

# MARTUR FOMPAK

I N T E R N A T I O N A L



*Reshaping mobility with responsible solutions*

## Sustainability Report 2023

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## SCOPE OF THE REPORT

We joined the United Nations Global Compact (UNGC) in 2012 and disclose Communication on Progress regarding the Ten Principles of the UNGC every year. This is the 12th edition of our Annual Communication of Progress Reports, and it provides disclosure on our sustainability strategy, goals, and progress in environmental, social and governance (ESG) areas.

The information provided in this report is for the period between January 1–December 31, 2023, and Martur (seat systems & textile) and Fompak (interior parts) production plants located in Türkiye, Romania, Morocco, Slovakia and Italy.

This report has been prepared in accordance with the GRI Standards and the related performance indicators are summarized in the annex section.

Performance indicators in this report are prepared with the participation of all responsables in the related locations. Most of the data are collected automatically from SAP and consolidated by the sustainability team.

We CARE for  
people  
customer  
our company  
quality  
transparent communication  
the environment

## MESSAGE OF THE EXECUTIVE BOARD



2023 UN IPCC report is a clear reminder that as greenhouse gases caused by human activity increases and temperatures around the world continues to rise, we are facing serious climate risks that will affect agricultural productivity, water & food security, and human health.

Through our company's Code of Conduct, we are engaged not only for financially positive returns but also for a positive impact on climate change, health and safety, and human rights.

In parallel with our target to become carbon neutral by 2050, we have adopted CO<sub>2</sub> emissions reduction as a framework for our business processes and product development strategy. While the automotive world continues to shift to more sustainable products, as a solution partner we are dedicated to supply the highest standards of services through sustainable and accessible cockpit systems.

With new regulations pushing to accelerate CO<sub>2</sub> emissions reduction; we have committed to a carbon reduction roadmap through our entire value chain with ambitious targets and continue to search for safer and more sustainable solutions to satisfy evolving needs of future mobility.

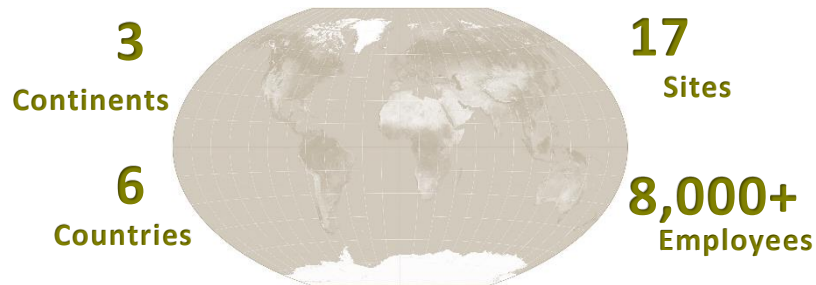
We CARE for people, quality, our company, customers, and the environment. We SHARE our ambition to leave a safer world to the next generations and we DARE to take ambitious actions today, for a better world tomorrow.

**Can Üstünberk**

## ABOUT US

We are an innovative strategic partner for automotive seating and interior systems for automotive manufacturers (OEMs). We aim to supply the highest standards of services through sustainable, and accessible cockpit systems.

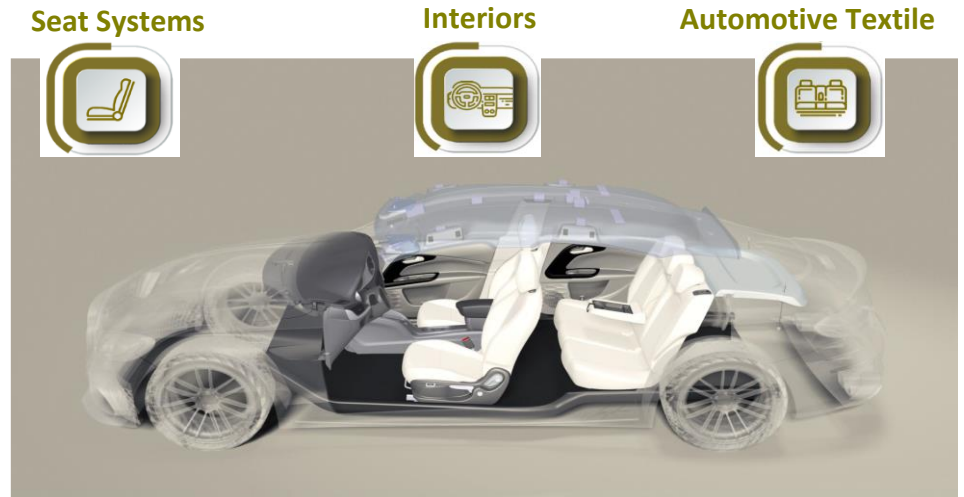
We operate in 3 continents, 6 countries and 17 sites, including our headquarters, our production facilities and our offices with more than 8,000 employees.



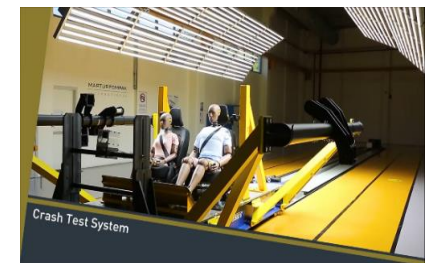
We create new technologies for our customers by collaborating with universities in Italy, Spain and Türkiye with 5 R&D and 6 E&D centres in the worldwide.

Our OEM customers are Stellantis, Renault Group, Ford, Toyota, and VW Group (VW, Audi, Skoda) and we are always looking to increase our range of customers and products.

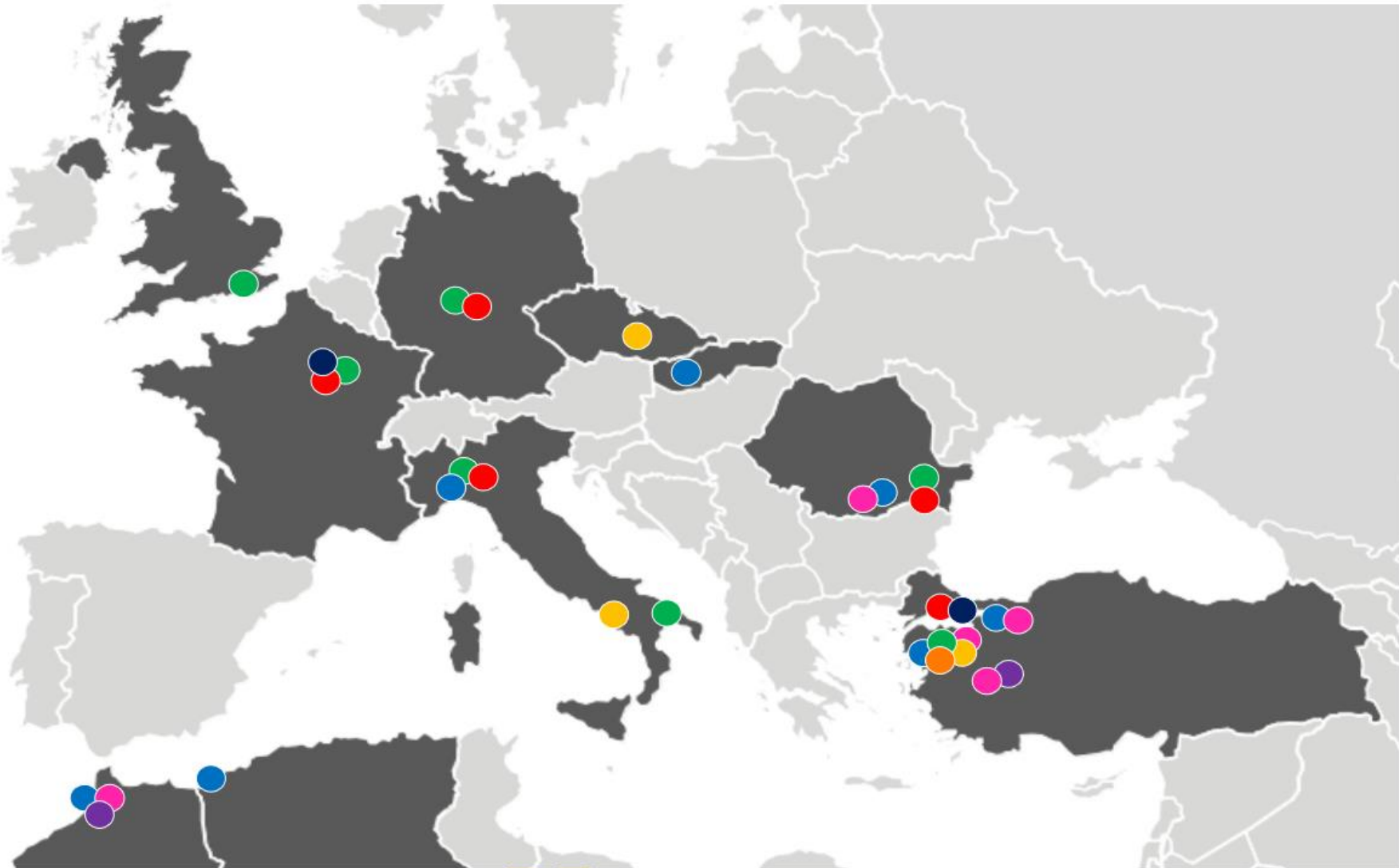
Front and rear seats, headrests, armrests, automotive textile, all types of interiors are in our product range.



The Test Center added H point and backset measurements under the responsibility of the 3D Measurement Center to the ISO/IEC 17025:2017 Accreditation Scope, thus gaining a total of 11 accreditation scopes. The Test Center Cost analysis & Specification department was established. Test cost processes have been systematized and PYP budget tracking has started via the portal.



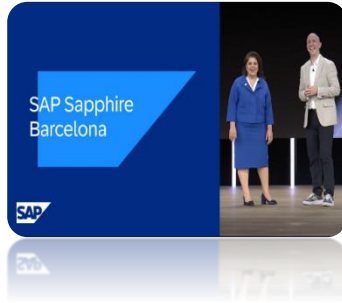
## GLOBAL LOCATIONS



# AWARDS 2023



## AI-Driven Sustainable Innovation: Redefining Cockpit Customization in Automotive Industry.- SAP Innovation Awards



This innovative project by Martur Fompak International demonstrates a commitment to advancing sustainability in the automotive industry. By developing an AI-driven system, we can now calculate carbon emission values in real-time for cockpit customizations. This enables OEMs and end consumers to instantly visualize the carbon footprint of their choices, promoting more informed decision-making. The project aims to encourage more sustainable consumer behavior and drive industry-wide adoption of environmentally friendly practices. Ultimately, this innovation not only seeks to transform the automotive sector but also contribute to global sustainability goals.

## Environment Friendly Industrial Facility Award by BOSIAD



In BOSIAD's Environmentally Friendly Industry Facility Competition, we took the Silver Environment Award. This recognition inspires us to improve our system continuously as we strive for the highest standards in environmentally friendly manufacturing.













## The Most Employment Award by Kütahya OSB



We are pleased to announce that our Kütahya location has been recognized by the Kütahya OSB Directorate as "The Company that Provides the Most Employment" as well as "The Company that Provides the Most Women Employment".

## CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

The most directly engaged UN Sustainable Development Goals (SDGs) for our company's business area and sustainability strategy are shown in the following table.

UN SDG's	Contribution of Martur Fompok International	UN SDG's	Contribution of Martur Fompok International
 <p>3 GOOD HEALTH AND WELL-BEING</p>	We manage a well-established Health and Safety Management System and support all employees to participate into H&S activities. We also support healthy lifestyle and organize webinars to inform our employees.	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	We support good health and safety practices and ensure the well-being of all our employees by developing personal and professional skills, as well as hybrid working practices.
 <p>4 QUALITY EDUCATION</p>	We support lifelong learning of our employees. We transform our learnings to self-learning online tools as much as possible and increase the training hours to develop competencies.	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	We do numerous projects to use resources efficiently and transform new technologies by digitalization and AI solutions.
 <p>5 GENDER EQUALITY</p>	We never tolerate any type of discrimination. We are aware of doing more to improve our support on gender equality. We follow metrics to understand where we are and set targets and annually, we prepare action plans to improve our support.	 <p>10 REDUCED INEQUALITIES</p>	We support “equal pay for equal job” for all of our workforce with a fair income. We follow our Human Rights policies with responsible recruitment principles.
 <p>6 CLEAN WATER AND SANITATION</p>	We already have water recycling in some processes and have new projects to recycle and reuse almost all of the water which we consume in our production facilities in order to improve water management performance.	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Efficient and environmentally friendly technologies are the keys for our production methods. We continue our research to use more sustainable materials in our products by R&D team.
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	We aim to source 55% of our energy from renewable resources until 2030 and continue to increase the solar energy usage capacities in our production plants.	 <p>13 CLIMATE ACTION</p>	We aim to reach carbon neutrality in 2050 and in a short term we would like to transform our energy sources to renewable energies to help limiting the climate change.

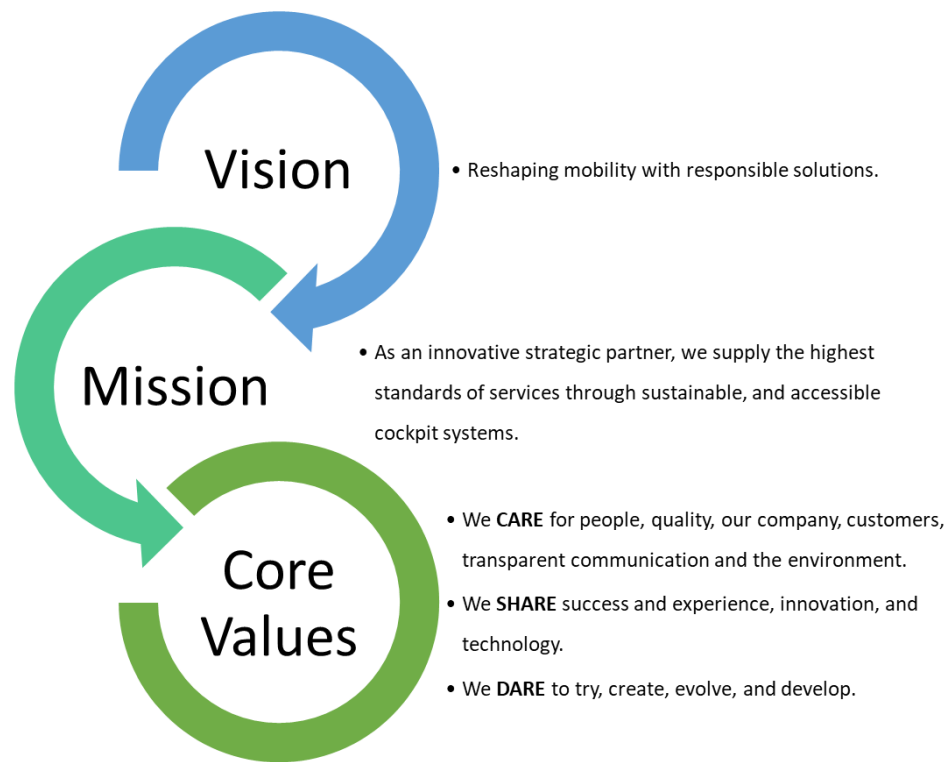
For further information regarding Communication Progress (CoP) and various activities and engagements listed on our Participant profile, please refer to the [\*\*\*Global Compact website.\*\*\*](#)



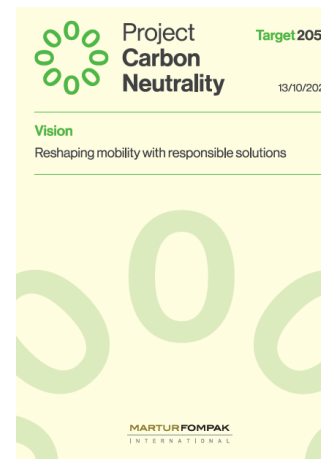
## SUSTAINABLE STRATEGY

We believe sustainability is not only the key for a carbon neutral future but is also a main contributor for increased financial returns and positive environmental & social benefits with responsible governance.

