



2024 GRI REPORT



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ABOUT THE REPORT

As Jantsa Jant Sanayi ve Ticaret A.Ş., we are pleased to share our activities on our sustainability journey with our valued stakeholders through our 2024 TSRS-Compliant Sustainability Report.

The information contained in this report covers the activities we carried out at our AYDIN Umurlu campus between January 1, 2024, and December 31, 2024. The report was prepared based on the data and analyses obtained from our activities. The report includes information on the performance indicators, environmental impacts, and ethical and economic sustainability efforts we have determined in accordance with the TSRS and GRI (Global Reporting Initiative) Universal Standards 2021. We believe this report represents a significant milestone in our sustainability journey.

Our report was prepared in Turkish and was subjected to an external audit by TSRS Reporting Assurance. Gens Engineering and Conformity Assessment Co. Ltd. provided consulting services during the preparation of the sustainability report. The TSRS Report was conducted by Assurance External Audit Service, Analysis Independent Auditing and Consulting Inc.

At Jantsa, we are developing long-term strategies to reduce our environmental impact, contribute to society, and achieve sustainable economic growth. We recognize that sustainability is important not only for the future of our company, but also for society and the planet. These strategies aim to take concrete steps to build a sustainable future together with all our stakeholders.

In addition to our achievements, we are aware that there is much more to be done. We will develop more innovative solutions and strategic moves to achieve the goals we have set in the coming period. This report aims to highlight our progress on the path to sustainability, to make more visible how we define and implement the Sustainable Development Principles, and to establish a transparent and strong dialogue with all our stakeholders.

On our sustainability journey, we value the opinions and suggestions of our stakeholders to improve ourselves.

For suggestions, questions, and feedback, please contact us at jantsa.surdurulebilirlik@jantsa.com.tr.

MESSAGE FROM THE BOARD OF DIRECTORS

Dear Stakeholders,

Our world is undergoing a transformation where sustainable development principles such as environmental balance, social equality, and corporate transparency, in addition to economic growth, are gaining more importance than ever. By correctly interpreting this change and grounding our business in a more sustainable and responsible manner, it is no longer just a choice; it has become a corporate imperative.

With this understanding, we are proud to share with the public our first sustainability report, fully compliant with the Turkish Sustainability Reporting Standards (TSRS) and GRI Report. This report is not only a fulfillment of a legal obligation; it is also a reflection of our strategic priorities, our value creation model, and our sense of responsibility to our stakeholders.

Throughout our TSRS-compliant reporting process, we measured our environmental, social, and governance (ESG) performance indicators with objective data and evaluated the impact of our activities from a holistic perspective. We took concrete steps in many areas, from reducing our carbon footprint to energy efficiency projects, from employee well-being to supply chain management, from corporate risks to ethical principles, and supported these steps with forward-looking goals.

As the Board of Directors, we position sustainability not merely as a reporting obligation or a periodic target, but at the center of all our company's strategic decision-making mechanisms. To fulfill our responsibility to future generations, we are redesigning all our business processes with this understanding, in line with our vision of creating long-term value.

Our greatest strength in our sustainability journey is our employees, business partners, customers, investors, and all our social stakeholders. The open, honest, and sustainable relationship we have established with them forms the foundation of our success. Therefore, we maintain our focus on continuous development and improvement by taking our stakeholders' expectations into account.

In the coming period, we will resolutely continue our sustainable growth journey with an approach that prioritizes our environmental responsibilities, supports social justice, and adheres to transparent governance principles. The framework offered by TSRS provides us with important guidance on this journey, ensuring that sustainability becomes not just a goal but a culture for the business world.

We extend our sincere gratitude to all our colleagues and stakeholders who contributed to this process. We hope that this report, which reflects our company's sustainability vision and commitment in this area, will be a transparent and reliable resource for you, our valued stakeholders.

Sincerely,



MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

Sustainability is no longer a concept limited to environmental responsibility; it has become the cornerstone of a comprehensive transformation that permeates every aspect of the business world. Changing global dynamics, increasing climate risks, social inequalities, and critical issues such as resource management require us to develop a more resilient, more conscious, and more transparent business model.

With this understanding, this first sustainability report, prepared in compliance with the Turkish Sustainability Reporting Standards (TSRS), is a comprehensive reflection of the concrete steps taken and strategic goals set by our company on this transformation journey.

By integrating operational excellence with sustainability, we consider reducing our environmental impact, creating an inclusive and safe working environment for our employees, managing our supply chain ethically and responsibly, and making a positive contribution to society to be among our core priorities. While integrating this approach into all our processes, we also prioritize sustainability in transformational areas such as digitalization and innovation.

We also know that sustainability cannot be limited to our internal operations. Therefore, we prioritize establishing relationships based on open communication with all our stakeholders, sharing information transparently, and creating value together. The reporting framework offered by TSRS not only allows us to measure our performance in this context, but also allows us to identify areas for improvement.

When determining our future strategies, we adopt an ethical and inclusive perspective that considers not only today but also tomorrow, and is responsible to nature and society. We are focused on achieving more effective and measurable results in areas such as combating climate change, circular economy, energy efficiency, diversity, and inclusion.

On this occasion, I would like to express my gratitude to all my colleagues, business partners, customers, and the community who have accompanied and contributed to us on our sustainability journey. I hope this TSRS-compliant report reflects our company's commitment to transparency and accountability principles, and I want to emphasize that we will continue to produce and progress together for a more sustainable future.

Sincerely,



ABOUT JANTSA

Jantsa is a brand known for its years of experience in the automotive industry and the innovative solutions it brings to the industry. Founded in 1968, our company has made it its mission to provide vehicle owners with high-quality and reliable wheels. With advanced technology and design, we produce aesthetically pleasing and durable wheel options suitable for all vehicle models.

Our vision is to further advance quality in the automotive industry and offer our customers safe, stylish, and functional products.

Our mission is to become a globally preferred brand with high production standards. Prioritizing customer satisfaction at every step, Jantsa stays abreast of the latest innovations in the industry and integrates them into its products.

The wheels in our product range stand out with their weather-resistant, long-lasting, and aesthetically pleasing designs. We also offer customized options tailored to our customers' needs, aiming to provide the perfect fit for their vehicles.

At Jantsa, we always prioritize quality and reliability. All of our products are manufactured in accordance with international quality standards in our state-of-the-art production facilities. Through our R&D efforts, we continuously develop innovative products and strengthen our leadership in the industry.

When you choose us, you don't just buy a product; you also experience a sense of trust and the privilege of quality service. As the Jantsa family, we are here to make every journey safer, more comfortable, and more aesthetically pleasing!



WE CARE AND CARRY
in more than 85 countries worldwide



Inspire The Transformation

jantsa
www.jantsa.com

JANTSA IN NUMBERS

Üretim Kapasitesi Yılda
2.7 MİLYON

40 Yıldan fazla jant üretim tecrübesi

Yıllık yenilenebilir enerji
6 MİLYON WATT

Türkiye'nin ilk
500 sanayi kuruluşu

80% ihracat

Türkiye'nin ilk
30 otomotiv kuruluşu

6 Kıta

1500+
Çalışan

130.000 m²
Toplam alan

4 Tesis
bir iş ortaklığı

85 Ülke genelinde

504-1000h

Boya Dayanımı



260

Farklı Çeşit Boya

COOPERATIONS AND MEMBERSHIPS

OUR AWARDS

EGE'NİN İHRACATÇISI

Jantsa 2024 yılında İhracatın yıldızları ödülünü otomotiv sektörü, sektör 2'si olarak büyük bir başarıya imza attık!

OTOMATİV ENDÜSTRİSİ İHRACATÇILARI BİRLİĞİ (OİB)

Otomotiv endüstrisi İhracatçıları Birliği tarafından düzenlenen İhracatın Şampiyonları 2024 Ödül törenin de Gümüş İhracatçı Ödülü'ne layık görüldük.

