ACT TODAY FOR TOMORROW

SUSTAINABILITY REPORT 2023

METYX®

PAGE NAVIGATION

The button at the top left of all pages brings you to the report content page we are currently on, and you can quickly switch between the pages you want by clicking on the subject headings on this page.

The buttons at the top right of all pages are for you to go to the first page of the relevant main headings.

We determined our sustainability badge as a result of a competition held among our employees 3 years ago.

While the human figure, opening its arms and embracing tomorrow, is located in the middle of the circle symbolizing our world; It consists of green, blue, brown and yellow colors that express trees, water, air, soil and sun, which are the requirements of sustainability.

Inspired by the colors of our sustainability badge, we used these colors in the theme of the pages describing our four priority topics, which are the headings of our perspective on sustainability, and linked them to each subheading as a button.

Company's main addresses

The METYX Group's operational headquarters are Tuzla Production Facility Orhanlı Mah. Gülsüm Sok. No:14 34956 Tuzla, Istanbul, Türkiye.

In addition, METYX's Head Office is located at Şehit İlknur Keleş Sokak Hüseyin Bağdatlıoğlu İş Merkezi No: 7 34742 Kozyatağı Kadıköy, Istanbul, Türkiye.

Below are its production facilities:

Türkiye locations

METYX 1 Production Facility
Manisa Organized Industrial Zone 1st Section
Malazgirt Cad. No:2 45030 Manisa

METYX 2 Production Facility
Keçiliköy OSB Mah. Cumhuriyet 1 Cad., No:3/3 Yunusemre, Manisa

METYX 3 Warehouse
Manisa Organized Industrial Zone 3rd Section
Mustafa Capra Cad. No:15 Yunusemre, Manisa

Global locations

Hungary Production Facility
7400 Kaposvár, Dombóvári út 3657/135. Hrsz., Hungary

America Production Facility
2504 Lowell Road Gastonia, NC 28054, USA

Ownership and legal structure

The Company is a joint stock company majority owned by the Üstünel family.

Reporting period

The report covers the period between 01.01.2023 and 31.12.2023.

External audit

The report has not been externally audited.

The report is not legally required to be externally audited.

Contact details

All questions regarding this report can be sent to the Corporate Sustainability Department by e-mail to corporate.sustainability@metyx.com

GRI compliance

METYX has reported in accordance with GRI Universal Standards, Core option for the period between January 1, 2023 and December 31, 2023.

The GRI content index can be found on Page 68

Telateks Tekstil Ürünleri Sanayi ve Ticaret Anonim Şirketi and its subsidiaries Telateks Dış Tic. ve Kompozit San. A.Ş., METYX Hungary Kft. and METYX USA Inc. together will be referred to as 'METYX Group' or 'METYX', the brand name established in 2003.

3

OVERVIEW

We identified risks and opportunities to focus on how our company creates value

Uğur Üstünel
CEO, METYX Group

Dear Colleagues and Stakeholders,

I'm both proud and delighted to share METYX Group's first GRI Indexed Sustainability Report 2023 with you.

As we navigate through an era marked by significant global challenges such as climate change, socio-economic upheaval, geopolitical shifts and widening inequalities, the need for transformative solutions has never been more critical.

Even as 2023 went on record as the hottest year since measurements began, the devastating earthquake in Türkiye was a stark reminder of our vulnerability to the forces of nature and the urgency of building sustainable and resilient societies.

In **2023**, we witnessed key moments such as **COP28**, the strengthening of **EU Standards and Regulations**, and Türkiye's alignment with the **International Sustainability Standards Board (ISSB)**.

These developments at COP28 signaled a collective global commitment to addressing climate challenges by providing clear directives on renewable energy, adaptation, and finance.

Even though innovation-driven enterprises, artificial intelligence and the fourth industrial revolution make the headlines today, we continue to live in a 'material' world.

5

The materials and production required for the transition to renewable energy or electric vehicles continue to rapidly deplete our planet's resources.

On the other hand, **due to changing regulations, there is an increasing demand from our customers for greater sustainability in our operations**.

At METYX, we are on a journey of introspection and strategy alignment, focusing on what matters. We continue to be a pioneer in our industry, adapting our strategy to mitigate ever-increasing risks, respond to customer demands and adapt to evolving regulations and standards.

Our vision of becoming the preferred company in the global composites industry with a comprehensive suite of products and services fueled by innovation **drives us forward**. Our core values of teamwork, innovation, passion, customer focus and agility form the basis of our approach.

Recognizing the importance of stakeholder engagement, **we have revamped our governance structure to include a broader range of voices and perspectives**.

This new structure ensures that our approach to sustainability is both comprehensive and inclusive, allowing us to better understand and address the concerns of our expanded group of stakeholders.

We have sought to understand the issues that our internal and external stakeholders find important, shape our strategy around these insights, **identify risks and opportunities to focus on how our company creates value**.

A key element of our strategy is to integrate sustainability into our core business activities.

We have established key performance indicators (KPIs) in our human resources to promote sustainable practices among our employees. We are also **committed to reducing our carbon footprint** through precise carbon measurement and setting ambitious reduction targets.

Our approach to sustainability is holistic, prioritizing the safety of our people, environmental stewardship, human rights, and community engagement. We recognize the seriousness of the challenges ahead and are committed to acting. Our governance structure is based on a culture of integrity that **strives to effectively achieve environmental, social, and sustainable governance goals**.

Our alignment with global initiatives such as the **United Nations Women's Empowerment Principles (WEPs)**, launched in 2022 to emphasize the principle of inclusion, underscores our commitment to international standards of sustainability and equality. These memberships provide us with a platform to collaborate, learn and contribute to global sustainability efforts.

As we reflect on the past year, we see a world in flux, but also a world full of opportunities. At METYX, **I believe we are extremely well positioned to move forward towards our sustainability goals**.

Our aim is to achieve operational excellence, consume natural resources responsibly and leave a better world for future generations.

The challenges of 2023 have been a catalyst for us to reassess and strengthen our commitment to sustainability. We are more determined than ever to make a positive impact by leveraging our strengths and embracing the opportunities ahead to address these pressing issues.

Thank you for your support as we begin on this critical journey towards a more sustainable future.

Being a solution partner transcends mere supplier status: it demands reliability, problem-solving capabilities, and guidance

FROM DESIGN TO SERIAL PRODUCTION

YOUR GLOBAL COMPLETE SOLUTIONS PARTNER

METYX is a global supplier and solution partner that offers a complete suite of products and services ranging from design to mass production in composites including models and molds, cores and fabric kits with multi-axis, RTM, woven, vacuum bagging, surface veils reinforcement fabrics.

METYX provides highly suitable and innovative solutions across various sectors demanding stringent quality standards, expertise, and creativity, including marine, wind energy, automotive, infrastructure, architectural applications, and entertainment.

Beyond offering testing, laboratory, and engineering services, METYX is the distributor in Türkiye for globally recognized brands like Scott Bader, Axel, Composite Integration, Westlake, Adapa, and Bergolin, specializing in chemicals, vacuum consumables, and equipment.

With production across six advanced facilities in Türkiye, Hungary, and the USA, METYX's offerings reach over 30 countries globally. As a customer-centric solutions partner, METYX merges manufacturing prowess with technical knowledge to offer value-added solutions, ensuring a comprehensive product and service suite with dependable quality and timely delivery.

Beyond products, METYX enhances customer operations through extensive consulting and technical training. An expansive global distributor network ensures worldwide availability of METYX's products and services.

At the end of 2023, METYX Group's workforce numbered 1,160, comprising 815 employees in Türkiye, both white and blue-collar, 289 in Hungary, and 56 in the United States.

30+ DISTRIBUTION IN COUNTRIES

6 PRODUCTION FACILITIES
ISTANBUL (TUR)
MANISA [3] (TUR)
KAPOSVAR (HUN)
GASTONIA, NC (USA)

7

1940

Emin Üstünel produced Türkiye's first interlining

1978

Erol Üstünel founded Telateks A.Ş.

2003

METYX Composites brand was established in conjunction with our first multiaxial machine investment

2005

Awarded ISO 9001 and DNV and Lloyds Register Certificates of Approval for the marine sector

2011

We opened our Manisa facility

2013

We acquired NABI's Kaposvar Hungary facilities

Awarded ISO 14001 and OHSAS 18001

Awarded ISO 27001 and ISO 45001

Switched over to SAP

2018

Awarded Zero Waste Certification for Türkiye facilities

Joined the Turquality Brand support program

2019

We acquired our US facilities

2021

Joined the United Nations WEPs

2022

Established our Corporate Sustainability Department

2023

Began our sustainability strategy, integration and reporting journey

Awarded the Turquality Certificate

Awarded a 'Committed' EcoVadis rating

8

BECOME THE PREFERRED COMPANY IN THE GLOBAL COMPOSITE INDUSTRY THROUGH INTEGRATED PRODUCTS AND SERVICES FUELED BY INNOVATION

our vision

STRATEGIC EXCELLENCE

Our Supplier Code of Conduct
Supply of Recycled Raw Materials and Supplies
Packaging Reuse
Logistics Improvements and Low Carbon Emissions

SUPPLIER

OHS Initiatives in Production
Renewable Energy Use
Waste Reduction and Recycling Activities
Efficiency Efforts
On-Site Quality and One-Time Production
Continuous Improvement
Innovation

EMPLOYEE
UNIVERSITY   SUPPLIER
TRADE UNION

A
RESOURCE UTILIZATION

UNIVERSITY   EMPLOYEE
CUSTOMER
COMPETITOR   SOCIETY   NGO

F
CONTRIBUTION TO SOCIETY

B
PRODUCTION & OPERATIONS

Education
Social Aid and Donations
Social Projects and Sponsorships
Environmental Awareness Raising
Human Resources and Employee Development
Emergency Aid and Disaster Support

E
AFTER-SALES SERVICE

D
SALES & MARKETING

C
WAREHOUSE & LOGISTICS

CUSTOMER
EMPLOYEE

Test and Consultancy

EMPLOYEE
MEDIA   SUPPLIER
CUSTOMER

Creating Sustainable Value
Customer Orientation
Digitalization

SUPPLIER   EMPLOYEE

Multiple Use
Warehousing Efficiency and Organization
Technological Innovation and Automation
Low Carbon Emission Logistics

At METYX Group, our goal is to foster a safe and healthy workplace, safeguard the environment and our employees, and become a globally recognized brand for sustainable products and solutions, achieving the highest customer satisfaction through continuous improvement in our business processes.

We aim for harmonious collaboration to meet our stakeholders' needs and expectations, fully understanding our environmental impact throughout our value chain.

By assessing and optimizing every stage, from raw material procurement to product delivery, we strive to minimize negative effects.

We leverage stakeholder feedback from surveys, interviews, and communications to enhance our processes and focus our value chain on material issues through concrete projects.

10

A. RESOURCE UTILIZATION

Our Supplier Code of Conduct

We demand full compliance with local and international regulations on chemical use from our suppliers.

We expect all our suppliers to sign the METYX Supplier Code of Conduct, promoting their adherence to our social and environmental standards.

Logistics Improvements and Low Carbon Emissions

We prioritize low-carbon transportation methods by optimizing our logistics processes.

Supply of Recycled Raw Materials and Supplies

We encourage the use of recycled materials in supplies in our products.

Packaging Reuse

We support sustainable packaging standards by reusing some of the packaging used to ship our products.

METYX HUNGARY - Quality Control Department

B. PRODUCTION AND OPERATIONS

OHS Initiatives in Production

We adhere to Behavior-Based Safety Management standards in Occupational Health and Safety, achieving yearly reductions in our occupational accident severity rates.

Renewable Energy Use

Our goal is to harness clean energy via Solar Power Plants (SPP).

Waste Reduction and Recycling Activities

We minimize our waste through process optimization and technological advancements. Specifically, in the Corekit process, our engineering team's design improvements led to a 33% reduction in nesting waste in 2023, thereby decreasing scrap per unit of material.

Additionally, we foster university-industry collaborations to devise recycling projects for our waste. Notably, during the 2023 Plan.X kaizen sharing event, our Cardboard kaizen project received an award in the Sustainability category, achieving waste reduction by repurposing cardboard from raw materials for use in carts at the fabric kit packaging station.

On-Site Quality and One-Time Production

By implementing on-site quality control measures in production, we strive to minimize errors and achieve accurate output on the first attempt.

Continuous Improvement

We enhance the effectiveness and efficiency of our processes through the continuous adoption of Kaizen methodology.

In 2023, we successfully completed 691 Plan.X kaizen projects worldwide, comprising 509 kaizen initiatives and 182 Gain projects. Notably, sustainability projects represented 18% of the total, focusing on energy, waste, water savings, and various other efficiency improvements.

Innovation

Innovation is viewed as a key catalyst for our growth in both domestic and international markets, setting us apart from competitors. Accordingly, our innovation strategy is structured around three main pillars: expanding our product portfolio and venturing into new business domains, penetrating new industries with our current offerings, and focusing on product research and development.

Efficiency Efforts

We enhance energy efficiency in our production processes by increasing output from the same energy sources and boosting staff productivity. Alongside cutting down on electricity and natural gas use, we promote water conservation through rainwater harvesting techniques.

