmental impacts and strengthen our production efficiency and technological competence. To meet the changing demands of our customers at the highest level, we continuously improve our R&D activities, carrying them out in line with our sustainable production goals. In 2024, we invested TL 48 million in our R&D activities.

In line with our lean production model and digitalization-focused strategy, we have prioritized the use of sustainable materials and the reduction of carbon emissions. In this context, to reduce the use of imported auxiliary materials, we are also continuing our efforts to localize some imported materials by collaborating with our domestic suppliers. Thus, by reducing our reliance on foreign suppliers, we both ensured the security of our supply and reduced our carbon footprint.

We have developed new formulations that improve the flexural and fracture strength of our products to enhance their durability and performance. In our 20-mm product group, we have developed highly slip-resistant, easy-to-clean surfaces with alternative granules and newly developed materials,

while preserving the product's appearance. Thanks to our 7-mm-thick products, we used less raw material, reduced our use of boxes and pallets, and lowered fuel consumption by allowing more goods to be transported in a single shipment.

We have also made significant progress in waste management and water recovery. Since the first day of our production, we have contributed to the conservation of natural resources by recycling raw waste from the system and achieving 100% recovery of wastewater used in the process.

We have also implemented important projects in the field of digitalization. By managing the processes in our production lines with digital tools, we have minimized resource use while increasing our data-driven decision-making capacity. We enabled enhanced reporting by digitizing final product inspection forms prior to packaging. We have increased traceability through stock-type development efforts that enable customer-specific order tracking during the production process.

We have made our wastewater treatment plant's energy consumption traceable on an annual basis by integrating it into the Data Collection System. In addition, we have reduced our costs and improved our ability to

respond more quickly to customer demands by optimizing inventory management and supply chain processes through digitalization.

With the Canias ERP system we use for enterprise resource planning, we provide all our internal stakeholders with fast and easy access to information, achieving efficiency and transparency in our business processes. We carry out our practices regarding information security and the protection of personal data within the framework of the Law on the Protection of Personal Data. In 2024, we implemented the DLP (Data Loss Prevention) Project to enhance data security and deployed advanced technical security solutions such as network segmentation and MFA (Multi-Factor Authentication).

Going forward, our DRC (Disaster Recovery Center) project, which we plan to commission by the end of 2025, aims to back up our data to an alternate location, provide continuous monitoring, and implement comprehensive risk assessment processes.

We treat sustainability as an element of transformation; we are making our operations more environmentally friendly, more efficient, and more resilient with green technologies, innovative materials, and digital solutions.



TL 48 Million
2024 R&D
Investments

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

To ensure sustainability in our supply chain, we prioritize working with local suppliers.

We embrace supply chain management not just as an operational process, but as an integral part of our sustainability goals. Throughout the entire process, from production to delivery and after-sales services, our fundamental criteria include resource planning, supplier selection, product and service quality, compliance with ethical principles, and environmental responsibility. In line with this understanding, we focus on developing long-term, transparent, and sustainable business partnerships with our suppliers.

In accordance with our Responsible Purchasing and Supply Chain Policy, we prioritize the evaluation of our suppliers' practices in quality, environment and waste management, occupational safety, ethical values, and social compliance. In this context, our Quality Management Systems and Purchasing units come together every year to review our purchasing criteria and technical specifications, and to identify the suppliers we will audit.

If our business partners fail to meet the required working conditions, we ensure they make the necessary corrections; if compliance is not achieved despite warnings, we suspend the business relationship.

With this approach, we manage our Company's supply chain processes effectively and transparently.

To ensure sustainability in our supply chain, we prioritize working with local suppliers. In 2024, with 97.8% of our supply chain consisting of local suppliers, we adopted a procurement approach that supports the local economy in our production activities, reduces environmental impacts from logistics, and focuses on regional value creation.

In addition, by prioritizing geographical proximity in raw material procurement, we work with logistics companies in and around Söke, ensuring a reduction in carbon emissions from transportation.

To minimize supply chain-related risks, we develop product alternatives for our critical raw material purchases. This way, we secure our supply continuity while creating a flexible supply structure.

We embrace supporting local suppliers as a strategic goal. In line with this, we have started to source some products domestically that we previously procured from abroad, thanks

to developments within our Group company. In this context, we source ceramic polishing stones locally through our company within the group. In addition, we check accreditation documents to ensure the reliability of data processed in our laboratory collaborations.

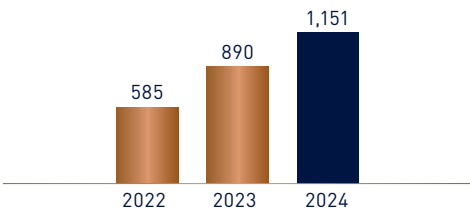
We evaluate our suppliers' performance based on quality, on-time delivery, technical documents, and sustainability criteria. Certificates such as ISO 14001, ISO 45001, ISO 50001, and TSE play an important role in our assessment of supplier qualifications.

We adopt a risk-based approach to integrate sustainability principles into our purchasing processes, ensuring environmental and social compliance at every step. In this continuously evolving structure, we move forward together with our suppliers, strengthening our sustainable value chain more each year.

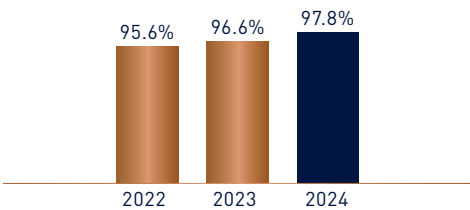
You can access our Responsible Procurement and Supply Chain Policy [here](#).

Sustainable Supply Chain Structure

Number of Local Suppliers



Local Supplier Ratio



CUSTOMER SATISFACTION

In 2024, we launched our “**Happy Customer**” platform to strengthen our approach to customer satisfaction.

We approach customer satisfaction as a holistic process that guides us in continuously improving our product and service quality. To meet our customers’ expectations to the highest standard, we regularly measure their satisfaction through effective communication, timely information, quick feedback, and digital solutions, and sustain this process through continuous improvement initiatives.

In 2024, we launched our “**Happy Customer**” platform to strengthen our approach to customer satisfaction. Through this digital system, both our sales and technical operations teams can record all notifications and conversations from our customers and track the resolution processes in real time.

To ensure the effective management of complaints, customer complaints are forwarded to the platform through dealers and sales managers, after which our customers are informed, and every step is monitored through the system. We communicate notifications about complaint resolutions to our customers via email and SMS through the system.

After the process is completed, we conduct surveys to evaluate customer satisfaction.

We respond to customer complaints within 36 hours. In 2024, all complaints submitted to our customer communication center were answered at a rate of 100%.

Our customer portfolio consists of dealers, interior designers, decoration firms, contractors, and end customers. Our brand, with a network of over 1,000 domestic and foreign customers, utilizes digital tools to more closely monitor customer needs and regularly tracks data on customer satisfaction.

Within the scope of after-sales technical support processes, our “Ceramic Tile Product Guide,” prepared to provide information on product use, application methods, cleaning, and maintenance, has been made available to both our customers and users. You can access the guide [here](#).

Our emphasis on customer satisfaction is not limited to complaint management; it is also at the center of our product and service design processes. We consider every piece of feedback an opportunity for improvement and continue to add value for our customers with a transparent, measurable, and participatory satisfaction management approach.

As of 2024, we have initiated our preparation process for the ISO 10002 Customer Satisfaction Management System. This step supports our goals of increasing customer satisfaction and strengthening our brand value.

