

MARTURFOMPAK

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

Reshaping mobility with responsible solutions

Sustainability Report 2022

CONTENTS

Introduction

- 2 Scope of the report
- 3 Message of the Executive Board
- 4 About Us
- 5 Global Locations
- 6 Achievements & Awards

Social

- 25 Respect for Human & Labour Rights
- 26 Equal Pay for Equal Work
- 27 Employee Health, Safety & Well-being
- 28 Talent Acquisition & Diversity
- 29 Gender Equality
- 30 Organizational Development & Talent Management
- 31 Talent Development
- 33 Employee Engagement
- 34 Social Responsibility

Strategic Approach

- 7 Contribution to the Sustainable Development Goals
- 8 Sustainable Strategy
- 9 Materiality Analysis
- 10 Stakeholder Engagement
- 11 Sustainability Steering Committee
- 12 Risk management
- 13 Our Targets

Corporate Business

- 36 R&D and Innovation
- 37 Digital Transformation & AI
- 38 Data Privacy and Security
- 39 Ethics and Compliance
- 40 Product Safety
- 41 Integrated Management Systems
- 42 Occupational Health and Safety
- 43 Sustainable Supply Chain
- 44 Responsible Sourcing
- 45 Supplier Development

Environment

- 15 Energy Consumption & Greenhouse Gas Emissions
- 16 Decarbonization Road Map
- 17 Energy Consumption
- 18 Energy Efficiency
- 19 Environmental Management
- 21 Waste Reduction
- 22 Water Quality & Consumption
- 24 Sustainable Product

46 Annex

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 10th 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, 2022, and production plants located in Turkey, Romania, Morocco, 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 CO2 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 CO2 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.

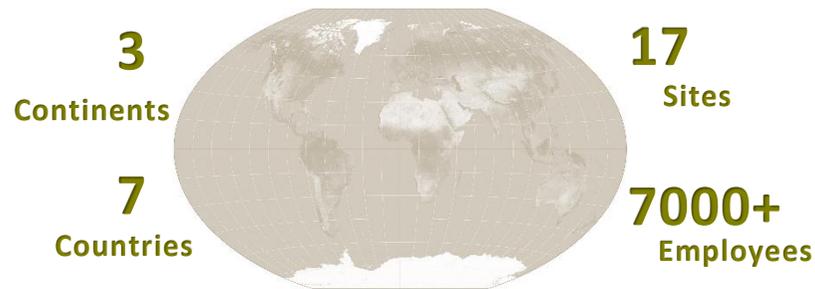
We **CARE** for people, quality, our company, customers, and the environment. We **SHARE** our ambition to leave a safer world to the next generations and we **DARE** to take ambitious actions today, for a better world tomorrow.

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.

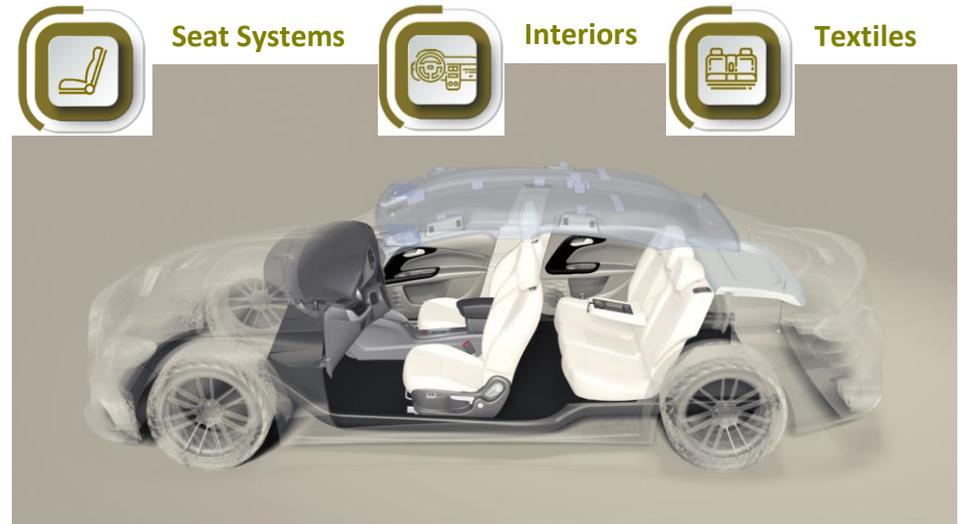
We produce in 3 continents and 7 countries with more than 7000 employees.



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, Ford Otosan, Toyota, and VW Group (VW, Audi, Skoda) and we are always looking for servicing more customers.

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

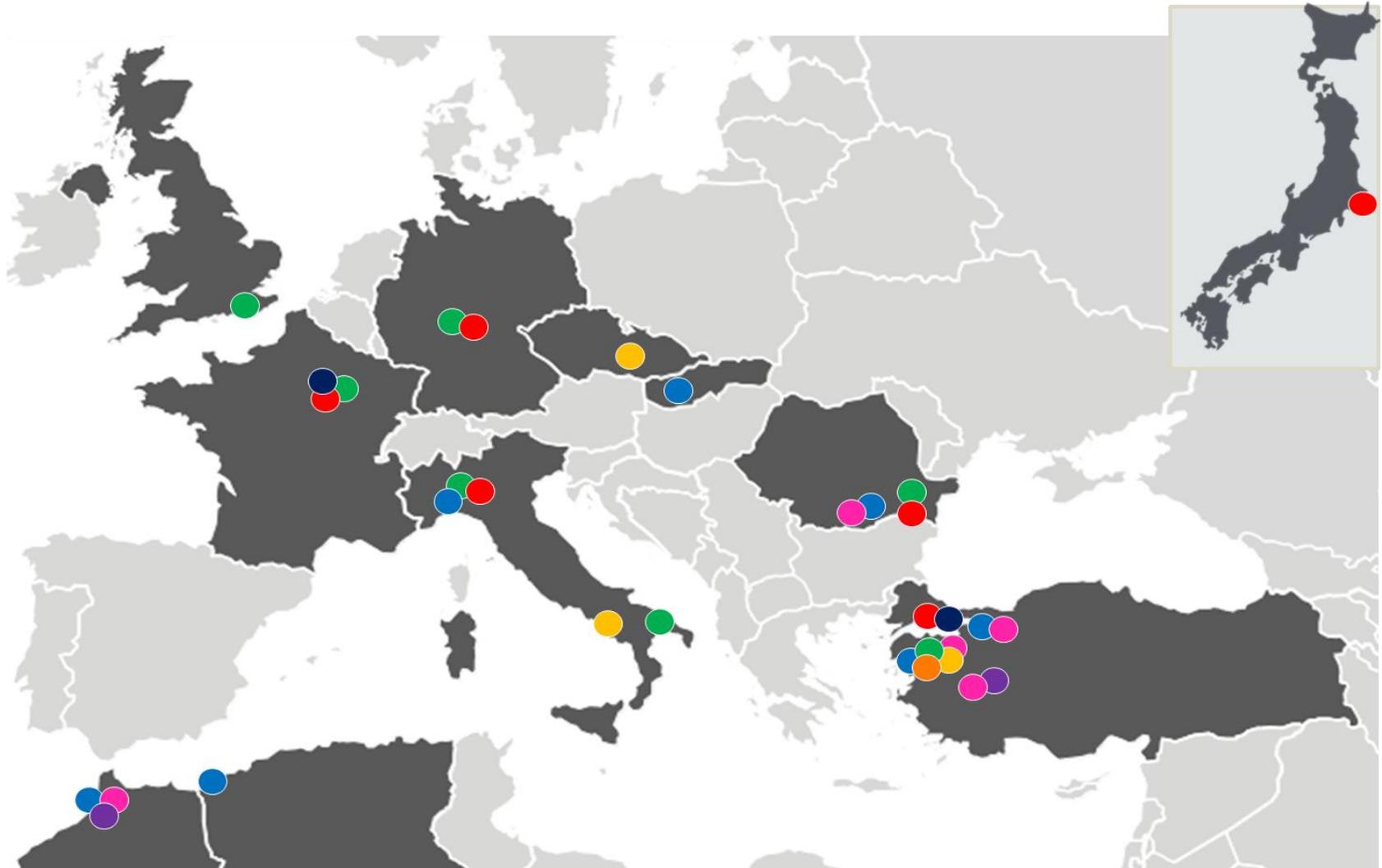


Well-equipped test centre serves wide range of test for product validation for all our locations. It is accredited for safety tests and the scope of accreditation was extended in 2022 for textile tests. The aim to extend the scope each year for others.



Global Locations

- HEADQUARTERS
- SALES OFFICES
- E&D - R&D
- CENTER OF EXPERTISE (Test Center)
- SEAT SYSTEMS PLANTS
- INTERIORS PLANTS
- TEXTILE PLANTS
- ADVANCED WAREHOUSES





Awards in 2022

Go-Tech / Predictive Supplier Award **by Stellantis**

Go-Tech / The Most Connected Supplier Project Developer Award **by Stellantis**

Bronze Award for Superior Performance in "Project Management" **by Toyota Boshoku Europe**

Customer Experience with SAP IRPA and Augmented Reality Award **by SAP**

Sustainability Transformation Through Technology Award **by SAP**

Quality Awards / Customer Experience with SAP IRPA and Augmented Reality **by SAP**

Digital Transformation of Employee Experience Award **by SAP**

Innovation Industry Leader Award **by SAP**

Environmentally Friendly Industry Facility **by BOSIAD**

Research & Development Center Total Performance Index Award **by Türkiye Ministry of Industry and Technology**

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

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.



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.



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.

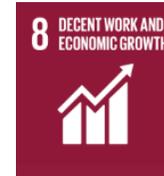


We already have water recycling in some processes and have new projects to recycle and reuse almost all of the water which we consume in our production facilities in order to improve water management performance.