METYX 1 - Production shopfloor meeting

12

C. WAREHOUSE AND LOGISTICS

Multiple Use

By transforming our one-time-use cardboard and wooden packaging into 20% recyclable materials, we not only diminish waste volume but also lessen our environmental footprint in storage and logistics operations.

During the 2023 Plan.X kaizen sharing event, our initiative to shift towards recyclable packaging received recognition in the Sustainability category. This project contributes to minimizing transportation losses and reducing cardboard/pallet waste.

Warehousing Efficiency and Organization

We improve efficiency and organization in our warehousing processes by employing advanced strategies and systems, including SAP Extended Warehouse Management (EWM), Barcode Identification, electronic waybills, and vehicle tracking.

Technological Innovation and Automation

In our warehousing and logistics operations, we streamline processes and reduce waste related to cables, energy, and consumption by transitioning from Access Point systems to Radio Frequency technology using SIM cards.

Low Carbon Emission Logistics

Through enhancements in our logistics processes, including the adoption of intermodal and container transportation, we favor low-carbon emission transportation methods, thereby contributing to environmental sustainability.

Additionally, by utilizing recyclable packaging across our factories, we've achieved a 34% increase in the fill-up rate of vehicle internal volumes. This efficiency reduces carbon emissions by decreasing the number of trips required on the same route.

D. SALES AND MARKETING

Creating Sustainable Value

Our commitment to stakeholder orientation is a crucial component of our sustainable value chain, and we ensure our marketing, and sales strategies are sustainability-oriented through a few different approaches.

Digitalization

Through our digitalization initiatives, we are enhancing our corporate memory with the implementation of a customer relationship management (CRM) project. In 2023, we digitalized six processes using Power Apps in the MS365 SharePoint Intranet environment and Microsoft's SaaS Cloud Platform, reducing manual tasks and paper consumption.

Furthermore, the ENSEMBLE project enabled us to digitize our processes with a risk and opportunity-focused approach, linking QDMS-defined documents to ENSEMBLE process definitions.

Another significant development is METYCALC, METYX's web-based tool for designing laminated composite structures, aimed at assisting composite engineers and aspirants in achieving their design objectives for stiffness, strength, and weight in specific laminate applications.

Customer Orientation

We offer testing, engineering, and consultancy services, adopting a customer satisfaction-focused approach to continuously enhance our organization's service quality through feedback.

13

E. AFTER-SALES SERVICE

Our after-sales support and services, provided throughout the product lifecycle, embody our organization's commitment to sustainable service.

We assist our customers in maximizing the benefits from our products through training and support with raw materials and supplies.

F. CONTRIBUTION TO SOCIETY

Education

Since 2005, the METYX Composites Summit has been a gathering point for industry professionals and pioneers worldwide. Additionally, we contribute to educating younger generations by backing various school projects.

Social Aid and Donations

We uphold our social responsibility by aiding those in need through contributions to organizations like UNICEF and the Turkish Education Foundation (TEV).

Social Projects and Sponsorships

We enrich our community in sports, culture, and the arts by engaging in social projects, including sponsoring the Manisa Water Sports Club and the Kapos Sport Röplabda Kft. Womens Volleyball Team.

Environmental Awareness Raising

We enhance environmental awareness through diverse events and campaigns, thereby raising public consciousness about environmental issues.

Human Resources and Employee Development

We enrich the human resources of our local community by providing our employees with training and development opportunities.

Emergency Aid and Disaster Support

We assist our community by offering rapid and efficient aid during emergency situations like earthquakes or other natural disasters.

14

PRIORITIZATION ANALYSIS

We took a four-step approach in conducting our Materiality Analysis.

1. Identification of Priority Issues
2. Collection of Stakeholder Feedback
3. Impact Assessment
4. Prioritization using the Materiality Matrix

Incorporating the views of stakeholders is a key component of a successful corporate sustainability strategy. Our strategy can only have meaning and impact if it focuses on addressing the issues that matter to our stakeholders. Involving our stakeholders in setting our priorities will help us focus on areas where we can have the most impact and prioritize our resources, enabling us to advance our sustainability goals.

Using the GRI methodology on materiality, we conducted our first materiality analysis using a four-step approach: identifying issues, gathering stakeholder views, assessing our impact, and creating a prioritization materiality matrix.

As this was our first time undertaking a materiality assessment, we wanted to work with an independent third party to conduct a credible and comprehensive materiality assessment. We engaged Mazars Denge's Corporate Sustainability Advisory team to help us conduct our analysis, provide independent expertise and guidance on compliance with reporting frameworks.

STEP 1: IDENTIFYING PRIORITY ISSUES

We started the process with Mazars ESG Healthcheck, an initial assessment of our current environmental, social and governance status and a gap analysis of the minimum regulatory and societal requirements of our business.

We received our first guidance on how best to address the gaps by means of mapping the United Our exploration of sustainability issues pertinent to our company commenced with an assessment of our business impacts on our value chain.

We compiled an extensive list of material issues, drawing on stakeholder feedback, internal documents, competitor analyses, customer expectations, media insights, and sustainability standards and frameworks such as SASB, EcoVadis, ESRS, and the United Nations Sustainable Development Goals. This was complemented by benchmarking sustainability practices against both local and international peers, monitoring global sustainability trends, and identifying industry-relevant topics. We also meticulously examined studies on material issues conducted by METYX's international competitors and customers, aligning these findings with our own matrix.

Originally, we identified 36 potential material issues. However, with the advice of our external sustainability consultants, we refined this to 20 key issues specific to our sector.

These were then classified according to their significance as high, medium, or material and were organized around four strategic pillars reflective of our targets: Product, Environmental Awareness, Social Goals, and Governance Structure.

In prioritizing these issues, we applied a filter incorporating the priorities of METYX, our customers, the media, reporting standards, and industry competitors, ensuring that only issues deemed crucial by all five stakeholder groups were selected

15

METYX APPROACH TO MATERIAL (PRIORITY) ISSUES

PRODUCT

1 Innovation

We aspire to become the global composites industry's company of choice, offering comprehensive products and services driven by innovation, and to establish ourselves as a worldwide brand known for sustainable products and solutions.

2 Supply Chain Management

We strive to work in harmony with our stakeholders by meeting their needs and expectations.

3 Product Design and Life Cycle Management

In our product life cycle -from product design to recycling - our goal is to efficiently utilize natural resources, diminish environmental pollution, and minimize waste, all in pursuit of a sustainable future.

4 Product Quality and Safety

We strive to produce the highest quality composite materials and the most reliable end products, meeting the standards guaranteed by ISO 9001 Quality, ISO 14001 Environmental, and ISO 45001 Occupational Health and Safety Management Systems certification.

5 Customer Satisfaction

To continuously meet our customers' needs and expectations, we adopt a customer-oriented management approach and demonstrate a solution-focused attitude.

ENVIRONMENTAL AWARENESS

6 Greenhouse Gas Emissions and Air Quality Clean Energy and Energy Management

We aim to measure our Scope 1, 2 and, from 2024, Scope 3 emissions and reduce them through the transition to renewable energy.

7 Waste Management

We strive to use natural resources in the most efficient way, to prevent environmental pollution at its source, and to reduce or recycle waste that cannot be prevented.

8 Water Quality and Water Management

We strive to use natural resources in the most efficient way, to prevent environmental pollution at its source, and to reduce or recycle waste that cannot be prevented.

9 Biodiversity

We aim to monitor biodiversity as part of our longer-term projects and goals.

SOCIAL GOALS

10 Working Conditions and Human Rights

We aim to foster a fair and equal environment where employees' rights are upheld, including respectful working hours, sufficient rest periods, and appropriate vacation entitlements.

11 Employee Health and Safety

We strive to establish a working environment grounded in risk assessment and prevention, enhanced by awareness training, where health and safety policies are regularly reviewed and open to feedback.

12 Employee Training and Development

We aim to prioritize vocational and personal development, supported by Performance Management, enabling employees to enhance their skills.

13 Diversity and Inclusion

As a member of the UN WEPs, we strive to continue inclusive recruitment and employment policies, and to set targets and measurements in this area.

14 Contribution to Society

Our consistent efforts to be deeply integrated with the society in which we live, and work is part of our company DNA.

GOVERNANCE STRUCTURE

15 Corporate Culture

We embrace risk analysis, competency management (including training and development), and a corporate culture aimed at making significant contributions to society.

16 Fight against Corruption and Bribery

Guided by our board of directors and senior executives, we enforce policies and procedures to combat corruption.

17 Management of the Legal and Regulatory Environment

We undertake to fulfill legal obligations arising from the law and applicable national and international legislation.

18 Transparency

We lead our industry in transparency through sustainability reporting, EcoVadis, and compliance with UN WEPs.

19 Business Ethics and Competitive Behavior

We apply the Business Ethics and Code of Conduct policy.

20 Data Privacy and IT Security

We uphold data confidentiality in accordance with the Information Security Management System Policy.

STEP 2: GATHERING STAKEHOLDER FEEDBACK

In the second phase of our evaluation, we aimed to engage our stakeholders through two distinct methods: in-depth qualitative interviews and online surveys. Initially, we conducted a comprehensive mapping of our stakeholders by undertaking a 'who are the interested parties' analysis for METYX. This process involved compiling an extensive list of stakeholders, including not only immediate groups like shareholders, employees, customers, and suppliers but also competitors, local businesses, the media, financial institutions, legislative bodies, local and public authorities, associations, trade unions, and NGOs.

We assessed the significance and influence of these groups on METYX, categorizing them into clusters of paramount importance to us. Subsequently, we distributed surveys to 1,300 stakeholders, collecting 195 responses.

To obtain in-depth insights, our consultant carried out one-on-one interviews with key stakeholders, encompassing both business partners, such as suppliers and customers, and others deemed crucial within our industry. These detailed discussions revealed specific issues deemed relevant and likely to gain importance in the short to medium term. We enriched these findings with quantitative data from an online survey completed by 195 stakeholders, 73% of whom were from within METYX.

The survey's materiality section was divided into two segments: one required respondents to prioritize the issues by importance, and the other to express their opinions on METYX's potential significance and impact on these matters.

SDGs MAPPING

To align stakeholder priorities with METYX's Sustainable Development Goals (SDGs), we requested survey participants to choose four out of the seventeen SDGs. Additionally, we posed an open-ended question about materiality, providing them the option to respond for a deeper insight into their perspectives. The feedback received closely mirrored the overall survey results, emphasizing the importance of product circularity, climate protection, and water management as critical focus areas.

STEP 3: IMPACT ASSESSMENT

In the third phase, we undertook both desk research and workshops with the consultant to pinpoint the issues most impactful on sustainable development. We juxtaposed our collective insights with those from three principal stakeholder categories—suppliers, current and potential customers, and competitors—assessing the variances between the views of internal (senior management and sustainability committee) and external stakeholders.

To counteract potential biases from uneven stakeholder representation in the survey, we meticulously analyzed and compared responses from various groups, assigning them differing weights based on their nature (internal vs. external) and diversity (type of stakeholder and geographical location). The feedback tended to converge across stakeholder categories and regions without notable inconsistencies.

Consequently, we chose to accord equal importance to feedback from both internal and external stakeholders in our sustainability topic ranking. This ranking, indicating the significance of each topic to our stakeholders, is depicted on the Y-axis of our sustainability materiality matrix.