With this belief we revised our vision, mission, core values, and policies with sustainability at the core.



Extreme weather conditions, climate change and environmental damages created by humans are highly critical risks globally. For this reason, we put environmental actions in the centre of our decisions. From product design to production, our strategy to circular economy “Less and Green” approach focuses on lighter materials, more efficient processes and increased green energy usage. With this approach, we are committed to become carbon neutral and to produce sustainable products.



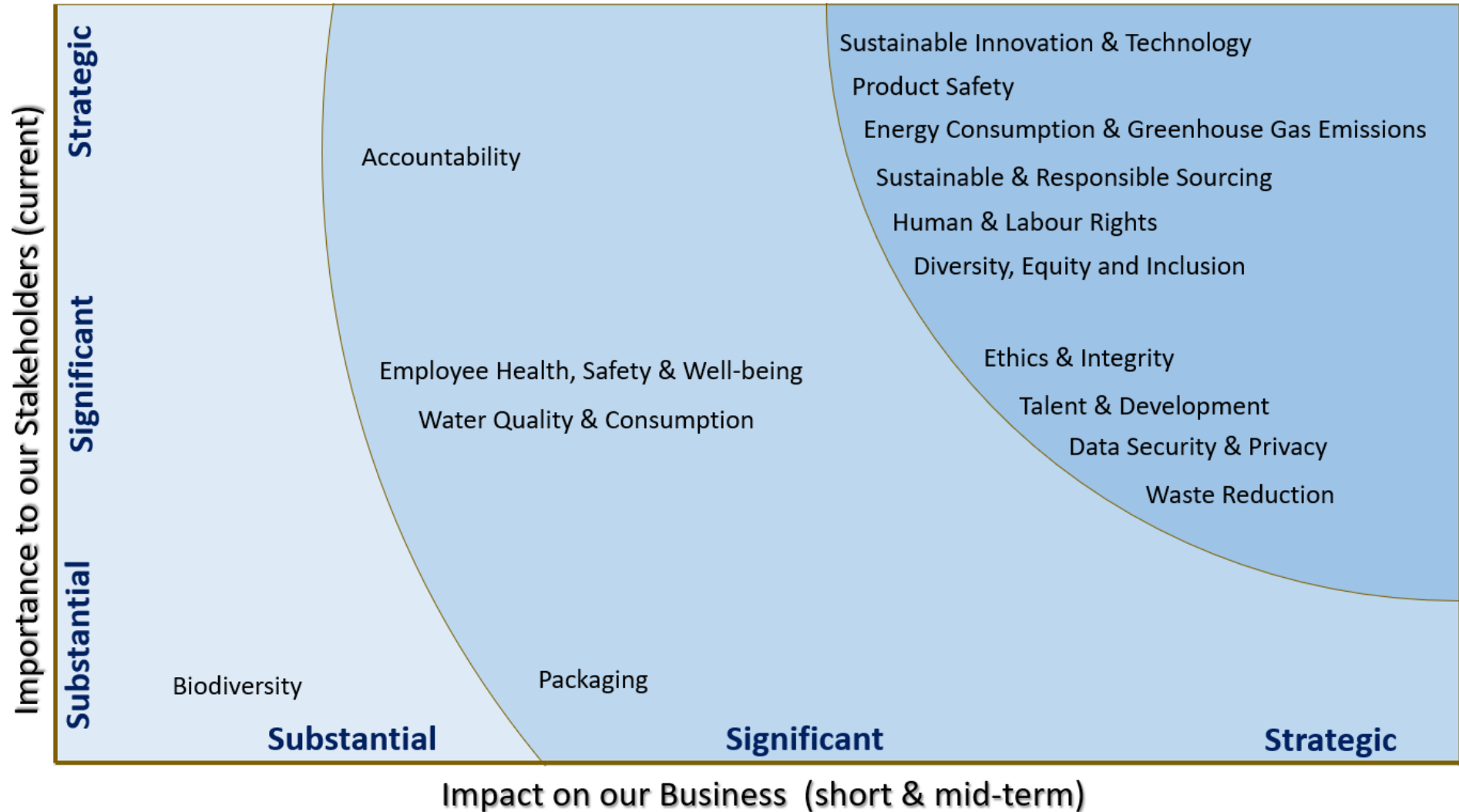
Sustainability is the future for all generations, and we act responsibly by taking short-term, mid-term, and long-term actions.

The directors’ meeting in 2023 was organized with the theme of sustainability. The top management and all directors signed the commitment to be carbon neutral by 2050.

To ensure a better and safer tomorrow for next generations we rigorously follow human and labour rights. We support the level of welfare by following the living wages closely in the countries where we operate and take actions when required. We also extend our activities to our suppliers with the use of environmental and social evaluations, in which we develop and work with our suppliers on their action plans.

### MATERIALITY ANALYSIS

Our priorities are defined according to the global risks and ESG issues for our industry by the contribution of our senior and top management. We prepared an evaluation checklist and get feedbacks from all participants. Materiality analysis is reviewed once in 2 years.



## STAKEHOLDER ENGAGEMENT

### Employees



#### Ways of Engagements

- Specific surveys for a subject
- Trainings
- Feedback sessions

#### Expectations

- Fair wage and benefits according to living cost.
- Respect for human & labour rights
- Work life balance
- Safe and healthy workplace
- Career management
- Training

#### Our Implementations

- Professional consultancy for wages to compare in the market
- Policies for human and labour rights
- Hybrid working system
- Online webinars and coaching sessions for healthy nutrition, online psychological support
- Online training applications, hybrid leadership programs, internal mentoring programs
- Employee clubs (sports, hobbies, volunteering activities)

### Suppliers



#### Ways of Engagements

- Supplier audits / visits
- Online portal
- Trainings

#### Expectations

- Technical guidance and support
- More payment options
- Knowledge sharing

#### Our Implementations

- Supplier development projects
- Supplier portal
- Supplier manual
- Training on quality, environment, and social activities

### B2B Customers



#### Ways of Engagements

- Face to face meetings, site visits
- Trainings and webinars
- Customer scorecards

#### Expectations

- Safe and sustainable products design
- Low carbon footprint in products
- Collaboration for sustainable materials and innovations
- Good implementations on ESG issues
- High level customer satisfaction

#### Our Implementations

- Well established and implementing quality system with Build in Quality approach
- Engineering team meetings for product development in parallel within automotive specifications
- Inhouse capability and resource for carbon footprint calculations

## SUSTAINABILITY STEERING COMMITTEE

Starting from 2022, the committee focusing on ESG topics has been established and meet monthly to set our sustainability strategy and targets.

The structure of this committee is shown as below.



Several headlines are evaluated continuously during the meeting.

- The existing and upcoming requirements by customers and authorities.
- Global risks on environment, climate change
- Carbon footprint calculations for production plants and products
- Expectations from stakeholders
- Energy efficiency studies and green energy investments
- Employee engagement, performance management, online trainings
- Supplier engagements for sustainable procurement

Our strategy is set within the scope of these evaluations.

## RISK MANAGEMENT

Starting from 2022, the sustainability steering committee which focus on ESG topics has been established and meet monthly to set our short-term, mid-term and long-term sustainability strategies and targets. The committee is led by the chairman of executive board with the head of departments. Risks related with our ESG are evaluated briefly and general approach are defined.

### Environment

The top risk for our planet is climate change and the consequence of this damage on the environment and loss of biodiversity. To limit these negative effects, we already started to generate our electricity from solar energy power plants in our production plants to reduce our greenhouse gas emissions.

Earth's resources are limited and dwindling. We always look for the opportunities to reduce the consumption and to increase the resource efficiency.

Our R&D team always look for sustainable materials and the products with least environmental impact at the end of life.

### Social

"We dare to create" is our core value and it is supported by our diversity and inclusion approach. We do not tolerate any discrimination and retaliation in all our processes.

The rise of living cost endangers lives and employee motivation and satisfaction. Human Resources department keep across the minimum living wages in all locations.

We adapt our training system more for self-learning by online courses according to changing company and employee needs.

### Governance

We review our business ethics rules to adapt the national laws where we operate and international laws. Also, we extended the scope of our business ethic rules for our suppliers.

Our AI implementations in several processes improve our process efficiency and capabilities by digital transformation. This supports our Build In Quality approach and processes managed well.

## OUR TARGETS

Our priorities are defined according to global risks and ESG topics for our industry. Climate risks are the top prioritized in the next 10 years.

We set clear targets to limit the climate change.

### *Ambition towards Carbon Neutral Future*



**In 2025:**

Up to 35% Renewable energy sources usage on Scope 1 and Scope 2

**In 2030:**

Up to 30 % Reduction on Carbon Emission on Scope 1  
Up to 55% Renewable energy sources usage for Scope 2

**In 2040:**

Up to 30 % Reduction on Carbon Emission of Scope 3

**Until 2050:**

### Carbon Neutral



We have real time carbon emission follow up by SAP for some of our processes and we are extending this application to other processes step by step.

Occupational health and safety have top priority for us and all-important risks and accidents are reported to Executive Board directly. We have zero severe or fatal accident in all our locations in 2023. Our employees and subcontractors participate into all health and safety activities by the representatives or meetings and getting their feedbacks. Our main target is to have zero accident in all our locations.

We would like to increase the female employee ratio in our locations. We are seeking for the opportunities according to business area and geographical location. In many locations we increased female employee ratio with the corporate agreement with kindergarten for our employees' children.

We increase our AI applications to increase process efficiency and get high level customer satisfaction and to meet with their expectations fully.

We would like to develop better mobility for everyone, and we dare to work according to our vision "Reshaping mobility with responsible solutions".

# Environment

NET  
ZERO

2050

## ENERGY CONSUMPTION & GREENHOUSE GAS EMISSIONS



Climate change has become one of the most important problems that concern the whole world. Greenhouse gas emissions are increasing due to increasing population, industrialization, urbanization, increase in fossil fuel use and decrease in forests. This situation causes an increase in global warming and climate change.

According to the Global Risks Report of the World Economic Forum (WEF), it has been published that climate change and environmental events related to climate change will create the most global risks that will affect the world's next 10 years.

The increase in the average surface temperature must remain below 1.5°C in order not to have irreversible negative impact on life.

If greenhouse gas emissions are not reduced, it is predicted that there will be an increase of approximately 3°C in global average surface temperatures by 2100. Depending on this situation, it will bring negative consequences such as rising sea levels, exposure of coastal areas to floods and erosion, deterioration in coastal ecosystems, salinization of soil and water and loss of natural drainage, permanent soil losses, and reduction of sea creatures.

Our studies are carried out to increase energy efficiency, reduce energy consumption and reduce the use of natural resources by providing energy with the renewable energy sources within the scope of combating climate change.

The use of equipment/machines with minimum energy consumption is preferred. In 5 years, we aim to get required energy for all assembly lines from renewable energy sources.

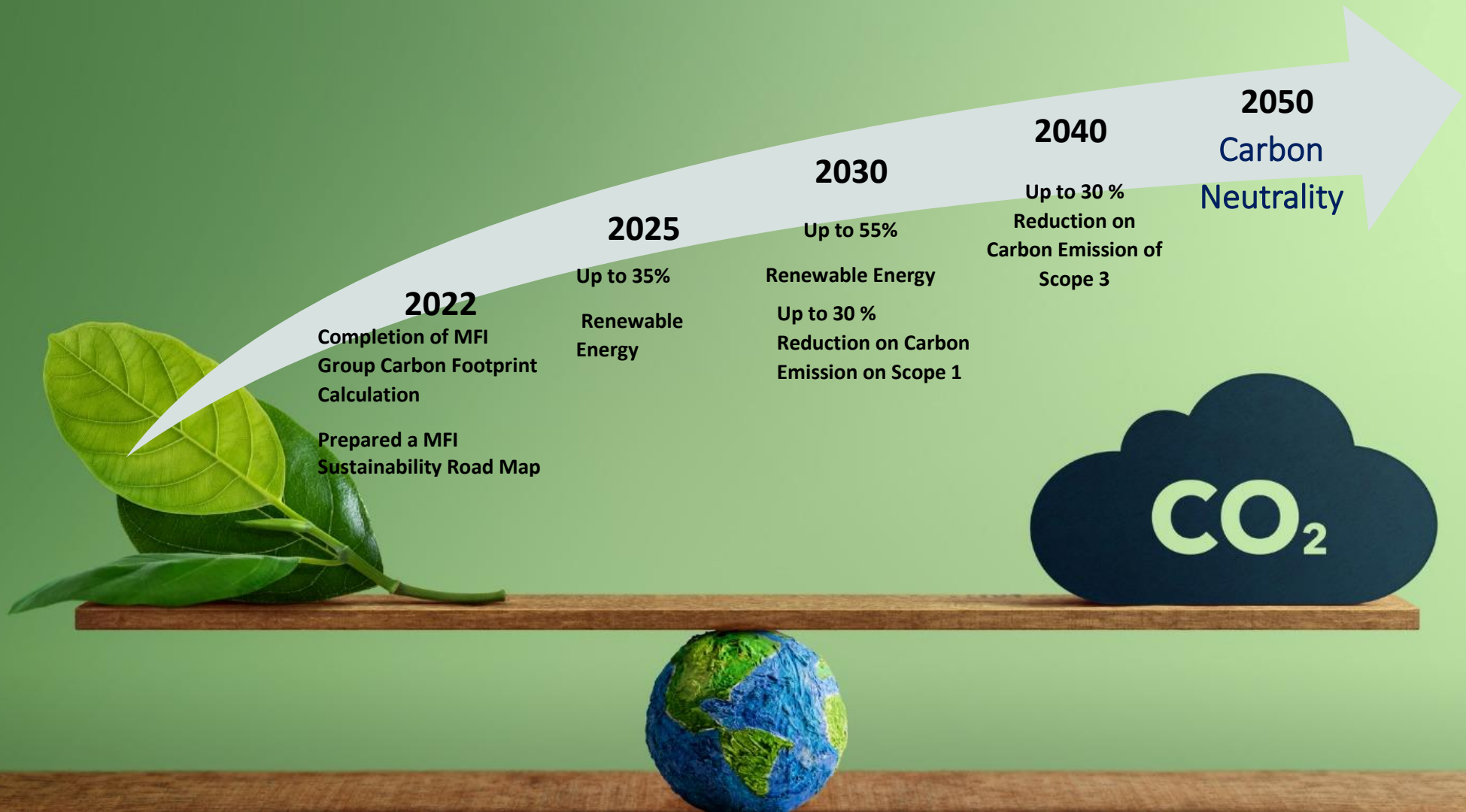
### OUR SCIENCE BASED TARGET 2050

We aim to be carbon neutral till 2050. We are on process to commit to setting a science-based target. We set our future targets to carbon neutral future based on SBTi. Our commitment can be found in [SBTi website](#).