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.

UN SDG's



Contribution of Martur Fompok International

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.



We do numerous projects to use resources efficiently and transform new technologies by digitalization and AI solutions.



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.



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.

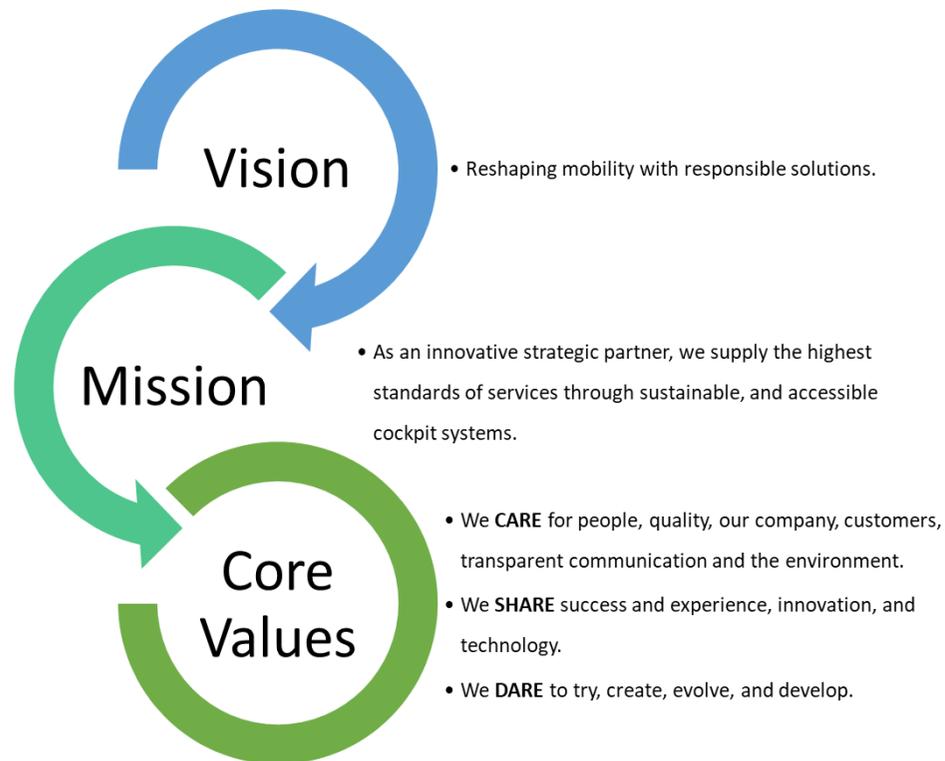


We aim to reach carbon neutrality in 2050 and in a short term we would like to transform our energy sources to renewable energies to help limiting the climate change.

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.



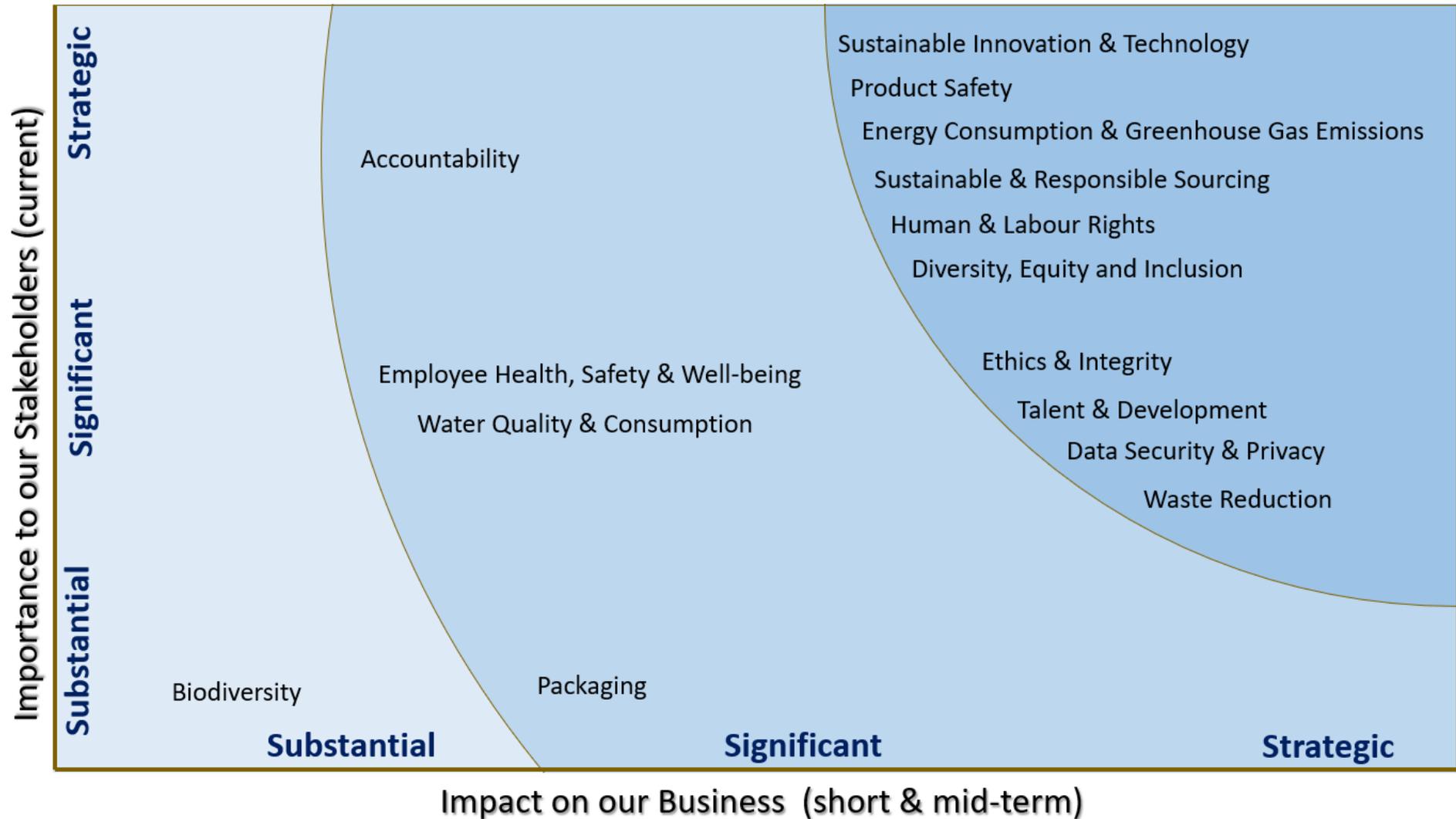
Extreme weather conditions, climate change and environmental damages created by humans are highly critical risks globally. For this reason, we put environmental actions in the centre of our decisions. From product design to production, our “Less and Green” approach focuses on lighter materials, more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

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.

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

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.



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 programmes, 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 products
- Low carbon footprint in products
- Collaboration with sustainable materials and innovations
- Good implementations on ESG issues
- High level customer satisfaction

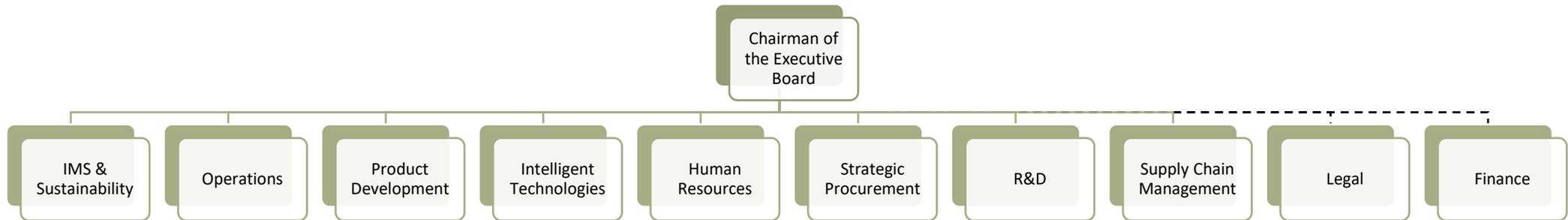
Our Implementations

- Top management
- Well established and implementing quality system with Build in Quality approach
- Engineering team meetings for product development
- 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.
- Top risks globally
- Carbon footprint calculations for production plants and products
- Expectations from stakeholders
- Our resources and systems

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 prioritizes 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:

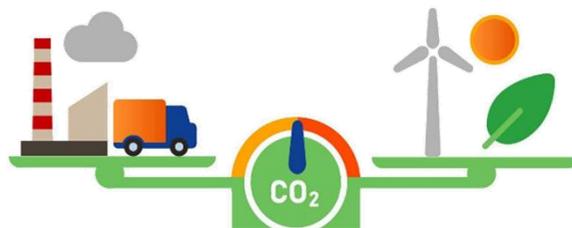
Up to 30 % Reduction on Carbon Emission on Scope 1
Up to 55% Renewable energy sources usage for Scope 2

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 2022. 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 Kütahya region we increased female employee ratio with the corporate agreement with kindergarten for our employees' children.

We increase our AI applications for more efficient processes and get high level customer satisfaction and meet with their expectations fully. We have targets to adapt our process to self-managed.

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

Carbon Neutrality 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.