195 SURVEY RESPONDENTS

142 INTERNAL STAKEHOLDERS
EMPLOYEES
SENIOR MANAGEMENT

53 EXTERNAL STAKEHOLDERS
SUPPLIERS
CUSTOMERS
ADVISORS
LOCAL BODY
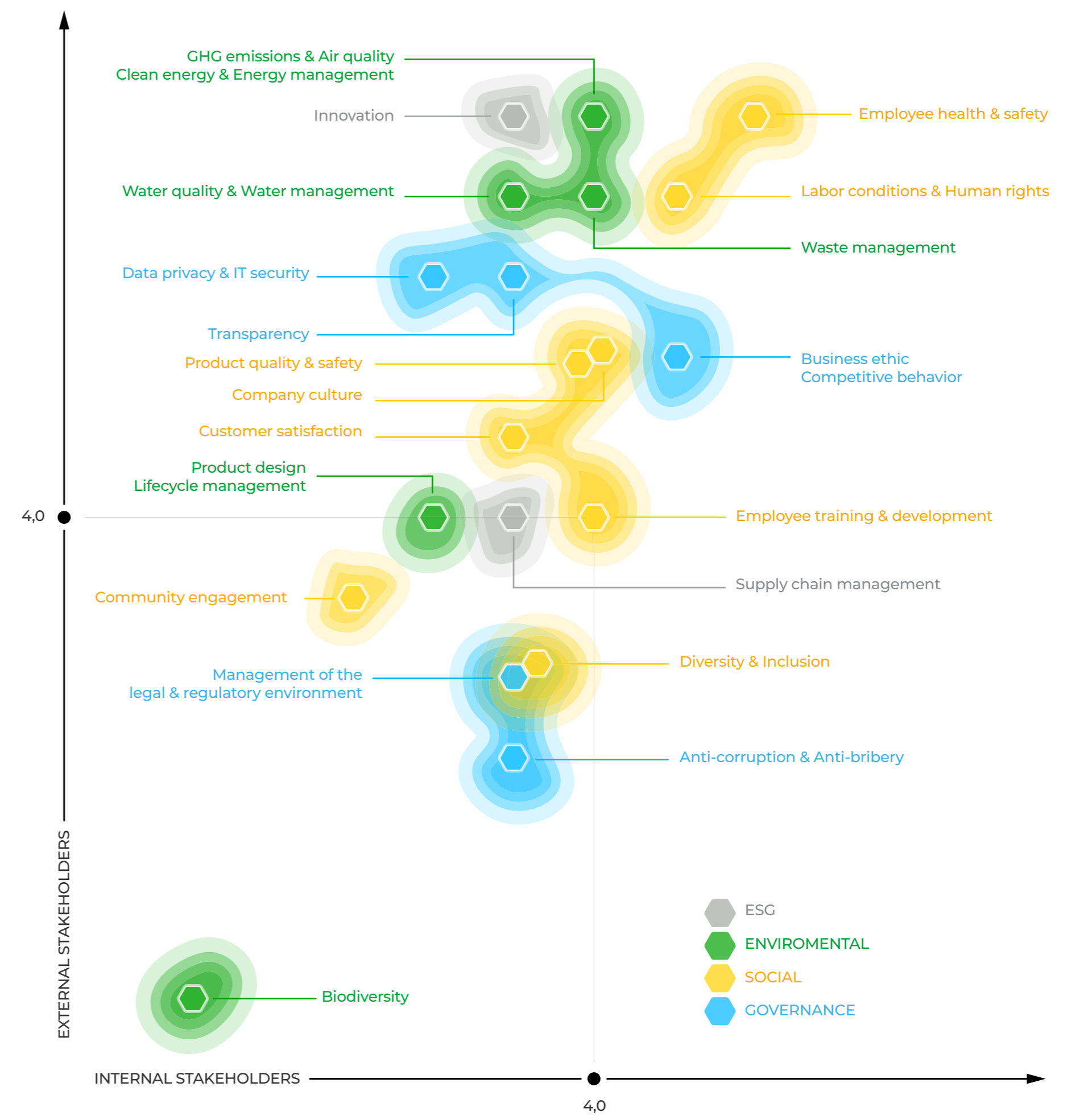REGULATORY BODY
MEDIA
BANKS
ASSOCIATIONS
NGO

STEP 4: CREATING OUR MATERIALITY MATRIX

Leveraging the data collected from the survey and impact assessment, we developed a materiality matrix consistent with the Global Reporting Initiative (GRI) standards. This matrix distinctly categorizes issues into material and high-priority areas, establishing a materiality threshold for sustainability issues based on our consultants' advice.

The matrix aligns these topics with our sustainability strategy's four main pillars: Product, Environmental Awareness, Social Goals, and Governance Structure.

The X-axis displays the perspectives of METYX's internal stakeholders, Sustainability team and Senior Management, whereas the Y-axis reflects the opinions of external stakeholders.

Our materiality matrix, informed by insights from the sustainability survey and the impact assessment carried out by both our consultants and us, classifies issues into three tiers: Priority, Medium Priority, and High Priority. These categorizations were shared in multiple workshops with the Sustainability team and subsequently submitted for endorsement at the inaugural meeting of the Sustainability Committee.

GHG emissions & Air quality
Clean energy & Energy management

Innovation

Water quality & Water management

Data privacy & IT security

Transparency

Product quality & safety

Company culture

Customer satisfaction

Product design
Lifecycle management

Community engagement

Management of the
legal & regulatory environment

Employee health & safety

Labor conditions & Human rights

Waste management

Business ethic
Competitive behavior

Employee training & development

Supply chain management

Diversity & Inclusion

Anti-corruption & Anti-bribery

Biodiversity

4,0

EXTERNAL STAKEHOLDERS

INTERNAL STAKEHOLDERS

4,0

ESG
ENVIROMENTAL
SOCIAL
GOVERNANCE

During the workshop led by the Sustainability Committee, we reviewed our strategic priorities and areas of impact, organizing our issues categorized as High Priority, Medium Priority, and Priority under four strategic pillars:

Product
Environmental Awareness
Social Goals
Governance Structure

	PRODUCT	ENVIRONMENTAL AWARENESS	SOCIAL GOALS	GOVERNANCE STRUCTURE
HIGH PRIORITY	WASTE MANAGEMENT	GHG EMISSIONS ENERGY MANAGEMENT CLEAN ENERGY	EMPLOYEE HEALTH & SAFETY LABOR CONDITIONS & HUMAN RIGHTS	
MEDIUM PRIORITY	LIFECYCLE MANAGEMENT SUPPLY CHAIN MANAGEMENT		DIVERSITY, EQUITY & INCLUSION	BUSINESS ETHIC COMPETITIVE BEHAVIOR
PRIORITY	COMPANY CULTURE INNOVATION PRODUCT QUALITY & SAFETY CUSTOMER SATISFACTION		EMPLOYEE TRAINING & DEVELOPMENT	

19

Sustainability not only minimizes negative environmental impacts but also unveils new business opportunities. The potential harm to the environment and businesses constitutes risks, while managing these risks and embracing sustainable practices present opportunities. Environmental risks, including climate change, resource scarcity, and waste management, can result in fines, reputational damage, or supply chain disruptions. Conversely, tackling these risks fosters new business avenues, like developing sustainable products and services, and promoting energy and water efficiency.

METYX is committed to enhancing sustainability within the composites industry by highlighting the environmental and social ramifications of material procurement and production, and by integrating recycling and innovative technologies that offer benefits like lightness and durability. This approach is underpinned by the company's values of teamwork, innovation, passion, customer-centricity, and agility.

Our primary goal is to recognize and track internal and external factors influencing our strategic objectives. The Board of Directors Committee identifies sustainability-related risks and opportunities through workshops.

Comprehensive risk and opportunity analyses, encompassing sustainability and other areas, are refined during strategy workshops, through engaging with stakeholders, and by evaluating internal and external factors (SWOT, PESTEL).

All identified risks and opportunities are systematically assessed, with risk mitigation measures initiated based on their significance, starting with the most critical. Opportunities are aligned with the company's three-year strategic plan, projected, and tracked by the Project Management Office, led by the Strategic Planning unit. These procedures are documented, approved by senior management, and their implementation and reporting to the Board of Directors Committee are outlined in a clear and transparent manner in the QDMS.

OUR MATERIAL ENVIRONMENTAL RISKS	OUR OPPORTUNITIES	METYX APPROACH	MATERIALITY ISSUE
Natural disasters and extreme weather conditions	The competitive advantage of being a pioneer	Carbon measurement and reduction, reduction of other resources	6, 8
Climate change	Lightweight product solutions (ease of transportation and carbon reduction), transition to renewable energy	Solar Power investments planned from 2024	1, 3, 6
Waste management	Circular business model	Developing a design strategy for recycling	7
Legislative changes	Sustainable trends (promoting the use of environmentally friendly composite materials with an increased focus on sustainable practices)	Leading on sustainability and innovation	1,17

OUR MATERIAL SOCIAL RISKS	OUR OPPORTUNITIES	METYX APPROACH	MATERIALITY ISSUE
Employee Health and Safety	Competitive advantage of efficient and quality production, compensation, and prevention of customer losses	OHS training, Project X, Kaizen, OHS related KPI increase	11
Loss of labor force	Increasing employee satisfaction	Performance management, training with METYX Academy	10, 12
Social and economic dissatisfaction	New opportunities for social impact and responsibility	Diversity and Inclusion KPIs and contribution to society	13, 14
Working conditions, generational management	Increasing brand positioning	Turquality, Corporate culture	10, 15

OUR MATERIAL GOVERNANCE AND ECONOMIC RISKS	OUR OPPORTUNITIES	METYX APPROACH	MATERIALITY ISSUE
Risk management and cyber security	Competitive advantage	Corporate culture, Preparedness against cyber risks	15, 16, 20
Economic uncertainty in Türkiye	Entry into international markets	Innovation, Corporate culture	1, 15
Supply chain management (pricing-planning-optimization)	Supply chain management	Product development supplier collaborations	1, 2, 3

our values

OUR SUSTAINABILITY PERSPECTIVE

PRODUCT

METYX Group stands at the forefront of the industry, excelling in the production and supply of high-performance technical textiles, catering to global giants.

Noteworthy achievements include ranking 715th among Türkiye's largest exporters in 2022 and consistently appearing among the top 1,000 exporters since 2018, often securing a place in the top 500 industrial manufacturers lists..

With a focus on providing innovative and integrated solutions to the composites market, METYX exclusively utilizes certified raw materials in its quality and innovation-driven production processes, adhering strictly to ISO 9001 standards. These stringent practices underscore the company's commitment to delivering products of the highest caliber.

The emphasis on innovation as a top priority in our stakeholder survey underscores the effectiveness of METYX Group's approach, resonating well with our stakeholders, particularly our employees, customers, and suppliers.
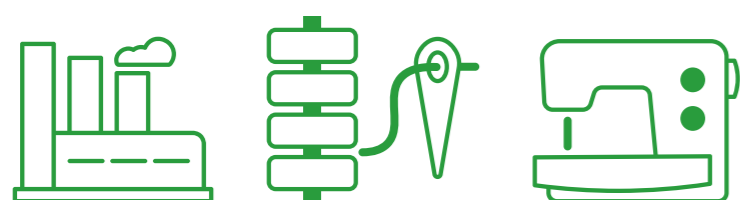
This reaffirms the imperative to integrate sustainability, branding, and product development into our strategic vision and future objectives.

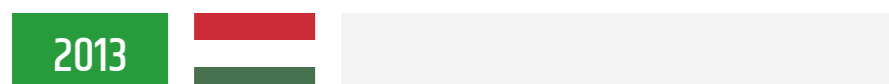
METYX 1 Manisa Production Facility

COMPANY HISTORY AND PRODUCTION
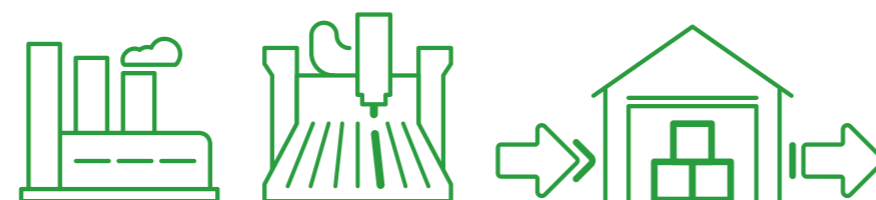
1940   **2003** 🇹🇷

Our journey in textile production began at the Tuzla factory, where we initially focused on interlining for the textile sector.

In 2003, we ventured into technical textile production for the composite industry, introducing a state-of-the-art multiaxial fabric weaving machine. This innovation revolutionized various sectors, including boat building, wind energy, infrastructure, sports equipment, safety helmets, and aviation.
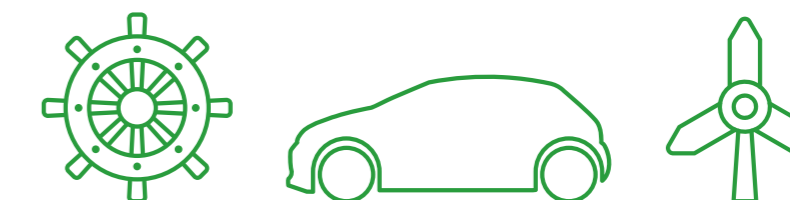
2011   **2016** 🇹🇷

Expanding our footprint, we inaugurated our Manisa factory in 2011, spanning 12,500 square meters. Subsequent growth led to the acquisition of an adjacent factory in 2016, bolstering our operations to cover a total area of 23,000 square meters.

Further expansion occurred with the addition of two separate facilities, spanning 10,000 and 6,000 square meters respectively, in the Manisa Organized Industrial Zone, augmenting our capacity to serve local and European clientele.

2013 🇭🇺

In 2013, we acquired a production facility in Kaposvar, Hungary, spanning 230,000 square meters, from North American Bus Industries (NABI). This strategic move aimed to enhance proximity to European customers and elevate service standards.
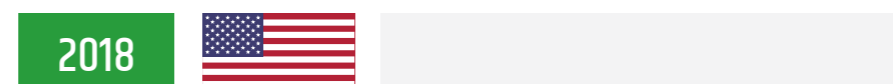
2018 🇺🇸

Recognizing the burgeoning composites market in the US, we inked an agreement with the Gaston County Economic Development Commission in North Carolina in 2018, securing an expansive site spanning 120,000 square meters, including 12,000 square meters of indoor space.

Our vision upon entering composite material production was to offer a comprehensive suite of products and services under one roof.

With strategic investments in this direction, we now manufacture high-performance technical textiles, including single and multi-directional glass, carbon, aramid, and hybrid reinforcement fabrics. Additionally, our facilities cater to core and fabric kit processing, vacuum materials, surface veils, model-mold, and prototype production, and pultrusion production.