JANTSA TÜRKİYE'NİN EN BÜYÜK 293. FİRMASI

Fortune 500 Türkiye'nin en büyük 500 firması listesinde 475. sırada yerimizi almaya başladık.



ARGE İLK 500

Ar-Ge 500' de 111. sırada yer almanın gururunu yaşıyoruz.

TÜRKİYE İHRACATÇILAR MECLİSİ

2024 yılı Türkiye İhracatçıları Meclisi'nin ilk 1000 İhracatçı Firma Listesi'nde 298. Sırada yerimizi aldık.

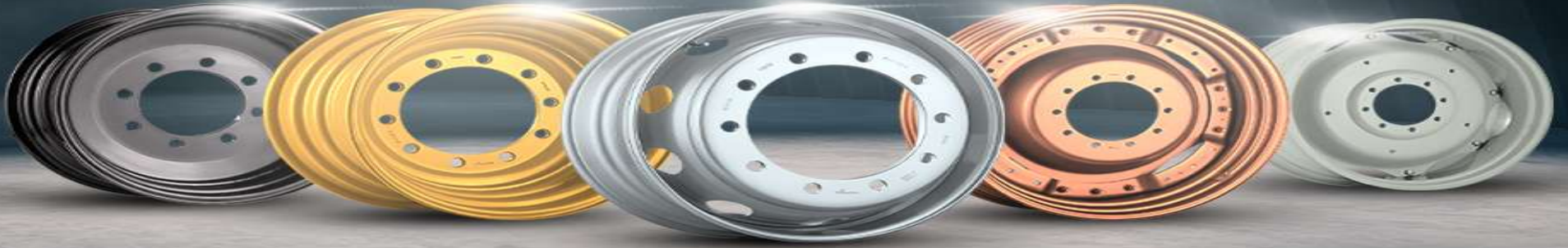
ISO 500 LİSTESİNDE JANTSA

Türkiye'nin 500 büyük sanayi kuruluşu (İSO) Listesinde yer almanın GURUNUNU YAŞIYORUZ!



1977'den Beri
Dünyanın Dönüşüne Yön Veriyoruz.

 ***jantisa***



OUR SUSTAINABILITY APPROACH

Our slogan for presenting corporate social responsibility activities to stakeholders in line with company strategies, goals, and priorities is:

“**INSPIRE**”: We shape steel and inspire transformation.

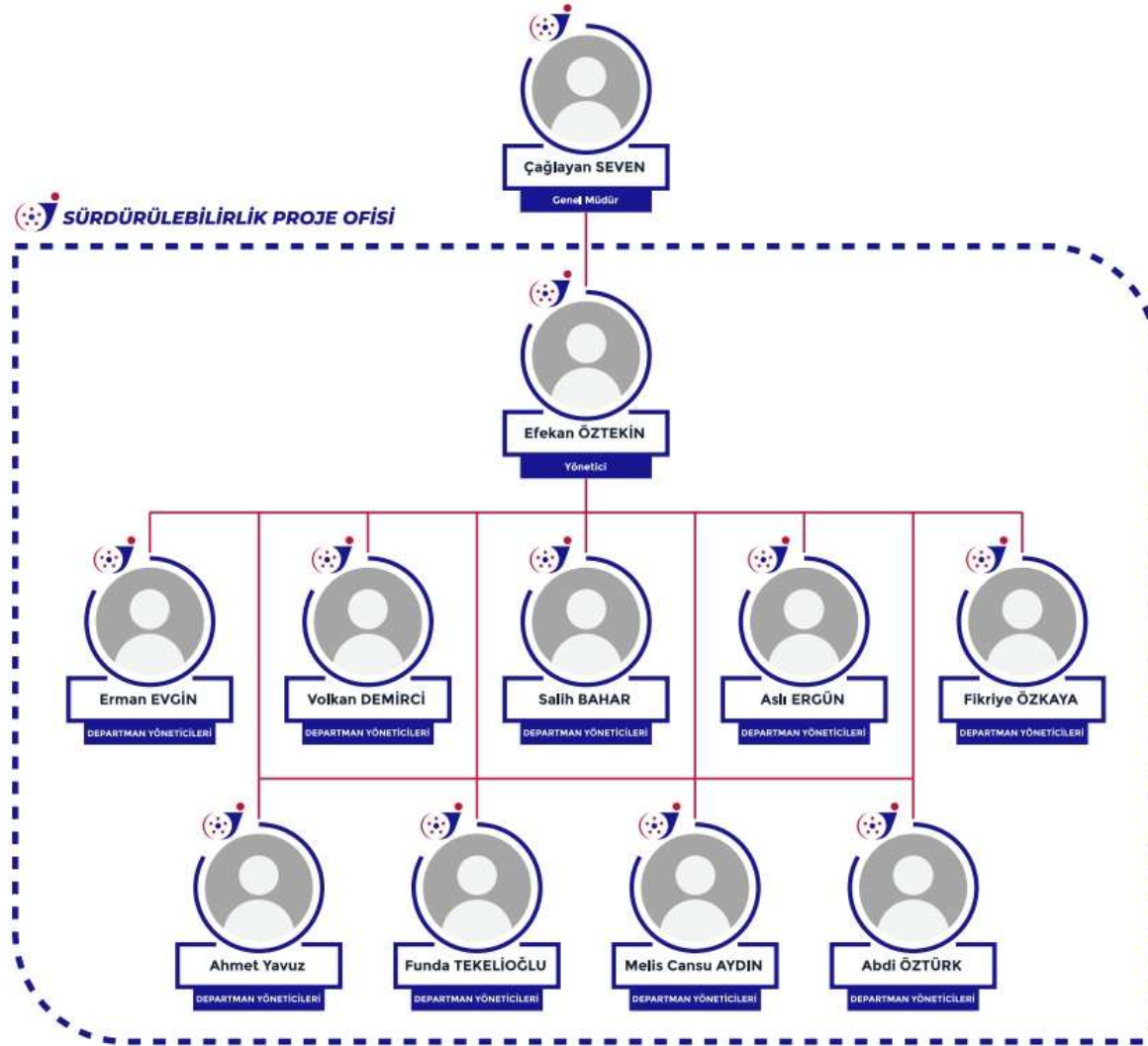
INSPIRE

I
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INVENTOR(BULUŞÇU)
NEUTRAL(TARAFSIZ)
SUSTAINABLE(SÜRDÜRÜLEBİLİR)
PROTECTOR(KORUYUCU)
INNOVATIVE(İNOVATİF)
RECYCLE(GERİ DÖNÜŞÜMCÜ)
ECO FRIENDLY (ÇEVRE DOSTU)



SUSTAINABILITY ORGANIZATION



Stay sustainable with us...