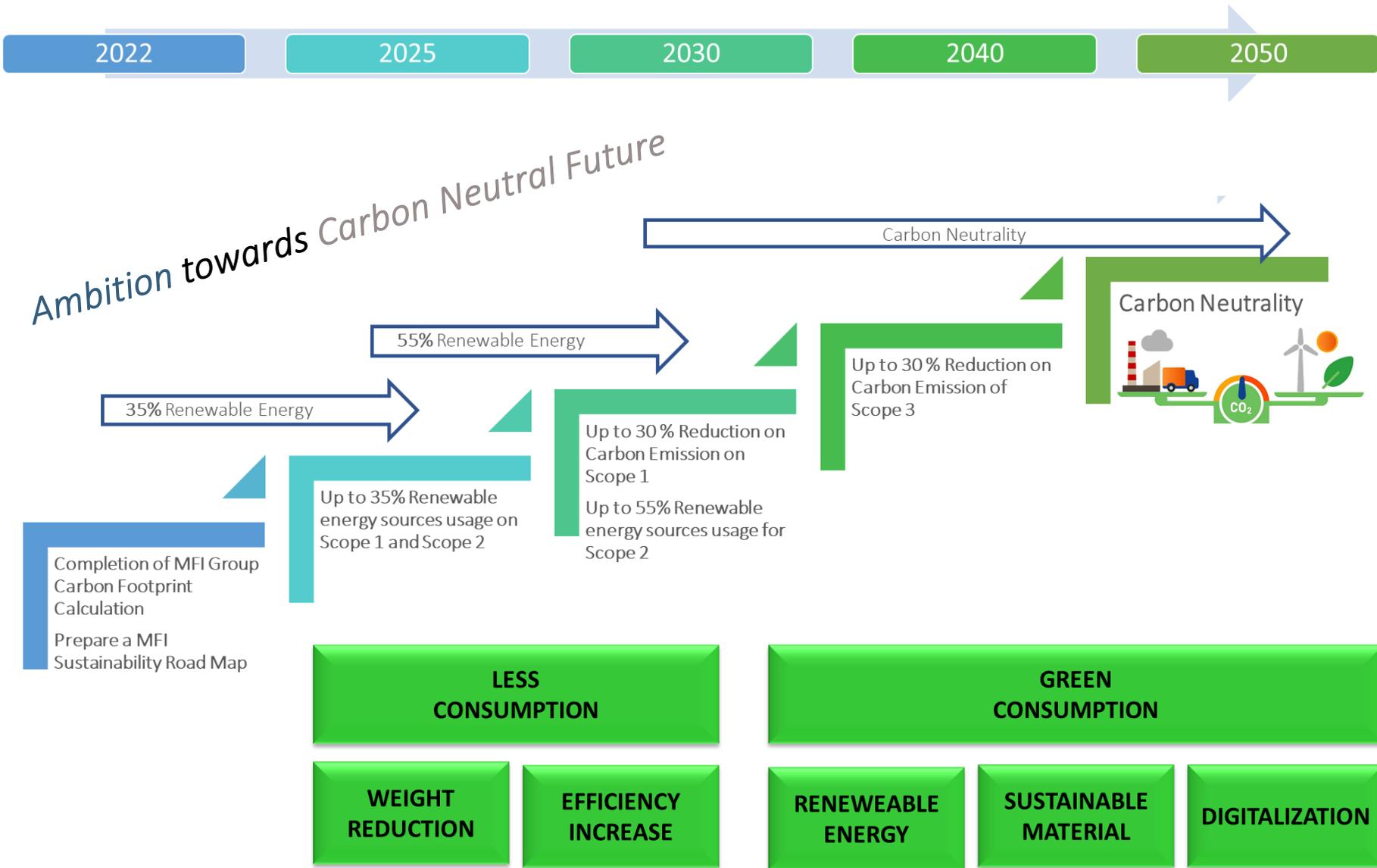
If greenhouse gas emissions are not reduced, it is predicted that there will be an increase of approximately 3°C in global average surface temperatures by 2100. Depending on this situation, it will bring negative consequences such as rising sea levels, exposure of coastal areas to floods and erosion,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

We aim to be carbon neutral till 2050. We are on process to commit to setting a science-based target. You can see our targets as below and we will review them according to science-based criteria.

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.

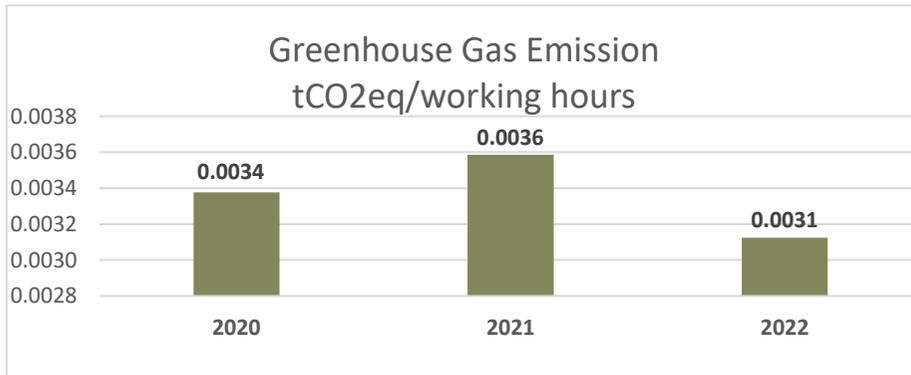
CDP declaration was completed for 2020 and 2021. The declaration mainly consists of Scope 1&2 and it will extended for Scope 3 in 2023.



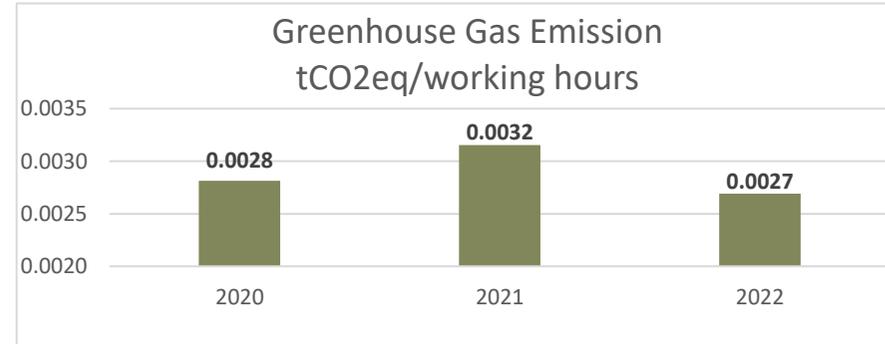
Our evaluation result of this declaration was “C” and we improved our decarbonization road map and strategy to increase our level.

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

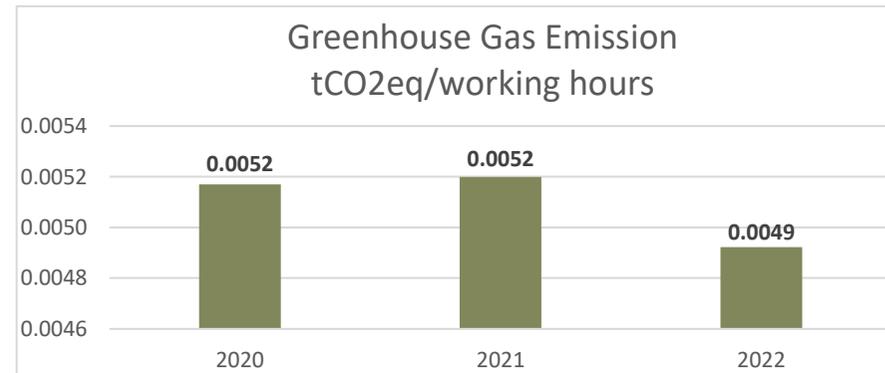
All our locations



Seating Systems



Interiors



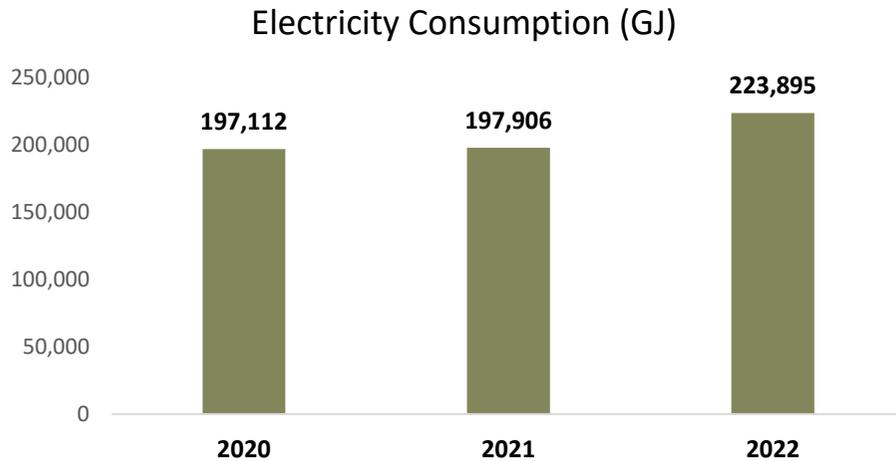
Energy Efficiency



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.

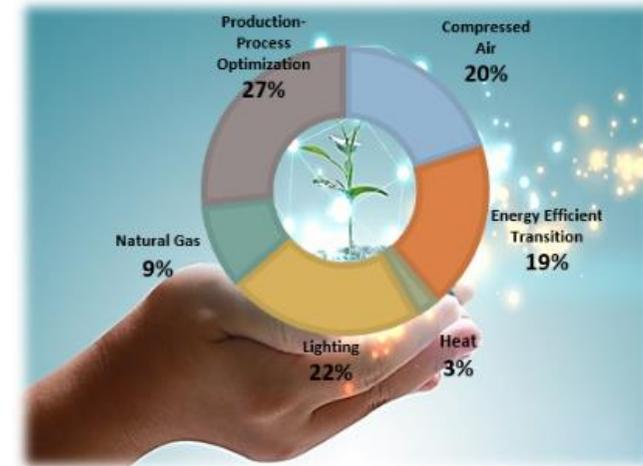


Our studies are carried out to increase energy efficiency, reduce energy consumption and reduce the use of natural resources by providing energy with the use of renewable energy sources within the scope of combating climate change.