Acting as distributors, we also supply a wide array of products such as resins, adhesives, core materials, mold release agents, vacuum bagging materials, RTM equipment, pastes, polishes, brighteners, composite paints, and repair materials for composite construction.

These products cater to diverse sectors such as marine, automotive, transportation, wind energy, construction, architecture, infrastructure, sports, and entertainment.

Presently, with a workforce of 1,160 employees, we operate across seven locations globally, including our headquarters in Kozyatağı, Istanbul, delivering production and services to clientele worldwide.

PLAN X CONTINUOUS IMPROVEMENT

Annually, as part of the Plan X kaizen sharing event, kaizens undergo assessment and recognition across six distinct categories:

Occupational Health and Safety (OHS),
Cost Reduction,
Quality,
Sustainability,
Profit, and
Making a Difference (innovation-driven projects)

These evaluations are overseen by the Kaizen Board, comprising members voluntarily chosen from department managers and executives, following a survey disseminated among senior management. Listed below are the kaizen projects recognized and awarded in various product-related categories during the year 2023:

Cost Reduction

This kaizen project falls under the productivity enhancement initiative within the CoreKit department. The project identified a bottleneck in productivity attributed to the limited surface area of the 140 tools utilized in scanning processes. By introducing 160 scanning tools, this project effectively boosted speed, efficiency, and concurrently reduced costs.

Additionally, in the cost reduction category, another noteworthy kaizen project entailed the transformation of lower blades utilized in the Max machines of the Technical Textiles Manisa department into moon bearings.

PLAN X award ceremony

Kazien Day event

24

Making a Difference

This is a productivity and workforce improvement project wherein the CoreKit department's Vacuum filters are cleaned automatically.

Additionally, an improvement initiative targets enhancing the oil control system of the body and pattern disk in the warp knitting machines of the interlining department. Previously, the lack of oil monitoring during production led to quality issues and risked disk deterioration when the pattern area lacked lubrication. However, introducing a transparent cover in this area now enables effective monitoring and control.

Another project focuses on implementing a snap-in bearing system for the blade system of the Technical Textile department. The shortage of spare undercutting blades for producing striped products on Max machines prompted this initiative. To minimize replacement times, a disassembly and assembly model undercut knife was designed, effectively preventing machine downtime.

Recognized with a special jury award, the Major kaizen, jointly executed by the Technical Textiles and Industrial Performance departments, addressed chronic Speed and OEE issues on the Max machine, comprising approximately 15 kaizens and contributing to substantial improvements.

Quality

The Technical Textiles department implemented a project aimed at reducing the scrap rate by packaging used rope bobbins without crushing them. By inserting prepared templates between the bobbins, the load on the bobbin was alleviated, thereby preventing quality issues.

Another selected project focused on improving surface quality through the ultrasonic cutting method, led by the interlining department. Compared to laser cutting, which caused edge folding and burn marks, ultrasonic cutting proved more effective in preventing these issues.

Additionally, a project was undertaken in the Technical Textiles department to fabricate a sheet metal component to prevent ropes from wrapping around the metal cylinder in the Biax machine. Previously, rope breakage could result in quality problems due to entanglement with the metal cylinder. However, with the newly devised apparatus, rope entanglement was mitigated, reducing quality issues, and minimizing the occurrence of short balls.

25

INNOVATIVE SOLUTIONS FOR THE RENEWABLES SECTOR

METYX's dedication to product innovation underscores its strong support for renewable energy industries, particularly in the wind power sector, through technological advancements and specialized manufacturing processes. Since 2015, we have consistently achieved breakthroughs in product and process development, ensuring continuous progress in manufacturing key turbine components that promote sustainability in the renewable energy domain.

By enhancing the efficiency and sustainability of turbine manufacturing processes, METYX actively contributes to the objective of achieving a sustainable energy transition. We offer customers molding solutions for producing additional components, such as edges, essential for expanding the adhesion surface required for blade closure.

Moreover, METYX aims to reduce both operating (OPEX) and capital (CAPEX) costs for our customers by providing essential main blade parts ready for use in wind turbine blades. Developed as carbon fiber-reinforced polymer matrix composite plates using the pultrusion method, these main blade parts are engineered to be more robust, longer-lasting, and resistant to damage. Anticipated benefits of implementing this 80-meter-long component on a blade include a 5-15% reduction in costs, 15% lower capital expenditure, a 20% decrease in labor requirements, and improved overall quality.

INCREASING PULTRUSION CAPABILITIES

In addition to carbon fiber and epoxy systems, METYX has conducted product development studies involving glass fiber, UHM glass fiber, and various resin systems for diverse applications.

Since 2018, we have extended our support to the pultrusion industry by supplying raw materials such as internal mold release systems, surface covers, and glass reinforcements tailored specifically for the pultrusion process. Moreover, METYX has ventured into launching its own product line dedicated to the wind industry, demonstrating its unwavering commitment to sustainability.

The adoption of the pultrusion process, renowned for its energy efficiency, underscores METYX's alignment with environmental targets by reducing carbon footprint compared to traditional manufacturing methods.

Additionally, the inherent durability and longevity of pultrusion products translate to less frequent replacements, thereby contributing to waste reduction and resource conservation.

METYX's emphasis on utilizing recyclable and sustainable materials further enhances the environmental friendliness of its offerings.

Pultrusion materials, crucial in the fabrication of wind turbine blades and components for solar energy systems, play a pivotal role in METYX's contributions to the industry. Notably, the lightweight nature of these products, coupled with reduced energy consumption during transportation, leads to enhanced transportation efficiency and reduced carbon emissions.

Through these concerted efforts, we actively advance sustainable solutions within the industry, contributing significantly to environmental preservation and resource efficiency.

26

RESEARCH THAT MAKES A DIFFERENCE

In the automotive industry, we made significant strides by introducing a one-piece caravan body, which earned us a nomination for the American Composite Manufacturers Association 'ACE Composite Excellence Awards'.

Addressing issues commonly encountered in caravan bodies produced through traditional methods, we created a seamless composite body by adopting the vacuum infusion production.

From design to final product, we carefully handled all engineering and production processes, pioneering a specialized composite production method.

Additionally, in the Acıbadem Hospitals column project, we tackled an architectural challenge that seemed insurmountable using conventional methods.

Spanning an extensive area of 340 m², with each part measuring 11 meters in length and 2.5 meters in width, we successfully executed large-scale composite manufacturing projects aimed at enhancing the aesthetic appeal of building interior cladding.

Through innovative approaches and meticulous execution, we achieved excellent results in both projects, solidifying our position as a leader in composite manufacturing and design.

In a unique venture into the arts in 2023, METYX collaborated with sculptor Bülent Sancar on "The Scream of Medusa" exhibited at the Natural History Museum in London. This partnership highlights the innovative use of METYX materials in art, emphasizing the company's commitment to supporting creativity and pioneering applications beyond traditional industrial uses.

Caravan body for our customer GXV

The Scream of Medusa - Natural History Museum in London

27

BRAND AND PRODUCT DEVELOPMENT

METYX has been striving to become a leading national brand since 2019 by joining the Turquality Brand Support Program, a unique initiative endorsed by the Ministry of Trade aimed at elevating brands to global excellence standards.

The company's successful inclusion in the program, which began in 2019, highlights METYX's compliance with the rigorous criteria and audit requirements set by the Ministry, underscoring the brand's potential and quality.

Over the years, we've closely monitored our progress and submitted detailed reports to the Ministry of Trade, enhancing our growth and market position significantly. The Turquality program has been more than financial aid; it's been a foundation for strengthening our global reputation and maintaining the high quality of the METYX brand.

In 2022, we highlighted our commitment to renewable energy by nominating our client, CorPower Ocean, for the JEC Group Innovation Awards, due to our collaborative efforts in the sector.

Our expertise in Core Kits and multiaxial fabrics has been crucial in creating efficient Wave Energy Converters, demonstrating our focus on sustainable solutions.

Additionally, our involvement in the new Real Madrid stadium's construction, supplying advanced technology and fabrics in collaboration with Gavazzi Tessuti Tecnici, led to another JEC Award nomination in 2023.

Our 15-year partnership with wind turbine blade manufacturers highlights our role in the industry, supplying high-quality materials, kitting services, and customized tooling.

Recently, we took on two major projects for a leading manufacturer, producing critical components that enhance the efficiency of wind energy production. This underlines METYX's dedication to innovation and excellence in the renewable energy sector.

In 2023, we shifted from open molding to infusion and closed molding techniques, prioritizing innovation, and sustainability.

This change improved product quality, reduced waste, and cut emissions, marking a step forward in our manufacturing sustainability and efficiency

Model sample produced specifically for our clients

METYX 1 - Warehouse

SUPPLY CHAIN MANAGEMENT

Supply Chain Management is a top priority for METYX and scores highly for our stakeholders in our materiality matrix because it is essential for the foundation of our business and for our ongoing success.

We emphasize collaboration with stakeholders and treat suppliers as key parts of our business, guiding them with a Supplier Code of Conduct. This code covers ethical standards, legal compliance, anti-corruption, working conditions, health and safety, and environmental practices.

One of our notable supply chain management initiatives in 2023 was relocating an internal grooving machine to move operations in-house from external suppliers, cutting costs. This project won a Cost Reduction award at the PlanX kaizen event. Looking ahead, METYX plans to engage more in supplier training, reduce environmental impacts from suppliers, and manage our value chain's direct and indirect effects more effectively.

Our sustainability efforts are validated by independent assessments from EcoVadis and Synesgy, earning us recognition for our Environmental, Social, and Governance (ESG) performance. EcoVadis awarded us the 'COMMITTED' badge with a score of 53 points, and Synesgy recognized our "Good Sustainability" level, highlighting our dedication to ESG standards.

We are committed to enhancing our supply chain sustainability by working closely with customers and suppliers, aiming for continuous improvement in our performance.

COMMITTED
ecovadis
Sustainability Rating
JAN 2024

ENVIRONMENTAL AWARENESS

In our stakeholder analysis, we prioritized discussions on

Greenhouse Gas Emissions and Air Quality,
Clean Energy and Energy Management,
Waste Management,
Water Quality and Water Management,
and Biodiversity,

in that order of importance.

Despite Biodiversity being ranked low by stakeholders, METYX Group continues to closely monitor this area, anticipating its growing significance in the future.

When organizing our topics, we created three main categories: Greenhouse Gas Emissions, Energy Management, and Transition to Clean Energy. We also merged Waste and Water Management into a single category and briefly covered our actions in Biodiversity.

In 2022, our efforts in environmental consciousness were recognized when we became a finalist in the Eco-Friendly Practices Category of the Istanbul Chamber of Commerce Green Transformation Awards. This accolade recognizes our dedication to sustainability and our innovative efforts in environmental stewardship.

ACT TODAY FOR TOMORROW

MEASUREMENT AND REDUCTION OF GREENHOUSE GAS EMISSIONS

Since the Industrial Revolution, the heavy reliance on fossil fuels has raised the global average temperature by approximately 1.5°C, leading to melting continental glaciers, rising ocean levels, and significant economic and social impacts.

Climate change has emerged as a paramount global challenge, with the 2015 Paris Agreement marking a critical step in addressing it.

The World Economic Forum's (WEF) 2023 outlook presents a grim view of climate change, indicating a short-term negative impact that is likely to worsen. It warns that the early 2030s could see the crossing of a threshold leading to long-lasting and potentially irreversible changes if global warming reaches or exceeds 1.5°C.

This situation poses a risk of triggering a cascade of socio-environmental risks, amplifying the impacts on vulnerable populations and potentially overwhelming societies' ability to adapt, especially in terms of infrastructure investment and managing both immediate and prolonged effects of rapid climate shifts. Such challenges will inevitably influence business operations.

Our methodology was based on the GHG Protocol, utilizing IPCC conversion factors, and encompassing all facilities in our carbon footprint evaluation. This initial assessment included emissions from all our operational facilities and offices

At METYX, we conducted our inaugural greenhouse gas emissions assessment in 2023, identifying our total Scope 1 and Scope 2 carbon emissions as 6,225 t CO_2e.

Starting in 2024, we aim to expand our greenhouse gas measurements to include Scope 3 emissions, building on our efforts to comprehensively assess our environmental impact.