## DECARBONIZATION ROAD MAP



## ENERGY CONSUMPTION



Since 2012, we have been calculating carbon emission for Scope 1 & Scope 2 annually even there is no legislation or other requirements. Our Bursa OSB Seating plant is certified with ISO 14064. In addition, we plan to enlarge the certification scope with other production plants in Türkiye, Romania, and Morocco.

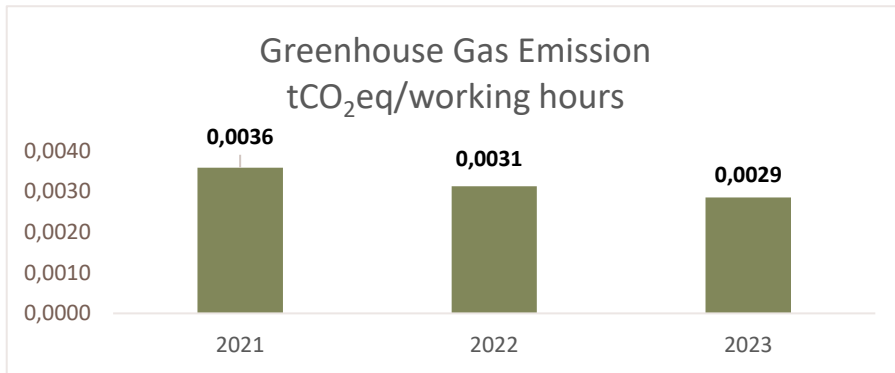
CDP declaration was completed for 2020,2021 and 2022.



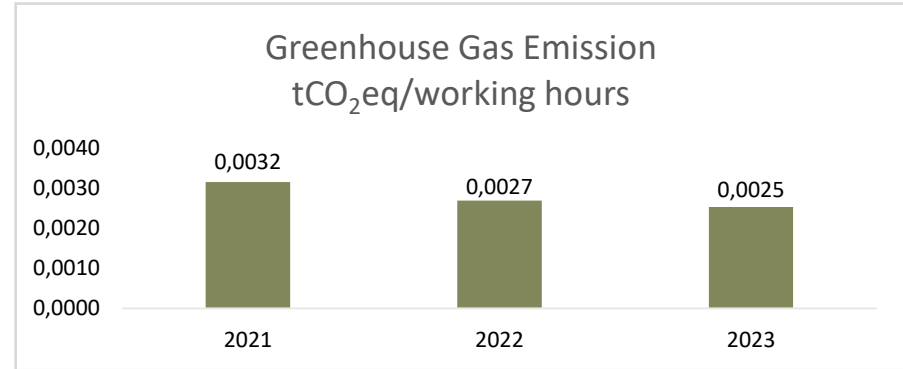
Our evaluation result of this declaration was “C” and we improved our decarbonization road map and strategy to increase our level.

The yearly carbon emission changes for last 3 years are as below for Scope 1&2 together.

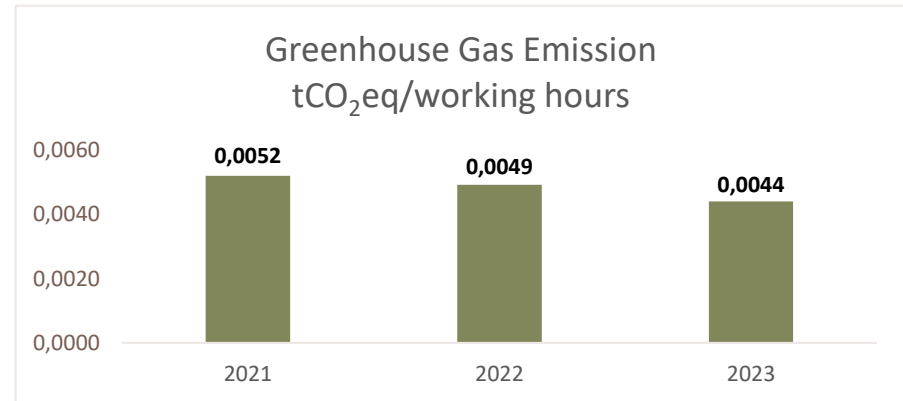
### All our locations



### Seating Systems



### Interiors



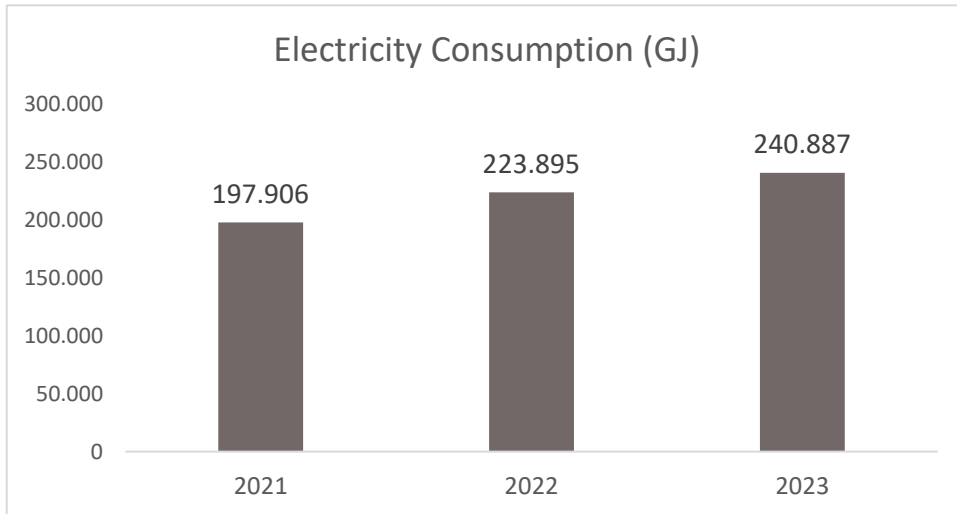
### ENERGY EFFICIENCY



ISO 50001 Energy Management System is established in 2013 in our Bursa OSB Seating plant. The defined standards are valid for all of our production plants. The best practices which we got from our Bursa OSB Seating plant implemented to all locations.

Our production volume is increasing with new projects and our energy consumption is getting higher. We aim to reduce the energy consumption for unit consumption of processes, and we set specific KPI's for each process separately. These KPI's are followed monthly and reviewed quarterly with the plant management.

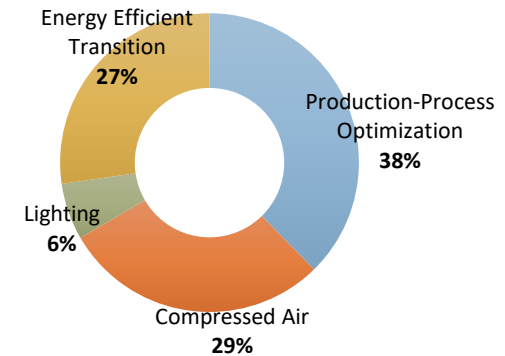
The energy consumption amount for our production plants is below.



Our studies are carried out to increase energy efficiency, reduce energy consumption and reduce the use of natural resources by providing energy with the use of renewable energy sources within the scope of combating climate change.

We invest in improvement and better alternatives for energy efficiency. We continue our work in areas such as energy efficiency, insulation, heat recovery, energy efficient motor transition and process optimization in compressed air, heating, and lighting systems.

We implemented **11** energy-efficiency projects at our production facilities within the scope of this report and saved approximately **3,360.53 GJ** of energy. Thanks to this increase in efficiency, we prevented **541.42 tons of CO<sub>2</sub>e** emissions.



We are transforming our energy supply sources into renewable ones. **248,620 kWh** energy is saved yearly with the solar panel installation in our Bursa OSB Seating plant. We prevented **144.2 tons of CO<sub>2</sub>** emissions. It is planned to install 1 MW powered solar energy plant in 2023 in there. In 2024, it will be more investment in other our production plants.

## ENVIRONMENTAL MANAGEMENT

According to our policy, we are committed;

- To respect all related national and international legal requirements, and compliance obligations by the interested parties
- To maintain the continuous improvement of the performance of occupational health and safety, environment, and energy management system by increasing the effectiveness of our activities with the participation and consultation of our employees.
- To prevent any living organism from being negatively affected by our products and activities.

### Our Environmental and Energy Management Approach

We carry out our activities during the product life cycle with the environmentally friendly and energy efficiency perspective. All processes are evaluated on their environmental impacts, and we do activities according to prioritization to reduce our negative impact on the environment.

We support to the sustainability by committing Sustainable Development Goals. We develop our management systems under the light of SDGs and put them into our corporate policies.

We have integrated management system, which is certified by the accredited certification body, TUV Rheinland.



Please see **ANNEX 2** for the complete list of our Certificates.



We sustain and maintain the certificate ISO 14001 Environmental Management System since 2004. It is a mature system, and all our new production sites are established according to these standards.

We have well established EMS system since 2004. All our production plants are certified by ISO 14001.

We have no nonconformity (**Zero NC** in external audits) on Environment and Energy Management System over 7 years. During the external audits, we always receive positive feedbacks from the auditors, and they use as benchmark for our sector.

Trainings on environment subjects are provided to employees every year during refreshment and orientation programs in all our production plants.

<i>Training Name</i>	<b>2021*</b>	<b>2022</b>	<b>2023</b>
<i>Environmental Accident Emergency Conditions and Waste Management (Employee*hours)</i>	412	344	339
<i>14001 Env. Management System Information (Employee*hours)</i>	348	253	551

\* One-point lessons given to all employees.

## ENVIRONMENTAL MANAGEMENT

### Environmental Accidents

Environmental emergency may have an effect on large areas and many people according to its type. We prepared a detailed emergency plan for our production plants which store and use chemicals. We have 7 different scenarios, and we practice or review them every year.



For the year 2023, Romania plant had a practice of chemical leakage simulation with the SAFETY & SU department and the reaction times and the intervention of the personnel in the area.

We manage emergencies in the production plants with a trained team and emergency trolley are put in several different areas which is evaluated as risk. When environmental accident or near emergency is occurred, it is reported by the responsible.



**There is NO environment accident in any of our locations in 2023.** And we need to underline that we do not have any environmental accident which has any impact on environment in the last 6 years.

Additionally, we conduct our environmental risk assessments every year, covering 100% of our locations.

### Air Emissions

Air pollution due to our production plants is evaluated as low impact. Air emission measurements are done every year or once in two years according to local legal requirements and World Bank standards.

There is no exceeding the legal limit of air emissions in all of our production plants.

Just for a reference, the highest PM, VOC, NO<sub>2</sub>, SO<sub>x</sub> parameters are put in the following table from the latest air emission measurement report of operations in Romania in 2023.

<i>Parameters</i>	<b>Legal Limits (mg/Nm3)</b>	<b>Measurement Result (mg/Nm3)</b>
<i>PM</i>	5	3.09
<i>VOC</i>	100	16.16
<i>NO<sub>2</sub></i>	350	137.39
<i>SO<sub>x</sub></i>	500	4.36



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators for our locations.

## CHEMICAL MANAGEMENT

All chemicals are evaluated with SDS forms during purchasing decision. Chemicals are categorized according to the dangerous categories and non-dangerous ones are preferred. If there is no other chose to use the least dangerous one, the effect on the environment and public health are analyzed and proper controls are set before purchasing. The system is clearly defined and managed with the coordination of related parties. The most used chemical in our processes is in the cataphoresis process.

Water-based chemicals are preferred and used in this process. Chemical uses are monitored monthly and reported to the operation management in the Monthly Environment Performance Report. Alternative chemicals are searched to reduce the usage amount of paints and the usage of less chemicals is supported by projects.

The chemicals are selected and used in all processes in line with the REACH regulation and IMDS system. In this context, there is no possibility to use any prohibited/restricted substances.

Chemicals are stored in the new chemical storage area according to the storage matrix. This area is closed for unauthorized entrance and away from the plant to prevent fire risk. The proper personal protective equipment is determined by the work safety specialist and ensured to use. MSDS and emergency kits are available in chemical usage and storage areas. And there is a detailed procedures for the chemical management.



Our public information for our Romania, Akçalar and Kütahya locations have been provided on our website. You can access it through the link below.

### Kütahya Plant

[https://www.marturfompok.com/files/belgelerimiz/martur\\_kamu\\_bilgilendirmesi\\_ktahya.pdf](https://www.marturfompok.com/files/belgelerimiz/martur_kamu_bilgilendirmesi_ktahya.pdf)

### Akçalar Plant

[https://www.marturfompok.com/files/belgelerimiz/martur\\_kamu\\_bilgilendirmesi\\_akalar.pdf](https://www.marturfompok.com/files/belgelerimiz/martur_kamu_bilgilendirmesi_akalar.pdf)

### Romania Plant

[marturpdf.netlify.app/informare\\_publica\\_martur\\_automotive\\_nov\\_2023](https://marturpdf.netlify.app/informare_publica_martur_automotive_nov_2023)

## WASTE REDUCTION

We manage all activities to reduce the amount of the generated waste. It is our goal to maximize resource usage by optimization project in each process. Therefore, both the economy and the environment will win.



Waste generated at the production plants is collected separately at the source in accordance with the type of waste and legal requirements. It is classified according to waste type and sent to recycling, energy recovery or disposal firms. Except domestic waste, all type of wastes is sent to the recycling or energy recovery firms. Only domestic wastes are sent to the landfill for disposal.

All wastes are stored at the waste site in accordance with legal requirements.

<i>Waste by Type (tonnes)</i>	2021	2022	2023
<i>Hazardous Waste (Energy Recovery)</i>	479	590	509
<i>Non-hazardous Wastes (Recycled)</i>	6,489	11,653	10,692



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators for our locations.