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 have several optimization and efficiency projects to reduce the energy consumption of processes.

We implemented 7 energy-efficiency projects at our production facilities within the scope of this report and saved approximately **1,396.87 GJ** of energy. Thanks to this increase in efficiency, we prevented **200.31 tons of CO2e** emissions.



We are transforming our energy supply sources into renewable ones. 26,000 KWh energy is saved yearly with the solar panel installation in our Bursa OSB Seating plant. 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 in order 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 of 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 6 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>	2020	2021*	2022
<i>Environmental Accident Emergency Conditions and Waste Management (Employee*hours)</i>	3,054	412	344
<i>14001 Env. Management System Information (Employee*hours)</i>	1,014	348	253

* 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.



In 2022, we had a practice of combined scenario with the participation of Ministry of Urbanization and Environment, AFAD, Municipality Fire Department of Kütahya, and Environment Department of Industrial Zone.

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 2022. And we need to underline that we do not have any environmental accident which has any impact on environment in the last 5 years.

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 SO₂, TOC, NO and CO parameters are put in the following table from the latest air emission measurement report of operations in Romania in 2022.

<i>Parameters</i>	Legal Limits (mg/Nm³)	Measurement Result (mg/Nm³)
<i>PM</i>	5	3
<i>NO₂</i>	350	133
<i>VOC</i>	20	16
<i>SO_x</i>	500	6



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

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>	2020	2021	2022
<i>Hazardous Waste (Energy Recovery)</i>	448	479	590
<i>Non-hazardous Wastes (Recycled)</i>	4,114	6,489	11,653



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

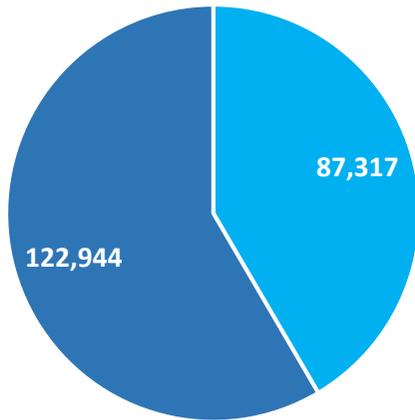
In the coming years due to the disruption to the balance of rainfall caused by climate change, we will be affected by water scarcity significantly. We are managing our water and wastewater processes in the most efficient manner while trying to carry out operations with minimum consumption of water.

Total water consumption of all of our production plant is in 2022 as follows.

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

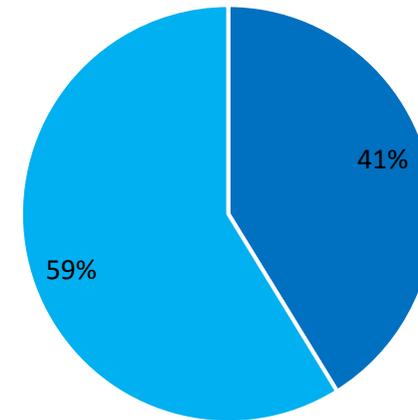
Mostly treated water is used in the cataphoresis process in Martur Bursa seat plant. The proportion of municipal and treated water usage is summarized in 2020 at Martur Bursa plant as below. We aim to do it for all our plant if available.

Total Water Consumption (tonnes) in 2022



■ Domestic Water Consumption ■ Process Water Consumption

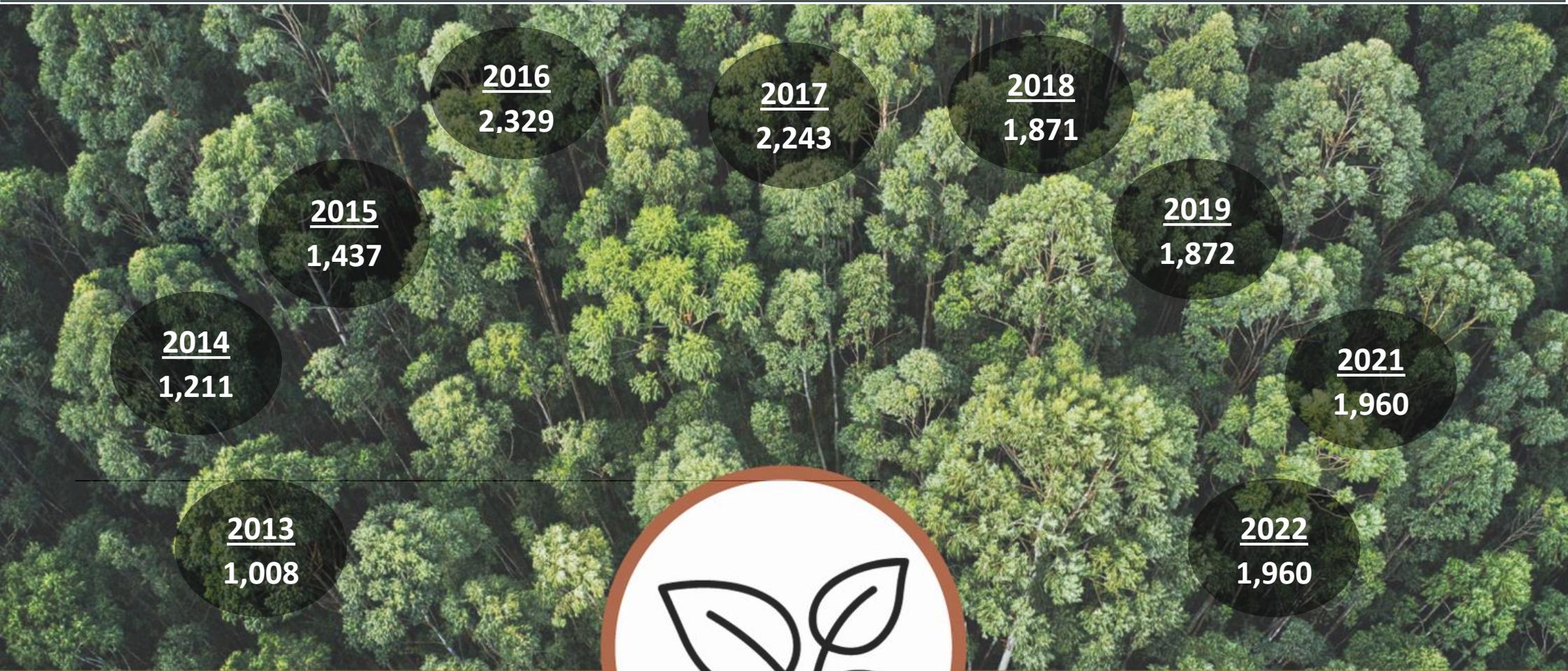
Total process water withdrawal by resource for Martur Bursa OSB plant (2022)



■ Municipal Tap Water ■ Recycled water



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



We have arbor day on 23rd April in every year. Saplings are planted every year on behalf of the children of the employees. This activity is with the collaboration of **TEMA**

In the last 9 years **15,860 saplings** have been planted and **348,920 kg of CO2 emmissions** have been **reduced**.

Sustainable Product

We have well organized R&D team and there is a specific section who study on 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 aim to produce 100% recyclable fabric with less carbon footprint and support circular economy. We already have one product for this aim, and we produce one of our customers.

We have several studies to use recyclable plastics and/or sustainable materials to produce interior parts.

We organize meeting with customer to explain them our innovative solutions and collaborate with them to develop together.

Life Cycle Analysis of our Products

We analyse the environmental impact of our activities and products with the life cycle perspective. We got consultancy for LCA in 2022 by Metsims and we also purchased LCA software, SimaPro. 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 2022, we complete LCA analysis for 6 different fabric, 3 car seat sets and 2 interior parts. 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.



Respect for Human & Labour 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.



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; It offers its performance in this area to the views of its stakeholders through sustainability reports.

As it is set forth clearly in company's Code of Conduct and Human Rights Policy, the company respects the freedom of unionization and collective bargaining rights of its employees, adopts the preservation of workplace peace through the relation of trust and respect.

In the reporting year, the union Türk Metal was authorized as employee union for all hourly-paid employees of all Turkey plants. With this authorization, all hourly-paid employees in Turkey locations have been covered by collective agreement.

In Italy plant, 11 employees are the member of Union. 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 labour areas e.g., training plans, internal regulation, work hours, resting time, etc. They negotiate the collective labour agreement, salary increase and social benefits for the respective period. These selected representatives discuss with Human Resources and Senior Management any professional, economic, and social subjects related to labour relations.

The whole text of Human Rights Policy at our website

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



Please see ANNEX 5 for the complete list of our Social Performance Indicators.

Equal Pay for Equal Work

As it is clearly stated in our Global Code of Conduct and Human Rights Policy, we have commitment to “equal pay for equal work” principle and fair company policies & practices in every area including compensation & benefits to eliminate gender discrimination. Wages and benefits are determined based on sectoral trends, local labour market data, company financial performance and in accordance with the applicable regulations and collective bargaining agreements if any.



The company policy and procedures conclusively prohibit everyone to be discriminated based on gender within the remuneration practice. In the reporting year, the company defined a new department to specifically work on job analysis, grading, compensation, and benefits. Its mission is to analyse the current status and continuously improve it.

Employee Health, Safety & Well-being

We have an equipped health centre to meet local requirements. The infirmary/first aid team may provide services (first aid, periodical health controls and/or training) based on the legal regulations.



We want to reduce health risks of our employees, improve quality of their lives and cares about their physical and mental health. For this reason, we offer dietitian & psychologist service in many locations. Employees can visit the infirmary whenever they

need to receive support under privacy policy.

In 2022, we organized 8 webinars monthly with the company dieticians and psychologists to raise awareness about different aspects of employee well-being. 597 employees participated to the webinars.