80+ %

METYX 1: 2,939
TUZLA: 1,661
HUNGARY: 979
USA: 247
METYX 2: 237
METYX 3: 126
OFFICE: 36

SHARING OF TOTAL CARBON EQUIVALENTS BY PRODUCTION FACILITIES (Total 6.225 ton)
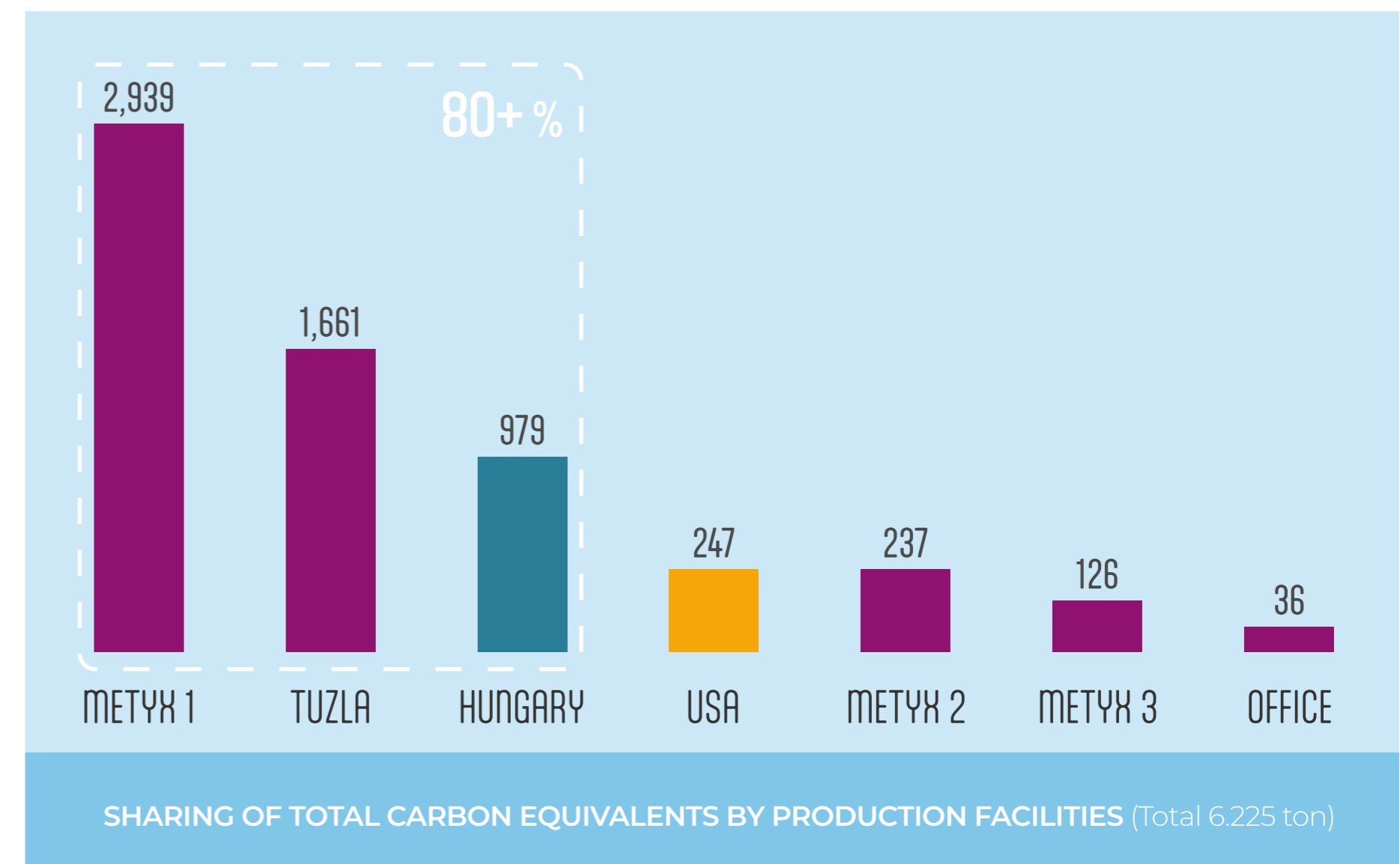
CARBON EQUIVALENT

other fuels
39 t

air conditioning
64 t

vehicles
247 t

natural gas
1,346 t

electricity
4,529 t

TOTAL
6,225 t

SCOPE 1
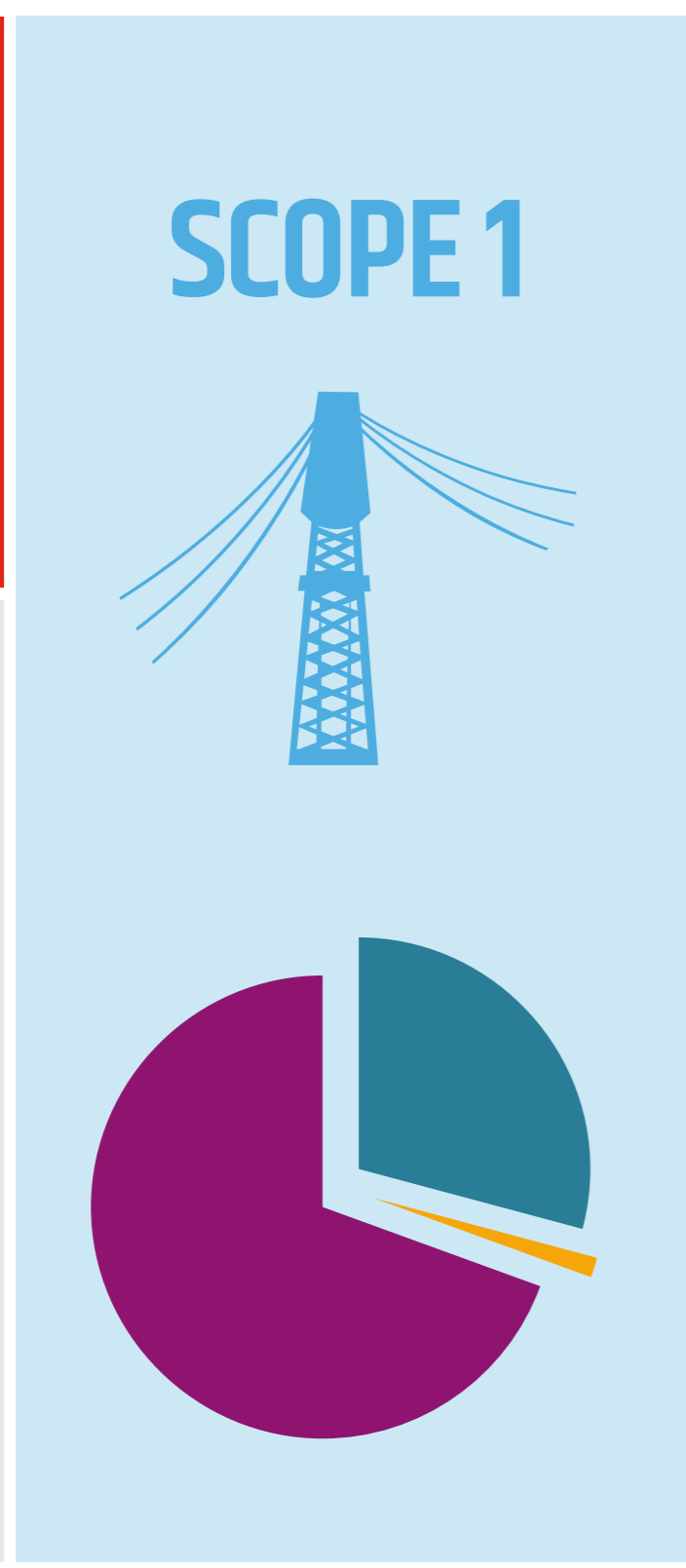
	TÜRKİYE	1,175 t
	HUNGARY	494 t
	USA	27 t

SCOPE 2
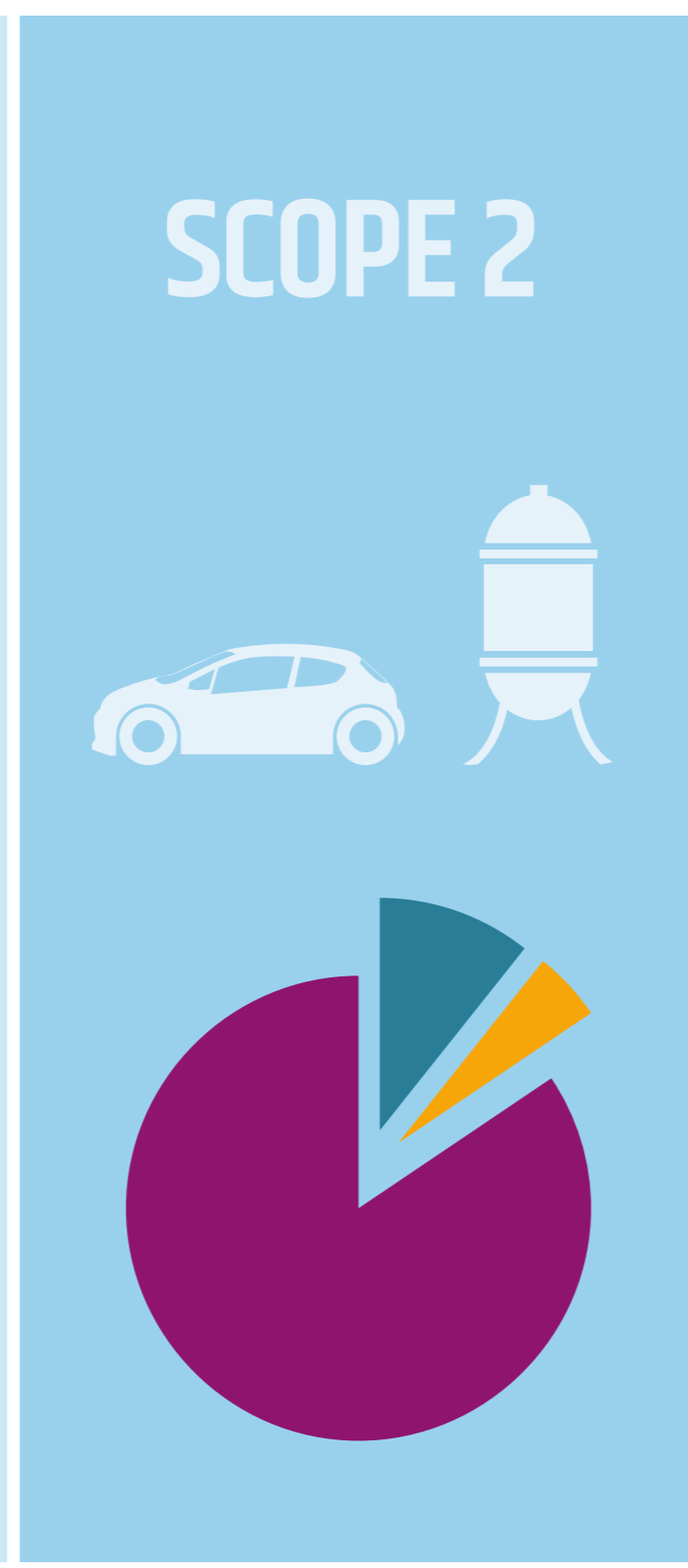
	TÜRKİYE	3,825 t
	HUNGARY	484 t
	USA	220 t

METYX's carbon emissions come mostly from the machinery it uses in its production, 73% of which is supplied by the electricity it draws from the grid. In this context, METYX can prepare a transition plan relatively easily by switching its electricity to renewable sources, as it will not need to renew its machinery.

In terms of location, the majority of METYX's carbon emissions take place in Türkiye; Hungary (15,7%) and the US facilities (4%) account for less than a fifth of our total Scope 1 and 2 emissions. Therefore, emission reductions will be directly linked to the financing, technology and renewable energy opportunities offered in Türkiye.

Our energy audit, aimed at optimizing energy consumption and managing resources in line with our carbon footprint findings, focused on our Manisa METXY 1 facility which is the site of our highest energy use and carbon emissions. This report marks a critical step in our journey towards sustainability, detailing our energy management strategies and the outcomes we've achieved to reduce our environmental impact transparently.