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

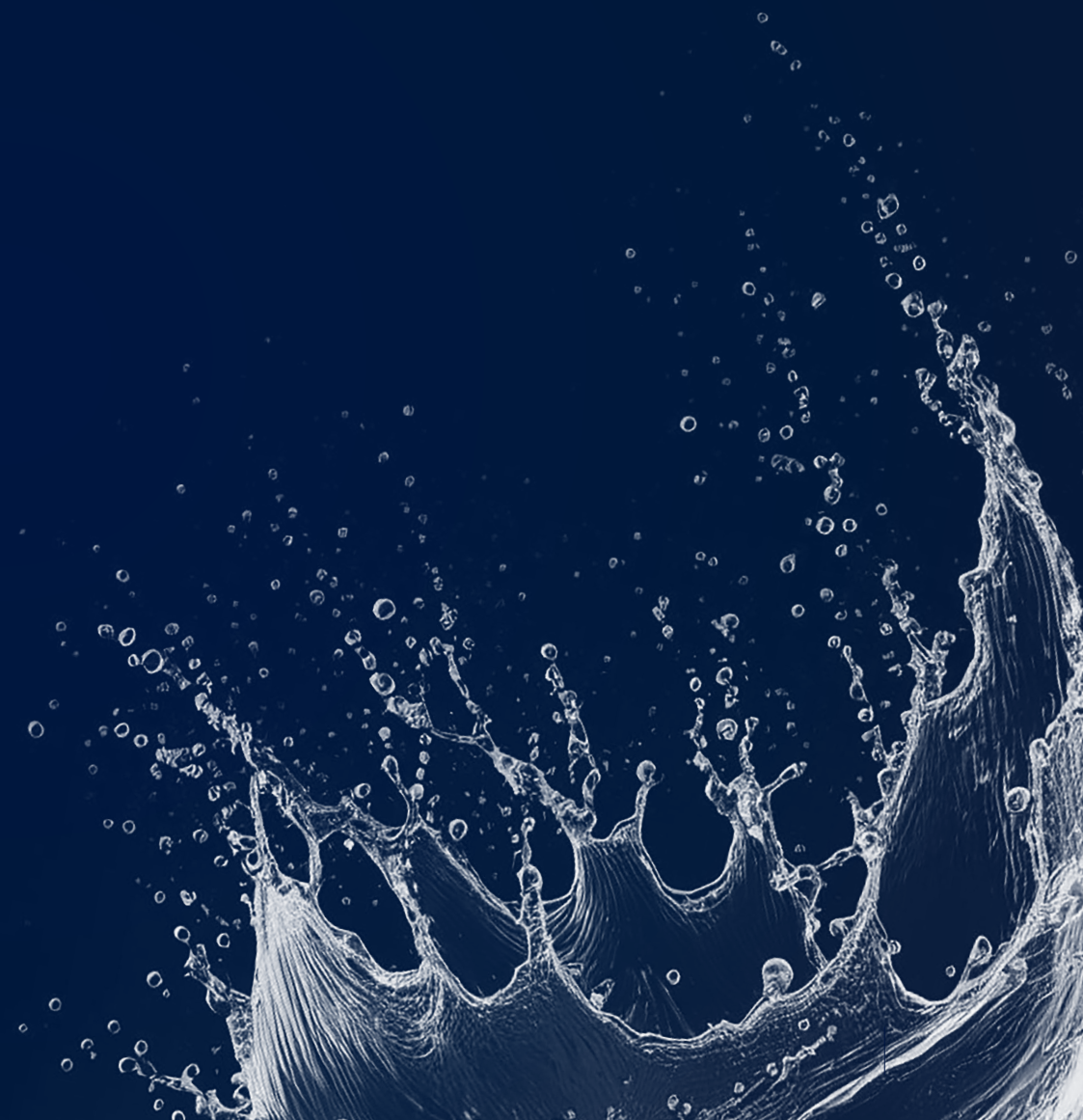
2022	100
2023	100
2024	100



All complaints submitted in 2024 were answered at a rate of 100%.

OUR SOURCE: NATURE

Environmental Management	31
Energy Management	33
Emissions Management and Decarbonization	34
Circular Economy and Waste Management	36
Water Management	37





In 2024, we managed to recover 24,799,450 m³ of water.

ENVIRONMENTAL MANAGEMENT

We continued to reduce our environmental impacts with the practices we implemented in 2024.

Climate change presents itself as a global crisis that brings not only environmental but also economic, social, and corporate risks. This process, which manifests as the depletion of natural resources, the loss of biodiversity, and an increase in extreme weather events, increases the responsibility of all production entities, particularly industrial enterprises.

As Qua Granite, we place environmental sustainability at the center of our production and management strategy, taking concrete steps in areas such as resource efficiency, waste management, water conservation, and renewable energy to contribute to the fight against climate change.

Within the scope of sustainable ceramic tile production, we conduct all our operations with an environmental, social, and governance-focused approach. We develop methods for the conservation of natural resources like energy and water, and prioritize practices that support the circular economy in our processes.

With our ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 14064-1 Corporate Carbon Footprint, and EPD certificates, we monitor and improve our environmental performance according to international standards.

We continued to reduce our environmental impacts with the practices we implemented in 2024. We treat the wastewater generated in our production processes at our industrial treatment plant with a capacity of 94,000 m³/day, and then reuse 100% of it, thereby contributing to the conservation of groundwater resources.

With this practice, we managed to recover 24,799,450 m³ of water in 2024. In addition, we reduce our water and energy consumption by recycling the water used in our body preparation area within the system.

By reusing 100% of the raw waste from our dust collection systems in production, we reduce the consumption of natural resources.

Within the scope of sustainable raw material supply, we source our supplies largely from Söke and its surroundings, thereby reducing carbon emissions from transportation. Our rooftop Solar Power Plant investment, launched to reduce greenhouse gas emissions, continued in 2024.

ENVIRONMENTAL MANAGEMENT

As a member of the UN Global Compact, we are committed to full compliance with the United Nations' 10 universal principles in the areas of human rights, labor standards, the environment, and anti-corruption. Within the scope of this membership, we work to improve our environmental and social performance in line with the Sustainable Development Goals (SDGs) and regularly report our progress in the field of sustainability.

We monitor global best practices and adapt them to our own processes, adhering to the principles of transparency, accountability, and continuous improvement in many areas, from the supply chain to energy efficiency.

Our sustainability goals for 2025 and beyond include projects that will further advance the fight against climate change, and in this context, we will continue to invest in reducing our carbon footprint and expanding energy efficiency practices.

Under the coordination of our Environment and Sustainability Manager, we carry out activities for the tracking, monitoring, and improvement of environmental issues.



Biodiversity

At Qua Granite, we operate with the understanding that protecting biodiversity is critical to safeguarding ecological balance and the resources that sustain life. To protect biodiversity, we conduct analyses and assessments of the flora, fauna, protected areas, and soil components in our operational regions, and develop preventive measures by considering potential impacts in projects such as capacity increases. In this context, we continue our production processes without creating any negative impact on rivers, groundwater, and other water resources.



Environmental Investments

In 2024, our expenditures to reduce our environmental impacts and strengthen our environmental management systems amounted to TL 720,000 for waste management activities and TL 1.3 million for environmental obligations, totaling TL 2 million. In addition, as part of our environmental investments, we invested TL 245.8 million in a solar power plant, establishing sustainable infrastructures that will carry our resources into the future.



Our Environmental Policy

As Qua Granite, with the understanding that sustainable development is possible with a sustainable environment, we manage the environmental impacts of our activities, prioritizing the prevention of waste at its source, recovery, and the reduction of natural resource use. While implementing practices to reduce energy consumption, water consumption, and greenhouse gas emissions as part of efforts to combat climate change, we regularly monitor our environmental performance in accordance with legal requirements and with a view to the continuous improvement of our Environmental Management System.

You can access our full Environmental Policy [here](#).



ENERGY MANAGEMENT

We provided energy equivalent to the annual electricity needs of 2,858 households from renewable sources.

The production of ceramics and building materials is of critical importance in terms of energy management, as it involves processes that require high energy consumption. Energy-intensive stages such as firing and drying are at the forefront of our sustainability approach, both in terms of production costs and carbon emissions. In this regard, we took significant steps in 2024 to increase energy efficiency, reduce greenhouse gas emissions, and integrate renewable energy sources into our production processes.

- » As part of our energy efficiency efforts, we continued to use the heat from kiln chimneys in the pre-drying stage, achieving both environmental and economic gains.
- » We reduced electricity consumption by switching to LED strip fixtures in offices and workshops within the factory.
- » We invested in a Rooftop Solar Power Plant system to increase energy efficiency and reduce Scope 2 emissions.
- » We made energy tracking more effective by integrating our wastewater treatment plant into the Qua Granite Data Collection System.
- » We published informative newsletters to raise our employees' awareness of energy efficiency.

Thus, we encouraged the active participation of all our employees in the process.

As a result of the practices, we implemented for energy efficiency in 2024, we achieved a 13% reduction in our electricity consumption and an 8% reduction in our natural gas consumption compared to 2023. These results have been a concrete indicator of our determination to achieve a more sustainable structure in resource use.

In the transition to renewable energy, we took our most significant step in 2024 with our rooftop solar power plant investment. With an investment of USD 10.2 million, we implemented a system with a capacity of 20.4 MWp installed over an area of 150,000 m². In our solar power plant system, we used 35,478 high-efficiency new-generation Topcon N-Type solar panels. We integrated it into the "Qua Data Collection System" to monitor energy production and system efficiency in real time. By using idle areas such as rooftops for energy production, we eliminated the need to occupy additional land and improved the efficiency of existing buildings.

By generating 8,573,677 kWh of electricity during the year, we provided energy from renewable sources equivalent to the annual electricity needs of 2,858 households. In the upcoming period, we aim to increase our SPP production ratio to meet a larger portion of our energy needs from renewable sources.