### Towards to Zero Waste

We aim to achieve the zero-waste target by focusing on the following activities:

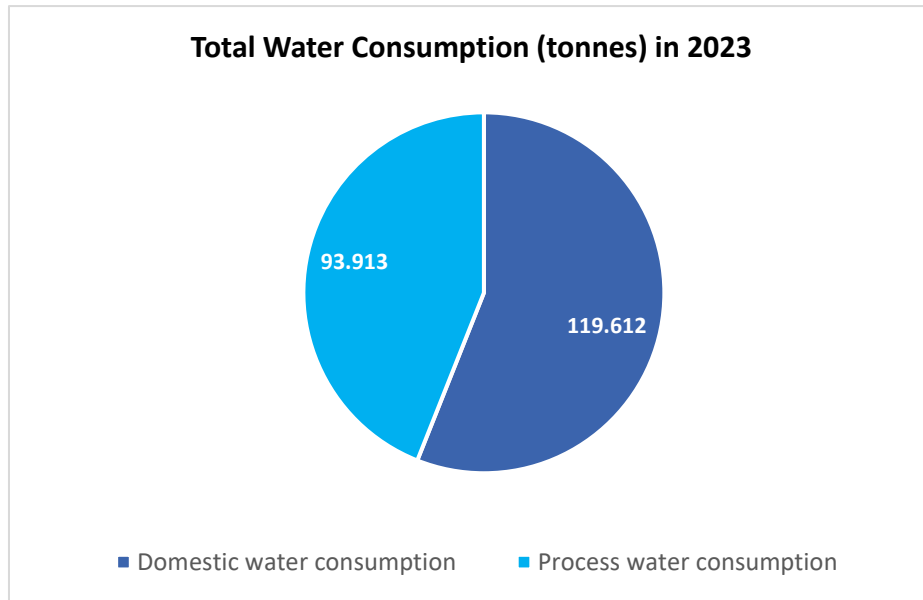
- ❖ To prefers technology that does not generate waste.
- ❖ To use of waste as raw material when possible
- ❖ To decompose food wastes to prevent from landfill.
- ❖ To organize trainings to increase the awareness on zero waste



## WATER QUALITY & CONSUMPTION

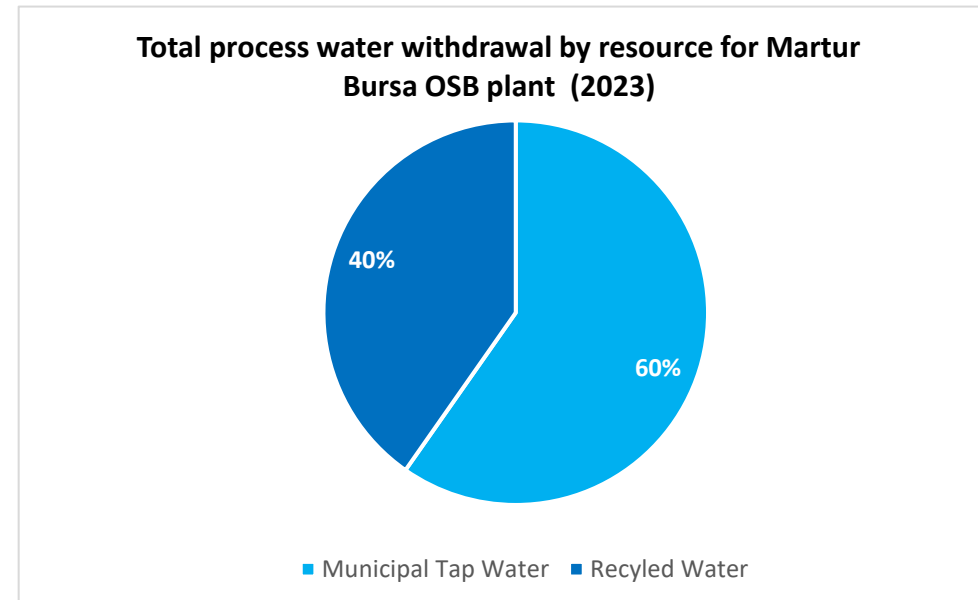
In the coming years due to the disruption to the balance of rainfall caused by climate change, we will be affected by water scarcity significantly. We are managing our water and wastewater processes in the most efficient manner while trying to carry out operations with minimum consumption of water.


Total water consumption of all of our production plant is in 2023 as follows.



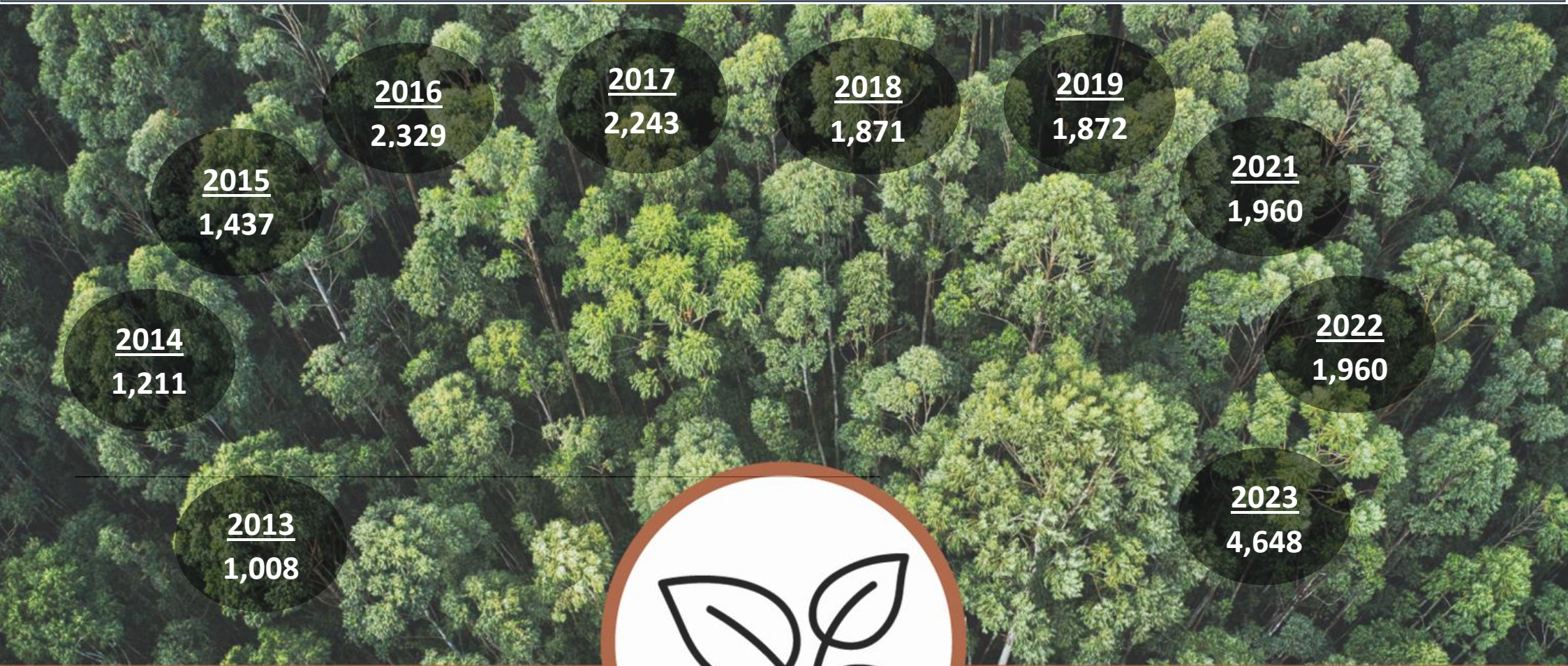
If possible, we always prefer to use treated water instead of tap/fresh water. We only have this possibility in Türkiye, Bursa Organized Industrial Zone.

Mostly treated water is used in the cataphoresis process in Martur Bursa seat plant. The proportion of municipal and treated water usage is summarized in 2023 at Martur Bursa plant as below. We aim to do it for all our plant if available.



 Please see ANNEX 4 for the complete list of Environmental Performance Indicators of our locations.





2015  
1,437

2016  
2,329

2017  
2,243

2018  
1,871

2019  
1,872

2021  
1,960

2014  
1,211

2022  
1,960

2013  
1,008

2023  
4,648



*In addition to 1,996 saplings which they planted for Arboy day on 23<sup>rd</sup> April in every year, the carbon footprint of Directors Meeting in 2023 was calculated and 2,652 saplings have been planted to be in neutral.*

*In the last 10 years 20,540 saplings have been planted and 451,925 kg of CO2 emmissions have been reduced.*

## SUSTAINABLE PRODUCT

We have a well organized R&D team, and there is a dedicated team that studies material innovation

Our products are seat, seat components and plastic interior parts. Their main materials are metal, textile, plastic, and foam. And they are recyclable or reusable. We have several R&D projects to reduce our products negative environmental impacts by using sustainable materials.

The main consumption ratio in raw materials belongs to sheet metal. And we have several studies to reduce the weight, technical scrap rate and to choose green material to reduce carbon footprint and negative environmental impact.

We are working in parallel with new CO<sub>2</sub> emission regulations and customer targets.

Our main focus is to decrease carbon emission of our products. For this reason, we are implementing our sustainable design guidelines for all of our products which consist of recycled and biobased raw materials, mono materials, lighter products and more simple processes.

The life cycle evaluation of our products at the end of its life cycle is below.

Metarials	Status
Metals	100% recyclable
Foam	100% reuse
Cover	100% recovery
Plastic	60% recyclable 100% recovery

## Life Cycle Analysis of our Products

We analyse the environmental impact of our activities and products with the life cycle perspective. We have an internal resource to calculate LCA of our existing and developed product. We have a good collaboration between R&D and Environment & Sustainability team.



In 2023, we completed LCA analysis for 27 projects. Our analysis showed that raw material contribution in the total carbon footprint has the highest portion. We have been started to integrate our selected supplier to reduce the ecological footprint.

Recycled **Metal** Usage Content (Average)



Recycled **Plastic** Usage Content (Average)



Recycled **Textile** Usage Content (Average)





# Social Responsibility

## EARTHQUAKE DISASTER

On February 6, 2023, the southeastern region of Türkiye was hit by two devastating earthquakes followed by numerous aftershocks. These earthquakes impacted approximately 14 million people across an area of 120,000 square kilometers, causing severe destruction in 11 cities. The nation was deeply saddened by the loss of many lives and the thousands of individuals trapped under the rubble.

### Solidarity from the first day

In response, the Martur Fompak International Top Leadership team, together with the employees, took swift action to support the affected region.



15 employees with Search & Rescue training joined aid efforts in Hatay city, collaborating with teams from Slovenia and Hungary.

From the very first day, our colleagues in locations outside of Türkiye coordinated with Türkiye HR and, under their guidance, engaged in various charity activities and made donations.

Employees in Türkiye contributed their one-month company food package allowance, which was used to purchase 20 containers for earthquake victims. The remaining funds were donated to the AFAD Disaster & Emergency Management Presidency.

Our employees, through their representatives, expressed that they chose to forgo March 8 gifts and instead donated the budget to support earthquake victims. As a result, the company purchased and donated five additional furnished containers on behalf of the employees.



Additionally, the company dispatched a truck loaded with equipment, dry food, and water to support a charity kitchen in Adiyaman city, which was distributing food to earthquake victims.

MFI Running Team ran in the 18th Runtalya Marathon to raise funds for earthquake victims.

On September 8, 2023, a powerful earthquake with a magnitude of 6.8 struck the High Atlas Mountains and Marrakech in Morocco, resulting in over 2,000 deaths, thousands of injuries, and the displacement of hundreds of thousands of survivors. Morocco HR promptly reached out to employees to ensure that none had relatives in the affected area. Martur Fompak International focused on emergency relief by donating to the Government Donation Bank account. Employees also came

together to support earthquake victims through both monetary and non-monetary aid.

We have identified key topics related to social sustainability based on our materiality analysis conducted in 2022.

- **Human and Labor Rights;** We believe that business can only flourish in societies where human rights are protected and respected. We recognize our responsibility to respect human rights. We clarified our principles, ideas and attitudes, and formulated a Human Rights Policy.
- **Diversity, Equity and Inclusion;** Diversity in our workforce brings a range of experiences, ideas and perspectives that enable us to better serve our customers, improve our products and services, and create a more inclusive culture for all.
- **Talent and Development;** We focus on developing correct skills, knowledge and behaviour for our people and support their development in a fair and just company environment which offers equal opportunities. Putting people first is a key to sustainable business.
- **Occupational Health and Safety;** We are committed to provide healthy and safe working areas to all our employees and other people present in our facilities for any reason. We aim to eliminate or reduce all type of occupational risks, prevent injuries, support the physical and mental wellbeing by ensuring good working conditions and improve health and safety performance continuously. You can visit our well-defined policy explaining our principles in details on Occupational Health and Safety Policy.

The full texts of our Global Code of Conduct and all policies are located on company website;

<https://www.marturfompok.com/en/company#our-policies>

## HUMAN AND LABOR RIGHTS

As a responsible organization, we believe that upholding human rights is not only a moral imperative but also a critical aspect of our business operations. We are committed to ensuring that our employees, partners, and stakeholders are treated fairly and with dignity, and that their basic human rights are respected and protected. In this report, we provide an overview of our policies, practices, and initiatives aimed at promoting human and employee rights. We will continuously proceed along this understanding towards creating a more just and equitable working environment.



To view Martur Fompok International Human Rights Policy, please click [here](#).

We commit to promoting and upholding the United Nations Global Compact Human Rights Principles, which guide its actions and decisions of which the company is a signatory.

## Social Dialogue and Working Conditions

In Martur Fompak International plants, since its foundation in 1996, an employee representative system was in place for social dialogue. In 2023, the employees in Türkiye plants joined in Labor Union; Türk Metal and the employer joined in employer union; MESS. In Martur and Fompak Türkiye plants, 100% of hourly-paid employees became a member of Labor Union.

In Italy plant, 100% of employees, both white and blue collars are Union Members, except the 3 employer representatives.

In the other operations, there exists an employee representative system. It is an internal way of social dialogue. The representatives are consulted on all kinds of labor areas e.g. training plans, internal regulation, work hours, resting time, etc. They negotiate the collective labor agreement, salary increase and social benefits for the respective period. These selected representatives discuss with Human Resources and Senior Management any professional, economical and social subjects related to labor relations.



Labor unions and worker representatives are our stakeholders with whom we regulate working conditions and labor rights. We encourage the right to unionization and collective labor agreements in accordance with our Human Rights Policy.

Human rights and working conditions protect the dignity of every person. We are committed to 10 principles of United Nations Global Compact and undertake to fulfil all kinds of responsibilities to create a fair and sustainable working environment. In all countries we operate, we respect and promote human rights and working conditions in compliance with international standards, local laws and regulations and company values; “We Care - We Share - We Dare”. The company policy and procedures conclusively prohibit discrimination of any kind with respect to any aspects of the employee relationship. We promote an inclusive working environment where everyone is valued for their contribution to the company and we expect every Business Partners to be in line with these requirements.

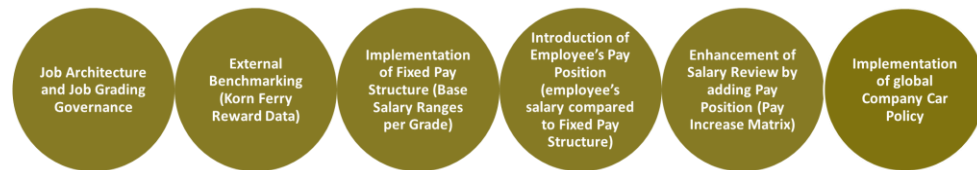


In the reporting year, we reassessed the Human Resources organization to address the diversifying needs of our expanding workforce along with the company’s growth. In the updated structure, “Human Resources Business Partners” were introduced to the organization to respond the requests better and to support the business leaders. They deploy the people strategies and ensure HR activities alignment with the business objectives, while working in collaboration with the functions in Human Resources organization, Organizational Development and Talent Management, MFI Academy, Compensation and Benefits and other functions.

Mission of Group Compensation and Benefits function is enabling sustainable C&B plans driven by our Core Values, to support employee attraction & retention. The C&B function explores and proposes C&B plans that are aligned with our C&B principles and our C&B positioning (local external benchmarking). Offered plans differ from country to another, following local practice and local benchmarking.

The C&B function brings guidance and structure around employee compensation and benefits plans: designing policies and governance, designing compensation structures, introducing C&B cycles and mapping C&B processes.

Our C&B function completed the following projects in 2022-2023;



Our company uses a job titling & grading system that is based on job evaluation. Job evaluation is ranking (grading) positions systematically according to the methodology of a job evaluation system. At Martur Fompak International, our system is based on the external Korn Ferry Hay job evaluation system.

Our job titling & grading system falls under a wider Job Architecture framework, i.e. which positions we have defined for Martur Fompak International and how we hierarchically place them.