SCOPE 1
SCOPE 2

TÜRKİYE — 23% / 77%
HUNGARY — 51% / 49%
USA — 11% / 89%

SHARING OF SCOPE 1 AND SCOPE 2 CARBON EQUIVALENTS BY COUNTRIES
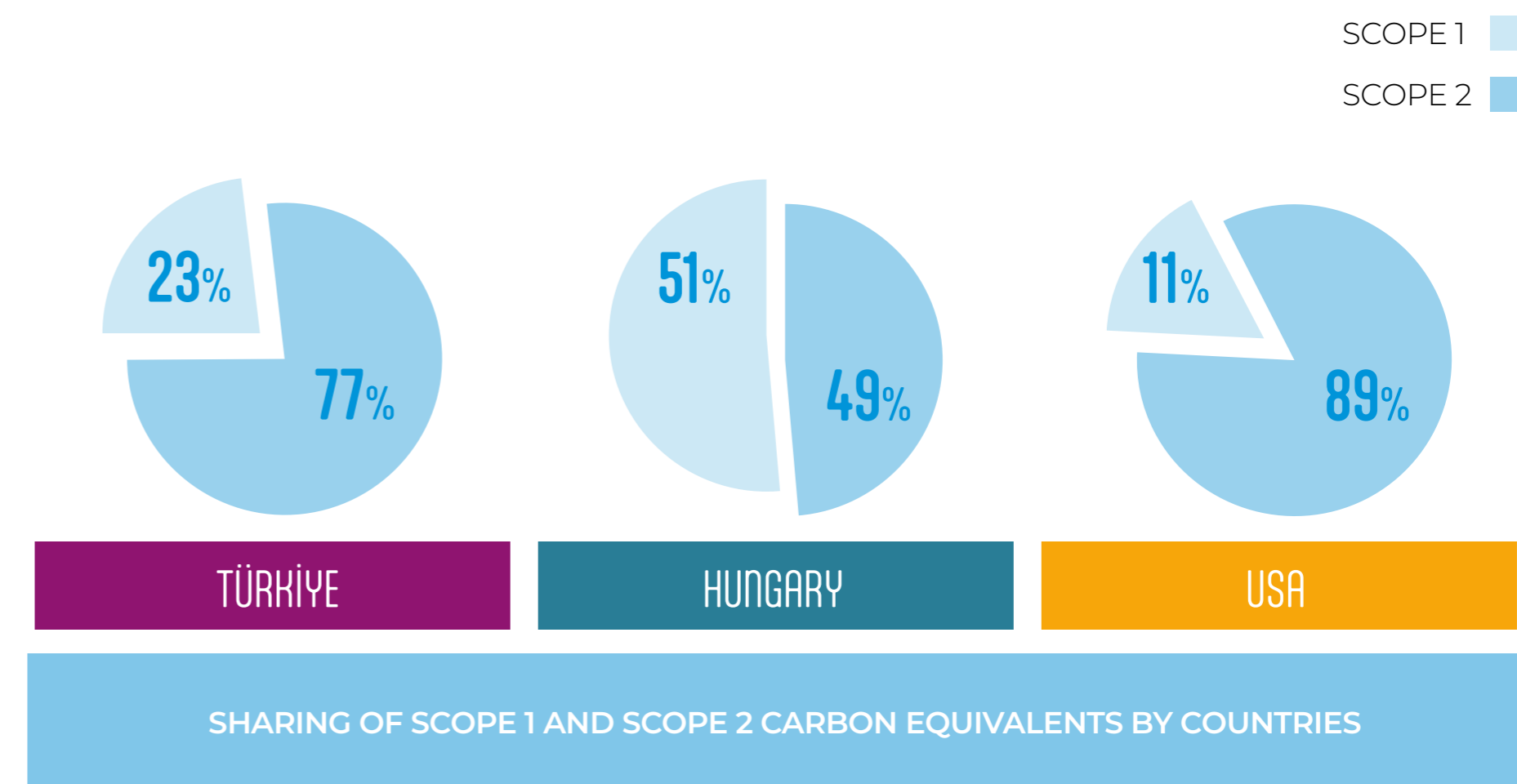
ENERGY MANAGEMENT

Aligned with our sustainability objectives, the METYX Group is dedicated to enhancing energy efficiency. Our strategy includes:

1. Conducting Energy Audits to identify improvement opportunities and implementing measures accordingly,

2. Exploring and designing renewable energy solutions,

3. Assessing electric vehicle fleets that meet our business requirements,

4. Providing employee training on energy efficiency and the transition to clean energy.

At our Manisa METYX 1 plant, designated as a pilot area based on our carbon footprint findings, we achieved a 39% reduction in energy consumption in 2023 compared to the previous year, driven by our energy efficiency initiatives.

This significant savings was partly due to reducing boiler load by recycling waste heat from two factory compressors, resulting in annual natural gas savings of 50,551 Nm³/h and thermal energy savings of 417,050,179 kcal/h, which accounts for 37% of our annual energy usage.

In our efforts to further improve energy efficiency, we initiated a project to replace 164 fluorescent lights with LED lights at Manisa METYX 1. By 2023, 45 of these lights, or about 27%, were replaced, leading to an annual electrical energy saving of 1.3% (73,094 kWh).

Additionally, identifying and repairing 33 air leaks resulted in saving another 0.45% (24,941.62 kWh) of electrical energy annually.

ENERGY SAVING

electric
2 %

natural gas
37 %

**TOTAL
39 %**

ELECTRIC SAVING

2022 | 2023

NATURAL GAS SAVING

2022 | 2023

■ METYX 1 98,036 kWh

■ METYX 1 50,551 Nm³/h
417,050,179 kcal/h

33
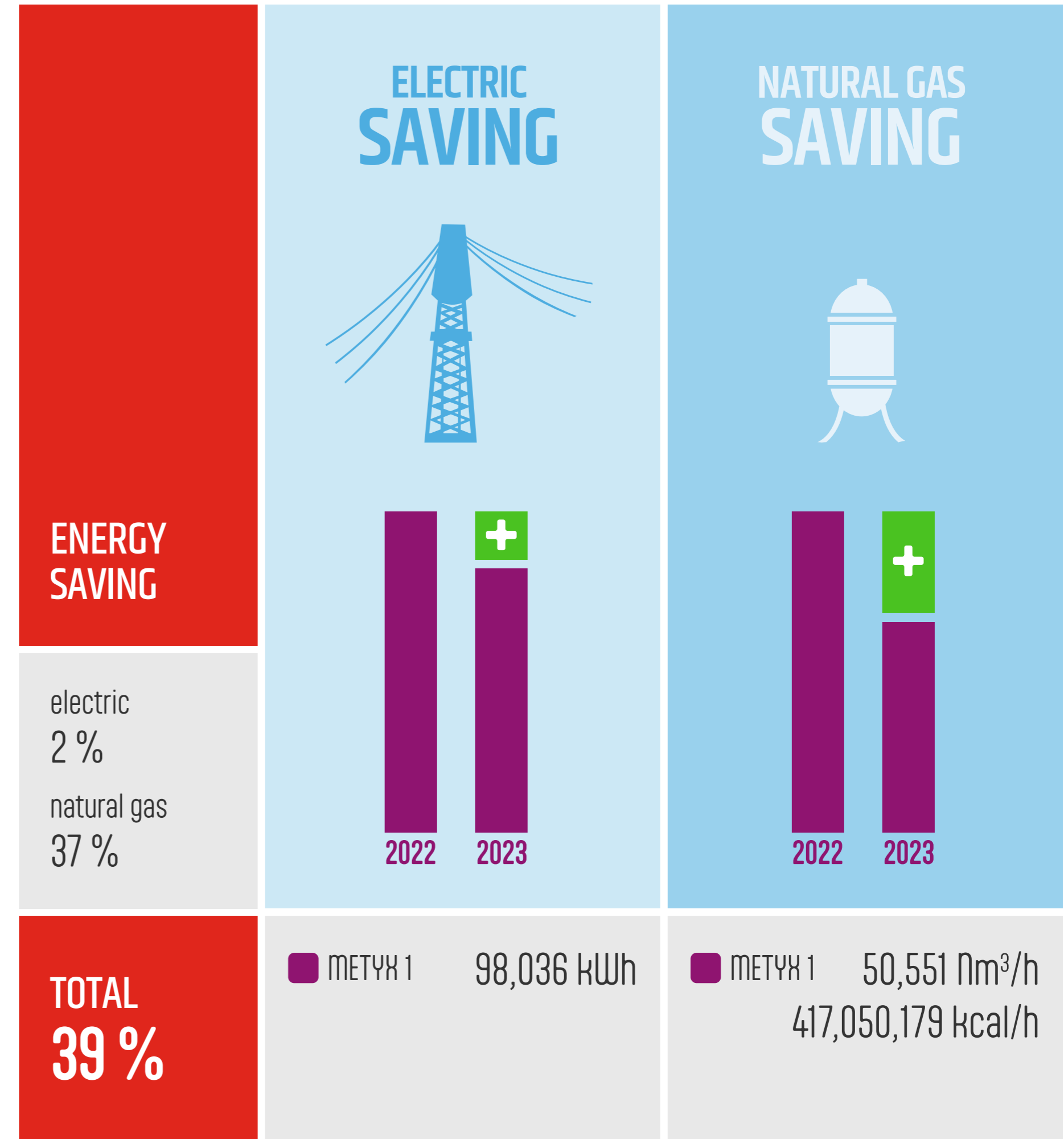
TRANSITION TO CLEAN ENERGY

The reliance on fossil fuels is becoming increasingly risky due to energy supply fluctuations and legal measures aimed at combating global warming.

International discussions and policies, such as the European Union Carbon at the Border Mechanism (CBAM), highlight the importance of moving away from fossil fuels to support global environmental sustainability goals.

Recognizing the critical role of clean energy in sustainable development, METYX is aligning its operations with this direction.

As part of our clean energy initiative, METYX plans to complete Solar Power Plant (SPP) installations in Turkey, Hungary, and the United States in 2024 and 2025.

A feasibility study in 2024 for Turkish facilities indicated that installing solar panels over a 5,000 m² rooftop area could generate 853,202 kWh annually, covering 15% of our total energy needs. The full SPP implementation is expected to reduce our CO_2e emissions by 567.71 tons annually, accounting for 8-9% of the total 6,225 tons of CO_2e from Scope 1 and Scope 2 emissions in 2023.

METYX recognizes the transition to clean energy as vital for both environmental sustainability and strategic business positioning for long-term success.

Our first significant step in this direction, 'Switching to the Use of Vehicles with Hybrid Systems,' replaced 26% of our vehicles with hybrid models, reducing greenhouse gas emissions and preventing 7.7 tons of carbon emissions. We aim to replace the rest of our vehicles within two years, targeting a reduction of approximately 16 tons in carbon emissions.

34

WASTE MANAGEMENT

Modern industrial activities generate various types of waste, but at METYX, we view this not as a problem, but as an opportunity to shift towards a circular business model. Our waste management policy categorizes all forms of waste, including wastewater, detailing legal and internal disposal methods to minimize environmental impacts. By reusing and recovering waste, we enhance resource efficiency, playing a pivotal role in environmental protection, business efficiency, cost-effectiveness, and competitiveness.

A prime example of this approach is our award-winning PET foam waste recycling project, which underscores our commitment to environmental sensitivity and economic benefit. This project involves the separate collection of technological waste from PET foams used in our Core Kit process for recycling.

The waste is crushed into burrs, reducing volume for more efficient shipping. These burrs are then granulated, and the resulting granules are transformed into textile fibers for reuse, embodying our commitment to sustainable production and consumption.

METYX places a high emphasis on waste management, dedicating substantial resources and effort due to its industry and business model. We champion responsible waste management as a key principle, promoting waste minimization, recycling of production and office waste as far as technology and facilities permit, and ensuring hazardous materials are disposed of in line with local and international regulations.

Our hazardous waste primarily comprises Resin and Sealant, Powder Epoxy, Styrofoam, and Contaminated Packaging. We recycle contaminated packaging and electronic waste, while 90% of non-recyclable hazardous waste contributes to waste-derived fuel (WDF) production. Certain wastes, like waste pressure vessels, fluorescent, and toner waste, are landfilled. Our goal is to eliminate landfill waste by 2040.

WASTE AMOUNT

hazardous
158 t

non hazardous
3,823 t

HAZARDOUS WASTE

NON HAZARDOUS WASTE

TOTAL
3,981 t

HAZARDOUS		NON HAZARDOUS	
TÜRKİYE	109 t	TÜRKİYE	2,718 t
HUNGARY	46 t	HUNGARY	768 t
USA	3 t	USA	337 t

35
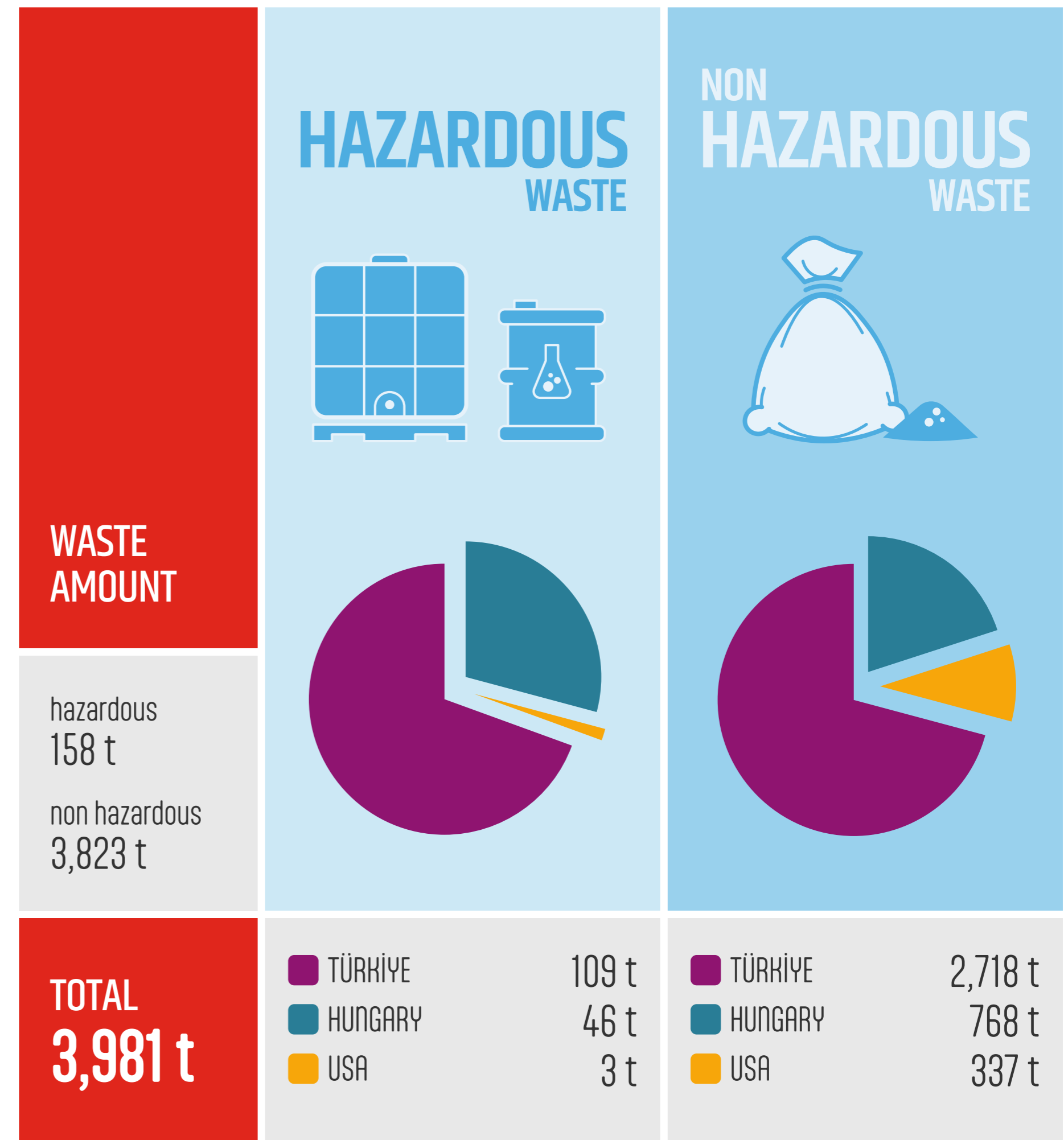
Shopfloor training on safe chemical use

In 2023, our Domestic Wastewater Separation Project won the Sustainability award at the PlanX kaizen event.