As solar energy investments rapidly increase globally, we are proud to be a part of this transformation. Aligned with international developments, including the European Green Deal and the Carbon Border Adjustment Mechanism, we will continue to invest decisively in energy efficiency and renewable energy going forward.

We addressed energy management at the corporate level and continued our activities within the scope of the ISO 50001 Energy Management System. In line with this system, we regularly monitored and analyzed energy consumption data and acted on the principle of continuous improvement.

Our Energy Policy

As Qua Granite, with the responsibility of conserving energy resources, we prioritize continuously improving energy performance in all our facilities and implementing production, design, and technology applications that increase energy efficiency. In this regard, we ensure full compliance with legal requirements, support the efficient use of energy and natural resources, and aim to strengthen sustainable production and awareness through our energy management systems.

You can access our full Energy Policy [here](#).

In 2024, we generated 8,573,677 kWh of electricity.

EMISSIONS MANAGEMENT AND DECARBONIZATION

Thanks to our 20.4 MWp installed capacity solar energy system, we reduced our Scope 2 greenhouse gas emissions by 12% compared to the previous year.

We act with an awareness of our responsibility in the fight against climate change and consider carbon management a fundamental component of our integrated environmental strategy. In 2024, we continued our efforts to regularly monitor, report, and reduce our emissions in line with this approach.

Within the scope of the Regulation on Monitoring of Greenhouse Gas Emissions, we update our monitoring plan annually, prepare our emissions report, and submit this report, approved by accredited organizations, to the Ministry of Environment, Urbanization, and Climate Change.

Since 2021, we have been calculating our corporate carbon footprint in accordance with the ISO 14064-1 standard, identifying areas for improvement by making year-on-year comparisons.

As of 2024, our solar power plant investment, implemented in line with our goal of reducing greenhouse gas emissions, has been one of our most concrete steps in this area. Thanks to our solar energy system with an installed capacity of 20.4 MWp, we reduced our Scope 2 greenhouse gas emissions by 12% compared to the previous year. At the same time, in line with our environmentally sensitive

supply chain approach, we also reduce our transportation-related emissions by sourcing our raw materials predominantly from Söke and its surroundings. We also support this contribution by using electric vehicles for short-distance transportation within our campus.

Another important topic that forms our roadmap for reducing emissions is equipment conversion. In this context, we have initiated efforts to convert diesel-powered forklifts to electric models.

We know that emissions management is not limited to technical investments. Therefore, we conduct regular training sessions for all units that provide data for greenhouse gas calculations, and we regularly organize greenhouse gas awareness sessions for our employees.

We have compiled our greenhouse gas emissions data in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The calculation and reporting process also meets the requirements of the ISO 14064-1:2019 standard, which provides a framework consistent with this protocol. All calculated Scope 1 (direct) greenhouse gas emissions, Scope 2 (energy indirect) greenhouse gas emissions, and

Scope 1 direct GHG emissions include natural gas, LPG, diesel used in generators, construction machinery, company-owned passenger vehicles, refrigerant gases, and process emissions.

Scope 2 Indirect greenhouse gas (GHG) emissions resulting from imported energy, including emissions from electricity consumption, are included.

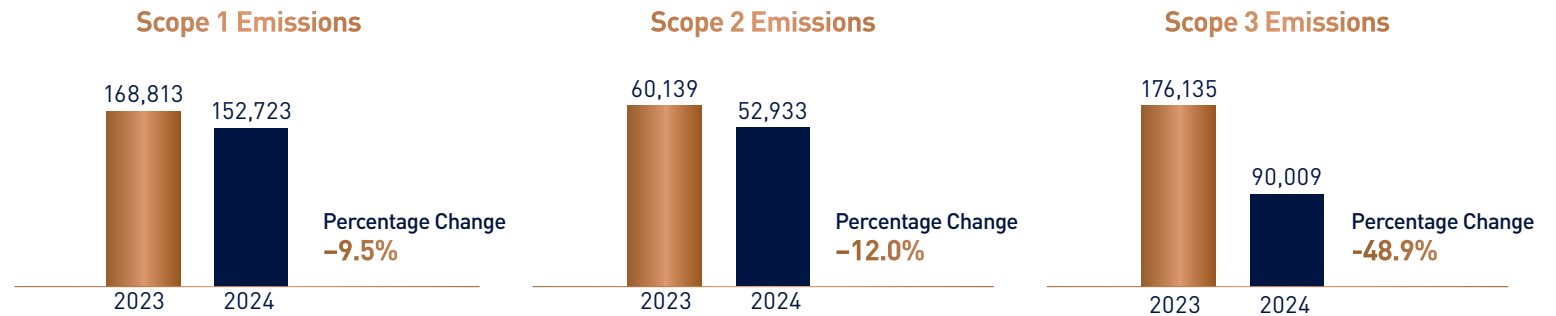
Scope 3 (other indirect) GHG emissions cover emissions from the transportation of raw and auxiliary materials, product transportation, waste transportation, employee commutes, business travel, accommodations, purchased materials, water consumption, emissions from supplied fuel and electricity beyond Scope 1 and 2 (WTT), capital assets, waste disposal, and end-of-life activities of sold products.

The entire process of preparing our carbon inventory, calculations, and verification is carried out with our in-house expertise. With these efforts carried out by our Environment and Sustainability Manager, we ensure data security and reporting accuracy without the need for external resources.



EMISSIONS MANAGEMENT AND DECARBONIZATION

Greenhouse Gas Emissions (tCO₂e)



Management of Air Emissions

Monitoring and controlling air emissions is an integral part of our approach to environmental responsibility. In accordance with the Regulation on the Control of Air Pollution from Industrial Sources, we monitor emissions from our production activities and minimize their effects through emissions verification measurements conducted every two years.

Wet and dry filter systems have been integrated into our facility to effectively control dust emissions, and the maintenance and performance checks of these systems are

carried out at regular intervals. Additionally, the structural arrangements we have made in our raw material storage areas have been effective in reducing PM10 emissions in particular.

Physical improvements have been made in our open and closed storage areas to prevent dust formation, and raw materials in fine powder form are stored in closed systems to prevent their dispersal into the environment.

All roads within our facility are paved with concrete, and a dust control strategy, supported by automatic irrigation systems and dust suppression equipment, is implement-

ed throughout the facility. With this holistic approach, we continue to reflect not only our legal compliance but also our respect for the environment in our sustainability performance.

We are committed to advancing this holistic approach to emissions management in the coming years, transforming our production processes into a low-carbon, environmentally friendly, and sustainable structure.

We are making improvements to prevent dust formation.

CIRCULAR ECONOMY AND WASTE MANAGEMENT

By using ceramic fragments generated during production as an alternative raw material, we aim to reduce both the amount of waste and carbon emissions.

In line with our waste management policy, we are making the circular economy approach an integral part of our production processes. Our priority in this context is to prevent waste generation at its source. In cases where waste generation is unavoidable, we prioritize reuse and recycling by segregating waste at the source. You can access our policy document [here](#).

We continued our efforts to reuse waste generated in our production processes throughout the year. In this context, we reintroduced 32,192 tons of treatment sludge into production, thereby conserving natural resources and making a significant contribution to the circular economy. By doing so, we reduced our environmental impact while adhering to the principle of sustainable resource management.

We fully recycle the raw waste obtained from our dust collection systems by integrating it into the production process. This systematic recovery practice ensures that waste is re-evaluated without being disposed of and reduces raw material losses. With a 100% recycling rate, we are elevating our waste

management performance and making tangible contributions to our environmental sustainability goals.

As a result of the technical and process improvements we implemented in our production lines, we achieved a significant reduction in the types of waste generated, particularly in digital printing applications. These improvements contributed to a 22% reduction in the amount of hazardous waste compared to the previous year. In line with our continuous improvement approach, we have both increased our efficiency and transitioned to more environmentally friendly production steps by optimizing processes.

According to the Waste Management Regulation, we classify waste as hazardous and non-hazardous. We classify hazardous waste as “waste sent for recovery and waste sent for disposal,” and non-hazardous waste as “waste sent for recovery.” We regularly monitor these wastes and carry out recovery or disposal operations through licensed companies. In 2024, our total recovery rate reached 99.99%.

Our waste amounts for 2024 are provided [in the Appendix](#).

We collect waste batteries from our offices in recycling bins provided by the Association of Portable Battery Manufacturers and Importers (TAP) and send them to the relevant collection points.

We also prioritize the use of recyclable packaging materials in our production and operational processes. We prefer packaging materials such as corrugated cardboard boxes, straps, and corner protectors made from 100% recycled materials, and we obtain written declarations from our suppliers in this regard.

With the **Zero Waste Certificate** we received in 2021, we protect our natural resources and ensure that waste generation is minimized. In the short term, we aim to reduce both the amount of waste and carbon emissions by using ceramic fragments generated during the production phase as an alternative raw material within the facility. With this approach, we continue to make an effective contribution to the circular economy.