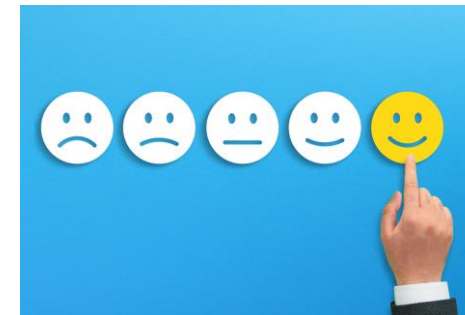
Job Architecture is a framework useful to various HR processes: organizational design, learning & development, career development, compensation & benefits, recruitment, performance, talent & succession. With this architecture, we ensure that we are in line with "equal pay for equal work" principle.

We offer many fringe benefits to our employees. While some of these benefits are standard, but some may vary from one to another country, considering the common industry practices and employee preferences in those countries; e.g. Christmas bonus, holiday pay, social allowances for special (birth, marriage, death

of a close relative), feast allowance, food packages, education allowances or school gifts for the employees' kids, private health insurance, fuel allowance, etc.

### Employee Experience

Investing in positive employee experience is crucial to create an engaged workforce. Martur Fompak International has a valuable tool to measure employee experience, "SAP Qualtrics" online survey platform which we implemented in 2022. It gives us the opportunity to create snapshots across the entire employee lifecycle.



So far, we prioritized several employee touchpoints; hybrid working, onboarding experience, performance management system, Internal Mentorship Program (Mentor survey and mentee survey), language training courses and SAP Hana Onboarding experience. We will better listen and understand our people's experience. Our goal is to transfer the learning from surveys to design better employee experience.



## Recognition and Rewarding

Employee recognition and rewarding system is essential for any thriving business. It not only enhances the employees' satisfaction and productivity but also encourages the repetition of desirable actions and behaviors. Our company has a well-organized recognition and reward system in place. We seize opportunities to celebrate our employees, whether privately or publicly, for various reasons, including tenure, exceptional performance, good presence (low absenteeism), contributions to improvement projects, and adherence to safety and environmental procedures.

All the employees involved in suggestion system are rewarded periodically in front of their team on the shopfloor, because they contribute to identification and solution of problems, health & safety improvement, process and product improvement, and a supportive working environment.



\* In 2023, hourly-paid employees were rewarded 27,149 times for their good presence on monthly or quarterly basis differing from one to another country.

\*284 hourly-paid employees were awarded for their good performance.

## DIVERSITY, EQUITY AND INCLUSION

We promote diversity, equity, and inclusion policies and practices in our operations. Our approach is to base the recruitment, placement, training, and advancement of employees at all levels on their qualifications, skills, and experience.

In 2022 and 2023, we have organized 8 webinars on Unconscious Bias & Social Gender Equality. Türkiye was selected as pilot area and all Martur Fompak International Türkiye employees were invited to these initial trainings to increase awareness on Social Gender Equality.

We ensure our job postings use inclusive and gender-neutral language by focusing solely on objective criteria and job descriptions, avoiding any discriminatory terms. This approach helps create a welcoming environment for all candidates.

Since investing in Kütahya in 2017, Martur Fompak International has been providing free childcare services to promote women's employment. This benefit has significantly enhanced our recruitment of female employees at our plant, has been instrumental in attracting new women candidates to the pipeline, and boosting productivity by decreasing absenteeism.

Our company meticulously selects childcare centers in Kütahya, based on specific criteria and offers them to our female employees as contracted childcare providers. Additionally, Martur offers complimentary transportation for workers' children to and from these centers. Children are picked up in the morning before their parents are collected for the morning shift, allowing parents to see their children off. They are then brought back at the end of the day. We periodically monitor satisfaction with the childcare centers and make adjustments as needed. Currently, we have agreements with three childcare centers located in different parts of the city, benefiting 88 women employees in 2023.





Martur Kütahya location was recognized by the Kütahya Organized Zone Directorate as **"The Company that Provides the Most Employment"** as well as **"The Company that Provides the Most Women Employment"** successively both in 2022 and 2023.



2022 rewards



2023 rewards

We track the women share groupwide in specific categories and benchmark with customers and competitors.

	2021	2022	2023
Women in Board of Directors	25%	25%	25%
Women in senior management positions	14.3%	11.9%	13.4%
Women in managerial positions	15.5%	16.3%	20.8%
Women in non-managerial positions	32.7%	32.8%	33.6%
Women employees in STEM-related positions	22.7%	22.2%	23.8%
Women employees in IT positions	23.2%	23.1%	23.0%

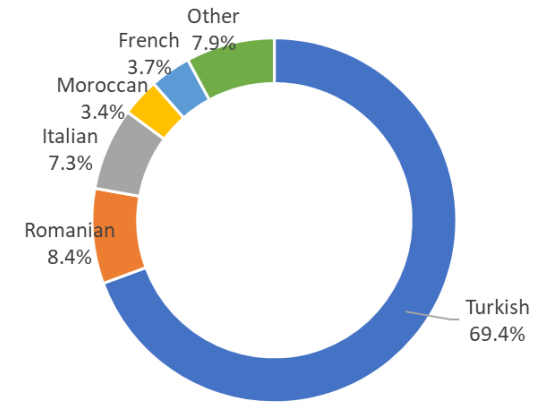


Women are underrepresented in STEM and IT positions in automotive industry. In order to increase the women employees in STEM positions, Martur Fompak International has joined BUMKAD the Women Engineers Association in Türkiye as a company member. This membership allows us to collaboratively develop projects and support women students and graduates in STEM, providing a stronger talent pipeline for future recruitment.

During the reporting year, we provided AI training to female engineering students with the support of our Group Intelligent Technologies Directorate. Our aim was to introduce AI technology and demonstrate its applications in the industry, encouraging these students to pursue careers in this field.

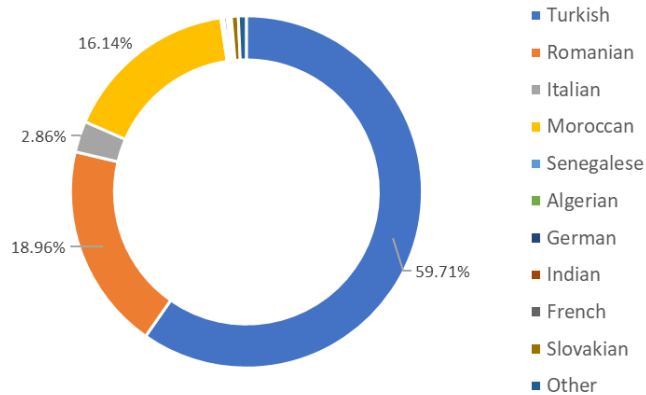
We are committed to the inclusion of disabled individuals in our workforce, as we view this as an important aspect of our social responsibility. In our company, the operations suitable for disabled personnel, based on the type of disability, have been determined by the workplace Occupational Health and Safety (OHS) units. Upon commencement of their employment, these individuals are added to the 'Prior Employees' List. Their shift supervisors are assigned as the responsible person for them, and a substitute companion from the same team is also designated for each of them. Disabled employees make up 2.2% of our global workforce, with a slight increase of 0.1% compared to the previous reporting year.

We have a workforce profile with a wide range of nationalities. Being a multicultural group brings a wealth of ideas and different perspectives to the organization, thus our employees have the opportunity to cultivate important abilities such as versatility, adaptability, and cultural awareness.



Management workforce by nationality in 2023

All workforce by nationality in 2023



## TALENT AND DEVELOPMENT

Effective talent management is pivotal in ensuring our company has the necessary skills and capabilities to innovate, adapt, and compete in a rapidly evolving landscape. We strive to attract talent, integrate them into our company, and prepare them for the future business world by equipping them with the competencies and skills of the future.

### Talent Acquisition

We collaborate with local vocational high schools and universities where we operate.



Our company representatives actively participate in university events, delivering on-campus presentations and sharing their expertise.

We offer students valuable workplace experience through short and long-term internships, plant visits or collaborations for innovation projects. We share our knowledge and experience with the students while observing and guiding their work, and benefiting from their fresh perspectives. This collaboration not only enriches their education but also allows us to identify and nurture potential future talent. After graduation, these students often become a valuable source for our new talent pipeline.

During the reporting year, our Türkiye and Romania plants cooperated on a significant project. İTÜ, one of the most reputable universities in Türkiye, organized a case analysis competition called UçArı. This competition was open to 3rd-4th year students and master's students from all universities, who could participate in groups. Martur Fompak International was one of the three sponsors of the UçArı competition.



Our company participated in the competition with a case analysis prepared by the Supply Chain and Intelligent Technologies Directorates. We awarded the second-place winning team, composed of three young talents, with a one-month internship at the Martur Romania plant during the summer of 2023. Our colleagues in Romania hosted the team and shared their experiences, providing the interns with a fruitful study experience. Upon their return, the group shared their internship experiences on the company career website.

<https://careers.marturfompak.com/our-interns>



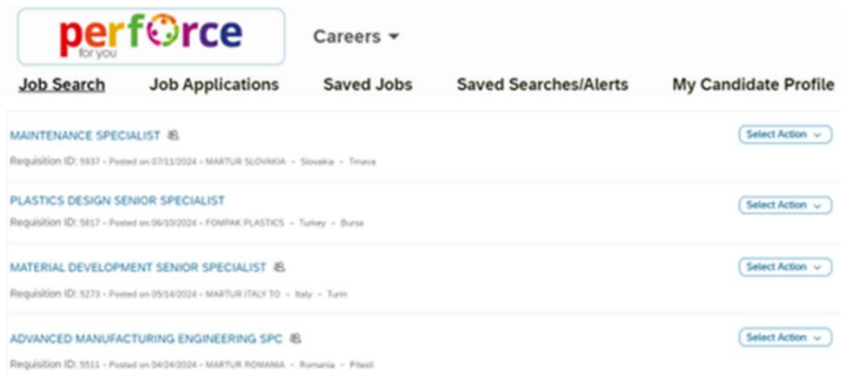
### Kite Program

In 2023, Martur Fompak International launched the global talent acquisition program “KITE.” This comprehensive program is tailored for self-motivated trainees, aiming to cultivate young leaders for future managerial roles. Participants receive training across different departments and countries, which equip them with a comprehensive understanding of the company’s operations and culture. Except traditional trainings, the KITEs are developed with different methods and tools; buddy assignment, mentoring, digital learning, project assignment, 360 degree performance assessment and feedback.



In the reporting year, we received 2753 applicants to our KITE job post globally. 2 KITEs started in İstanbul and Cologne offices. We continue to select new KITEs meticulously.

Our job posts are accessible to internal candidates through our Human Resources Information System, Perforce. Employees seeking career changes can apply for these internal job postings. Each position is announced internally for 20 days, providing employees the first opportunity to apply. If a qualified internal candidate is identified, the position is filled internally.



### International Mobility

In addition to internal mobility, we enhance our employees' work experience through our International Mobility Policy. This policy offers opportunities for international assignments, challenging employees to adapt to new cultures, languages, and work environments. These experiences not only stretch their abilities but also support our succession planning efforts.

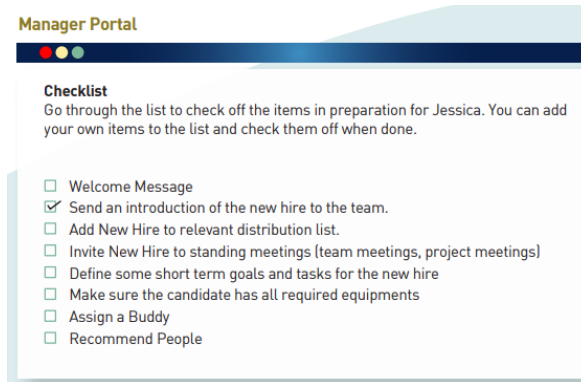


### Onboarding

When we find the right person and they accept the job offer, it's time to onboard the new employee. The purpose of the onboarding process is to facilitate the newcomer’s integration into the company and their role.

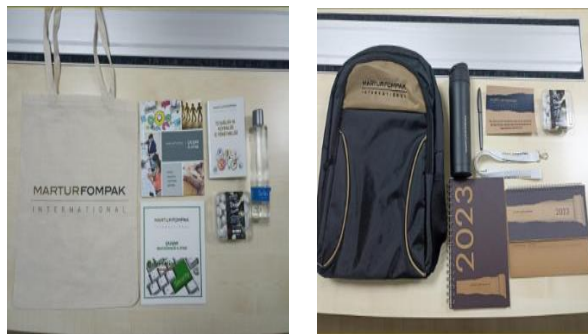
Research shows that the quality of onboarding is closely related to employee retention. An internal company survey revealed that our employee onboarding process has room for improvement. For this reason, we started to implement actions to improve this experience.

First, we set up a module on HRIS Performe for our managers. This module assists managers in executing the onboarding process.



The new employee gains access to this platform before their start date. They can read welcome messages from their manager and HR, complete paperwork, review useful links provided by their manager, and see recommended contacts, including their buddy and teammates. Additionally, they can access company-specific content, view planned meetings, and start online learning.

In the reporting year, we standardized welcome kits for new employees across all company locations.



Standard welcome kits for white- and blue-collar employees

On their first day, newcomers participate in a standard orientation program that includes a comprehensive overview of company ethics.

To enhance the induction process, each newcomer receives an Employee Handbook in their Welcome Kit, while first-time managers receive a Manager Handbook. These guides provide detailed information about our Human Resources processes, policies, and internal rules, helping them understand how we work in Martur Fompok International. All employees are required to sign an acknowledgment of the Employee Handbook. We regularly update these handbooks to reflect changes in our systems and policies, ensuring they remain current.



Handbooks for newcomers

To evaluate the onboarding experience during the first week, we developed a dynamic survey covering key topics: Welcoming, Team, Training, Manager, and Buddy. This survey is automatically sent by our system at the end of the first week. It provides valuable insights for identifying areas of improvement and taking necessary action.

## Performance Management

At the beginning of each performance year, we clearly communicate SMART objectives and performance expectations to every white-collar employee. Throughout the year, managers provide regular updates and feedback, encourage open discussions, and offer guidance and support to their team members. This system helps identify development and training needs, fostering the growth of employee skills.

Our performance management system ensures alignment between individual objectives and corporate goals, creates a robust feedback mechanism, and provides employees with the opportunity to realize their potential.



*Deployment of objectives*

In Türkiye plants, we have a performance system for blue-collar employees, assessed and rewarded every six months. Every blue-collar employee with at least 2 months of seniority is eligible for a performance review. The evaluation is based on three dimensions: individual work performance, behaviors, and improvement suggestions or kaizen projects. Every six months, the top 5% of

employees in the department's ranking are rewarded with a plaque and a monetary award. These ceremonies are held on the shop floor in front of the team to recognize excellent performance and inspire others to achieve higher performance.



*Performance plaque*

In 2023, a total of 4,359 employees, including blue-collar workers in Türkiye, went through performance reviews in our global operations and offices.

To ensure our performance management process is effective, we developed a survey in the reporting year. The results and feedback show that the majority find the system beneficial, though some comments highlight areas for improvement. We use this feedback to make necessary adjustments to our system.

### MFI Academy and Training Activities

Our people is the key to a successful and sustainable organization. Therefore, our primary focus is on talent management initiatives designed to support employee growth. We provide proactive human development in three pillars; corporate development, functional development, and individual development.