This initiative involved upgrading our Tuzla plant's wastewater treatment facility. By separating domestic from industrial wastewater, we significantly reduced the treatment plant's operational load and cut waste sludge formation by 70%, alongside a 75% reduction in treatment chemicals used.

Following Turkey's Environmental Law enacted in 1983 and the Zero Waste Implementation in 2019, facilities with over 50 employees are mandated to establish the Zero Waste System and all facilities must create a waste management plan and report their waste annually.

Thanks to our zero waste initiatives, we've seen a consistent reduction in waste disposal. Our efforts have earned our Turkish facilities the Zero Waste Certificate from the Ministry of Environment, Urbanization, and Climate Change, and we're now aiming for the Silver Certificate by further reducing our waste.

Environmental regulations provide a critical framework for natural resource protection, and air and water quality management.

METYX views adherence to these laws not just as a duty but as a core aspect of our eco-friendly ethos. Our Sustainability and Occupational Health and Safety departments play a pivotal role in managing our environmental impact, conducting regular audits, and ensuring compliance with both METYX standards and legal requirements.

We rigorously follow all legal procedures, including Environmental Impact Assessments (EIA) and Environmental Permit License processes, striving for full compliance, and continually setting higher environmental performance targets.

METYX also prioritizes environmental education for our staff, with each employee receiving 1,7 hours of training in 2023, underscoring our commitment to environmental stewardship without facing any sanctions for non-compliance.

36

WATER MANAGEMENT

Clean water, a finite resource crucial for all life forms, is becoming increasingly scarce due to climate change, population growth, and pollution.

The year 2023 marked a significant uptick in global warming, with numerous temperature records shattered.

Earth's average temperature set new records three times in July alone: 17.01°C on the 3rd, 17.18°C on the 4th, and 17.23°C on the 6th, alongside record low glacier levels in Antarctica and unprecedented ocean surface temperatures.

These climatic changes underscore the growing urgency for sustainable water resource management.

At METYX, we recognize the critical importance of water use and conservation, employing technologies like sensor systems and rain cisterns to prevent wastage and ensure efficient water use across our operations:

We have replaced traditional faucets with 'aerators' to regulate flow by mixing water with air, and installed sensor systems in new faucets for enhanced efficiency.

A rainwater cistern at our Manisa METYX 1 facility captures 100 m³ of water annually, repurposed for irrigating green spaces.

Furthermore, our METYX Tuzla factory houses a wastewater treatment plant where industrial wastewater from our production is treated to meet discharge standards before being released into the ISKI channel. We continually refine our processes and seek innovative solutions to minimize water use and pollutant output, favoring raw materials that require less water, particularly in interlining production.

Right side, we provide detailed data on water consumption and wastewater volumes for our facilities.

WATER CONSUMPTION
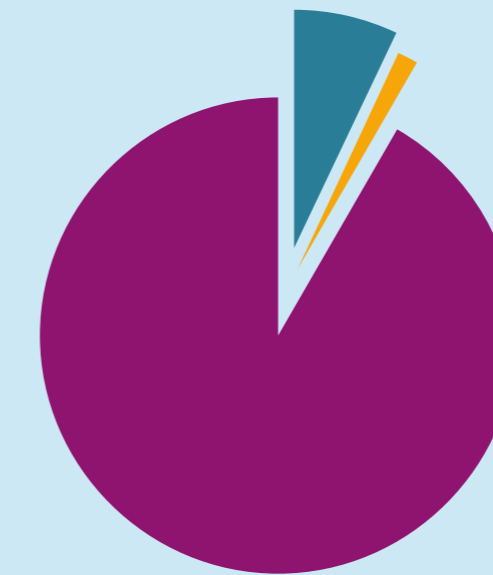
TÜRKİYE	32,425 m³
HUNGARY	2,215 m³
USA	563 m³

WASTE WATER
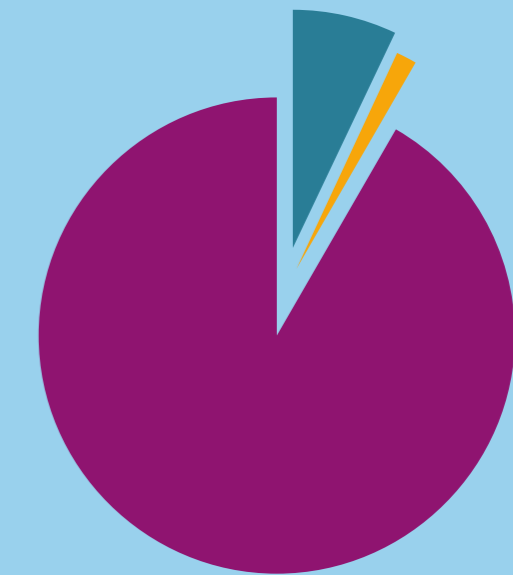
TÜRKİYE	30,399 m³
HUNGARY	2,215 m³
USA	563 m³
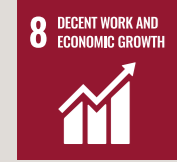
SOCIAL GOALS

In the employee portion of our stakeholder analysis, the highest priorities identified for both METYX Group's senior management and other internal and external stakeholders include

Employee Health and Safety,
Working Conditions and Human Rights,
Employee Training and Development, and
Diversity and Inclusion,

listed in order of importance.

EMPLOYEE HEALTH AND SAFETY

At METYX, employee health and safety are at the forefront of our priorities, ensuring a secure workplace for all employees.

Our company culture, shaped within the framework of our Occupational Health and Safety (OHS) policy, adopts a management system approach that integrates with the kaizen methodology. Consequently, we manage all our processes through the ISO 45001 integrated management system.

This approach encourages employee involvement and leadership management, emphasizing the importance of reporting hazardous situations and near-misses as key steps in preventing workplace accidents. With the adoption of ISO 45001, we have implemented a system dedicated to measuring, monitoring, and enhancing our organization's performance in employee health and safety. Viewing this standard to increase employee satisfaction, we aim to foster a sustainable working environment

We take significant steps to enhance the effectiveness of our training activities, thereby enriching our occupational health and safety (OHS) culture. For this purpose, we offer basic and technical safety training in occupational health.

We place great importance on raising awareness, responsibility, and consciousness regarding OHS among our managers. In this context, an essential performance indicator is the annual monitoring of occupational accident severity rates at the organizational, unit, and managerial levels, with our main goal being to minimize occupational accidents as much as possible.

Moreover, we track the number of days without occupational accidents that result in a loss of more than three workdays, on both a unit and managerial basis, aiming to continuously increase the number of accident-free days. Reducing instances of 'Unsafe Behavior' brought before the disciplinary board is also a priority, underscoring our commitment to addressing OHS issues.

Of the three accidents that occurred at our facility, one was due to conditions and two were due to behavior.

Our approach to behavior-oriented safety management is to encourage employees to choose to work safely as a team, rather than relying solely on administrative directives. Peer training is crucial for spreading the safety culture at a grassroots level.

Our occupational safety activities are built on three pillars:

1. Ensuring our machinery and equipment are correctly maintained and regularly inspected for safe operation,

2. Promoting the safe use of all machinery and equipment through standardized operational procedures,

3. Encouraging operators to make a conscious choice to work safely.

The decline in our five-year accident severity rate curve demonstrates our dedication to enhancing OHS awareness and practices throughout our organization.

TARGET=2.2

6.3 — 2019
4.5 — 2020
3.7 — 2021
2.2 — 2022
1.1 — 2023

ACCIDENT SEVERITY RATE (TÜRKİYE)
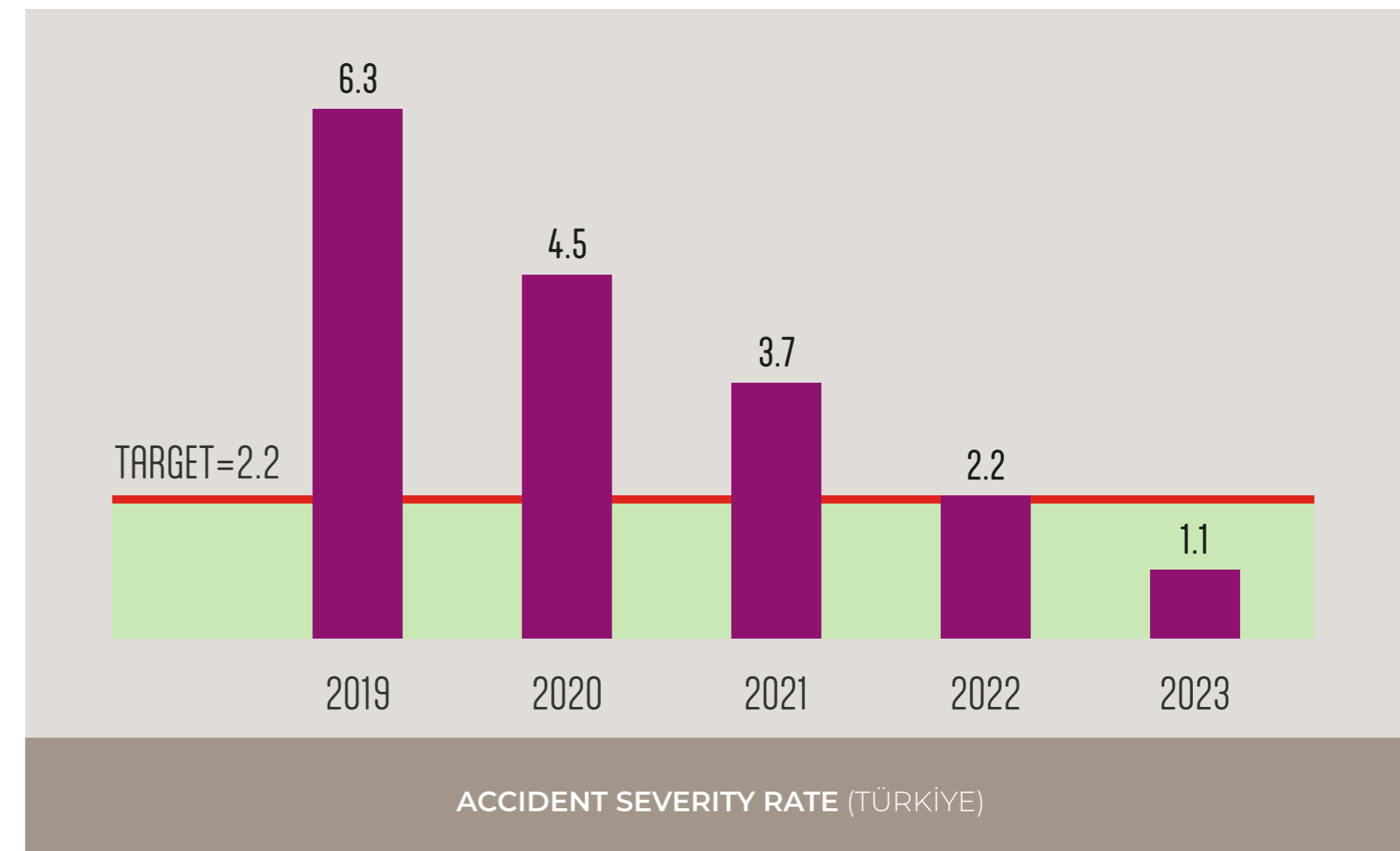
OUR OHS PRACTICES

Near miss and hazardous situation recording and tracking system:
The first step of all accidents is dangerous situations and near misses, detection and precaution at this stage prevents the accident.