We protect our natural resources with the Zero Waste Certificate.



WATER MANAGEMENT

In line with our Water Policy, we minimize resource loss and environmental impact by ensuring 100% recovery of generated wastewater.

Climate change, a growing population, and industrial activities are placing serious pressure on clean water resources worldwide. The sustainability of water resources is one of the highest material topics on the global agenda, not only in its environmental but also in its economic and social dimensions.

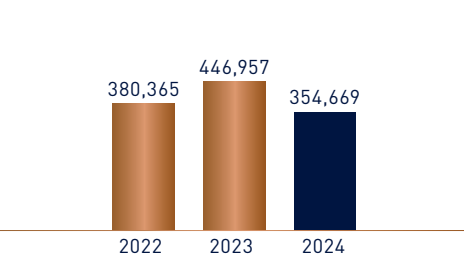
At Qua Granite, we are aware of this critical responsibility and position the efficient, recyclable, and nature-friendly use of water in our production processes among our primary environmental goals.

Throughout 2024, we continued fulfilling our environmental responsibilities in sustainable water management by promoting the effective use and recovery of water through our wastewater treatment plant. In this context, we treat wastewater from the process in our industrial wastewater treatment plant with a capacity of 94,000 m³/day and then reuse 100% of it, thereby ensuring that our well water needs are kept to a minimum.

In line with our Water Policy, we minimize both resource loss and environmental impact by ensuring 100% recovery of the wastewater generated as a result of our production activities. Within this approach, we develop practices that support water reuse and implement action plans for the effective use of water within the framework of environmental impact assessments. We adopt a sustainable water management approach that is fully compliant with legislation, using innovative technologies and a life cycle approach.

You can access our full Water Policy [here](#).

Total Water Consumption (m³)

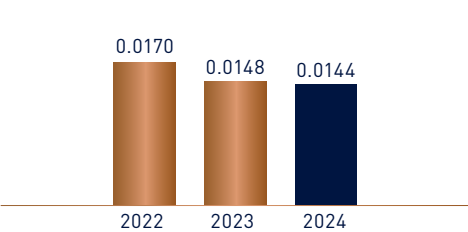


We increased our resource use efficiency by reducing our water consumption per product by **3%** compared to 2023. With the **24,799,450 m³** of water we recovered in 2024, we achieved savings equivalent to the annual water needs of approximately 295,231 people. Thus, we are reducing our dependence on natural resources and making the water cycle more sustainable.

We also place importance on creating social awareness. In this regard, every year on March 22, World Water Day, we share informative content on water management via social media for our employees and stakeholders, contributing to increased collective awareness of water conservation.

Using water resources efficiently is a responsibility not only for today but also for the future. With this awareness, we continuously review our water management policy, monitor our performance, and work with determination to achieve further environmental gains.

Water Consumption per Product (m³/m² Production)

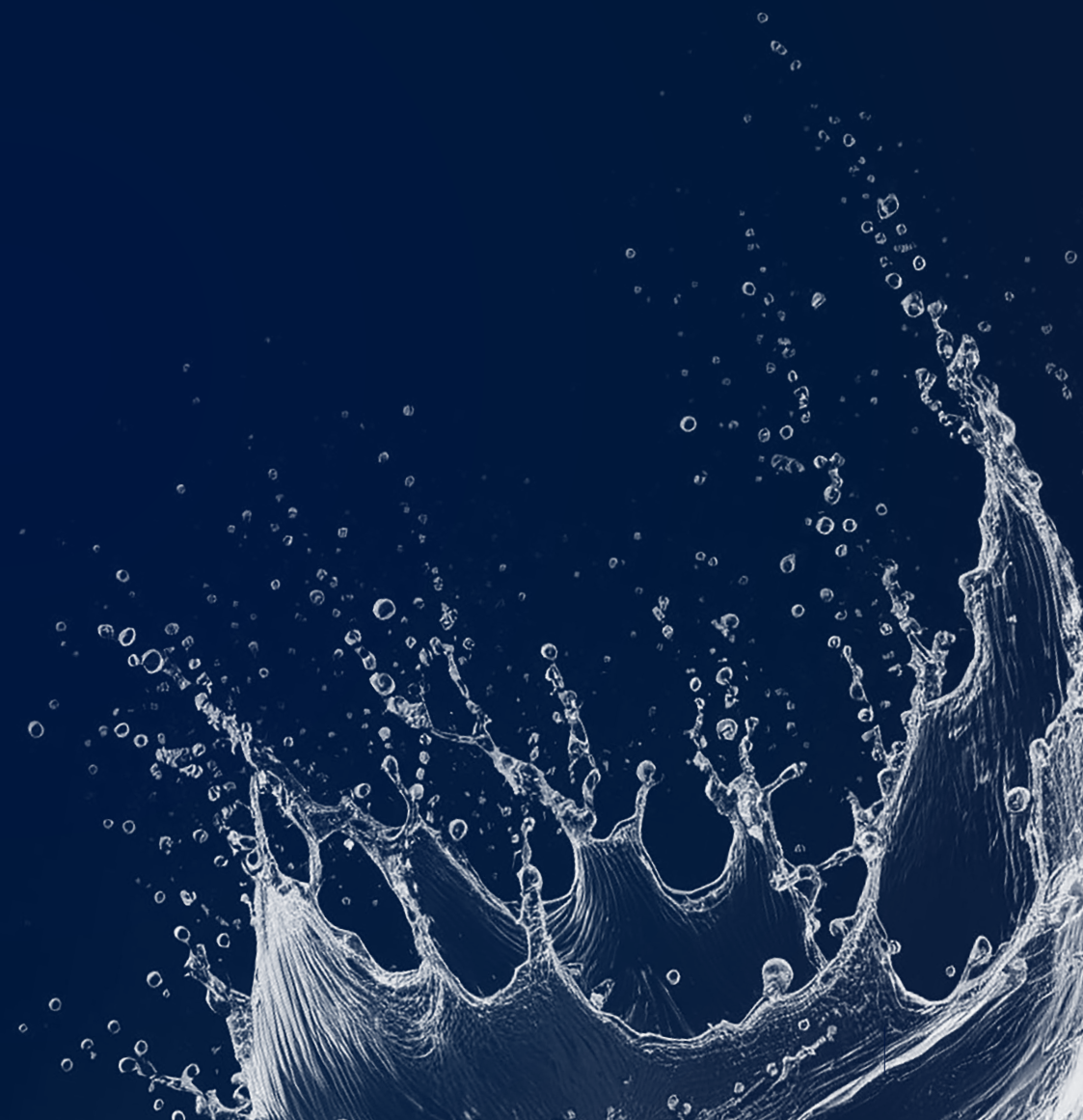


We reduced our water consumption per product by 3% compared to 2023.



OUR SOURCE: PEOPLE

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HUMAN RESOURCES MANAGEMENT

Increasing female employment and ensuring equal participation in the workforce are among our strategic goals.

Our human resources form the foundation of our sustainable growth. Together with our qualified, competent, and highly motivated employees, we have adopted a robust human resources strategy to sustain our success.

We design all our processes to support the development, well-being, and loyalty of our employees, fostering a working culture grounded in inclusivity, fairness, and ethical values.

Thanks to our human resources practices that support equal opportunity and are strengthened by digitalization, we continuously improve the employee experience and develop our corporate culture together.

In this regard, we summarize the practices we implemented and the opportunities we offered to our employees throughout 2024 under the following headings.

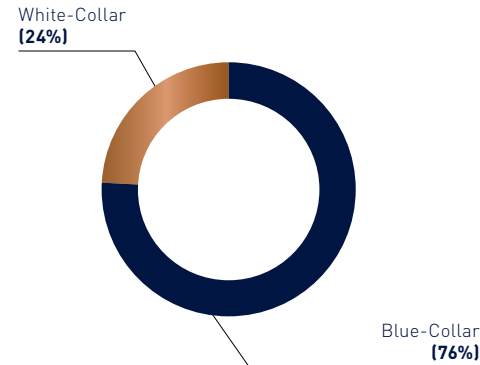
EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION

Increasing female employment and ensuring equal participation in the workforce are among our strategic goals. Accordingly, since 2016 we have been resolutely pursuing initiatives to increase the number of our female employees. Our female employees also take an active role on the production floor:

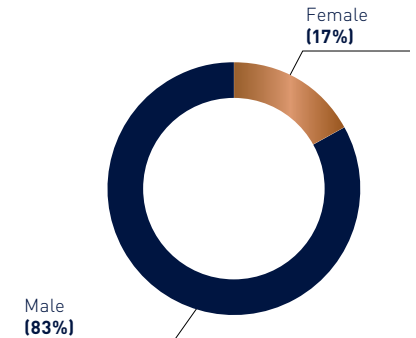
- » Our percentage of female employees is **37%** in the Quality Sorting and Packaging Department,
- » Our percentage of female employees is **26%** in the Polishing and Sizing Department.