Inspire The Transformation

jantsa
www.jant**sa**.com

PRIORITIZATION MATRIX AND STAKEHOLDER PARTICIPATION

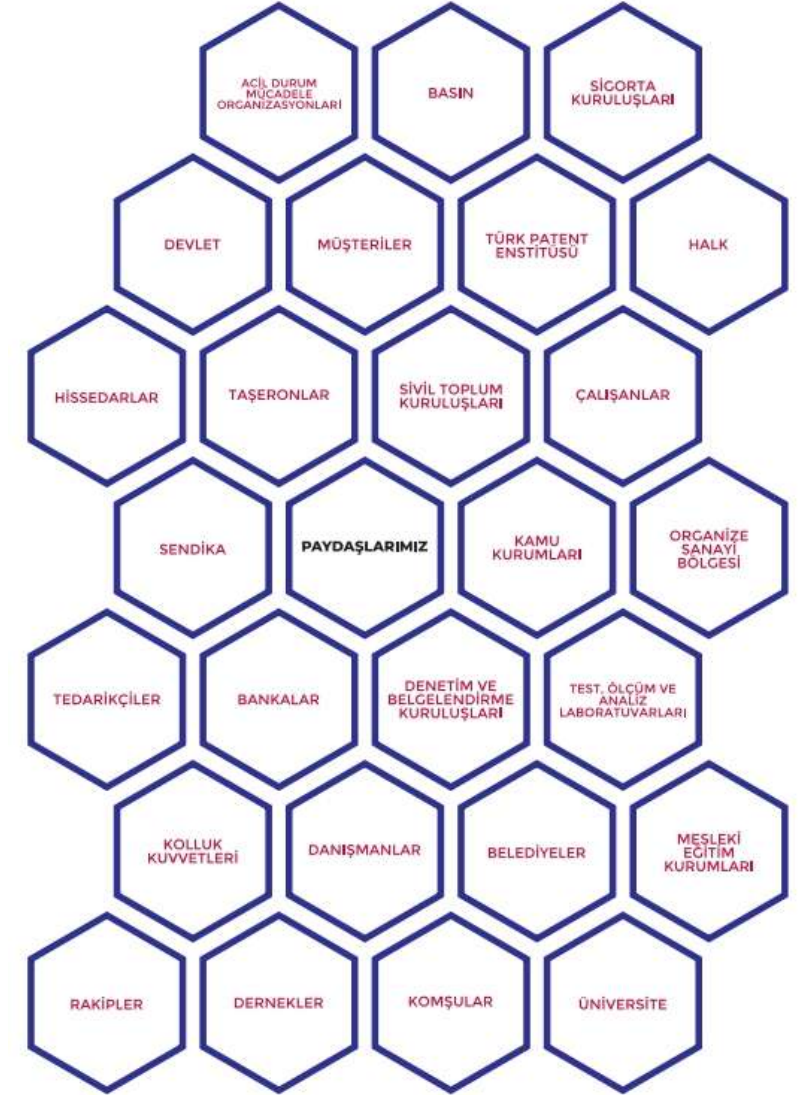
As Jantsa, we prioritize the opinions of our internal and external stakeholders in carrying out our operations, believing that each idea is valuable for our development and success.

Therefore, in 2024, we revised our stakeholder analysis, conducted within the scope of management systems standards, and, with the participation of our Sustainability Committee members and considering GRI and AA1000 Stakeholder Engagement standards, created our "Jantsa Stakeholder Map."

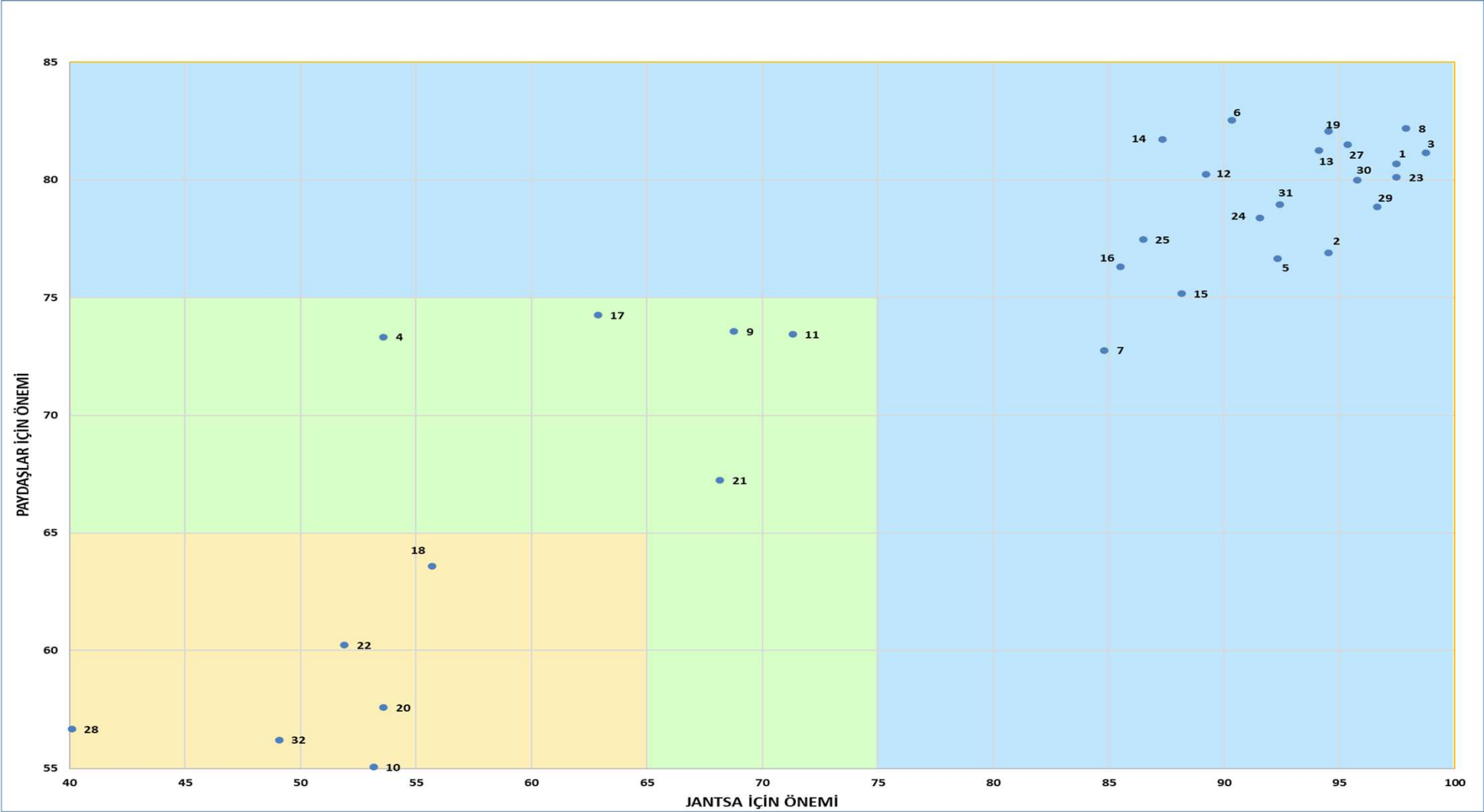
We identified our priority topics based on our corporate risk and opportunity analysis, our analysis of our stakeholders' needs and expectations, and the GRI Standard headings, including the Sustainable Development Goals.

During the priority topic identification process, we collected the opinions of our internal stakeholders through both online surveys and in-person interviews using printed survey forms. We also collected the opinions of our external stakeholders using an online survey.

We meticulously analyzed the opinions of all our stakeholders and identified the highest priority topics that would most significantly impact our sustainability performance. In our sustainability report, we transparently disclosed data related to the 20th topic identified as a high priority this year. In the coming periods, we aim to continue actively seeking the views of our internal and external stakeholders, both during our operations and as part of our sustainability journey, and to develop our processes to strengthen communication.