We support employees for the foundation of sports clubs. After a hold on during pandemic in 2020-2021, the clubs went on their on-field activities. Our Running Club joined "Wings For Life" run in which thousands of people around the world run at the exact same time. In the run, which was held in May 2022 with the slogan "Run for those who can't run", the runners ran to support those with spinal cord injuries. In October 2022, the team ran for LÖDER-Loceimia Charity to raise fund for the children fighting with locemia.



The basketball and football teams organized tournaments with the other group plants and participated in corporate leagues. These wellbeing initiatives boost health & fitness and promote team spirit.

In Romania, the team participated Half Marathon Pitesti in May 2022. Enrolled in different marathon categories, our team members completed the marathon with flying colours.



Talent Acquisition & Diversity

We establish robust partnerships with universities in the countries where our operations are based, aiming to introduce ourselves to the upcoming generation. Our facilities provide internships, organize plant tours, and foster collaboration for project advancements.



Our company representatives actively participate in university events, delivering industry-specific presentations on campus and sharing their technical expertise. Through extended internships, we collaborate with university students on specialized projects, offering them in-

house training and developmental prospects. Throughout this period, we have opportunity to observe their potential, and upon their graduation, we extend suitable job offers aligned with their abilities and interests.

The 10th term of the SAP Young Professionals Program, organized by our strategic business partner SAP, was held in Turkey between July and October 2022. We became a part of the program to create employment opportunities for the program graduates.



As well as the successful youth, the company strives to incorporate experienced and expert professionals to provide diversity. In the reporting year, the share of the new employees over 50 years-old is 2.6 %.

We pay utmost attention to meet ethical recruitment principles in accordance with the UN Guiding Principles on Business and Human Rights. We actively seek to attract a diverse range of candidates regardless of race, gender, colour, religion, nationality, age, civil status, physical or mental limitations, pregnancy, social background, ethnicity, sexual orientation, gender definition, or any other personal traits or preferences and political opinion.

Workforce by Nationality	2022
Turkish	63,6%
Romanian	16,9%
Italian	3,6%
Moroccan	14,0%
Senegalese	0,1%
Algerian	0,4%
German	0,3%
Indian	0,1%
French	0,3%
Other	1,1%

Gender Equality



added value created by gender equality in business life and brainstormed on how we would make a difference. The training will be deployed to all levels and the mid-long-term targets will be set as a part of our sustainable development.

We are committed to promoting women empowerment in the business and we strive to provide equal employment opportunities based on merit.

In the reporting year, we started a program to raise awareness about gender equality in all processes. Turkey was the pilot location, and we planned a series of training. The participants of the 1st session were leaders who will embrace this principle. We discussed the

Historically, few married women in the region, particularly mothers, were in the labour market in Kütahya in Turkey. We provided free childcare for the employees, so this service enabled and encouraged women to start to work for our company and stay for the long term. In Martur Kütahya plant, women make up the majority of the workforce. In the reporting period, the women employment ratio was increased from 60.7% to 62.7%.

Highest increase on women employment in 2022

- **from 20.7% to 32.5% at Martur Romania Plant**
- **from 4.6% to 8% at Martur Kocaeli Plant**

In 2022 , the share of the vacant positions that were filled with female candidated were 30%. And, women employment has been increased in 2022 globally from 26.1% to 27.5%.

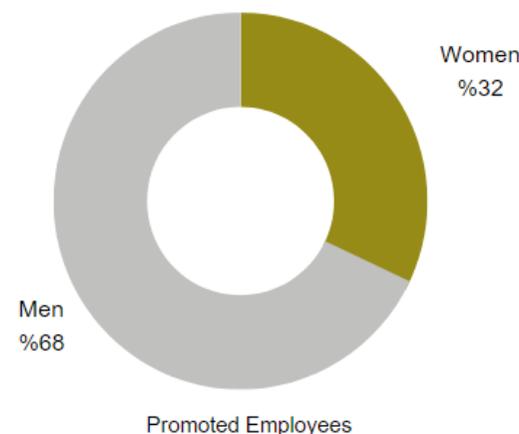
Organizational Development & Talent Management

Our organizational structure is reviewed periodically to improve the financial performance, customer satisfaction, employee satisfaction, social performance, and environmental performance. During these reviews, we look for opportunities to strengthen each other by sharing our talents across functions and locations.



Our International Mobility Policy provides to transform the experience into an international level, increase the diversity and carry out the succession plans. As well as mobility, as an output of Succession & Development plans, we offer our employees job enrichment and rotation/reassignment to another operation or function.

Effective execution of talent development and mobility directly contributes to increased organizational effectiveness and profitability. During the reporting year, 8.4 % of the monthly-paid employees went through international assignment, rotation, or reassignment. The share of women employees in the promoted employees were 32.3 %.



We follow the share of our women employees in different categories;

	2021	2022
Women in Board of Directors	25%	25%
Women in senior management positions	14,3%	11,9%
Women in managerial positions	15,5%	16,3%
Women in non-managerial positions	32,7%	32,8%
Women employees in STEM-related positions	22,7%	22,2%
Women employees in IT positions	23,2%	23,1%

Talent Development

We believe that the foundation of a successful and sustainable organization lies in its people. Our main emphasis lies on talent and performance management initiatives aimed at facilitating the growth of our employees. Adhering to the principle of "right person at the right role with the right skills", we conduct assessments of performance based on objectives, monitor knowledge and skill progress with radar charts and offer training programs to enhance the competencies of our employees for their current or future roles.



We use 3 drivers to achieve proactive people development: Corporate development, functional development, and individual development. We make great effort to develop our employees with annual planned trainings, monthly inspirational trainings, specially designed programs for different participant groups, and training programs for individual aspects of development.

We placed Corporate Ethics & Values training at the core of the corporate development. These values are the set of guiding principles and fundamental beliefs that help us function together as a team and they shape our corporate culture. This training is designed to help your employees understand their ethical and legal responsibilities and it is an obligatory initial training for every new employee in each location.

Mentorship Program

In 2020, the company started an internal mentorship program with the motto: "Each One, Teach One" to contribute and promote an "Experience Sharing" environment. The aim is to support the talents in their personal development, to guide them in their career journey and speed up the integration of junior employees in our corporate ecosystem. Including the reporting year, 49% of the mentees were female.



Participants of Mentorship Program

Rated 4,6/5 by our Mentees



Talent Development

Leadership Programmes

LEAP

The program that was designed for manager group started in 2022. Within the scope of 6 leadership modules including sustainability and digital transformation lessons, the group completed 12 case study sessions. Their development journey was reinforced with the project implementation and executive group coaching.



The program will be completed in 2023 and the participants of the 1st group will graduate after their project presentation. In this program, 18% of the participants were female managers.

“A New Leader” program was designed for potential leaders. In this program, we achieved gender equality in the participant profile (50 % women).

Leaders Club

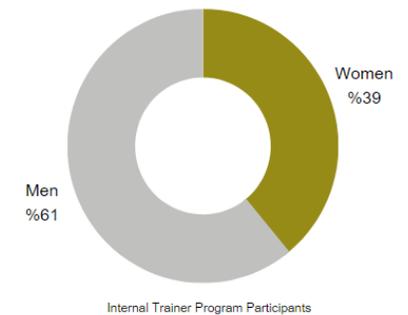
Each quarter, world-renowned keynote speakers deliver inspiring speeches in the Leaders Club event to our leaders. In the reporting year, 374 managers and directors participated to these events groupwide.

Internal Trainer Program



Martur Fompak International Academy started the “Train the Trainers” Program in 2022 with the aim of developing the volunteer subject matter experts as company’s internal trainers, with the most up-to-date adult training approaches, knowledge, skills and perspectives on training design and facilitation. increasing the quality of internal trainings, to provide our volunteer trainer candidates.

The program was introduced at Turkey locations as the pilot area. A total of 16 experts completed the 96 hours-training course and became certificated. After the training, they started to create the training materials to bring their knowledge and experience together with our ecosystem and contribute to the continuous learning environment through knowledge sharing and strengthen corporate memory.



The internal trainer development program will go on with the new locations in line with 2023 targets. On the 24th of November, Teachers’ Day, we held an enjoyable event for our internal trainers to celebrate and thank them for their efforts & contribution to the development of our colleagues.

Employee Engagement

Employee recognition and rewarding is a critical component of every successful business. Being recognized and rewarded not only translates to better satisfaction and productivity, but also gives the opportunity to reinforce the actions and behaviours we most want to see people repeat. We have a well-structured corporate recognition & rewarding system. We look for opportunities to celebrate our employees privately or publicly in many areas; seniority, good performance, good presence, contribution to improvement projects, respect to safety and environmental procedures, etc.

With the aim to create a consistent employee experience which spans all interactions that an employee has with the company, we implemented a survey platform in the last quarter of 2022. The platform helps us to carry out employee lifecycle surveys and collect the necessary information about the critical moments of the employee during their journey within the company, so the improvement actions would be taken accordingly. In the reporting year, we aimed to listen our employees' insights about hybrid working. The survey was carried out for the employees who turned to hybrid work model after the remote work during pandemic. The results showed us that 80 % of the respondents were satisfied with the hybrid work model and it affects their productivity in a positive way. We also learned the improvement areas and took the necessary actions e.g., office renovation and layout improvement.



A 2nd survey was prepared to listen our new employees' initial onboarding experience. The survey asks their welcoming, team, training, manager, and buddy experience. In the reporting year, 81 newcomers -34 female and 47 male employees- answered the survey. We have received the real-time actionable results. The average of the results of all dimensions were 89.4 %.

We will go on asking feedback of our employees and listening their voice to improve their experience.