We offer equal opportunities in our recruitment and career planning processes, regardless of gender, age, disability status, or other socio-cultural factors. Supporting all our employees in fully realizing their capabilities in an inclusive, fair, and safe working environment is one of our fundamental principles.

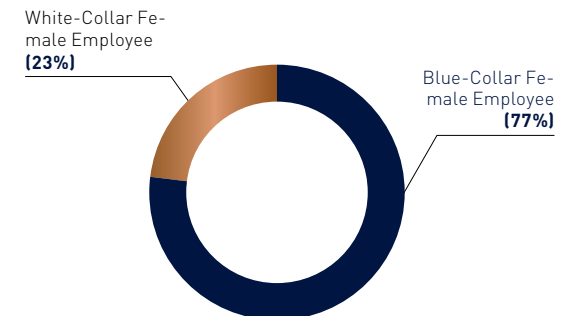
Distribution of Employees by Blue-Collar and White-Collar



Distribution of Employees by Gender



Distribution of Female Employees by Blue-Collar and White-Collar





EMPLOYEE ENGAGEMENT, SATISFACTION, AND WELL-BEING

We consider the feedback from our employees as one of the fundamental inputs for our corporate development.

At Qua Granite, we see employee engagement and satisfaction as one of the fundamental elements of sustainable success, and we prioritize creating a trust-based, inclusive, and supportive work environment.

We support work-life balance with practices that consider the physical, mental, and social well-being of our employees, and we regularly monitor their expectations and needs through feedback mechanisms. In line with this approach, we aim to continuously improve the employee experience by creating a fair, respectful corporate culture that fosters employee development.

One hundred of our employees participated in the employee satisfaction survey we conducted in 2024. Based on the feedback from the survey results, the practice of working half-days on Saturdays was eliminated, increasing employee satisfaction and motivation.

To ensure our corporate internal communication is continuous and effective, we share all information from Human Resources via email, internal newsletters, and the More Payroll mobile application. A wide range of

content, such as promotion and appointment announcements and birthday celebrations, is shared with our employees through this platform.

At Qua Granite, we support our employees in their personal lives through the employee benefits we provide and make every effort to ensure their comfort and safety. In this context, we provide our employees with shuttle, meal, and housing services, as well as supplementary and private health insurance options. Additionally, we continue to support their social well-being by providing food packages during every holiday period.

We consider the feedback we receive from our employees as a fundamental input for our corporate development and regularly review the practices we implement in the areas of engagement, satisfaction, and well-being.

In line with our people-centric approach, we are determined to continuously improve our working environment, enhance the employee experience, and build sustainable success together with our qualified workforce.

EMPLOYEE RIGHTS AND DEVELOPMENT

Based on the principle of equal opportunity, we provide training and development opportunities to enhance the knowledge and skills of our employees.

In line with our Human Resources Policy, we have adopted as a fundamental principle the creation of a fair and safe working environment that strengthens the motivation and sense of belonging of our employees.

Based on the principle of equal opportunity, we provide training and development opportunities to enhance the knowledge and skills of our employees; we evaluate performance with objective criteria and reward success. We maintain this approach with an understanding of continuous improvement of our human resources policies, considering employee feedback.

You can access our full Human Resources Policy [here](#).

Furthermore, transparency, commitment to ethical values, and respect for human rights are our fundamental principles in all our human resources practices. You can access all our current policies in this regard [here](#).

In 2024, we provided Onboarding Training along with Ethics Training to 434 people. These training sessions supported the professional development of our employees and contributed to increasing corporate ethical awareness.

To support the career development of our employees, we give priority to internal candidates for our open positions. Throughout 2024, we provided internship opportunities to 23 high school and university students. We provided employment to candidates who successfully completed their internships.

Together with our Human Resources Department, we participated in the Career Day events held on the campus of Adnan Menderes University. During the event, we met with students, provided information about our industry, answered their questions about business life, and shared guidance for their career planning.

We made a strategic contribution to our human resources practices by attending the "Strategic Human Resources Management" training organized by the Southern Aegean Development Agency (GEKA). The training covered fundamental topics such as the historical development of Human Resources, recruitment processes, new-generation human resources practices, and orientation processes. Additionally, in practical sessions supported by group activities, sample exercises on the 4T Interview Technique (Situation-Task-Action-Result) Interview Technique were carried out.

At Qua Granite, we manage our human resources practices, which center on employee rights and development, with a holistic approach within the framework of training, career opportunities, and ethical values.

With the collaborations we establish with stakeholders and our focus on continuous development, we are determined to strengthen our qualified human resources, advance the employee experience, and support our sustainable corporate success with people-oriented practices.



In 2024, we provided internship opportunities to 23 students.

BUSINESS ETHICS, TRANSPARENCY, AND LEGAL COMPLIANCE

As of 2024, we have launched our Ethics Hotline.

At Qua Granite, we are building a corporate structure that is strictly committed to ethical values in our business processes, transparent, responsible, and fully compliant with legal regulations. This approach forms the basis of our trust-based relationships with all our stakeholders.

Ethical and Moral Values



Our ethical values include regulations such as the effective use of company resources, prevention of conflicts of interest, impartiality in supplier and customer relations, evaluation of gifts and invitations within certain limits, and the operation of corporate approval processes in relations with the media and public authorities.

These rules, which all our employees are required to comply with, are an integral part of our corporate culture. [Our Code of Business Ethics and Procedure of Moral Values Policy](#), covers our ethical code and rules of conduct and has been published and made available to all our stakeholders.

[Our Ethics Hotline](#), which we launched as of 2024, is a secure communication channel where all our employees, business partners, and other stakeholders can report behaviors contrary to our ethical principles, suspicions of corruption, and legal violations on a confidential basis. Reports are evaluated based on the principles of confidentiality, protection against retaliation, impartiality, and transparency. Our Ethics Hotline is not just a reporting mechanism but also an important practice that strengthens our corporate culture and supports our sustainable success. You can access our Ethics Hotline [here](#).

We regularly conduct awareness activities that reach all our employees through newsletters, email notifications, and announcements via the More Payroll Human Resources Application. We effectively use our digital communication channels to increase transparency in internal communication.

We conduct our compliance processes in accordance with legal and sector-specific regulations under the coordination of our Human Resources, Legal, Quality, Environment, and Occupational Health and Safety units; we integrate legislative updates into our internal procedures and provide regular updates to all of our employees. We shape our activities in accordance with both national and international legislation.

Our management approach, grounded in ethical values and transparency, forms the foundation of the trust placed in us by all our stakeholders, including employees, investors, business partners, and customers. Thanks to our zero-tolerance policy against unethical behavior, we protect our corporate reputation and ensure its sustainability.

We regard combating bribery and corruption as an integral part of our corporate ethics framework. Our Anti-Bribery and Anti-Corruption Procedure, prepared in this context, covers not only our internal practices but also our relationships with our business partners.

All employees are required to comply with these procedures. In case of reporting non-compliance, identity confidentiality is protected, and appreciation is expressed with a letter of commendation for their contribution to the process. Any violation that undermines the protection of the Company's reputation and our ethical values is meticulously evaluated, and disciplinary procedures are implemented if necessary.

By maintaining our commitment to legal regulations, industry standards, and ethical values, Qua Granite continues to regard business ethics not only as a corporate requirement but also as a fundamental principle of sustainable growth and of our social responsibility.

OCCUPATIONAL HEALTH AND SAFETY

We act with a proactive approach in the field of Occupational Health and Safety, adhering to legal regulations and our corporate policies.

The health and safety of our employees is the top priority of all our operations. We adopt a proactive approach to Occupational Health and Safety (OHS), strictly complying with applicable laws and regulations as well as our corporate policies to ensure a safe and sustainable working environment.

Our OHS policy reflects a management approach based on employee participation, aimed at proactively identifying and eliminating risks, and fostering a culture of continuous improvement.

You can access our OHS policy [here](#).

We integrate our OHS approach with national and international standards. Within our Company, we have a dedicated OHS Department responsible for monitoring and implementing occupational health and safety activities. Thus, we regularly monitor our occupational health and safety performance and focus on continuous improvement through internal audits, root cause analyses, and department-based feedback mechanisms.

Within the scope of the Occupational Health and Safety Law No. 6331 and related legislation in force in Türkiye, we have an OHS Committee to assess potential risks and determine necessary measures. This Committee, con-

sisting of the employer's representative, OHS specialists, workplace physician/nurse, human resources, employee representative, and department managers, meets once a month.