PRIORITIZATION MATRIX AND STAKEHOLDER PARTICIPATION



CONNECTION WITH SDGs

Derecesi	Konu Başlığı	İlgili SKA
Çok Yüksek Öncelikli	● 8 Su Verimliliği	   
	● 3 İş Sağlığı ve Güvenliği	  
	● 1 Yasalara Uyum	    
	● 23 Riskler ve Fırsatlar	        
	● 29 Ürün Kalitesi	  
	● 30 Müşteri Gizliliği	
	● 27 Ekonomik Performans	  
	● 19 Yeni Yatırım ve İstihdamlar	   
	● 13 Müşteri Gizliliği	 
	● 2 Arge ve İnovasyon	 

CONNECTION WITH SDGs

Derecesi	Konu Başlığı	İlgili SKA
Çok Yüksek Öncelikli	● 31 Dijitalleşme	9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 17 AMACILAR BİRLİĞİ
	● 6 Enerji Verimliliği	7 ENERJİDEN ENERJİ VERİMİLİĞİ 9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 12 SÜRDÜRÜLEBİLİR TÜKETİM 13 İKLİM BİLEŞİMİ
	● 5 İklim Değişikliği	7 ENERJİDEN ENERJİ VERİMİLİĞİ 9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 12 SÜRDÜRÜLEBİLİR TÜKETİM 13 İKLİM BİLEŞİMİ 17 AMACILAR BİRLİĞİ
	● 24 Şeffaflık	8 İNSAN KAYNAĞI VE EKONOMİK AKTİVİTELER 9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 13 İKLİM BİLEŞİMİ 15 KİRAZILAR VE ORMANLAR 16 SAGLIK, AKILGİLİK VE CİNSİYET EŞİTLİĞİ
	● 12 Tedarikçi Sosyal Değerlendirmesi	3 SAĞLIK VE KALİTELİ YAŞAM 4 YATIRIM VE EKONOMİK AKTİVİTELER 6 Tutarlı ve Sorumlu Tüketim 8 İNSAN KAYNAĞI VE EKONOMİK AKTİVİTELER 9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 12 SÜRDÜRÜLEBİLİR TÜKETİM 16 SAGLIK, AKILGİLİK VE CİNSİYET EŞİTLİĞİ 17 AMACILAR BİRLİĞİ
	● 14 Müşteri Memnuniyeti	9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 12 SÜRDÜRÜLEBİLİR TÜKETİM 16 SAGLIK, AKILGİLİK VE CİNSİYET EŞİTLİĞİ
	● 15 Kariyer Yönetimi	4 İKTİSADİ EKONOMİ 5 Tutarlı ve Sorumlu Tüketim 8 İNSAN KAYNAĞI VE EKONOMİK AKTİVİTELER 10 KÜLTÜREL MİRAS VE EKONOMİK AKTİVİTELER 17 AMACILAR BİRLİĞİ
	● 25 Paydaş İlişkileri	16 SAGLIK, AKILGİLİK VE CİNSİYET EŞİTLİĞİ
	● 16 Eğitim ve Farkındalık	4 İKTİSADİ EKONOMİ 5 Tutarlı ve Sorumlu Tüketim 8 İNSAN KAYNAĞI VE EKONOMİK AKTİVİTELER 10 KÜLTÜREL MİRAS VE EKONOMİK AKTİVİTELER
	● 7 Atık Yönetimi	9 SANAYİ, YENİLENEBİLİR ENERJİ VE ALTYAPI 12 SÜRDÜRÜLEBİLİR TÜKETİM

CONNECTION WITH SDGs

Derecesi	Konu Başlığı	İlgili SKA
Orta Öncelikli	● 11 Çevreci Ambalaj Kullanımı	 
	● 9 Ürün Materyalleri	 
	● 17 Yerel Tedarikçiye Destek	
	● 4 Bioçeşitlilik	 
	● 21 Ücret Politikaları	   

OUR SUSTAINABILITY GOALS

Sürdürülebilirlik Konusu	Hedef Tanımı	2030 Hedefleri	SKA
Management Responsibility and Continuous Improvement	R&D	Increasing R&D and innovation investments (new product, environment, OHS, digitalization, etc.)	  
Combating Climate Change	- Zero Waste - Reducing Carbon Footprint - Energy Efficiency - Reducing Water Consumption	- We aim to generate at least 50% of our electricity consumption from renewable sources through solar power plant investments. - We aim to achieve carbon neutrality in our emissions by 2053. - We aim to have a sustainable supply chain by 2030. - We aim to recover 50% of our water use by 2035 and all of it by 2053.	           
Investing in Human Resources	Education	- Achieving a zero-casualty accident rate and zero risk by 2053 - Becoming a signatory to the UN Global Compact - Increasing annual training time per employee	  

Commercial



Inspire The Transformation

Agricultural



 **jantosa**

Industrial



www.jantosa.com

CORPORATE GOVERNANCE

We are proud to serve 85 countries across 6 continents with more than 40 years of experience in dynamic, innovative, technological and diverse production, along with a transparent, accountable and ethical management approach that respects the environment and society.



OUR ORGANIZATION AND CORPORATE STRUCTURE



Our Board of Directors consists of three committees: the Corporate Governance Committee, the Audit Committee, and the Early Risk Identification Committee. The Corporate Governance Committee also carries out the duties of the Nominating and Remuneration Committees.

Corporate Governance Committee:

The Committee determines whether corporate governance principles are being implemented within the Company, if not, the reason for this, and any conflicts of interest arising from failure to fully comply with these principles. It also makes recommendations to the Board of Directors to improve their implementation. In this context, the Committee identifies issues related to corporate governance principles that would benefit the Company and its shareholders but have not yet been implemented, and proposes recommendations for their implementation in a manner appropriate to the structure of the Company and its subsidiaries.

The Committee meets at least four times a year, and at least quarterly, at the Company's headquarters. The timing of the Committee meetings aligns with the timing of Board meetings whenever possible. The Board of Directors provides all resources and support necessary for the Committee to fulfill its duties.

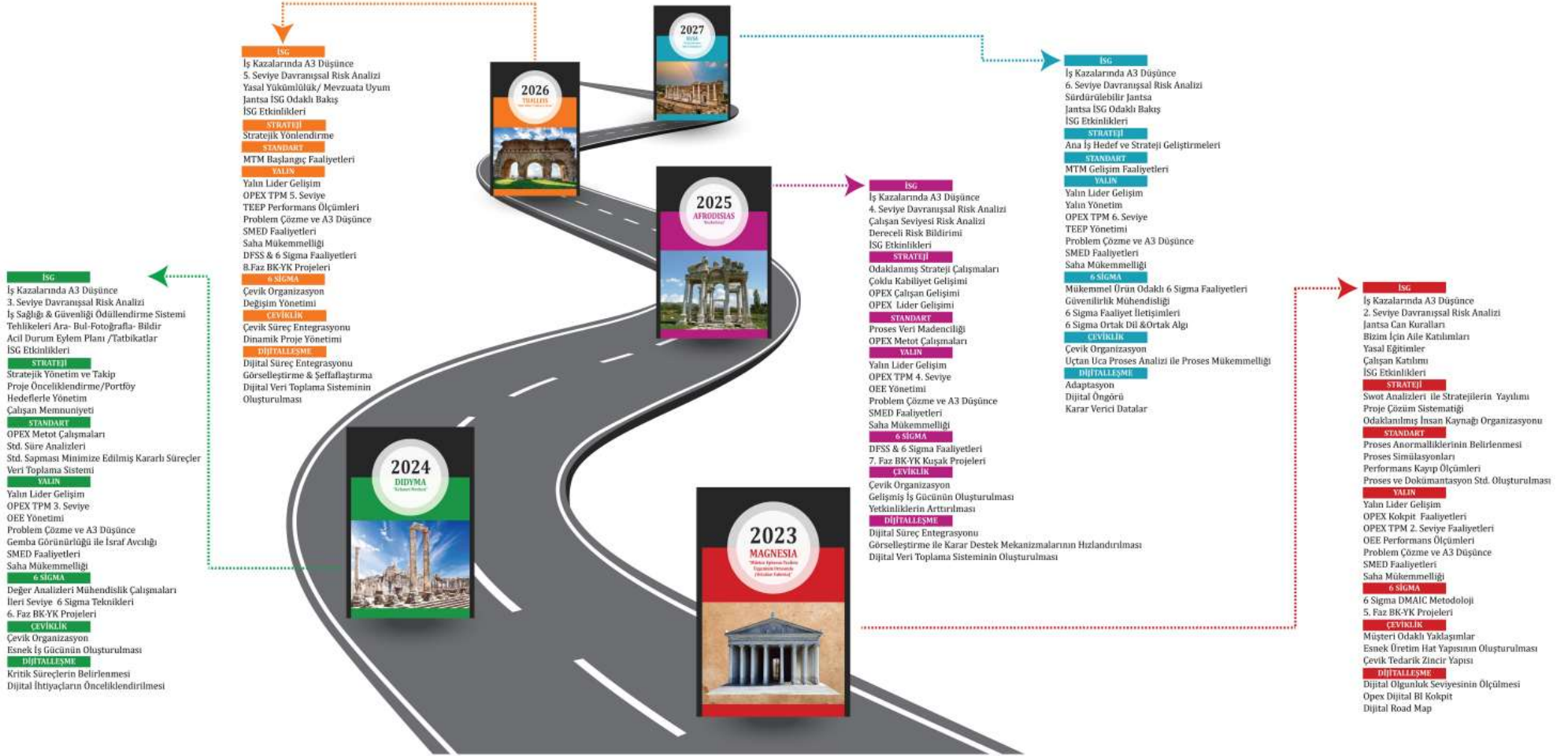
Audit Committee:

The Committee obtains the opinions of the Company's responsible managers and independent auditors regarding the accuracy and conformity of the financial statements and footnotes to be disclosed to the public with the accounting principles followed by the Company, and submits its assessments in writing to the Board of Directors.

Risk Management Committee:

To conduct studies to ensure the early identification of risks that could endanger the Company's existence, development, and continuity, to implement necessary measures regarding identified risks, and to manage these risks. To identify opportunities that could increase the Company's profitability and operational efficiency, to ensure the necessary work is carried out on these opportunities, and to present them to the Board of Directors in a timely manner. To review the risks disclosed in the Company's financial statements and annual board reports prepared in accordance with financial reporting standards adopted by the Capital Markets Board. To review risk management systems at least annually.

OUR STRATEGY



CORPORATE RISK MANAGEMENT

At Jantsa,

We prioritize the effectiveness of our risk management process to:

Ensure sustainable growth,

Effectively manage uncertainties in the automotive industry,

Manage risks arising from changes in national and international legal and other requirements,

Ensure our competitiveness.

Our company has an Early Risk Identification Committee to identify potential risks in advance and plan relevant actions. The Committee is responsible for identifying financial, operational, environmental, and social risks and opportunities that could jeopardize the company's existence, development, and continuity, and, if necessary, taking preventive measures.

We continuously monitor global developments to identify risks and opportunities early and identify issues that could impact our operations and/or create new opportunities. We aim to manage these identified issues in accordance with our risk appetite and implement our practices by taking the necessary measures and integrating them into all our processes.

We conduct our risk and opportunity assessments on a process-by-process basis, using the methods outlined in our Risk Management Procedure document. During the risk assessment phase, we meticulously consider relevant national and international legal and other requirements, the needs and expectations of interested parties, change management, and SWOT analysis results. Relevant departments are responsible for implementing the planned actions within the specified deadlines, based on the process-based risk and opportunity assessment. Risk and opportunity analyses are reviewed by the relevant departments at least once a year and revised if necessary.

At Jantsa, we aim to further enhance our risk management processes by constantly advancing our risk and opportunity perspective.



INTERNAL AUDIT AND CONTROL

We have internal auditors appointed by our Audit Committee and Management to strengthen our corporate structure, review the effectiveness of our established systems, and assess their adequacy. Our Committee and auditors conduct and record audits and controls at least once a year as part of the Internal Audit Procedure.

During these audits, the principles of impartiality and transparency are upheld between auditors and those under audit. Our auditors meticulously review and record process operations. Following these audits, corrective and preventive actions are implemented, if necessary. Audit results are evaluated at least annually in Management Review meetings.

In addition, we collaborate with third-party auditors for our management systems, carbon, and water footprint calculations to ensure that our processes undergo independent assessment.



BUSINESS ETHICS AND COMPLIANCE

As Jantsa Jant Sanayi ve Ticaret A.Ş., adhering to the principles and values of business ethics in every area of our operations is a cornerstone of our corporate culture. Our company's success is made sustainable not only by product quality and engineering strength, but also by our commitment to ethical values and full compliance with legal regulations.

Our Ethical Principles are founded on the concepts of transparency, honesty, fairness, respect, and responsibility. All our employees, managers, and business partners are expected and encouraged to act in accordance with these principles. Our primary priority is ensuring that every decision made and every application implemented in our business processes complies with ethical values.

Within the scope of Compliance Management, all necessary processes are effectively implemented to ensure full compliance with national and international legislation, sectoral regulations, and our internal policies/procedures. Internal control systems are continuously updated and improved with a risk-based approach to prevent, detect, and correct potential non-compliance. Jantsa's Business Ethics and Compliance approach encompasses the following core elements:

Compliance with Laws and Regulations: Full compliance with all local and international legal obligations.

Culture of Ethical Behavior: A zero-tolerance policy for ethical violations and regular ethical awareness training for employees.

Violation Reporting and Protection: Reporting unethical behavior through secure channels and protecting those who report it.

Management Support: Senior management leads and sets an example in developing a culture of ethics and compliance.

At Jantsa, we act with a mindset that not only complies with the law but also prioritizes our responsibilities to society and the environment. We believe that establishing trust-based, long-term, and sustainable relationships with all our stakeholders is possible by adhering to ethical principles.



FIGHTING ANTI-COMPETITIVE BEHAVIOR

We adopt the fundamental principle of acting in accordance with the rules of fair, transparent, and free competition in all markets in which we operate. Free competition is essential for both the development of our sector and our ability to provide higher quality services and products to our customers.

Accordingly, combating all anti-competitive behavior and practices is an integral part of our ethical business culture and legal responsibilities.

Our company:

Never enters into agreements or coordination with competitors regarding pricing, production volume, customer allocation, or market allocation.

We fully adhere to fair trade rules in our customer and supplier relationships.

We regularly inform and train our employees about competition law and anti-competitive behavior.

We fully comply with all regulations of relevant legal authorities, especially the Competition Authority.

If suspicious or risky practices are detected, we immediately initiate investigations through our internal audit and legal departments.

In accordance with our zero-tolerance policy against anti-competitive practices, the necessary disciplinary procedures are implemented decisively in the event of any violations, and legal obligations are fulfilled.

All our employees and business partners are expected to comply with the principles of fair competition and to report potential violations promptly. Our commitment in this area underpins Jantsa's reputation, reliability, and sustained success.



FIGHTING CORRUPTION AND BRIBERY

Adherence to business ethics and the principle of integrity is a cornerstone of our corporate culture. Therefore, combating corruption and bribery is a priority we prioritize, with zero tolerance in all our business processes.

Corruption and bribery not only result in legal penalties, but also damage the company's reputation, undermine trust-based relationships with business partners, and threaten sustainable success. Acting with this awareness, Jantsa embraces the principles of transparency, accountability, and full compliance with the law in every area of its operations.

Core Principles of Our Policy:

Zero Tolerance Against Bribery and Corruption: It is absolutely unacceptable for Jantsa employees, suppliers, business partners, or public officials to directly or indirectly obtain unfair advantages in exchange for any benefit.

Gift and Entertainment Practices: Gifts, entertainment, and other favors offered in business relationships must not exceed reasonable limits, influence decision-making processes, or violate legal regulations. **Training and Awareness:** All employees are regularly briefed on anti-corruption policies and trained on the principles of ethical conduct.