- ❖ **In 2022, the company rewarded its employees for their good presence per each quarter; those whose absenteeism is lower than 2 hours. Employees were rewarded 14605 times for their good presence every quarter.**
- ❖ **234 hourly-paid employees were awarded for their good performance.**
- ❖ **All the employees involved in suggestion system were rewarded to encourage our people keep pointing out improvement areas.**

Social Responsibility

Scholarships

We look for opportunities to spread the corporate citizenship understanding at Martur Fompak International.



Our company and our volunteer employees support students who meet the specific criteria by scholarship and internship opportunities. Between 2007-2022, 911 students have been supported by scholarships.

WE CARE FOR PEOPLE & ENVIRONMENT as we highlight in our corporate values!

We believe sustainability is a way of working, a way of living. To help conserve a world where we can all enjoy a quality of life, we continuously strive to reduce our carbon footprint by increasing the use of organic and recycled materials. Guided by this awareness, we conduct business in a manner consistent with social and environmental standards as promised in our Code of Conduct and other policies.

In the reporting year, for all internal online games and contests, we rewarded the winners with eco-friendly gift hampers.

We organize events and competitions for our employees and their families to create environmental awareness. As an example, employees' kids participated to a workshop to create an organizer from recycled paper and their handcraft products were exhibited in the common areas in each plant. The children were rewarded with mini gift packs.



In the reporting year, for all internal online games and contests, we rewarded the winners with eco-friendly gift hampers.

Social Responsibility

Throughout the reporting year, we produced videos to raise awareness on Climate Change and shared them on various channels both with our employees and with the community.

In the last quarter of 2022, we prepared 2023 corporate notebook and calendar made of recycled paper and we replaced the business cards with the digital ones in order to reduce paper waste.



We constantly keep the society informed with the social media posts and collaborate with NGOs to add value to the society.



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, Turkey
- IBV / Spain
- METU / Ankara, Turkey

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



Smart Connectivity

- Voice Control
- Gesture Control
- Face Detection
- Health Monitoring
- Artificial Intelligence



Seat & Interior Systems

- Conductive Dashboard
- Adaptive Seat
- Light Weight Structure
- Noise Cancellation



Textile

- 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.



witnessing global certification bodies.

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

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.



We have been awarded by Stellantis as **“Go-Tech-The Most Connected Supplier Project Developer”**. We succeeded to develop **“Machine to Machine Communication”** between Ironing Robot and 3D Control system.

We have been awarded by Stellantis as **“Go-Tech Predictive Supplier”**. We developed the **“Error Estimation System”** by machine learning capability in the injection process.



We have been awarded by **“SAP Digital Transformation of Employee Experience”** in 2022! We started the first cloud project by putting **“people”** at the centre of digital transformation. We digitalized Performance, Learning, Employee Central, Recruitment, Onboarding and Succession and Development processes. Now we continue our journey with the online survey tool that gives us the opportunity to create snapshots across the entire employee lifecycle, so that we will better listen and understand our people to improve their experience.



We won **“SAP / Sustainability Transformation Through Technology Award 2022”**. In these days, all of us feel the reverse effect of global warming in daily life. We take the responsibility to reduce our contribution in climate change by following strictly SDGs, especially climate action, affordable and clean energy. We gain the most important benefit by implementing AI into energy management for eliminating energy consumption during non-production time and selecting renewable energy source to consume in order to reduce our carbon footprint.

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.



The physical security of our locations is provided by entrance control and security guards. The private data is in restricted areas with limited authorized entry. And they are controlled frequently by the security guards in their patrolling.

We have periodical checks for cyber security. We have several internal tools and a specific service to detect the vulnerable points in our system. These are checked monthly and solved if any problem detected.



In 2022, 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. In 2022, we completed the online Information Security Training for all languages where we operate. It is assigned to all current employees, and it is also included into Onboarding phase for new hired employees.



We have well established Information Security Management System. It is managed centrally and implemented in all our locations. In 2022, we extend our certification scope with Fompak Group. Now we have 3 certified locations, and it will be extended for other plants according to prioritization, too.

Ethics and Compliance



We review our policies and decide to revise our business ethic policies to make it more comprehensible. We review the requirements, sector expectations, company needs and prepare the Global Code of Conduct. We emphasize zero-tolerance policy for unethical business practices.

Everyone is accountable for the Global Code of Conduct including our Business Partners such as customers, suppliers, contractors, consultants, and our employees and the Board of Directors. All managers are responsible for the implementation of the Global Code of Conduct and related Policies in daily business life.

We have several policies prepared in accordance with the Global Code of Conduct.



During onboarding phase, there is a specific training for our business ethic rules and each employee should read and accept these. They are also informed how to report any violation.

We work to set an internal audit to evaluate the level of implementation of our Global Code of Conduct in our operations.



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.

All stakeholders can report violations with the Global Code of Conduct through e-mail and/or ethics phone line. The ways are defined in the Human Rights Policy. We protect everyone who report any issue from retaliation. All investigations are handled with confidentiality.

ZERO COMPLAINTS

In 2022, there is no complaint due to unethical issues by our customers, suppliers, and employees. We are proud to share that there were no cases of forced or compulsory labour, child labour or discrimination in our company during our reporting period.

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.



We have been created FMEA studies in the software since 2020. It connects our teams across locations with web technology and increase the know-how sharing. It allows the engineering teams access to all current engineering information. The risk levels are highlighted easily and precautions to reduce the risk are followed.

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 2022, there were 24 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 2022, there were no recalls or warranty claims for any projects.

Integrated Management Systems

We have a long journey 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.

Standards	Description	% Certified Plants	% Implemented Plants
<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%

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

In 2022, Fompak plant in Bursa is certified with ISO 27001. In the future we would like to add Martur Romania and Martur Morocco.

Standards	Number of Non-conformities in our locations in 2022	Closed	Open
<i>IATF 16949</i>	23	23	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

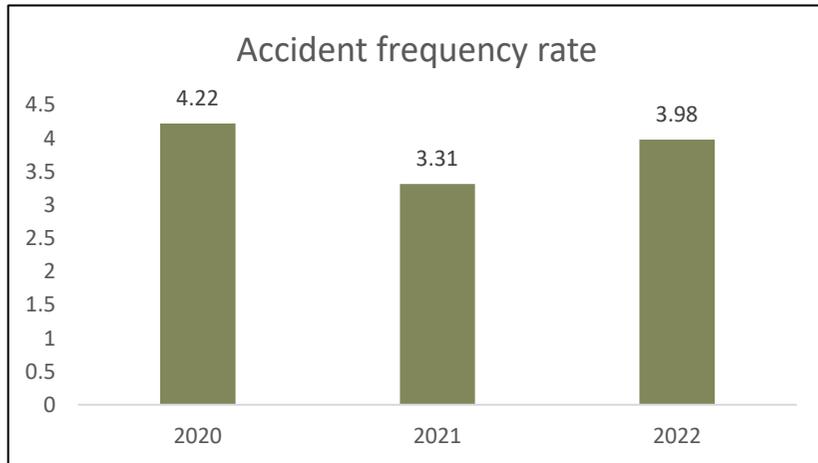
Occupational Health and Safety



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 diseases in 2022.

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. In return, we offer our suppliers excellent opportunities for development, attractive conditions, and long-term partnerships.

Our suppliers are the key to our success. We recognize suppliers can make a difference in favour of social responsibility, especially on human rights, environmental impacts, health, and safety risks.

The principles for sustainable procurement were determined for preferred suppliers in our sustainable procurement policy.

As a part of our commitment to environmental compliance and human rights protection, the suppliers should commit to all our Policies are as below.

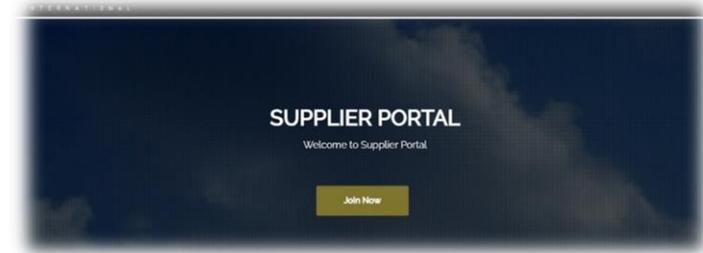
- Code of Conduct
- Human Right Policy
- Social Responsibility Policy
- Occupational Health and Safety, Environment and Energy Policy
- Quality Policy

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.

Within the scope of green purchasing activities.

- Sustainable supplier guide and sustainable supplier report are prepared annually.
- The chemicals used are evaluated at the purchasing stage to ensure that they are environmentally friendly.
- The environmental survey is done on the supplier portal and our suppliers are evaluated in terms of compliance with environmental and legal requirements.
- In line with our annual plans, we conduct supplier audits on environmental and OHS issues for our environmentally risky suppliers. Efforts are made to develop suppliers.
- We evaluate our suppliers about HR, OHS and Environmental topics with E&S Self-assessment

Responsible Sourcing

Environment & Social Evaluation for Supplier

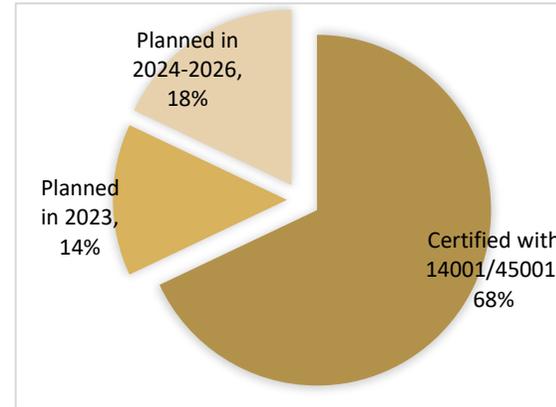
We have an Environmental & Social Self-Assessment Questionnaire in our supplier portal.

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 Fompak 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 Fompak 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 and 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.