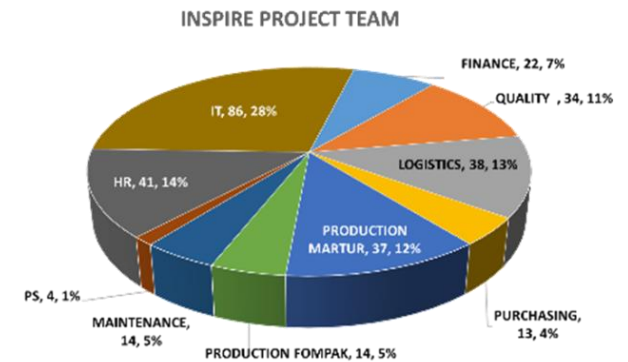
Inputs for our talent development and training process include performance review outcomes, strategic objectives, new projects, customer requirements, individual knowledge and skill gaps identified by radar charts, employee experience surveys, employee requests, and succession plans derived from talent review meetings.

We go beyond traditional classroom training by incorporating blended learning methods and tools, striving to find the right balance between them. Additionally, we foster idea exchange, share tips and best practices, and encourage peer learning across the company.

In the reporting year, Martur Fompak International started “Project Inspire” and completed its conversion to the SAP S/4HANA system running on the SAP HANA database, which offers much faster reporting and a simplified data processing model, as well as real-time data processing.



Twenty-five percent of our white-collar employees participated in the Inspire S/4 HANA Project. The team, consisting of members from nine nationalities with a combined experience of over 1,800 years, successfully managed a smooth migration to HANA under the leadership of Intelligent Technologies. This project exemplifies our commitment to digital skill development and effective teamwork.



Throughout 2023, we developed our employees through various training programs organized by MFI Academy.

The LEAP Leadership program, which began in 2022, concluded with participants presenting their projects. Two groups of first-time managers participated in the "A New Leader" Program. Leaders Club webinars, featuring world-renowned keynote speakers, continued with the participation of 268 leaders.

Quality professionals completed the "Quality Technical Competency Development Program," and our project managers received PMP Certification training.



We continue to invest in our internal company trainers and foster a culture of peer learning. To date, we have developed 116 internal trainers for both technical and soft skill trainings, resulting in a 65% conversion rate of external trainings to internal ones. We celebrate Trainers' Day every year on November 24 with our internal trainers. The event is filled with fun competitions and includes a speech from a keynote speaker.

A total of 219 employees participated in the "Inspirational Training Sessions" series, which included 10 different topics such as Negotiation Skills, Embracing Change, Power of Persuasion, Storytelling, and Remote Management Skills, among others.

MFI Academy continued its Shift Leader Development Program with new groups assigned, aimed at equipping them with the necessary skills.

In the reporting year, we continued the Corporate Mentorship Program with the motto "Each One, Teach One." Young talents showed great interest, while senior employees shared their experience and supported their personal growth. The satisfaction rating of the 36 mentees who joined the program was 4.7 over 5.



For those seeking to enhance their soft skills, we offered e-learning materials through our digital learning system. The platform which was utilized by 1,352 users includes personal and interpersonal development programs, 352 leadership programs, and 22 different materials on Management TV.

Management TV is a channel specially designed for our executive leaders on the digital platform. It features many inspiring videos from the world's leading businesspeople and academicians in the field of management.

Additionally, our employees improved their language skills by participating in online or face-to-face training sessions.



Our commitment to employee development through various training initiatives has been a cornerstone of our growth strategy. Our diverse and engaging learning opportunities reflect our dedication to nurturing talent and fostering a culture of continuous improvement. As we move forward, we will continue to invest in our people, ensuring they are well-equipped to meet the challenges of the future and drive our organization's success.

## Employee Well-being

To create a positive work environment, we emphasize a culture where employee well-being is central.

At Martur Fompak International, we prioritize employee well-being by offering periodic health checks conducted by plant doctors or contracted health centers. Employees have confidential access to the infirmary whenever needed. Additionally, many of our locations in Türkiye provide free services from contracted dietitians and psychologists to support overall health and mental well-being.

We aim to reduce health risks for our employees, enhance their quality of life, and support their physical and mental well-being. In 2023, we organized eight webinars to raise awareness about mental and physical health. One of these webinars, held after the earthquake disaster, was specifically designed to help our employees manage their anxiety and find calm. At the Morocco plant, a 'Detect to Protect' day was organized to raise awareness about breast cancer.

## SOLIDARITY AND SOCIAL RESPONSIBILITY

Our employees voluntarily dedicate their time to solidarity projects. On October 1, our Running Team, comprising 30 dedicated members, participated in a 5k run on behalf of LÖDER, bringing hope to courageous children battling leucemia. They secured 3rd place out of 76 teams in the Corporate Teams category.



In Morocco and Türkiye locations, employees enthusiastically took part in a blood donation campaign.

At the Romania plant, employees organized a campaign to collect and donate gifts, toys, clothes, cleaning products, consumables, and sweets for children in a special care center.



In Italy, plant employees collaborate annually with the association ‘Albero di Greta’ to support research on the rare disease CDKL5. In 2023, they chose to forgo March 8 gifts and instead donated the budget to the association. They also purchased Christmas and Easter gifts through the Albero di Greta Association. We are committed to our responsibility to the community and believe that together we can make a difference.

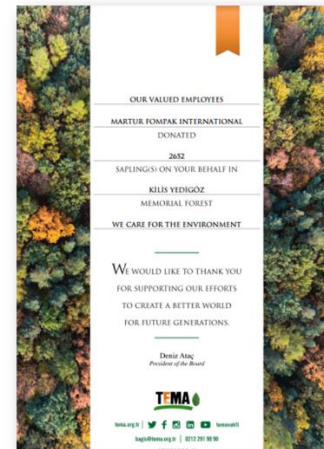
At our Romania plant, we support diversity and inclusion by sourcing products and services from protected companies. Our personal protective equipment (PPE) is supplied by a disabled-owned business (DBE), while our cleaning services are provided by a women-owned business (WBE).



We always celebrate Women’s Day by purchasing the products from local women’s cooperative societies and women producers.

Since 2007, the company leaders and our volunteer employees have supported students who meet specific criteria through scholarships and internship opportunities. From 2007 to 2023, a total of 1,026 students have received scholarships.

On April 23rd, in celebration of National Sovereignty & Children’s Day, we donated 1,996 saplings to the TEMA Foundation on behalf of our country’s children and future generations. This initiative underscores our commitment to a more sustainable future, with the saplings planted in afforestation areas across various cities.



In October 2023, the annual Director’s meeting was held in Antalya, Türkiye with all directors from the group in attendance. To neutralize the carbon emissions from transportation, accommodation, and other activities associated with the meeting, Martur Fompak International donated 2,652 saplings to TEMA.

In line with our commitment to sustainability, we continued to use recycled paper for the 2024 calendar and notebook.



Digital Business Cards were delivered to the employees in all locations.



### PEOPLE ENGAGEMENT

We plan activities throughout the year with our employees and like to have fun together.

In the reporting year, we held the traditional Martur Fompak International Summer Camp 2023 in Türkiye (Bursa and Kütahya), where a total of 222 children, aged 7 to 11, joined us for a whirlwind of fun, learning, and camaraderie. Beyond forging new friendships, our young participants delved into invaluable life skills like teamwork and collaboration, all while engaging in a dynamic array of sports including football, basketball, and volleyball. The company covers all the costs including sportswear and shuttle services.



Martur Slovakia organized its first Family Day, bringing employees and their families together to get to know each other better, which improved our coworking relationships.



Morocco plant hosted their employees' children in the plant. They both had a fun day and saw the workplace where their parents work.



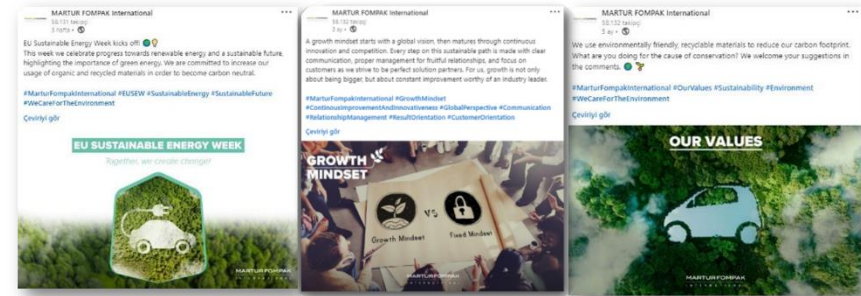
Team dinners, Friday breakfasts, Christmas parties, and birthdays or special days celebration, sport tournaments are all occasions for us to reinforce team bonds and have fun together. We offer our employees free concert, play or cinema tickets on monthly basis both to contribute to the sustainability of local theaters and cultural organizations, and also well-being and relaxation of our employees.

We supported the education of 10 female engineering students by purchasing bulk tickets for a theater play. The proceeds from this event were donated to the TEV&BUMKAD Scholarship Fund, which provided one-year scholarships to these promising candidates.

Our employees' children participate in monthly workshops organized by the Corporate Communication Department. Each month features a different handcraft workshop, such as making a Sleeping Baby, Panda penholder, First Aid Box, or Desktop Calendar. These handcrafts are often produced from recycled material, and the finished products are exhibited in the common areas of each plant. The children are rewarded with mini gift packs.



The Corporate Communication Department shared 124 posts on the company's social media accounts throughout the year. Most of these posts were aimed at creating awareness about sustainability and informing followers about important topics.



We organized a contest among employees in our 14 production plants to promote safety, sustainability involvement, and environmental awareness. The winners were rewarded with various gifts.



# Corporate Business



## R&D AND INNOVATION

We are a strong partner in design to create new technologies for our OEMs.



We have 5 R&D centres spread in EMEA region. Our R&D team is actively working on the following main subjects, with the contributions of both the company and the universities, our partners for years:

- Smart Seat Systems & Interior Systems by Smart & Connected Functions-Devices & Textile
- Safety, Comfort, Customized Solutions & Styling
- Sustainability triggered by a Holistic Approach
- Lightweighting the Systems and Parts to Reduce Costs, Emissions and Consumptions
- Hygiene, Health & Integrity

Several programs are launched with the major world universities to establish projects for future innovative cockpit.



- Politecnico / Turin, Italy
- TU Delft / Holland
- I.T.U. / Istanbul, Türkiye
- IBV / Spain
- METU / Ankara, Türkiye

We continue to create innovative products for the base of the following 3 main areas.



Haptic Touch  
Advance Seat Control  
Unit  
Bone Conduction

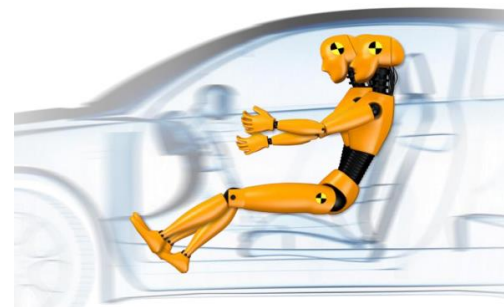


Conductive Dashboard  
Adaptive Seat  
Light Weight Structure  
Noise Cancellation



Biodegradable  
and  
Nano Materials  
3D printing

The validation of our products is important for product safety. We have in house resource to test and validate our new products.



We perform safety, reliability, functionality, durability, comfort and NVH tests for seats & airbags & seat components & instrument panels & and door panels.

We can perform homologation tests on rigid fixture or car bodies with witnessing global certification bodies.

## DIGITAL TRANSFORMATION & AI

Our investment on digitalization and AI getting increase year by year. We have competent in-house resources to develop software and create AI modules according to our needs.

The top AI modules are on process controls. We have SAP system integrated with all processes. We collect data instantly by MII and analysed them with AI modules to decide process are completed correctly. We easily detect the problem before they occur and be sure to produce good parts.



In our journey to become Smart Corporate, we work hard to adapt the developing technologies to all business processes, to create a "New Digital and Sustainable" business model, and to support a "Sustainable World" with admirable experiences by using end-to-end smart and compatible technologies (Metaverse, IoT, ML, AI, RPA etc.) in our own Meta universes. To achieve this target, we increased the technological literacy of our company employees through hackathons and 38% of participants were women employees.

## DATA PRIVACY AND SECURITY

We maintain data privacy standards at utmost level, in order to protect all forms of information and data of our employees and Business Partners. Data privacy standards are implemented in accordance with related legislations. The interested parties are informed about how the personal data is processed, for what purpose it will be used, for how long it will be kept, and in which cases it may be shared with third parties.

In 2023, there were no complaints about the data issues by customers, suppliers, and employees. There are no detected cases for personal data breaches.



All our employees have the responsibility for information security. We have well established Information Security Management System. It is managed centrally and implemented in all our locations.

Martur OSB, Martur NOSAB, Martur Kütahya, Martur Romania have TISAX certifications since 2021. TISAX certifications are recertified once in 3 years. It is aimed to expand the scope of the TISAX certification in 2024 for 11 locations in 2024.



## ETHICS AND INTEGRITY

Martur Fompok International Global Code of Conduct is the backbone of our company culture and steadfast adherence to ethical principles.

Everyone is accountable for this Global Code of Conduct including our business partners such as customers, suppliers, contractors, consultants, and our employees and the Board of Directors.

All policies become effective after the Board of Directors approval and then are disclosed publicly. The management team is responsible for the implementation of the Code of Conduct and all policies, and review the policies on annual basis.

We have the following policy framework;



In 2024, we will introduce new company policies to better define and guide our business practices.

During the onboarding phase, all employees undergo specific training on our business ethics rules. Each employee is required to read and accept these terms. Additionally, they are informed about the procedures for reporting any violations. Ethics training material is available on Intranet for access of all employees in local languages.

**CONTENT OF THE TRAINING**

- Diversity, Inclusion and Equal Opportunities
  - Gender Equality
  - Non-Discrimination and Harassment
  - Ethical Recruiting
  - Child Labour, Young Labour, Forced Labour, Modern Slavery & Human Trafficking
- Anti-bribery, anti-corruption
- Working Hours and Compensation
- Freedom of Association and Collective bargaining
- Our responsibilities
- Identification of Unethical Cases & Behaviors
- Speak Up & Non-Retaliation
- Remediation



All our documentations are managed via software called QDMS (Quality Documentation Management System). The policies are issued in this portal and shared with all employees. There is an automatic period assigned to review the policies and remind by QDMS via emails. All policies are reviewed yearly with the management team.

We encourage our employees and Business Partners to share and report any violations or potential violations of our policies and standards, and any applicable laws or regulations. The Speak Up Line is communicated through our Human Rights Policy and can be accessed via email or WhatsApp. We have zero tolerance policy for any kind of retaliation against anyone who raise a concern or report any issue. Any such retaliation would be treated as serious misconduct, resulting in disciplinary action. All investigations are handled with confidentiality.

Our goal is to implement a systematic internal audit process across all our operations in 2024.



## PRODUCT SAFETY

Our products are important for driver and passenger safety. We take precautions to ensure that all our products are safe for drivers and passengers.

We have a good tool called FMEA (Failure Mode and Effects Analysis). This tool is good for risk analysis to define all failure modes to produce the right product. This process starts with the nomination and continue to whole product life. It is an alive process and revised with all notification and changes.

### At Project Phase

Our product development and engineering team define the technical specifications of product and process clearly at the beginning of the project.



We continue to check the compliance level with customer expectations by reviewing the progress in each project phase separately. The open point list is prepared and reported to the top management weekly.