Reporting and Protection Mechanisms: Employees have secure channels through which they can confidentially report any instances of corruption or unethical behavior. Whistleblowers are protected by the company, provided they are not malicious.

Auditing and Continuous Improvement: The effectiveness of policies is regularly reviewed through internal audit mechanisms, and necessary improvements are made.

At Jantsa, we are committed not only to fulfilling our legal obligations but also to spreading ethical business practices throughout the organization and setting an exemplary stance for society and the business world. Compliance with business ethics is the guarantee of our long-term success and reliability.

INFORMATION SECURITY

In this increasingly digital world, information security is one of our company's most critical priorities and is considered a fundamental element of sustainable growth and stakeholder trust. All data generated, processed, and stored in our business processes, including customer information, employee data, trade secrets, and intellectual property rights, is protected with a holistic security approach.

Our information security management is structured based on the **ISO 27001 Information Security Management System** standard. Within this framework, our information security policy has been approved by senior management and is accessible to all employees. The policy is based on the protection of data based on the principles of confidentiality, integrity, and accessibility.

Confidentiality: Preventing unauthorized access.

Integrity: Maintaining the accuracy and completeness of data.

Accessibility: Ensuring that authorized users can access the information they need in a timely manner.

In today's world where cybersecurity threats are constantly evolving, our company treats risk management as a dynamic process. Vulnerabilities are identified through regular risk analyses and penetration tests, and preventative measures are implemented.

An Incident Response Plan has been implemented to address potential information security breaches. Security incidents are managed within the framework of predefined procedures. Root cause analysis is conducted after each incident, and corrective actions are implemented to prevent recurrence.



SUPPLY CHAIN MANAGEMENT

In this regard, we have created a Supplier Handbook for our suppliers, sharing our quality expectations with them. Furthermore, through our Responsible Purchasing Policy, we ensure that all our operations and relationships with our business partners are guided by principles such as human rights, child and youth labor, ethics and anti-corruption, confidentiality, forced and compulsory labor, and essential labor. We expect them to comply with these principles and encourage their sub-suppliers to do the same.

In our supplier performance evaluations; Criteria considered include the quality of the supplied product, delivery time and quantity performance, supplier nonconformity closure performance, return amount in PPM (Parts per Million), availability of management system documentation, participation in cost reduction efforts, price compliance, and compliance with industry indices.

Performance evaluations are conducted quarterly for suppliers who impact the product and every six months for service suppliers. We also conduct audits of candidate suppliers and material suppliers who directly impact the product according to the annual audit plan and monitor their performance on-site. Action plans are requested for nonconformities or recommendations identified as a result of these audits, thereby contributing to the development of our suppliers. We require them to use the 8D problem-solving technique to resolve nonconformities originating from suppliers.

We plan to expand our supplier evaluation and audit criteria in the coming period to include social and environmental sustainability. This is our goal: to work with highly aware suppliers who comply with social and environmental criteria and to foster the development of our suppliers in these areas.

SUPPLY CHAIN MANAGEMENT

Quality is an essential element for our products to find a place in the global market. Therefore, every stage of the supply chain (proper production, transportation, and presentation of the product) directly impacts quality. In this context, we measure the performance of our suppliers periodically and conduct supplier development activities to contribute to their continuous improvement. We also expect our suppliers to comply with and follow legal regulations. To document these activities, we require Jantsa suppliers to operate and maintain an accredited third-party certification process in accordance with the ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System, and ISO 27001 Information Security Management System standards.

In this regard, we have created a Supplier Handbook for our suppliers, sharing our quality expectations with them. Furthermore, through our Responsible Purchasing Policy, we ensure that all our operations and relationships with our business partners are guided by principles such as human rights, child and youth labor, ethics and anti-corruption, confidentiality, forced and compulsory labor, and essential labor. We expect them to comply with these principles and encourage their sub-suppliers to do the same.

In 2024, we worked with a total of 947 suppliers, 922 of which are domestic. We categorize our suppliers into three groups: product-influencing, technical purchasing, and service suppliers.

When selecting suppliers, we prioritize domestic suppliers whenever possible. Our spending on domestic suppliers in 2024 accounted for 98% of our total spending.

To become a Jantsa supplier, a company must hold a current and accredited ISO 9001 or IATF 16949 certification. Obtaining ISO 9001 certification is the first step toward achieving this goal, and the supplier is expected to complete the IATF 16949 certification process according to an agreed-upon plan.

Evaluation Subject	2022	2023	2024
Number of suppliers evaluated for social impacts	85	88	90
Number of suppliers evaluated for environmental impacts	9	12	15



R&D and INNOVATION

Our company places great importance on R&D and innovation to develop innovative solutions that shape the steel wheel manufacturing industry. We continuously conduct research and development activities to enhance our competitive advantage, meet customer expectations, and establish sustainable production processes.

Our design center focuses on producing more durable, lightweight, and environmentally friendly wheels using advanced engineering techniques in our product development processes. To this end, we conduct research in areas such as new material technologies, digitalization of production processes, and automation systems. We also develop innovative approaches to maximize the performance of our products through simulation-based analysis and testing methods.

We also place great importance on intellectual property rights and file patent applications to protect our innovative solutions. In recent years, we have registered various innovations that add value to the industry and continue to expand our patent portfolio. Our R&D team is working on new technologies to strengthen Jantsa's leading position in the industry.

A significant portion of our R&D work is conducted through national and international support programs. By leveraging incentives and support from organizations such as TÜBİTAK and the Ministry of Industry and Technology, we strengthen our vision of being a pioneer in the sector. We also collaborate with universities and research institutions to integrate academic knowledge into the industry and contribute to the innovation ecosystem. This allows us to adapt to future production technologies and create more efficient production processes without slowing down.

Our future strategies include developing sustainability-focused innovation projects and working on production techniques that reduce our carbon footprint. In this context, we focus on recyclable materials, highly energy-efficient production methods, and designs that minimize environmental impact. Furthermore, we conduct research into alternative energy sources to minimize environmental impact by adopting green production practices.

Our commitment to R&D and innovation increases customer satisfaction, contributing to our company's long-term growth and leadership in the sector. Our innovative solutions enable us to continuously improve our production processes and deliver projects that make a difference in the sector. We aim to increase our competitiveness in the global market by continuing our R&D investments without slowing down in the coming years.



ECONOMIC ACTIVITIES

	2023	2024
Economic Value Created (Revenues)	7.417.457.812	7.189.194.536
Distributed Economic Value (TL)	2023	
Operating Expenses (TL)	5.955.877.125	4.286.822.063
Employee Benefits (TL)	798.158.136	528.013.365
Benefits Provided to the State (TL)	38.299.062	129.271.855
Benefits to Society (TL)	250.000	250.000

GRI-3	2023	2024
Funds allocated to pay planned retirement obligations (TL)	146.066.889	50.463.309
Percentage of salary contributed by employee or employer (%)*	Çalışan %5 İşveren %0	Çalışan %5 İşveren %0
*5% of the employee's salary is deducted for retirement and social security funds.		

Our economic activities are regularly evaluated by an independent auditor every year. To review our 2024 financial statement, please visit the address below.

https://jantsa.com/upload/files/gallery_files_2025-03-03_11-15-09.pdf



ENVIRONMENTAL PERFORMANCE

At Jantsa, our environmental approach aims to minimize environmental damage and improve overall environmental performance across all our activities. We prioritize the use of renewable energy and prioritize the efficient use and conservation of natural resources.

Changing climate conditions pose significant threats to the ecosystem. At Jantsa, recognizing these threats and tackling them together with both our corporate and employee communities is an essential part of our strategy. We strive for a sustainable future by taking the circular economy model into account in our actions. While implementing environmental management, we source our energy needs from renewable sources whenever possible and strive to minimize waste.