We also integrate the ISO 45001:2018 Occupational Health and Safety Management System standard into all our processes. Thanks to this system, we carry out continuous improvement activities and ensure full compliance with legal regulations.

OHS Practices We Have Implemented

- » In 2024, we installed **“roof lantern natural” ventilation systems** to increase natural ventilation in our production facility. Thanks to this improvement, indoor air circulation was increased, improving both thermal comfort and air quality, while also taking a significant step in terms of environmental sustainability and employee health.
- » We have launched video-supported **“site entry training”** for external contractors and visitors. During training sessions, information is provided on basic occupational health and safety rules; measures are taken to ensure safety and reduce risks while on the factory premises.
- » As part of workplace ergonomics, we re-organized work areas to better suit the physical characteristics of our employees. In line with the principle of affirmative action, we assigned our female employees to more suitable work areas.
- » For jobs requiring heavy lifting and carrying, we used appropriate lifting equipment and ergonomic aids; we also increased awareness by providing our employees with training on lifting techniques.
- » We conduct annual health screenings to monitor our employees' physical health and ergonomic suitability. These screenings allow us to continuously monitor the health status of our employees and their sensitivity to risks in the work environment.
- » Our priority in preventing workplace accidents is to implement collective protective measures; where collective measures cannot be implemented, we make effective use of personal protective equipment. For example, in the kiln area, our employees use special heat-insulating gloves when manually handling hot ceramic tiles from the conveyor belt systems.
- » To promote our OHS culture, we encourage safe behaviors through visual content, informative posters, and “toolbox talk” applications.

We integrate our OHS approach with national and international standards.



OCCUPATIONAL HEALTH AND SAFETY

The work we carry out under the coordination of our OHS Department aims not only to ensure legal compliance but also to increase the satisfaction and physical well-being of our employees.

Emergency and Fire Safety

As part of our emergency preparedness, we conduct annual drills and provide our employees with hands-on fire extinguisher training. Our detailed emergency plans for all possible scenarios, along with evacuation routes and assembly areas, are continuously updated.

Through drills and training, we enhance our employees' response skills and increase their awareness. With these systematic and comprehensive preparations, we aim to ensure the safety of our employees by responding quickly and effectively in potential critical situations.

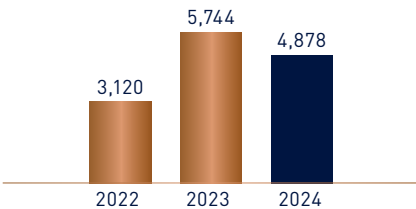
Training and Awareness Programs

To strengthen our OHS culture, we conducted regular training for our employees. We provide 16 hours of basic OHS training to our new employees. In addition to this basic training, we also provide supplementary training tailored to the duties and needs of our employees, such as "Safe Working at Height Training, Fire Safety Training, and Safe Working with Chemicals Training." We provide all these training sessions before our employees start their duties and repeat them once a year.

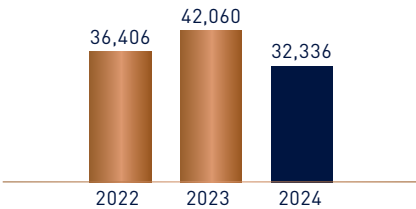
Additionally, ADR Awareness Training is provided for our employees who work with hazardous chemicals. We provide this training specifically to our employees who have direct contact with chemicals.

At Qua Granite, we consider training and awareness activities not just as a development tool, but as one of the fundamental building blocks that strengthen our corporate culture and ensure the continuity of our sustainable success. In this regard, we are determined to continue implementing practices that support learning at all levels of our organization.

Total Number of People Receiving OHS Training



Total OHS Training (person*hours)



CORPORATE SOCIAL RESPONSIBILITY

Through the social responsibility projects we implement, we aim to benefit society and build a common future with our stakeholders.

We see our responsibility to society and the environment as an integral part of our business model. In line with our goal of contributing to sustainable development, we prioritize creating social value in every area we operate.

With our social responsibility initiatives implemented across a wide spectrum, from education and health to environmental awareness and volunteer projects, we aim to benefit the communities where we operate and, together with our stakeholders, build a shared future.

Our approach to corporate social responsibility is not limited to providing support; it also aims to raise awareness, encourage participation, and be part of sustainable social transformation.

March 22 – World Water Day: Respect Water, Value the Future

As Türkiye's largest technical granite manufacturer, and with the awareness that water is the source of life and a symbol of abundance, we launched a digital awareness campaign on the occasion of World Water Day on March 22. In this AI-supported campaign, we drew attention to the fact that water

resources are diminishing day by day and the importance of preventing waste. To contribute to sustainable water management, we shared informative content on individual water-saving methods. Based on the fact that every drop is precious, we aimed to increase social awareness.

Solidarity with LÖSEV: Strengthening Through Awareness

As part of our commitment to public health, we hosted an event to raise cancer awareness in collaboration with LÖSEV. We welcomed representatives of LÖSEV, which operates with millions of volunteers throughout Türkiye, at our factory in Söke, Aydın. During the informational meeting, presentations were made on the importance of early cancer diagnosis, volunteer activities, and the benefits LÖSEV has brought to society. Our employees both gained knowledge and strengthened their spirit of solidarity at this meeting.

Blood Donation in Collaboration with the Turkish Red Crescent: Saving Lives Together

We see social responsibility as an integral part of our corporate culture. With this understanding, we regularly organize blood

donation campaigns with the Turkish Red Crescent. These campaigns, which we carry out with the voluntary participation of our employees, not only help save lives but also increase social awareness and the sense of solidarity. With every donation, we multiply goodness and concretely demonstrate the power of solidarity.

Supporting the Future with Söke Vocational and Technical Anatolian High School

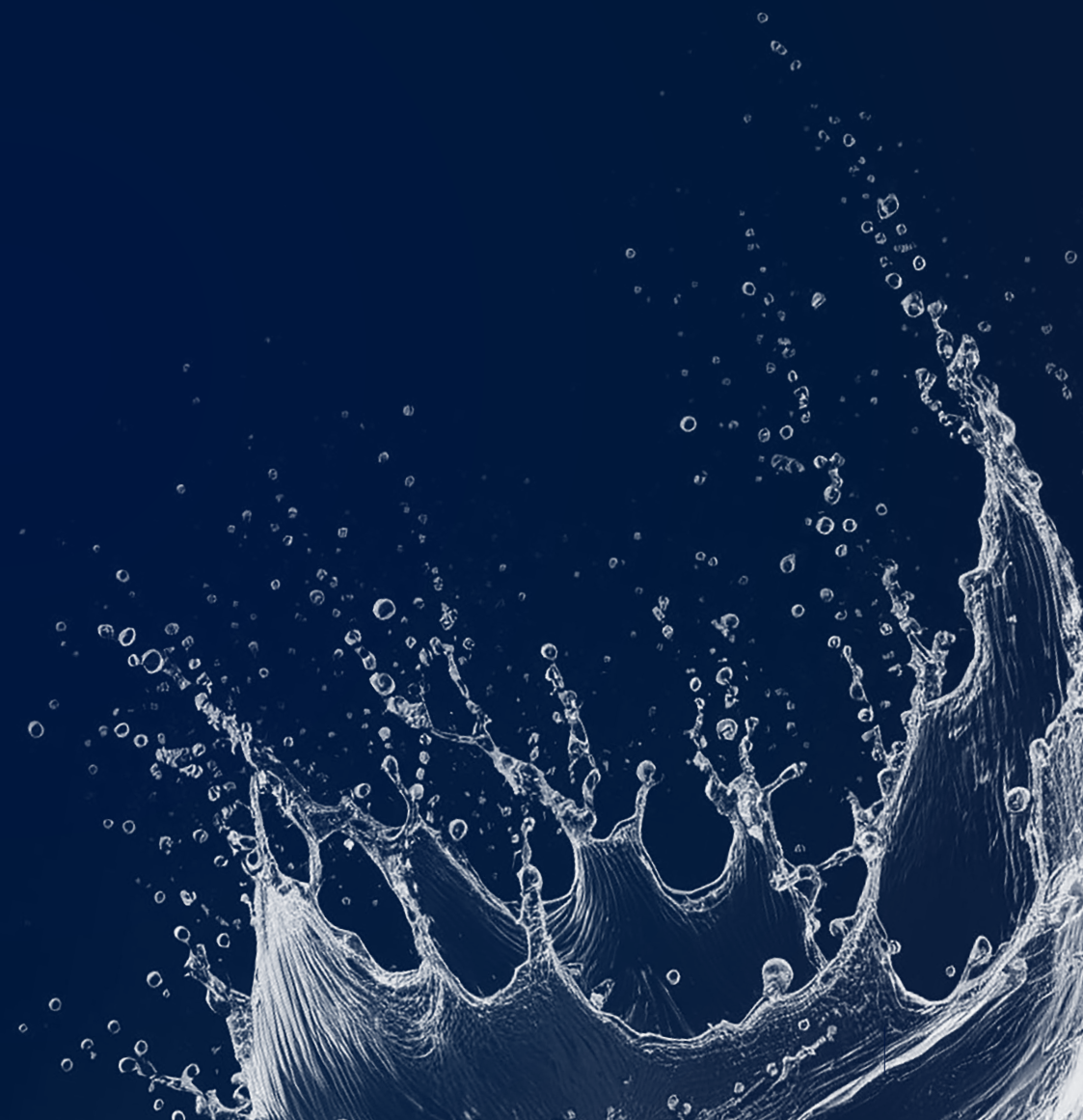
As part of our support for education and the development of young people, we proudly follow the achievements of Söke Vocational and Technical Anatolian High School. At the 16th International Ministry of National Education Robot Competition, the "Yoga Glove" project developed by Söke Vocational and Technical Anatolian High School students achieved great success by ranking 17th in Türkiye among 2,687 robots in the free project category. The project is based on a smart glove system designed to support the correct performance of yoga movements, detecting finger movements via sensors and providing feedback to the user. This achievement is more than just a design; it showcases the potential and innovative thinking of young people. We are proud to be a part of this process and to support local education.