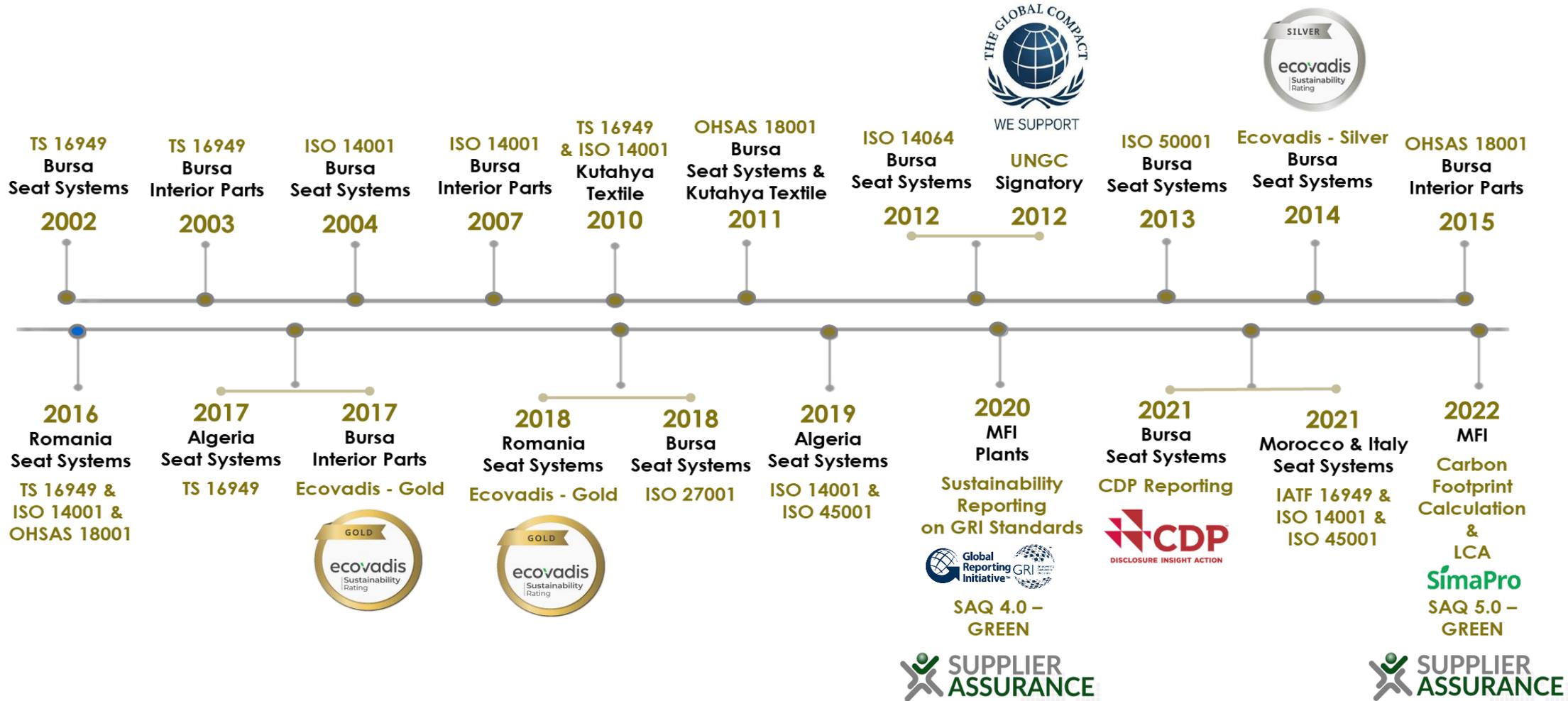
Ethics, environment, and occupational safety trainings are provided with classroom or online sessions. The purpose of the supplier trainings is to increase the awareness on ethics, labour and human rights, environment, and safety issues, and to explain our rules and expectations. All our policies, supplier 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>	2020	2021	2022
<i>% of suppliers signing procurement CSR charter or contrast clause</i>	65%	67%	69%
<i>% of suppliers have ISO 14001&45001 Certificate</i>	49%	51%	68%
<i>% of recycled packaging purchased suppliers signing procurement CSR charter or contrast clause</i>	45%	46%	47%
<i>Number of suppliers evaluated in terms of environmental impacts</i>	11	11	13
<i>Number of suppliers have important current and potential non-conform environmental effects</i>	7	8	8

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%

Annex 3: Organizational Health And Safety Performance Indicators

	MARTUR FOMPAK INTERNATIONAL		
	2020*	2021*	2022
<i>Lost time Injury Frequency Rate**</i>	4.22	3.31	3.98
<i>Occupational Disease Rate***</i>	0	0	0
<i>Number of Fatalities</i>	0	0	0

*Italy and Morrocco plant were added.

	2022				
	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
<i>Lost time Injury Frequency Rate**</i>	4.05	7.70	0.62	1.53	8.64
<i>Occupational Disease Rate***</i>	0	0	0	0	0
<i>Number of Fatalities</i>	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			
	2020*	2021*	2022
Energy Consumptions			
Electricity Consumption (MWh)	54,753	54,974	61,851
Natural Gas (m3)	2,540	2,058	2,437,868
Other Fuel (specify)(L) (gasoline, diesel)	2,500	3,000	4,500
Water Consumption (m3)	135,959	188,964	183,400
Treated Water (m3)	23,156	22,846	26,862
Hazardous Waste	448	479**	590
Non-hazardous Waste	4,114	6,489**	11,653

*Morocco and Italy have started working in 2021.

Amount and type of waste (ton)	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Hazardous Waste	118	124	0.957	344	2.42
Non-hazardous Waste	7,076	1,361	902	2,049	264

Electricity Consumption (MWh)	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Electricity Consumption (MWh)	27,267	20,722	4,251	8,643	968
Natural Gas (m3)	1,363,966	213,802	0	705,747	154,354
Other Fuel (specify)(L) (gasoline, diesel)	-	-	-	4,500	-

Water Consumption (m3)	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Water Consumption (m3)	125,937	29,048	11,405	15,705	1,088
Treated Water (m3)	26,862	-	-	-	-

	MARTUR FOMPAK INTERNATIONAL		
	2020*	2021*	2022
GHG Emissions			
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	5,479	5,883	5,710
Indirect - Energy (Scope 2) (tonnes CO2 e)	24,355	27,452	31,056
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	29,834	33,335	36,766
Total Scope 1&2 GHG emissions intensity (Tonnes CO2 e / working hours)	0.0034	0.0036	0.0031

*Morocco and Italy has started working in 2021.

GHG Emissions	MARTUR TURKEY	FOMPAK TURKEY	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	3,266	534	54	1,474	382
Indirect - Energy (Scope 2) (tonnes CO2 e)	13,963	10,720	2,729	3,138	506
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	17,229	11,254	2,783	4,612	888

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

Turnover by age & gender	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	118	153	22	108	52	262	17	49	3	9
<i>Total number of employees who left the company (blue and white collars) under 30 years old</i>	34	51	4	31	32	212	3	19	0	4
<i>Total number of employees who left the company (blue and white collars) 30-50 years old (30 & 50 will be included)</i>	83	96	15	74	20	50	13	22	3	4
<i>Total number of employees who left the company (blue and white collars) over 50 years old</i>	1	6	0	6	0	0	1	8	0	1
<i>Total number of employees (blue and white collars) who left the company voluntarily (resigned)</i>	99	105	16	62	19	84	17	38	3	4

Total number of employees by gender	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	812	1,679	157	842	182	623	202	419	51	146
<i>Total number of white-collar employees</i>	175	439	49	128	21	46	47	104	33	56
<i>Total number of blue-collar employees</i>	637	1,240	108	714	161	577	155	315	18	90

Number of employees by employment type	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	614	0	177	0	67	0	151	0	88	1
<i>Blue collar employees</i>	1,877	0	822	0	738	0	470	0	108	0

Contractors	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	22	60	12	22	17	20	159	234	0	66
<i>Number of contractors by employment type</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>
	82	0	34	0	37	0	393	0	66	0

Seniority by gender	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	427	544	48	223	182	623	174	347	42	143
<i>Number of employees who have 5-10 years seniority (10 years excluded)</i>	284	557	87	351	0	0	24	76	4	4
<i>Number of employees who have 10 years or more seniority</i>	115	564	17	273	0	0	0	0	1	3

Trainings	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	19,223	40,274	2,393	10,038	3,420	11,860	2,955	6,979	607	2,346
<i>Average hours of training per employee (number)</i>	23.7	24	15.2	11.9	18.8	19.0	14.6	16.7	11.9	16.1
<i>Total training hours for WC</i>	8,558	16,620	1,552	3,780	1,280	1,580	863	2,726	291	765
<i>Total training hours for BC</i>	10,665	23,653	842	6,258	2,140	10,280	2,093	4,253	316	1,581
<i>Total training hours for subcontractors</i>	23	246	12	102	136	160	2,147	3,159	0	1,803
<i>Percentage of employees trained on ethics & anti-bribery</i>	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Per Age	<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>	4,513	6,276	644	2,090	2,052	7,878	520	1,316	303	1,600
<i>Total training hours (30-50 years old (including 30 and 50 years old))</i>	14,512	33,067	1,718	7,735	1,368	3,939	2,057	4,596	304	746
<i>Total training hours (Over 50 years old)</i>	198	931	31	214	0	43	378	1,067	0	0
Per function technical, administrative, production	<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>	3,374	11,606	482	2,928	213	253	163	3,410	200	782
<i>Administrative</i>	3,104	3,005	822	2,708	3,136	10,677	350	1,249	140	364
<i>Production</i>	12,737	25,670	1,090	4,402	71	930	2,442	2,320	267	1,200