To effectively manage our environmental performance and ensure compliance with national and international standards, we meticulously conduct annual ISO 14001 Environmental Management Systems audits and hold our internationally recognized certification.

Thanks to our successful environmental management, our company has not faced any penalties for non-compliance.

We continue to break new ground in the industry with our improvement efforts.

Environmental Investments	2024
Total operating expenses of environmental activities (TL)	8.150.691,42 TL
Total Environmental Protection Investments (TL)	583.281,6 TL
Total	8.733.973,02 TL



ENERGY GREENHOUSE GAS MANAGEMENT

In 2023, we initiated work to determine our corporate carbon footprint in accordance with ISO 14064-1:201, and with the same commitment, we successfully completed the calculation and verification of our carbon footprint in 2024.

Our corporate carbon footprint study was verified by an independent, accredited organization under the ISO 14064-3:2019 standard. By calculating our corporate carbon footprint annually and developing strategies to reduce emissions from our activities, we aim to reduce our impact on climate change.

We have almost halved our greenhouse gas emissions relative to our production.

With the I-REC certificate we received, 95.53% of the electricity we use is generated from renewable energy sources.



Greenhouse Gas Emissions (t CO2 e)	2023	2024
Scope 1	4.504,78	1239,66
Scope 2 (Marked Based)	12.567,19	517,88
Scope 3	315.407,37	195.750,99

Greenhouse Gas Emissions (t CO2 e/ton processed)	2023	2024
Scope 1	0,050	0,0154
Scope 2 (Marked Based)	0,139	0,0064
Scope 3	3,48	2,16

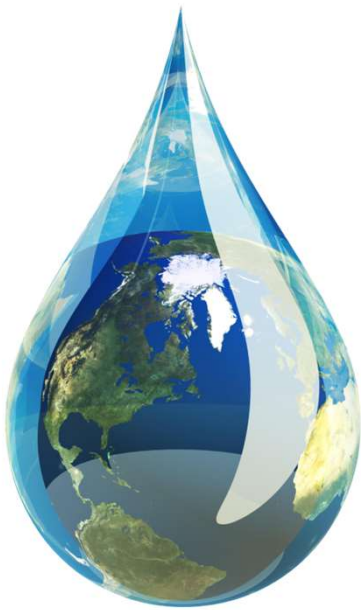
WATER EFFICIENCY AND WASTEWATER

Protecting water resources, which are invaluable to our planet and all living things, is our primary duty. Through sustainable efforts we carry out in collaboration with our stakeholders, we aim to protect water resources and reduce our water consumption each year.

With our Jantsa water treatment facilities, we treat the water we use in our processes according to organized discharge standards and ensure its proper discharge.

We successfully completed a verification audit by an accredited, impartial auditing firm, performing our calculations according to the ISO 14046 Water Footprint Standard. Water footprint calculations have become a tradition for Jantsa, and we will continue to perform these calculations annually, based on current standards.

	2024
Blue Water Footprint (m3)	145.443,57
Grey Water Footprint (m3)	63.178,60
Wastewater Discharge (m3)	124.478



CIRCULAR ECONOMY AND WASTE MANAGEMENT

Waste management not only reduces pollution and health hazards, but also reduces production costs and, most importantly, promotes a sustainable environmental approach by reducing resource use.

Unfortunately, resources and raw materials are limited in our world. Considering population growth rates, if we do not reduce our global raw material use, future generations will begin to experience raw material and resource problems.

At Jantsa, we are taking initiatives to reduce our waste as much as possible, taking these raw material issues into consideration. We are also carrying out important projects to recycle the steel materials we use in our production and reintroduce them to production.

We contribute to the circular economy by recycling the waste generated from our processes, both within legal limits and using the correct techniques.

At our facility, waste is collected separately at the source as hazardous and non-hazardous and is stored in a waste area in accordance with the Waste Management Regulation. We hold a Zero Waste Certificate for our waste management activities within the facility. We send our waste to licensed organizations authorized under legal regulations. To increase the effectiveness of our waste management process, we conduct annual awareness training for our employees. We aim to continue raising awareness through our training activities and events in the coming periods.



WASTE	2023 (kg)	2024 (kg)
Total Storage	867.040	676.800
Total Recycling	168.927	147.204
Hazardous Total Recycling	2.229.600	2.072.373
Total Dangerous	1.287.799	1.291.247
Steel Waste	25.154.533	23.497.162
Total Waste kg/Processed Ton	327,93	342,82

SOCIAL PERFORMANCE OBJECTIVES AND MANAGEMENT

Our company is committed to continuously improving its social performance in line with its sustainable development goals. We act responsibly in the areas of employee rights, diversity and inclusion, occupational health and safety, and social contribution.

To enhance the well-being of our employees, we ensure fair working conditions, offer equal opportunities, and support their continuous development. Our occupational health and safety standards are maintained at the highest level through proactive measures and regular training.

To increase our social impact, we implement social responsibility projects and contribute to social development by collaborating with local communities. Acting with environmental and social responsibility, we focus on continuously improving our social performance for a sustainable future.



EMPLOYEE SATISFACTION

Our company views employee satisfaction not only as a matter of individual happiness but also as a critical factor in corporate success and sustainability. We develop and implement various human resources strategies to increase our employees' job satisfaction, motivation, and commitment.

We evaluate our employees' workplace experiences, expectations, and suggestions through our annual **Employee Satisfaction and Commitment Survey**. This survey covers many areas, including work-life balance, career development, leadership satisfaction, communication, and corporate culture, and we continuously implement improvement initiatives based on the results.

In 2024, our employee satisfaction surveys achieved an 81% rating. The data obtained from the survey allows us to focus on areas for improvement while maintaining our strengths.

Our Practices to Increase Employee Satisfaction

1. Career Development and Training Programs

To support our employees in developing their competencies and achieving their career goals, we offer the following programs:

We ensure that our employees invest in their technical and personal development through an annual training and development budget. We develop future leaders through mentoring and leadership programs.

We provide opportunities for our employees to gain experience in different departments through rotation and career transition programs.

2. Diversity, Inclusion, and Equality

Our company prioritizes ensuring that every employee feels valued and has equal opportunities. In this context:

We aim to increase female representation in senior management through female leadership support programs.

We provide accessible workspaces for employees with disabilities.

Employment and Turnover by Gender	2023	2024
Number of women hired	4	5
Number of men hired	46	141
Percentage of women employed	%8,00	%3,00
Percentage of men employed	%92,00	%97,00
Employment and Turnover by Age	2023	2024
Number of people under 30 hired	32	84
Number of people aged 30-50 hired	16	59
Number of people over 50 hired	2	3
The proportion of people under 30 employed	%64,00	%58,00
The proportion of people aged 30-50 employed	%32,00	%40,00
The proportion of people over 50 employed	%4,0	%10,00
Employment and Turnover by Region	2023	2024
Number of recruits from the Aegean region	50	146
Number of recruits from other regions	0	0
İşten ayrılan kişi sayısı	2023	2024
Total number of women leaving their jobs	3	10
Total number of men leaving their jobs	150	194
Total number of employees eligible for parental leave by gender	2023	2024
Women	1	1
Man	81	64
Return to work rate after parental leave	2023	2024
Women	%100	%100
Man	%100	%100

TALENT AND CAREER MANAGEMENT

Our company supports our employees in both contributing to corporate success and achieving their personal career goals by enhancing their individual competencies. To this end, we adopt a comprehensive talent management strategy and implement various programs that encourage the continuous development of our employees.