We have an internal audit system specific for the project phases. In 2023, there were 211 audits.

### In Serial Life

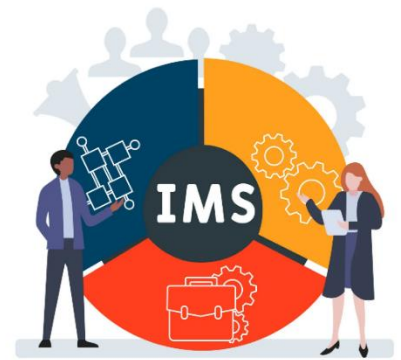
We organize internal audits to review the compliance level with the customer expectations. The aim of these audits is to detect the possible failure points for our products and production processes. The plan prepared annually according to prioritization. The first criteria is the presence of safety characteristic in the product or the process.



In 2023, there were no recalls or warranty claims for any projects.

## INTEGRATED MANAGEMENT SYSTEMS

We have a long history on management systems. It started in 2002 with Automotive Quality Management System (first certification with ISO/TS 16949) and followed with Environmental Management System (certified with ISO 14001). We have a mature integrated management system almost 12 years which covers quality (IATF 16949), environment (ISO 14001), and health and safety (ISO 45001).



INTEGRATED MANAGEMENT SYSTEM

We always look for the opportunities to improve our systems. We have been implemented greenhouse gas monitoring and reporting (ISO 14064) since 2011 and we follow our carbon footprint with annual reports.

Energy generation has the highest portion of the global carbon footprint and energy demand is getting increase day by day. We integrated energy management system (ISO 50001) into our systems from 2013.

We have a strong digitalization strategy and data security is one of the top issues for our systems. In order to protect our sensitive data from cyber-attacks, breaches and unauthorized access, we integrated information security management systems (ISO 27001) into our systems.

Our integrated management systems is implemented in all our locations and we are extending the certification scope each year.

<i>Standards</i>	<i>Description</i>	<i>% Certified Plants</i>	<i>% Implemented Plants</i>
<i>IATF 16949</i>	Automotive Quality Management Systems	86%	100%
<i>ISO 14001</i>	Environmental Management Systems	100%	100%
<i>ISO 45001</i>	Occupational Health and Safety Management Systems	100%	100%
<i>ISO 14064</i>	Greenhouse Gas Emission Management Systems	7%	100%
<i>ISO 50001</i>	Energy Management Systems	14%	43%
<i>ISO 27001</i>	Information Security Management Systems	14%	100%
<i>TISAX</i>	Trusted Information Security Assessment Exchange	31%	100%

ISMS (ISO 27001) and EnMS (ISO 50001) is the systems we would like to extend our certification scope according to prioritization.

Martur OSB, Martur Nosab, Martur Kütahya, Martur Romania have TISAX certifications since 2021. TISAX certifications are recertified once in 3 years. It is aimed to expand the scope of the TISAX certification in 2024 for 11 locations in 2024.

<i>Standards</i>	<i>Number of Non-conformities in our locations in 2023</i>	<i>Closed</i>	<i>Open</i>
<i>IATF 16949</i>	18	18	0
<i>ISO 14001</i>	0	0	0
<i>ISO 45001</i>	0	0	0
<i>ISO 14064</i>	-	-	-
<i>ISO 50001</i>	0	0	0
<i>ISO 27001</i>	2	2	0

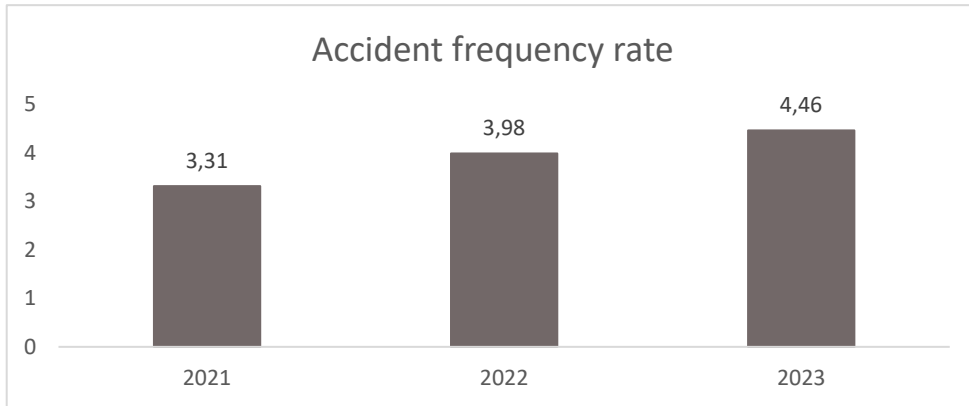
### OCCUPATIONAL HEALTH AND SAFETY



We have a mature health and safety system, and it is certified since 2010. We carry out several activities with a risk-based approach to create a safe working environment for our employees and others who come to our locations to visit or temporary works. We ensure that the occupational safety culture is spread to our employees at every level.

All our locations (100%) are certified with ISO 45001.

As a result of our actions, accident rate decreases year by year.



There is **NO** fatal accident and **NO** occupational disease in 2023.

Please see ANNEX 3 for the complete list of our OHS Performance Indicators.

OHS performance and activities (including legal and others) are reviewed monthly with the participation of management and employees by OHS committee meetings. OHS trainings are provided for all employees and subcontractors within the scope of legal requirements and our standards.



The detailed risk analyses are conducted to detect and eliminate potential injuries/health problems as a proactive approach. Necessary measures are taken according to the control hierarchy after the related risks are identified. In determining of Occupational Health and Safety Hazards and Risks; working environments, types of energy used in working environments, ergonomics, chemicals, processes, noise, and fumes released to the workplace during the activities, operations carried out by employees at all levels and operations performed by subcontractors are evaluated.

In order to be ready for emergency situations such as fire, earthquake, leakage etc. emergency action plans are prepared and practiced at least annually by covering each shift at daytime and at night.



## SUSTAINABLE SUPPLY CHAIN

### Policies

We involve our suppliers in our development, production, and business processes at an early stage. This generates a close, intensive exchange of know-how, ideas, and expertise and ensures optimum product realization. As a part of our commitment to environmental compliance and human rights protection, the suppliers should commit to all our Policies are as below.

- Code of Conduct
- Human Right Policy
- Social Responsibility Policy
- Occupational Health and Safety, Environment and Energy Policy
- Quality Policy

The whole text of Sustainable Procurement Policy at the website  
<http://www.marturfompakinternational.com>  
<https://supplier.marturfompak.com/>

We share all our policies, the green purchasing guideline and sustainable supplier report with our suppliers on our green purchasing portal.

### Green Procurement

Green purchasing activities have started to be implemented within the scope of the use and purchase of environmentally friendly products and materials. In this context, green purchasing guideline, sustainable purchasing policy and procedures have been prepared.



### Improvement Project on Transportation



Milkrun was implemented to reduce environmental impacts due to logistic activities. At the result of this project, 55 tons CO<sub>2</sub> was reduced each year.

## RESPONSIBLE SOURCING

### Environment & Social Evaluation for Supplier

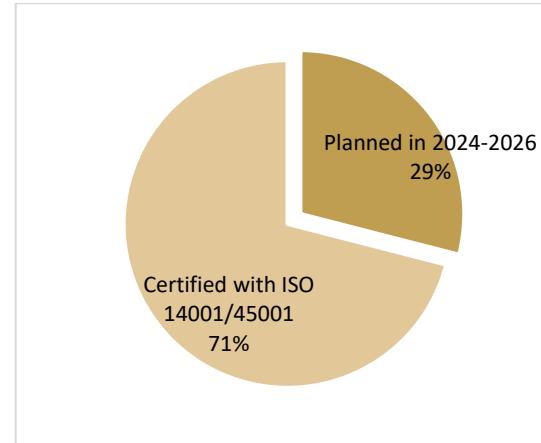
We have an Environmental & Social Self-Assessment Questionnaire in our supplier portal.

We request our suppliers to fulfil the questionnaire on the portal according to the following topics.



- Environmental and Social Responsibility Certification
- Working conditions and employee rights
- Business ethics
- Energy
- Information Security
- Occupational Safety
- Environment
- Chemical Substance Management
- Legal Legislation Assessment
- Carbon Footprint

In this questionnaire, supplier should verify not to have any worker under age 18. It is strictly forbidden to have child worker.



All suppliers should upload ISO 14001 and ISO 45001 certifications on Martur Fompok International Supplier Portal. System follows expire dates of all certifications. If the expired date close to end, system give an alert to suppliers for change the certification with new one.

### Conflict Minerals Management

We support and respect the protection of human rights. As a part of its approach to respecting human rights, we are committed to the responsible sourcing of materials used in its products. We expect from our suppliers to adopt the same approach and commit on the compliance with our Social Responsibility Policy and our Sustainable Procurement Policy.



We commit to ensuring that its products do not incorporate conflict minerals, which are minerals smelted into tin, tantalum, tungsten, and gold (3TG) sourced from entities that directly or indirectly finance conflict in the

Democratic Republic of Congo or adjoining countries.

We have Responsible Sourcing and Conflict Minerals Policy in the Martur Fompok International Supplier Portal.

## SUPPLIER DEVELOPMENT

### Supplier Audit

We prioritize our suppliers according to legal requirement and significant environmental impacts. Then, we prepare the audit plan at our suppliers.

We evaluate our suppliers according to the Environment and Occupational Safety checklists. Working conditions and all aspects are evaluated. Improvements are planned for the nonconformities that emerge as a result of the audits, and the actions taken regarding these plans are checked in the follow-up audits.

**83% of our suppliers** have been audited for environment, health and safety in the last 5 years.

### Supplier Training

Supplier trainings are one of the most important elements in the development of our performance.

Ethics, environment, and occupational safety trainings are provided with classroom or online sessions. The purpose of the supplier trainings is to increase the awareness on ethics, labour and human rights, environment, and safety issues, and to explain our rules and expectations. All our policies, supplier handbook and green purchasing handbook are shared during the training, and they are also shown in our supplier portal.

### KPI's

We mainly follow the following KPI's for our suppliers.

<i>Parameters</i>	2021	2022	2023
<i>% of suppliers signing procurement CSR charter or contrast clause</i>	67%	69%	71%
<i>% of suppliers have ISO 14001&amp;45001 Certificate</i>	51%	68%	71%
<i>% of recycled packaging purchased suppliers signing procurement CSR charter or contrast clause</i>	46%	47%	48%
<i>Number of suppliers evaluated in terms of environmental impacts</i>	11	13	14
<i>Number of suppliers have important current and potential non-conform environmental effects</i>	8	8	9

### Annex 1: Milestones Sustainability



## Annex 2: Management Systems

Certifications	Description	Certified plants percentage
IATF 16949	Automotive Quality Management Systems	86%
ISO 14001	Environmental Management Systems	100%
ISO 45001	Occupational Health and Safety Management Systems	100%
ISO 14064	Greenhouse Gas Emission Management Systems	7%
ISO 50001	Energy Management Systems	14%
ISO 27001	Information Security Management Systems	14%
TISAX	Trusted Information Security Assessment Exchange	31%



### Annex 3: Organizational Health And Safety Performance Indicators

	MARTUR FOMPAK INTERNATIONAL		
	2021*	2022	2023*
<i>Lost time Injury Frequency Rate**</i>	3.31	3.98	4.46
<i>Occupational Disease Rate***</i>	0	0	0
<i>Number of Fatalities</i>	0	0	0

\*Slovakia plant was added.

	2023					
	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA
<i>Lost time Injury Frequency Rate**</i>	7.47	2.75	0	0.77	9.86	0
<i>Occupational Disease Rate***</i>	0	0	0	0	0	0
<i>Number of Fatalities</i>	0	0	0	0	0	0

Calculations are based on the following formulas:

\*\* Injury Frequency Rate = (Number of Lost time injuries / Total working hours) \* 1,000,000

\*\*\* Occupational Disease Rate = (Number of occupational diseases / Total working hours) \* 1,000,000

## Annex 4: Environmental Performance Indicators

MARTUR FOMPAK INTERNATIONAL			
	2021*	2022	2023*
<b>Energy Consumptions</b>			
Electricity Consumption (MWh)	54,974	61,851	65,966
Natural Gase (m3)	2,058,000	2,437,868	3,582,713
Other Fuel (specify)(L) (gasoline, diesel)	3,000	4,500	8,895
Water Consumption (m3)	188,964	183,400	213,525
Treated Water (m3)	22,846	26,862	24,228
Hazardous Waste	479**	590	509
Non-hazardous Waste	6,489**	11,653	10,692

\*Slovakia plant was added in 2023.

<b>Amount and type of waste (ton)</b>	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA
Hazardous Waste	193	108	0	31	39	0
Non-hazardous Waste	7,774	1,035	959	2,271	264	7.81

<b>Electricity Consumption (MWh)</b>	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA
Electricity Consumption (MWh)	29,310	19,298	4,999	11,435	819	105
Natural Gase (m3)	1,092,091	151,799	0	909,307	92,665	21,193
Other Fuel (specify)(L) (gasoline, diesel)	5,895	-	-	3,000	-	-

<b>Water Consumption (m3)</b>	<b>MARTUR TÜRKİYE</b>	<b>FOMPAK TÜRKİYE</b>	<b>MARTUR MOROCCO</b>	<b>MARTUR ROMANIA</b>	<b>MARTUR ITALY</b>	<b>MARTUR SLOVAKIA</b>
Water Consumption (m3)	161,040	18,518	12,056	19,435	2,026	450
Treated Water (m3)	24,228	-	-	-	-	-

	<b>MARTUR FOMPAK INTERNATIONAL</b>		
	<b>2021</b>	<b>2022</b>	<b>2023*</b>
<b>GHG Emissions</b>			
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	5,883	5,710	7,741
Indirect - Energy (Scope 2) (tonnes CO2 e)	27,452	31,056	32,761
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	33,335	36,766	40,502
Total Scope 1&2 GHG emissions intensity (Tonnes CO2 e / working hours)	0.0036	0.0031	0.0029

\*Slovakia plant was added in 2023

<b>GHG Emissions</b>	<b>MARTUR TÜRKİYE</b>	<b>FOMPAK TÜRKİYE</b>	<b>MARTUR MOROCCO</b>	<b>MARTUR ROMANIA</b>	<b>MARTUR ITALY</b>	<b>MARTUR SLOVAKIA</b>
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	5,031	604	54	1,886	272	43
Indirect - Energy (Scope 2) (tonnes CO2 e)	14,844	10,268	3,210	4,152	246	43
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	19,874	10,872	2,783	6,037	517	86

## ENVIRONMENTAL FINES

In last three year , there was **no fines** due to non-compliance with environmental legislations in any our locations.