Gender per age groups	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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
<i>Number of new hires 18- 30 years old (18 will be included)</i>	178	311	34	165	130	413	29	88	9	61
<i>Number of employees 30-50 years old (30 & 50 will be included)</i>	616	1,301	120	653	52	208	147	258	32	67
<i>Number of employees over 50 years old</i>	18	67	2	25	0	2	28	71	7	21

New employee hires	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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
<i>Number of new hires 18- 30 years old (18 will be included)</i>	92	205	14	66	55	365	23	44	3	18
<i>Number of employees 30-50 years old (30 & 50 will be included)</i>	143	148	10	56	39	79	58	53	2	8
<i>Number of employees over 50 years old</i>	4	4	0	0	0	1	8	13	8	1

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

Performance review	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	31	101	6	28	6	9	9	20	1	7
<i>Number of employees who get performance review according to target</i>	812	1,679	157	842	21	46	47	104	33	56

Number of suggestions	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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 suggestions</i>	3,278	6,040	510	3,229	0	0	83	139	0	0
<i>Number of implanted suggestions</i>	1,769	4,118	311	2,287	0	0	27	62	0	0
<i>Number of complaints on ethics</i>	0	0	0	0	0	0	0	0	0	0
<i>Number of health checks offered by company for employees</i>	822	1035	56	384	234	885	202	419	0	0

Diversity and Equal Opportunity	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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 Promoted</i>	33	77	12	19	8	10	7	21	4	7
<i>Percentage of Employees Promoted</i>	5.4%	12.5%	6.8%	10.7%	11.9%	14.9%	4.6%	13.9%	4.5%	7.9%

Employees with disabilities	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	15	57	7	22	0	0	0	3	1	2
<i>Total share of employees with disabilities</i>	1.8%	3.4%	4.5%	2.6%	0.0%	0.0%	0.0%	0.7%	2.0%	1.4%
<i>Physically disabled</i>	2	4	0	0	0	0	0	0	1	1
<i>Speech impaired</i>	0	1	1	0	0	0	0	0	0	0
<i>Visually impaired</i>	2	12	0	2	0	0	0	0	0	0
<i>Hearing impaired</i>	6	6	2	1	0	0	0	0	0	0
<i>Other</i>	5	34	4	19	0	0	0	3	0	1

Maternity/Parental Leave	MARTUR TURKEY		FOMPAK TURKEY		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY	
	<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>	38	104	9	55	10	36	14	1	2	0
<i>Total number of employees that took parental leave, by gender.</i>	38	104	9	55	10	36	14	1	2	0
<i>Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</i>	26	94	7	55	10	36	1	0	1	0

Annex 6: GRI Content Index

GRI Content Index

Statement of use	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.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us, p.4
	2-2 Entities included in the organization's sustainability reporting	About Us, p.4 Global Location, p.5
	2-3 Reporting period, frequency and contact point	Scope of the report, p.2
	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.5 Sustainable Strategy, p.8 Stakeholder Engagement, p.10, p.10 Annex 1: Milestones Sustainability, p.47
	2-7 Employees	About Us, p.4 Global Location, p.5 Scope of the report p.2 Annex 5: Social Performance Indicators, p.52-57
	2-8 Workers who are not employees	Annex 5: Social Performance Indicators, p.52-57
	2-9 Governance structure and composition	Sustainable Strategy, p.8 Sustainability Steering Committee, p11 Risk Management, p12
	2-10 Nomination and selection of the highest governance body	Sustainability Steering Committee, p11 Risk Management, p12

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Sustainability Steering Committee, p11 Risk Management, p12
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Steering Committee, p11
	2-13 Delegation of responsibility for managing impacts	Risk Management, p12
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Steering Committee, p11
	2-15 Conflicts of interest	Respect for Human & Labour Rights, p25 Ethics and Compliance, p.39
	2-16 Communication of critical concerns	Sustainability Steering Committee, p.11 Materiality Analysis, p.9
	2-17 Collective knowledge of the highest governance body	Sustainability Steering Committee, p11
	2-18 Evaluation of the performance of the highest governance body	There is no independent performance evaluation.
	2-19 Remuneration policies	Equal Pay for Equal Work,p.26
	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
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message of the Executive Board, p.3
	2-23 Policy commitments	Integrated Management Systems, p.41
	2-24 Embedding policy commitments	Integrated Management Systems, p.41
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, p.10
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p.10
	2-27 Compliance with laws and regulations	Annex 4: Environmental Performance Indicator, Environmental Fines, p.50 Annex 5: Social Performance Indicator, Number of Complaints, p.57
	2-28 Membership associations	There is no membership.
	2-29 Approach to Stakeholder Engagement, p.10	Stakeholder Engagement, p.10
	2-30 Collective bargaining agreements	Respect for Human & Labour Rights, p.25

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
PRIORITIES		
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable Strategy, p.8 Materiality Analysis, p.9
	3-2 List of material topics	Sustainable Strategy, p.8 Materiality Analysis, p.9
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.42-44 Materiality Analysis, p.9
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain, p.42-44
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.9
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Respect for Human & Labour Rights, p25 https://www.marturfompak.com/en/company#our-policies
	205-2 Communication and training about anti-corruption policies and procedures	Respect for Human & Labour Rights, p25 https://www.marturfompak.com/en/company#our-policies
	205-3 Confirmed incidents of corruption and actions taken	Respect for Human & Labour Rights, p25 https://www.marturfompak.com/en/company#our-policies
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.9
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainable Product, p.24
	301-2 Recycled input materials used	Sustainable Product, p.24

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
Energy Consumption & Greenhouse Gas Emission		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Consumption & Greenhouse Gas Emissions, p.15 Decarbonization Road Map, p.16 Materiality Analysis, p.9
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annex 4: Environmental Performance Indicators ,p.48-49
	305-2 Energy indirect (Scope 2) GHG emissions	Annex 4: Environmental Performance Indicators, p.50-51
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions will calculated in 2023
	305-4 GHG emissions intensity	Annex 4: Environmental Performance Indicators, p.50-51
	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.20
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Annex 4: Environmental Performance Indicators, p.50-51
	302-2 Energy consumption outside of the organization	Annex 4: Environmental Performance Indicators, p.50-51
	302-4 Reduction of energy consumption	Decarbonization Road Map, p.16 Energy Consumption, p.17 Energy Efficiency, p.18
Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.9
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Quality & Consumption, p.22 Annex 4: Environmental Performance Indicators, p.50-51
	303-2 Management of water discharge-related impacts	<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>
	303-3 Water withdrawal	Water Quality & Consumption, p.22 Annex 4: Environmental Performance Indicators, p.50-51
	303-5 Water consumption	Annex 4: Environmental Performance Indicators, p.50-51

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.9 Waste Reduction, p.21 Sustainable Product, p.24 Annex 4: Environmental Performance Indicators, p.50
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Reduction, p.21 Annex 4: Environmental Performance Indicators, p.50
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.43-45
GRI 308: Supplier Environmental Assessment 2016	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
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human & Labour Rights, p.25 Talent Acquisition & Diversity, p.28 Annex 5: Social Performance Indicators, p.52-57
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex 5: Social Performance Indicators, p.52-57
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annex 5: Social Performance Indicators, p.52-57
	401-3 Parental leave	Annex 5: Social Performance Indicators, p.56
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated Management Systems, p.41 Employee Health, Safety & Well-being, p.28 Occupational Health and Safety, p.42 Talent Development, p.31-32 Materiality Analysis, p.9
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Integrated Management Systems, p.41 Employee Health, Safety & Well-being, p.28 Talent Development, p.31 Occupational Health and Safety, p.42 Annex 3: Organizational Health And Safety Performance Indicators, p.49
	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
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Organizational Development & Talent Management, p.30 Talent Development, p.31-32
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Organizational Development & Talent Management, p.30 Talent Development, p.31-32 Annex 5: Social Performance Indicators, p.54
	404-2 Programs for upgrading employee skills and transition assistance programs	Organizational Development & Talent Management, p.30 Talent Development, p.31-32 Annex 5: Social Performance Indicators, p.54,56
	404-3 Percentage of employees receiving regular performance and career development reviews	Organizational Development & Talent Management, p.30 Talent Development, p.31-32 Annex 5: Social Performance Indicators, p.56
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human & Labour Rights, p.25 Equal Pay for Equal Work, p.26 Gender Equality, p.29
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Steering Committee, p.11
	405-2 Ratio of basic salary and remuneration of women to men	Equal Pay for Equal Work, p.26 Gender Equality, p.29 Annex 5: Social Performance Indicators, p.52-57
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human & Labour Rights, p.25 Equal Pay for Equal Work, p.26 Gender Equality, p.29
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Gender Equality, p.29 Annex 5: Social Performance Indicators, p.52-57 In the reporting period there were no incidents of discrimination.
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human & Labour Rights, p.25 Materiality Analysis, p.9
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Respect for Human & Labour Rights, p.25

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance, p.39 Respect for Human & Labour Rights, p.25
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Compliance, p.39 Respect for Human & Labour Rights, p.25 Annex 5: Social Performance Indicators, p.52-57
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance, p.39 Respect for Human & Labour Rights, p.25
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Compliance, p.39 Respect for Human & Labour Rights, p.25 Annex 5: Social Performance Indicators, p.52-57
Security Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human & Labour Rights, p.25
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<i>All security personnel in our operations are trained on professional procedures and legal requirements.</i>
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.43-45 Materiality Analysis, p.9
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain, p.43-45
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain, p.43-45
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety, p.40 R&D and Innovation, p.36
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<i>We comply with all related product regulations and standards of health and safety.</i>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<i>There was no product failure reported due to health and safety issues during the reporting period.</i>

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Customer Privacy</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy and Security, p.38
GRI 418: Customer Privacy 2016	Dis418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, p.38 Digital Transformation & AI, p.37