Our organization's training programs are managed in a planned manner to develop employee competencies and achieve strategic goals. Training needs are determined based on processes, job descriptions, competency criteria, performance evaluation results, and management strategies. The Human Resources Department prioritizes environmental, social, and ethical issues in preparing the annual training plan. It is constantly revised based on needs and communicated to employees. Training can be provided from internal and external sources, and its effectiveness is measured through tests, on-the-job observations, and evaluation surveys. Participant feedback is taken into account to evaluate the effectiveness of the training, and corrective measures are taken when necessary.

Our training programs designed to enhance our employees' skills are described below:

- 1- Orientation Programs: Programs designed for new employees or those changing jobs.
- 2- Technical and Vocational Training: These are programs designed to enhance employees' technical knowledge and professional skills.
- 3- Personal Development Training: These are training programs that develop employees' individual competencies, such as communication, leadership, and time management.
- 4- System Training: These are training programs provided to employees within the scope of management systems such as quality, information security, environment, energy, and occupational health.
- 5- Performance-Based Training: These are training programs planned in line with needs identified based on performance evaluation results.
- 6- Legal and Mandatory Training: These are training programs organized in accordance with legal requirements. For example, OHS, Environmental, and Hazardous Materials Training.
- 7- On-the-Job Training Programs: These are practical applications that enable employees to learn on the job and improve their skills.
- 8- Polyvalence Table-Based Training: These are training programs designed to increase employee versatility and implemented according to established competency criteria.
- 9- Apprentice Development Programs

Furthermore, they contribute to our company's sustainable growth by aiming to develop future leaders through our talent pools. All these practices are regularly measured and transparently reported in accordance with GRI standards.

This systematic approach aims to increase customer satisfaction and the company's overall success by supporting employee development.



TALENT AND CAREER MANAGEMENT

	2023	2024
Average training hours per employee	29,60	31,53
Average hours of education per woman:	40,79	34,12
Average hours of education per man	29,42	31,44

Average training hours per employee category:	2023	2024
White collar:	52,67	41,94
Blue Collar	25,75	29,67

Career Development Assessment	2023	2024
Woman:	41	36
Man:	1133	1063
Blue Collar:	997	924
White Collar:	177	175

Performance Evaluation	2023	2024
Woman:	40	31
Man:	137	126
Blue Collar:	0	0
White Collar:	177	157



DIVERSITY, EQUALITY AND INCLUSIVITY

Discrimination is against our company rules and the law. Our company does not tolerate any discrimination based on language, race, color, gender, ethnicity, political views, religious beliefs, sectarianism, or other beliefs, appearance, dress code, nationality, marital status, physical disability, classification, criminal record, social assistance status, sexual orientation, etc.

We provide equal opportunity without discrimination in all our hiring, promotion, wage policies, incentives, social benefits, and other practices. At Jantsa, we treat everyone honestly and fairly, regardless of race, religion, gender, age, nationality, marital status, pregnancy, physical disability, or disability, and we offer equal opportunities to everyone.

We also respect our employees' freedom of association.

White Collar (Female/Male Salary Ratio)	2023	2024
Statü-1	%1,1	%-5,3
Statü-2	%-4,1	%-3,7
Statü-3	%-3,1	%-1,2
Statü-4	%6,9	%+7,5
Statü-5	-	-
Statü-6	%-0,6	%-2,3
Statü-7	%0	%-13,1
Statü-8	-	-
Blue Collar (Woman/Man Salary Rate)	%-13,38	%-11,52
Annual Total Compensation Rate	2023	2024
The ratio of the total annual compensation paid to the organization's highest-paid individual to its median		
Blue Collar	1,54	1,46
White Collar	4	3,87

	2023	2024
Board of Directors	9	6
Man	7	5
Woman	2	1

Age	2023	2024
30 - 50	4	2
Under 30	1	1
50 +	4	3

Gender	2023	2024
Woman	41	36
Man	1133	1063

Age	2023	2024
Under 30	366	278
30-50	749	752
50 +	59	69
Vulnerable Groups	39	29



OCCUPATIONAL HEALTH AND SAFETY

At Jantsa, we prioritize the health and safety of our employees, subcontractors, and visitors, and we are aware of our responsibilities in this regard. Our approach to preventing and reducing hazards and risks is based on the risk control hierarchy, which includes eliminating the risk at its source, mitigating it, implementing engineering controls, implementing administrative controls, and finally, providing personal protective equipment.

We identify hazards and risks in line with legal requirements, field and health inspections, measurement results, and employee notifications, and track them using a risk assessment document. We regularly review our risk assessment and control measures and, if necessary, implement additional measures. We record our findings and actions using SAFETY CULTURE software and/or corrective and remedial actions.

We use International Labor Organization (ILO) and World Health Organization (WHO) standards as a guide for the identification and classification of work-related diseases. We analyze the incidence of risk factors and diseases in the workplace through periodic health checks, epidemiological studies, and employee reports. We also monitor and certify our Occupational Health and Safety activities with the ISO 45001 Occupational Health and Safety Management System. All our employees and subcontractors are covered by our ISO 45001 Occupational Health and Safety Management System. We monitor changes in legislation at predetermined intervals and strive to achieve 100% compliance.

We provide occupational health and safety training to new employees regarding the hazards and risks within our company. We also conduct periodic retraining and on-the-job interviews to raise awareness among our existing employees.

The participation of our employees in OHS processes is crucial for us to improve our OHS performance. Therefore, our employees freely express their opinions, suggestions, and near-miss and hazardous situation reports at occupational health and safety committee meetings or through <https://oneri.jantsa.com.tr>.

Job security	Birim	2023	2024
Distress notification	Qua	91	400
Near miss incident	Qua	83	139
Suggestion	Qua	231	261
Lost day accident	Qua	175	156
Lost day	Qua	933	983
(Lost Time Injury Rate) (accident quantity x 1.000.000) / Total working hours)	Ppm	76,0	71,71
(Severity Rate) (lost dayx 1000) / Total working hours	day	0,40	0,45
Jantsa employee, total working hours	h	2.301.99 1,50	2.175.530 ,50
Work-related death	Qua.	0	0
Work-related occupational disease	Qua.	0	0

Subcontractor lost time accident	Qua	20	2
Subcontractor accident lost day	Qua	5	7
(Lost Time Injury Rate) (Accident Quantity x 1.000.000) / Total working hours)	Qua	20,02	15,5
(Severity Rate) (Last day x 1000) / Total working hours)	Qua	0,08	0,05
Subcontractor, Total working hours)	h	249750	128700

ANNEX-ENVIRONMENTAL PERFORMANCE INDICATORS

	Birim	2023	2024
Energy			
Total of all fuels consumed – Non-renewable resources	MJ	170.194.881	155.997.324
Total fuels consumed – Renewable resources	MJ	19.881.959	17.576.847
Electricity consumption	kwh	28.561.808,8	25.281.876,16
Natural gas consumption	Kwh	20.472.296	18.050.714,04
Total energy consumption used within the organization	MJ	190.080.418	173.574.171
Greenhouse Gas			
Scope 1	tco ₂ e	4.504,78	1.239,66
Scope 2*	tco ₂ e	12.567,19	517,88
Scope 3	tco ₂ e	315.407,37	195.750,56
Emissions *			
VOC	ton	100,52	100,52
NOx	ton	29,07	29,07
SOx	ton	0,03	0,03
Toz	ton	16,30	16,30
CO	ton	0,63	0,63
Water-Wastewater			
Blue Water Footprint	m ³	150.751,52	145.443,57
Grey Water Footprint	m ³	96.809,73	63.178,6
Wastewater Discharge	m ³	103.194	124.478
Wastes			
Total Storage	kg	867.040	676.800
Total Recycling	kg	168.927	147.204
Hazardous Total Recycling	kg	2.229.600	2.072.373
Total Dangerous	kg	1.287.799	1.291.247
Metal Waste	kg	25.154.533	23.497.162
Total Waste kg/Processed Ton	kg	327,93	342,82

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