## Annex 5: Social Performance Indicators

<b>Number of employees by employment type</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>	<i>Full time</i>	<i>Part time</i>
<i>White collar employees</i>	665	0	187	0	74	0	169	0	99	0	16	0
<i>Blue collar employees</i>	2,527	0	795	0	1,011	0	547	0	99	0	17	0

<b>Total number of employees by gender</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total number of employees</i>	1,203	1,989	152	830	228	857	248	468	49	149	9	24
<i>Total number of white-collar employees</i>	198	466	50	138	24	50	54	115	35	64	4	12
<i>Total number of blue-collar employees</i>	1,004	1,524	103	693	204	807	194	353	13	86	5	12

<b>Contractors</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of contractors per gender</i>	42	34	17	22	20	21	202	318	3	82	0	0
<i>Number of contractors by employment type</i>	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time
	75	0	39	0	41	0	520	0	85	0	0	0

<b>Seniority by gender</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of employees who have 0-5 years seniority (5 years excluded)</i>	862	895	51	280	273	994	210	367	43	142	9	24
<i>Number of employees who have 5-10 years seniority (10 years excluded)</i>	236	569	59	277	0	2	36	96	5	4	0	0
<i>Number of employees who have 10 years or more seniority</i>	103	529	42	273	0	0	2	5	1	3	0	0

<b>Gender per age groups</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of employees under 18 years old</i>	0	0	0	0	0	0	0	0	0	0	0	0
<i>Number of new hires 18- 30 years old (18 will be included)</i>	313	462	26	133	116	503	31	71	11	43	0	2
<i>Number of employees 30-50 years old (30 &amp; 50 will be included)</i>	864	1,466	124	634	112	352	186	315	28	71	6	20
<i>Number of employees over 50 years old</i>	23	66	3	21	0	2	31	82	10	35	3	3

<b>Performance review</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of employees who are in career development program</i>	38	93	7	33	2	9	12	14	5	11	1	0
<i>Number of employees who get performance review according to target</i>	1,180	1,920	140	804	13	43	40	100	55	31	5	9

<b>Trainings</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total training hours given to employees (employee*hour)</i>	32,232	42,129	2,902	13,335	30,007	55,116	8,720	16,395	1,119	2,300	378	641
<i>Average hours of training per employee (number)</i>	27	21	19.1	16.1	132	64	35	35	23	15	44	27
<i>Total training hours for WC</i>	7,976	10,462	1,912	4,180	1,650	1,787	1,440	2,783	530	622	368	453
<i>Total training hours for BC</i>	24,256	31,667	990	9,156	28,357	53,329	7,280	13,612	589	1678	10	189
<i>Total training hours for subcontractors</i>	9	87	50	63	0	0	9,289	14,182	208	592	0	0
<i>Percentage of employees trained on ethics &amp; anti-bribery</i>	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>Per Age</b>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total training hours (18- 30 years old)</i>	11,319	14,867	922	3475	8,911	39,429	1,144	2,532	320	1,120	45	16
<i>Total training hours (30-50 years old (including 30 and 50 years old))</i>	20,443	27,009	1962	9737	9,007	27,776	6,487	11,031	540	820	237	582
<i>Total training hours (Over 50 years old)</i>	229	495	18	124	0	0	1,075	2,846	259	360	95	43
<b>Per function technical, administrative, production</b>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Technical</i>	3,982	9,514	1,002	5,666	1,348	615	67	194	540	820	0	235
<i>Administrative</i>	19,844	14,404	1,258	5,740	786	3,018	203	135	259	360	270	66
<i>Production</i>	8,012	18,604	642	1,929	27,873	51,483	8,436	16,080	320	1,120	108	341

<b>New employee hires</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Number of employees under 18 years old</i>	0	0	0	0	0	0	0	0	0	0	0	0
<i>Number of new hires 18- 30 years old (18 will be included)</i>	365	625	16	127	96	512	4	14	2	4	3	6
<i>Number of employees 30-50 years old (30 &amp; 50 will be included)</i>	573	445	9	76	57	189	23	31	1	4	11	26
<i>Number of employees over 50 years old</i>	2	1	1	2	0	0	0	7	0	3	4	5

<b>Turnover by age &amp; gender</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total number of employees who left the company (blue and white collars)</i>	219	410	22	197	56	309	14	34	5	22	0	5
<i>Total number of employees who left the company (blue and white collars) under 30 years old</i>	76	122	4	41	46	262	1	7	1	12	0	1
<i>Total number of employees who left the company (blue and white collars) 30-50 years old (30 &amp; 50 will be included)</i>	139	267	16	138	9	47	12	24	2	5	0	4
<i>Total number of employees who left the company (blue and white collars) over 50 years old</i>	4	21	2	18	1	0	1	3	3	4	0	0
<i>Total number of employees (blue and white collars) who left the company voluntarily (resigned)</i>	166	220	13	104	27	146	6	18	4	14	0	5

<b>Number of suggestions</b>	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total number of suggestions	2,698	3,819	880	1,358	0	0	8	20	0	0	0	0
Number of implanted suggestions	1,074	2,434	709	715	0	0	8	20	0	0	0	0

<b>Health Checks</b>	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of health checks offered by company for employees	1,179	2,082	106	652	228	857	251	473	2	18	17	36

<b>Diversity and Equal Opportunity</b>	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees Promoted	4	9	1	2	1	2	0	3	0	0	0	0
Percentage of Employees Promoted	0.6%	1.4%	0.5%	1.5%	1.4%	3.7%	0.0%	2.5%	0.0%	0.0%	0,0%	0,0%

<b>Number of Complaints</b>	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA
	Number of penalties due to employee complaints or due to findings in a legal audit for labour rights and working conditions	0	0	0	0	0
Number of complaints on ethics	0	0	0	0	0	0



<b>Employees with disabilities</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total number of employees with disabilities</i>	28	72	7	22	0	0	1	3	2	3	0	0
<i>Total share of employees with disabilities</i>	2,3%	3,6%	4,6%	2,7%	0,0%	0,0%	0,4%	0,6%	4,1%	2,0%	0,0%	0,0%
<i>Physically disabled</i>	2	16	0	4	0	0	0	0	2	2	0	0
<i>Speech impaired</i>	0	1	1	0	0	0	0	0	0	0	0	0
<i>Visually impaired</i>	7	15	0	3	0	0	0	0	0	0	0	0
<i>Hearing impaired</i>	7	4	3	1	0	0	0	0	0	0	0	0
<i>Other</i>	12	36	3	14	0	0	1	3	0	1	0	0

<b>Maternity/Parental Leave</b>	<b>MARTUR TÜRKİYE</b>		<b>FOMPAK TÜRKİYE</b>		<b>MARTUR MOROCCO</b>		<b>MARTUR ROMANIA</b>		<b>MARTUR ITALY</b>		<b>MARTUR SLOVAKIA</b>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
<i>Total number of employees that were entitled to parental leave, by gender.</i>	48	110	10	54	7	15	9	2	2	0	0	0
<i>Total number of employees that took parental leave, by gender.</i>	48	110	10	54	7	15	9	2	2	0	0	0
<i>Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</i>	23	110	10	54	4	15	4	1	1	0	0	0

## Annex 6: GRI Content Index

### GRI Content Index

<b>Statement of use</b>	We have reported the information cited in this GRI content index for the period January 1, 2022, and December 31, 2022; with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>GENERAL DISCLOSURES</b>		
<b>Corporate Profile</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About Us, p.5
	2-2 Entities included in the organization's sustainability reporting	About Us, p.5 Global Location, p.6
	2-3 Reporting period, frequency and contact point	Scope of the report, p.3
	2-4 Restatement of information	There is no restated statement for the previous reporting period.
	2-5 External Audit	There is no external Audit.
	2-6 Activities, value chain and other business relationships	Global Locations, p.6 Sustainable Strategy, p.9 Stakeholder Engagement, p.11 Annex 1: Milestones Sustainability, p.55
	2-7 Employees	About Us, p.5 Global Location, p.6 Scope of the report p.3 Annex 5: Social Performance Indicators, p.60-65
	2-8 Workers who are not employees	Annex 5: Social Performance Indicators, p.60-65
	2-9 Governance structure and composition	Sustainable Strategy, p.9 Sustainability Steering Committee, p12 Risk Management, p13
	2-10 Nomination and selection of the highest governance body	Sustainability Steering Committee, p12 Risk Management, p13

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>GENERAL DISCLOSURES</b>		
<b>Corporate Profile</b>		
<b>GRI 2: General Disclosures 2021</b>	2-11 Chair of the highest governance body	Sustainability Steering Committee, p12 Risk Management, p13
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Steering Committee, p12
	2-13 Delegation of responsibility for managing impacts	Risk Management, p13
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Steering Committee, p12
	2-15 Conflicts of interest	Human & Labour Rights, p29 Social Dialogue and Working Conditions, p.30 Ethics and Compliance, p.48
	2-16 Communication of critical concerns	Sustainability Steering Committee, p.12 Materiality Analysis, p.10
	2-17 Collective knowledge of the highest governance body	Sustainability Steering Committee, p12
	2-18 Evaluation of the performance of the highest governance body	There is no independent performance evaluation.
	2-19 Remuneration policies	Employee Experience ,p.31
	2-20 Process to determine remuneration	The process for determining wages has not been reported in detail.
	2-21 Annual total compensation ratio	There is no information related to annual total compensation ratio at report

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>GENERAL DISCLOSURES</b>		
<b>Corporate Profile</b>		
<b>GRI 2: General Disclosures 2021</b>	2-22 Statement on sustainable development strategy	Message of the Executive Board, p.4
	2-23 Policy commitments	Integrated Management Systems, p.50
	2-24 Embedding policy commitments	Integrated Management Systems, p.50
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, p.11
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p.11
	2-27 Compliance with laws and regulations	Annex 4: Environmental Performance Indicator, Environmental Fines, p.59 Annex 5: Social Performance Indicator, Number of Complaints, p.64
	2-28 Membership associations	There is no membership.
	2-29 Approach to Stakeholder Engagement, p.10	Stakeholder Engagement, p.11
	2-30 Collective bargaining agreements	Human & Labour Rights, p29 Social Dialogue and Working Conditions, p.30

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>PRIORITIES</b>		
<b>Material Topics</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainable Strategy,p.9 Materiality Analysis, p.10
	3-2 List of material topics	Sustainable Strategy,p.9 Materiality Analysis, p.10
<b>Procurement Practices</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainable Supply Chain, p.52-54 Materiality Analysis, p.10
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain, p.52-54
<b>Anti-corruption</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Analysis, p.10
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Human & Labour Rights, p29 <a href="https://www.marturfompok.com/en/company#our-policies">https://www.marturfompok.com/en/company#our-policies</a>
	205-2 Communication and training about anti-corruption policies and procedures	Human & Labour Rights, p29 <a href="https://www.marturfompok.com/en/company#our-policies">https://www.marturfompok.com/en/company#our-policies</a>
	205-3 Confirmed incidents of corruption and actions taken	Human & Labour Rights, p29 <a href="https://www.marturfompok.com/en/company#our-policies">https://www.marturfompok.com/en/company#our-policies</a>
<b>Materials</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Analysis, p.10
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Sustainable Product, p.26
	301-2 Recycled input materials used	Sustainable Product, p.26

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>Energy Consumption &amp; Greenhouse Gas Emission</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Energy Consumption & Greenhouse Gas Emissions, p.16 Decarbonization Road Map, p.17 Materiality Analysis, p.10
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Annex 4: Environmental Performance Indicators ,p.59
	305-2 Energy indirect (Scope 2) GHG emissions	Annex 4: Environmental Performance Indicators, p.59
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions will calculated in 2024
	305-4 GHG emissions intensity	Annex 4: Environmental Performance Indicators, p.59
	305-6 Emissions of ozone-depleting substances (ODS)	This materials are not used for Martur's operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Management, Air Emissions, p.21
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Annex 4: Environmental Performance Indicators, p.58-59
	302-2 Energy consumption outside of the organization	Annex 4: Environmental Performance Indicators, p.58-59
	302-4 Reduction of energy consumption	Decarbonization Road Map, p.17 Energy Consumption, p.18 Energy Efficiency, p.19
<b>Water Management</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Analysis, p.10
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Quality & Consumption, p.24 Annex 4: Environmental Performance Indicators, p.58-59
	303-2 Management of water discharge-related impacts	<b><i>Since most of the water is withdrawn from the municipal systems and no water bodies with RAMSAR or similar protection status are employed our operations do not result in any stress on water bodies.</i></b>
	303-3 Water withdrawal	Water Quality & Consumption, p.24 Annex 4: Environmental Performance Indicators, p.58-59
	303-5 Water consumption	Annex 4: Environmental Performance Indicators, p.58-59

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>Waste Management</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Analysis, p.10 Waste Reduction, p.23 Sustainable Product, p.26 Annex 4: Environmental Performance Indicators, p.58
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste Reduction, p.23 Annex 4: Environmental Performance Indicators, p.58
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
<b>Supplier Environmental Assessment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainable Supply Chain, p.52-54
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>Employment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human & Labour Rights, p.29 Talent and development, p.35 Annex 5: Social Performance Indicators, p.60-65
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Annex 5: Social Performance Indicators, p.60-65
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annex 5: Social Performance Indicators, p.60-65
	401-3 Parental leave	Annex 5: Social Performance Indicators, p.65
<b>Occupational Health and Safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Integrated Management Systems, p.50 Employee Well-being, p.41 Occupational Health and Safety, p.51 Talent Development, p.35-40 Materiality Analysis, p.10
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Integrated Management Systems, p.50 Employee Well-being, p.41 Talent Development, p.35-40 Occupational Health and Safety, p.511 Annex 3: Organizational Health And Safety Performance Indicators, p.57
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>Training and Education</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Talent and Development, p.35-40
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Talent and Development, p.35-40 Annex 5: Social Performance Indicators, p.62
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and Development, p.35-40 Annex 5: Social Performance Indicators, p.61,62
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent and Development, p.35-40 Annex 5: Social Performance Indicators, p.61
<b>Diversity and Equal Opportunity</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human & Labour Rights, p.29 Social Dialogue and Working Conditions, p.31 Diversity, Equity And Inclusion , p.32-34
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Sustainability Steering Committee, p.12
	405-2 Ratio of basic salary and remuneration of women to men	Social Dialogue and Working Conditions , p.31 Diversity, Equity And Inclusion , p.32-34 Annex 5: Social Performance Indicators, p.60-65
<b>Non-discrimination</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human & Labour Rights, p.29 Social Dialogue and Working Conditions, p.31 Diversity, Equity And Inclusion , p.32-34
<b>GRI 406: Nondiscrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Gender Equality, p.29 Annex 5: Social Performance Indicators, p.60-65 In the reporting period there were no incidents of discrimination.
<b>Freedom of Association and Collective Bargaining</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human & Labour Rights, p.29 Materiality Analysis, p.10
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human & Labour Rights, p.29

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<b>Child Labor</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Ethics and Compliance, p.48 Human & Labour Rights, p.29
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Compliance, p.48 Human & Labour Rights, p.29 Annex 5: Social Performance Indicators, p.60-65
<b>Forced or Compulsory Labor</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Ethics and Compliance, p.48 Human & Labour Rights, p.29
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Compliance, p.48 Human & Labour Rights, p.29 Annex 5: Social Performance Indicators, p.60-65
<b>Security Practices</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human & Labour Rights, p.29
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	<b><i>All security personnel in our operations are trained on professional procedures and legal requirements.</i></b>
<b>Supplier Social Assessment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainable Supply Chain, p.52-54 Materiality Analysis, p.10
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain, p.52-54
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain, p.52-54
<b>Customer Health and Safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Product Safety, p.49 R&D and Innovation, p.46
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<b><i>We comply with all related product regulations and standards of health and safety.</i></b>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<b><i>There was no product failure reported due to health and safety issues during the reporting period.</i></b>

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Customer Privacy</i>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Data Privacy and Security, p.47
<b>GRI 418: Customer Privacy 2016</b>	Dis418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, p.47 Digital Transformation & AI, p.47