With every donation, we multiply goodness.



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OUR CORPORATE MEMBERSHIPS



TİM (Turkish Exporters Assembly)



Aegean Mineral Exporters' Association



Cement, Glass, Ceramics and Clay Products Exporters' Association



SAM (Ceramic Research Center)



Aydın Chamber of Commerce



Söke Chamber of Commerce



UN Global Compact



TÜYİD (Turkish Investor Relations Society)



Turkish Red Crescent



İŞKUR (Turkish Employment Agency)



GEKA (Southern Aegean Development Agency)

OUR MANAGEMENT SYSTEM CERTIFICATIONS

We documented the measures we implemented to ensure the sustainability of our operations, reduce operational risks, and improve stakeholder satisfaction by obtaining various certifications.

In line with our sustainability approach, we adopt a management system approach that complies with national and international standards in the fields of quality, environment, energy, and occupational health and safety. We have documented our efforts to make our activities sustainable, reduce operational risks, and increase stakeholder satisfaction with various certificates.

All these documents provide a significant basis for achieving our sustainability goals and concretely reflect our responsibility to our stakeholders. We are determined to continue documenting and continuously improving our high-quality and sustainable production approach.

All of our certificates can be accessed [here](#).



ISO 9001 Quality Management System



ISO 14001 Environmental Management System



ISO 45001 Occupational Health and Safety Management System



ISO 50001 Energy Management System



ISO 14064-1 Corporate Carbon Footprint



EPD Environmental Product Declaration



Zero Waste Certificate



TSE Turkish Standards Compliance Certificate



TSE Double Star Criterion Compliance Certificate



QB UPEC



QB UPEC.F+



UL Greenguard



UL Greenguard Gold












SASO - Quality Mark



Gost-R Certificate

OUR SUSTAINABILITY TARGETS

					ACTUAL		TARGET YEAR		
SDG CONTRIBUTION	TARGET	UNIT	BASE YEAR	BASE YEAR VALUE	2023	2024	2030	2035	2050
	Reduction of Scope 1 Emission Intensity	tCO ₂ e / ton of production	2022	0.333	5% Reduction	6% Reduction		8% Reduction	
	Reduction of Scope 2 Emission Intensity	tCO ₂ e / ton of production	2021	0.129	13% Reduction	16% Reduction		20% Reduction	
 	Increase in the Share of Renewable Electricity Use	%	2024	7%	-	7%		15%	50%
 	Reduction of Well Water Consumption per Product	m ³ / ton of production	2022	0.819	0.711	0.568	0.555		
  	Increase in Our Female Employee Rate	%	2021	15%	18%	17%		20%	

ENVIRONMENTAL PERFORMANCE INDICATORS

Environmental Performance Indicators	2022	2023	2024
Electricity Consumption (GJ)	384,995	493,168	431,125
Natural Gas Consumption (GJ)	2,580,205	3,183,770	2,921,050
Total Energy Consumption (GJ)	2,965,200	3,676,938	3,352,175
Total Renewable Energy Generation (GJ)	0	0	30,865
Amount of Hazardous Waste Recovered (tons)	31.28	31.81	24.96
Amount of Hazardous Waste Disposed (tons)	0.02	0.01	0.04
Total Amount of Hazardous Waste (tons)	31.30	31.82	24.99
Amount of Non-hazardous Waste Recovered (tons)	581.25	3,644.36	801.15
Amount of Non-hazardous Waste Disposed (tons)	0	0	0
Total Amount of Non-hazardous Waste (tons)	581.25	3,644.36	801.15
Total Waste Amount (tons)	612.55	3,676.18	826.15
Total Amount of Waste Recovered (tons)	612.53	3,676.17	826.11
Scope 1 Emissions Amount (tCO ₂ e)	140,675	168,813	152,723
Scope 2 Emissions Amount (tCO ₂ e)	47,055	60,139	52,933
Scope 3 Emissions Amount (tCO ₂ e)	119,793	176,135	90,009
NO _x (tons)	41	57	56
SO _x (tons)	59	159	157
Volatile Organic Compounds (tons)	0	0	0
Mains Water Consumption (m ³)	34,652	68,195	79,248
Groundwater Consumption (m ³)	345,713	378,762	275,421
Total Water Consumption (m ³)	380,365	446,957	354,669
Amount of Water Recovered/Reused (m ³)	19,562,400	26,785,200	24,799,450
Number of People Receiving Environmental Training	547	620	628
Fines Received for Environmental Non-compliance	0	0	0
Percentage of Facilities Covered by ISO 14001	100%	100%	100%

SOCIAL PERFORMANCE INDICATORS

Social Performance Indicators	2022			2023			2024		
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total
Total Number of Employees	937	139	1,076	1,002	233	1,235	733	229	962
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of White-Collar Employees	106	33	139	192	41	233	192	37	229
Number of Blue-Collar Employees	802	135	937	818	184	1,002	607	126	733
Number of People on the Board of Directors	4	1	5	4	1	5	5	0	5
Number of People in Management Bodies	30	10	40	57	15	72	54	9	63
Female Employee Ratio	16%			18%			17%		
Number of Employees Under 30	434			578			304		
Age 30–50	578			589			586		
Age 50+	52			68			72		
Disabled Employee Ratio	3%			3%			3%		
Employee Turnover Rate	4.4%			4.9%			3.7%		
Number of People Receiving HR Training	1,289			1,145			434		
HR Training (person*hours)	4,193			3,477			868		
Number of People Receiving OHS Training	3,120			5,744			4,878		
OHS Training (person*hours)	36,406			43,060			32,336		
Accident Frequency Rate	105			211			212		
Lost Day Rate Due to Accidents	83			105			77		
Number of Lost-Time Accidents	203			282			181		
Occupational Diseases	0			0			0		
Local Supplier Ratio	95.6%			96.6%			97.8%		
Percentage of Facilities Covered by ISO 9001	100%			100%			100%		
Response Rate for Complaints Submitted to the Customer Contact Center	100%			100%			100%		

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed whether the GRI Content Index was presented in a manner consistent with the reporting requirements of the GRI Standards and whether the information in the index was clearly presented and accessible to stakeholders. This service was carried out based on the Turkish-language version of the report.

Statement of use	Qua Granite has reported in accordance with the GRI Standards for the period January 1–December 31, 2024.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	No sector standard was used because a sector standard for the ceramics industry has not yet been prepared.	
GRI STANDARD	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS
GENERAL DISCLOSURES		
	Organization and Reporting Practices	
GRI 2: General Disclosures 2021	2-1 Organizational details	About Qua Granite, page 07 Corporate Governance, pages 22-23
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 04
	2-3 Reporting period, frequency and contact point	About the Report, page 04
	2-4 Restatements of information	There are no restatements.
	2-5 External assurance	External assurance has not been obtained for the report.
	Activities and Employees	
	2-6 Activities, value chain and other business relationships	About Qua Granite, page 07 Stakeholder Engagement, pages 17-18 Our Eco-Friendly Products, page 26 Sustainable Supply Chain Management, page 28
	2-7 Employees	Human Resources Management, page 39 Social Performance Indicators, page 51
	2-8 Workers who are not employees	Human Resources Management, page 39 Social Performance Indicators, page 51
	Governance	
	2-9 Governance structure and composition	Corporate Governance, pages 22-23 Committees, page 25
	2-10 Nomination and selection of the highest governance body	Corporate Governance, pages 22-23
	2-11 Chair of the highest governance body	Corporate Governance, pages 22-23
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, pages 22-23 Committees, page 25
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance and Organization, pages 15-16 Committees, page 25
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance and Organization, pages 15-16
	2-15 Conflicts of interest	Business Ethics, Transparency, and Legal Compliance, page 42

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Sustainability Governance and Organization, pages 15-16
	2-17 Collective knowledge of the highest governance body	Corporate Governance, pages 22-23 Board of Directors' Resumes
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, pages 22-23 Committees, page 25
	2-19 Remuneration policies	Human Resources Management, page 39 Remuneration Policy
	2-20 Process to determine remuneration	Human Resources Management, page 39 Remuneration Policy
	2-21 Annual total compensation ratio	Qua Granite 2024 Annual Report
	Strategy, Policies, and Practices	
	2-22 Statement on sustainable development strategy	Chairman's Message, page 05 Our Journey to Sustainable Success, page 10 Sustainable Development Goals We Contribute to, page 20
	2-23 Policy commitments	Sustainability Governance and Organization, pages 15-16 Policies
	2-24 Embedding policy commitments	Sustainability Governance and Organization, pages 15-16 Policies
	2-25 Processes to remediate negative impacts	Corporate Governance, pages 22-23 Business Ethics, Transparency, and Legal Compliance, page 42 Our Management System Certifications, page 48
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Transparency, and Legal Compliance, page 42
	2-27 Compliance with laws and regulations	Corporate Governance, pages 22-23 Business Ethics, Transparency, and Legal Compliance, page 42
	2-28 Membership of associations	Our Corporate Memberships, page 47
	Stakeholder Engagement	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pages 17-18
	2-30 Collective bargaining agreements	There are no collective bargaining agreements in place.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, page 19
	3-2 List of material topics	Materiality Analysis, page 19
	Energy Efficiency	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Energy Management, page 33 Energy Policy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management, page 33 Environmental Performance Indicators, page 50
GRI 302: Energy 2016	302-3 Energy intensity	Energy Management, page 33 Environmental Performance Indicators, page 50
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Energy Management, page 33 Environmental Performance Indicators, page 50
	Water Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Water Management, page 37 Water Policy
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page 37
	303-2 Management of water discharge-related impacts	Water Management, page 37
	303-3 Water withdrawal	Water Management, page 37
	303-4 Water discharge	Water Management, page 37
	303-5 Water consumption	Water Management, page 37 Environmental Performance Indicators, page 50
	Biodiversity	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Environmental Management, pages 31-32
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Environmental Management, pages 31-32
	Climate Change Mitigation and Decarbonization	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Environmental Management, pages 31-32 Emissions Management and Decarbonization, pages 34-35 Environmental Policy
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management and Decarbonization, pages 34-35 Environmental Performance Indicators, page 50
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management and Decarbonization, pages 34-35 Environmental Performance Indicators, page 50
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management and Decarbonization, pages 34-35 Environmental Performance Indicators, page 50
	305-5 Reduction of GHG emissions	Emissions Management and Decarbonization, pages 34-35 Environmental Performance Indicators, page 50
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions Management and Decarbonization, pages 34-35 Environmental Performance Indicators, page 50

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
	Circular Economy and Waste Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Circular Economy and Waste Management, page 36 Waste Management Policy
GRI 306: Waste 2020	306-1 Waste generation and waste-related significant impacts	Circular Economy and Waste Management, page 36
	306-2 Management of significant waste-related impacts	Circular Economy and Waste Management, page 36
	306-3 Waste generated	Circular Economy and Waste Management, page 36 Environmental Performance Indicators, page 50
	306-4 Waste diverted from disposal	Circular Economy and Waste Management, page 36 Environmental Performance Indicators, page 50
	Responsible Supply Chain Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Sustainable Supply Chain Management, page 28 Responsible Purchasing and Supply Chain Policy
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management, page 28
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management, page 28
	Occupational Health and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Occupational Health and Safety, pages 43-44 Occupational Health and Safety Policy
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 43-44
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pages 43-44
	403-3 Occupational health services	Occupational Health and Safety, pages 43-44
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 43-44
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 43-44
	403-6 Promotion of worker health	Occupational Health and Safety, pages 43-44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 43-44
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, pages 43-44
	403-9 Work-related injuries	Occupational Health and Safety, pages 43-44 Social Performance Indicators, page 51

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
	Employee Engagement, Satisfaction, and Well-Being	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Employee Engagement, Satisfaction, and Well-Being, page 40 Employee Rights and Development, page 41 Human Resources Policy
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Rights and Development, page 41 Social Performance Indicators, page 51
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Rights and Development, page 41
	Equal Opportunity, Diversity, and Inclusion	
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Governance and Organization, pages 15-16 Materiality Analysis, page 19 Corporate Governance, pages 22-23 Committees, page 25 Equal Opportunity, Diversity, and Inclusion, page 39 Human Resources Policy Board of Directors Diversity and Inclusion Policy
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, pages 22-23 Committees, page 25 Social Performance Indicators, page 51 Board of Directors Diversity and Inclusion Policy
	405-2 Ratio of basic salary and remuneration of women to men	At Qua Granite, there is no gender-based discrimination in employee wages. Remuneration Policy
	Business Ethics, Transparency, and Legal Compliance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Human Resources Management, page 39 Business Ethics, Transparency, and Legal Compliance, page 42 Code of Ethics Code of Business Ethics and Procedure of Moral Values
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics, Transparency, and Legal Compliance, page 42
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain Management, page 28 Responsible Purchasing and Supply Chain Policy
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor and measures taken	Sustainable Supply Chain Management, page 28 Responsible Purchasing and Supply Chain Policy

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
	Corporate Social Responsibility	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Corporate Social Responsibility, page 45
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility, page 45
	Information Security	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 R&D, Innovation, and Digitalization, page 27
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Satisfaction, page 29 KVKK Policy
	Product Life Cycle	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Our Eco-Friendly Products, page 26 Our Management System Certifications, page 48
	Eco-Friendly Products	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Our Eco-Friendly Products, page 26 EPD 7mm Certificate EPD 20mm Certificate
	Product Quality and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Our Management System Certifications, page 48 Quality Policy
	R&D, Innovation, and Digitalization	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 R&D, Innovation, and Digitalization, page 27
	Sustainable Financial Performance and Access to Global Markets	
GRI 3: Material Topics 2021	3-3 Management of material topics	About Qua Granite, page 07 Our Journey to Sustainable Success, page 10 Materiality Analysis, page 19
	Customer Experience and Satisfaction	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Customer Satisfaction, page 29
	Operational Excellence and Business Continuity	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Our Management System Certifications, page 48

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GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
	Resource Efficiency	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Environmental Management, pages 31-32 Energy Management, page 33 Emissions Management and Decarbonization, pages 34-35 Circular Economy and Waste Management, page 36 Water Management, page 37
	Skilled Workforce and Contribution to Local Employment	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Human Resources Management, page 39
	Proactive Risk and Crisis Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Corporate Governance, pages 22-23
	Effective Stakeholder Communication	
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement, pages 17-18 Materiality Analysis, page 19
	Corporate Governance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Corporate Governance, pages 22-23
	Employee Rights and Development	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, page 19 Employee Rights and Development, page 41

UNGC INDEX

Topics	Global Principles	Relevant Section of the Report
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Equal Opportunity, Diversity, and Inclusion Employee Rights and Development Business Ethics, Transparency, and Legal Compliance
	Principle 2: Businesses should make sure they are not complicit in human rights abuses.	Sustainable Supply Chain Management Business Ethics, Transparency, and Legal Compliance
Labor Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Employee Engagement, Satisfaction, and Well-Being Employee Rights and Development Business Ethics, Transparency, and Legal Compliance
	Principle 4: The elimination of all forms of forced and compulsory labor.	Sustainable Supply Chain Management Business Ethics, Transparency, and Legal Compliance
	Principle 5: The effective abolition of child labor.	Sustainable Supply Chain Management Equal Opportunity, Diversity, and Inclusion Employee Rights and Development Business Ethics, Transparency, and Legal Compliance
	Principle 6: The elimination of discrimination in respect of employment and occupation.	Sectoral Developments Equal Opportunity, Diversity, and Inclusion Employee Rights and Development
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Sustainability Governance and Organization Environmental Management
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Our Eco-Friendly Products Environmental Management Energy Management Circular Economy and Waste Management Water Management Corporate Social Responsibility
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Our Eco-Friendly Products R&D, Innovation, and Digitalization Energy Management Emissions Management and Decarbonization Circular Economy and Waste Management
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance Business Ethics, Transparency, and Legal Compliance



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