Chemical management:
Chemicals are a process that needs to be specially managed as they involve fire-explosion and exposure risks.

Subcontractor management and work permit system:
Non-routine activities pose extra risks and require systematic follow-up.

Work accident analysis:
The process where each accident is analyzed and lessons are learned, as light or heavy accidents can occur with the same scenario.

Production Gemba meetings:
The first agenda of the Gemba meeting is work accidents and near misses. If there is a work accident, the Gemba starts at the accident site.

Occupational health and safety board meeting:
The OHS board is the highest decision-making authority in occupational safety and matters requiring investment are subject to approval.

Machine acceptance meeting:
Machine installation or relocation is an important triangulation point for the identification of hazards and risks.
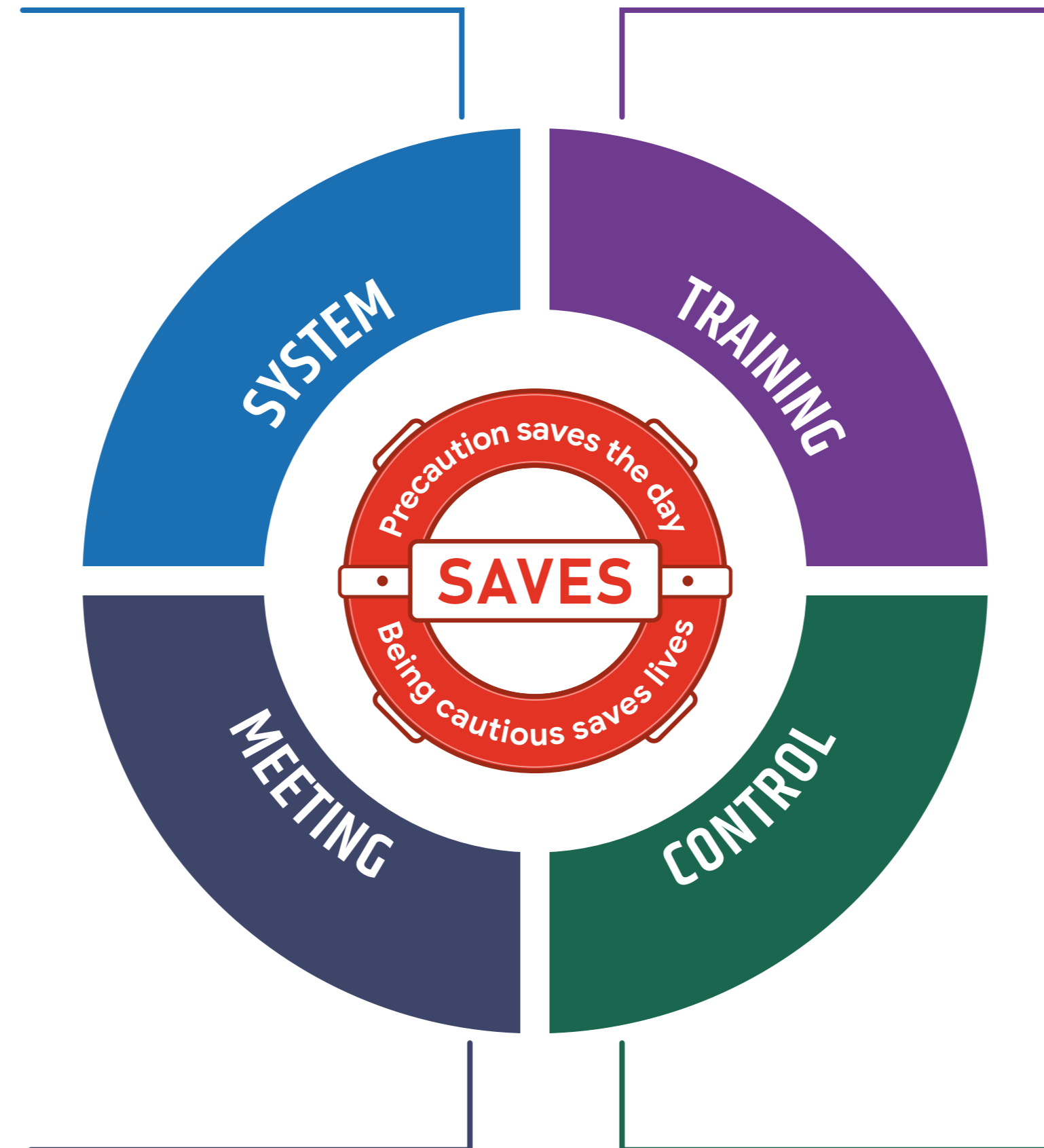
Occupational health and safety trainings:
Training is the foundation of occupational safety and the most precious moment of one-to-one contact with the employee.

Safety culture practices:
The way to achieve the goal of zero accidents in the enterprise is the allocation of safety culture.

Occupational safety patrol:
These are periodic meetings held in the field and in the production area where the agenda consists of open occupational accident - risk analysis and near-miss forms.

Field inspections:
Performed to find the solution of field nonconformities on site.

Risk analysis and assessment:
Work in which the business is photographed, hazards and risks are identified and at the same time solutions are understood.

Ambient surveillance:
An important method for breaking operational blindness is environmental surveillance.

Work equipment controls:
Working with safe equipment is the first pillar of a safe working system.

Periodic health screenings:
Periodic health screenings play an important role in determining worker exposure levels

SYSTEM   TRAINING   MEETING   CONTROL

Precaution saves the day
SAVES
Being cautious saves lives

40

Recognizing that accidents often stem from hazardous situations or near misses, early detection and intervention are crucial for prevention.

Each OHS kaizen initiative represents a proactive approach to averting potential accidents. During the PlanX kaizen sharing event, three OHS-related projects from 2023 were recognized for their contributions to safety.

In the CoreKit department, the risk of OHS incidents was minimized by preventing operator contact with moving or cutting parts.

Another significant achievement was in the Technical Textiles department, where the introduction of a locked cage for reel transportation addressed the risks associated with manually carrying heavy carbon reels, eliminating the danger of falls.

Additionally, the Industrial Performance department developed a project to decrease warp change times, which, while initially aimed at reducing time loss, also significantly mitigated OHS risks associated with manually handling heavy warp beams, making the process safer with the introduction of spare spindle trolleys.

METYX is dedicated to continuously enhancing safety and health practices, underscoring its commitment to employee well-being and sustainable facility operations.

WORKING CONDITIONS AND HUMAN RIGHTS

METYX Group, employing 1,160 staff across three countries, adheres to a fixed monthly wage structure, with 18.27% being white-collar and 81.73% blue and gray-collar workers. Annual salary adjustments for blue-collar employees follow the Collective Labor Agreement (CBA) guidelines.

The METYX Human Resources Procedure, updated on February 27, 2023, is documented within the Quality Document Integrated Management System (QDMS), accessible to all employees.

The written policy document on non-discrimination, the Group Guide to Business Ethics and Code of Conduct, is available on the METYX Group website. To address employee grievances and issues, the Company designates a Union representative for hourly paid employees and the Human Resources Department or relevant department manager for salaried employees.

In Turkey, METYX is affiliated with the Textile Workers Union under the DISK Confederation, with a Collective Labor Agreement in effect for three years from February 1, 2022.

In 2023, METYX initiated efforts to enhance employees' physical working conditions by establishing a "Physical Working Group" with representatives from various units and levels.

This group's primary Key Performance Indicator (KPI) is to begin its activities in January 2024, focusing on analyzing the current conditions, suggesting improvements, and preparing the necessary budget.

A secondary KPI is for the group to finalize its recommendations and present them to senior management by April 2024.

Upon approval of these recommendations and budget, actions will be taken to better the physical working conditions, aiming to complete these improvements within 2024.

Common social area and library created with up-cycling

42

Environmental management shopfloor training

EMPLOYEE TRAINING AND DEVELOPMENT

Performance management

The METYX Group's Human Resources Department annually implements a Performance Management System, recognizing employee contributions through bonuses, promotions, and public announcements.

To further enhance employee engagement and feedback, we conduct surveys biennially.

The latest survey in 2023 revealed a satisfaction rate of 71.2% among METYX Türkiye employees, with an overall turnover rate of 19.6%. Breakdowns show a 25.32% turnover for white-collar and 18.37% for blue-collar employees, improving from the previous year's 30.7%.

The Hungary plant recorded a 25.4% turnover rate in 2023, aiming to reduce it to 18%, while the American plant had a 48.42% rate, with plans to maintain this figure due to its smaller workforce size.

Professional and personal development

In 2023, we focused on providing diverse training opportunities, dedicating an average of 19,73 hours per person towards professional and personal development, aiming to increase this to at least 18 hours.

These initiatives, including sustainability training, underscore our commitment to environmental and social responsibility.

Our competency management culture, aligned with the performance management system, ensures job descriptions reflect the actual skills of our employees, fostering a dynamic and efficient workforce.

43

METYX Academy

Launched in 2020, the METYX Academy tracks individual development, offering a structured career path from day one. Initially started in Türkiye, plans are underway to extend this program to Hungary and the USA.

To promote literacy and innovation, we opened a library in our Turkish facilities and conducted Patent Training and Workshops, informing employees about our innovative product database.

Sustainability trainings

In 2023, the Sustainability Department completed foundational and ECOVADIS Academy trainings, enhancing our sustainability practices.

New employees now receive "Corporate Sustainability" orientation, and specific training on sustainable supply chain practices was provided to our global supply chain unit employees.

Additionally, comprehensive sustainability training for all employees and social compliance training for white-collar staff were completed.

Global university collaborations

In the USA, collaboration with Gaston College led to 12 new training classes, alongside popular book talks on 'Winning Mindset' and the launch of an engineering internship program.

Similarly, METYX Hungary engaged with MATE Kaposvar University for educational partnerships, offering practical work opportunities for engineering students, demonstrating our commitment to employee development and corporate sustainability.

METYX Global Magazine

METYX Global Magazine, a quarterly publication in Turkish, English, and Hungarian, has been instrumental in promoting sustainability initiatives and fostering a strong corporate culture.

METYX Academy Educational Festival

Our long-term vision includes nurturing a culture that emphasizes continuous training and development, utilizing internal resources to foster a learning environment for cultivating future METYX leaders.

44

ENVIRONMENTAL LEADERSHIP PROGRAM

The Environmental Leaders program was initiated to bolster sustainability initiatives within our manufacturing setting. This program is designed to seamlessly weave environmental management and sustainability objectives into daily operations while enhancing employee awareness of these critical issues. Environmental Leaders are chosen based on their willingness to volunteer and their demonstrated excellence, tasked with fostering environmental stewardship and engaging with various stakeholders.

Adhering to the PDCA (Plan-Do-Check-Act) framework, these appointed leaders undergo specialized training and are equipped with the necessary tools to monitor and report on sustainability performance, pinpoint improvement opportunities, and keep management informed through systematic reporting. They also utilize internal communication platforms to disseminate their findings and strategies across the company. A notable example of their impact is the 'Transparent Waste Bins' initiative, where they collected employee input to refine waste separation processes, significantly boosting participation and interest in sustainability practices. This approach has proven instrumental in embedding a culture of environmental consciousness and sustainable action across the organization.

Environmental leaders meeting

45

METYX HUNGARY - Shopfloor

DIVERSITY AND INCLUSION

In 2021, METYX Group committed to enhancing gender equality and empowering women across the workplace, marketplace, and society by aligning with the Women's Empowerment Principles (WEPs). The WEPs, developed through a partnership between the UN Global Compact and UN Women, are grounded in international labor and human rights standards. They advocate for gender equality and the empowerment of women as not only a corporate responsibility but also a strategic business interest. Embracing these principles supports the Sustainable Development Goals, fostering a fairer world. The inclusion of women in the workforce is crucial for boosting economic growth and productivity, enhancing family and community well-being, achieving a balanced representation in decision-making processes, and enriching workplace culture.

METYX does not discriminate in its human resources policies, recruitment policy and all its practices, and emphasizes diversity and inclusion. The ratio of female employees among our employees is 14.7%. This ratio is 32.5% for office employees, 10.65% for field employees and 24% for management positions.

To raise awareness on human rights, inclusion, and diversity among our workforce, we plan to integrate these topics into our comprehensive training program, which already includes personal development, and vocational and technical training. Our objective is to see at least 5% of our employees voluntarily participate in these trainings. Further, we aim to forge partnerships with NGOs that champion these values and organize internal events like seminars, film screenings, and social responsibility projects, targeting collaborations with at least two NGOs in this domain. Additionally, by hosting an NGO fair in collaboration with relevant organizations, we strive to both solidify our partnerships with NGOs and enrich our employees' understanding and engagement with these critical issues.

Our medium-term objective focuses on boosting social responsibility awareness among our employees. To this end, we will revise our company management procedures to include paid social responsibility leave and actively promote its utilization among our staff. The key performance indicator (KPI) for this goal is for at least 1% of our workforce to take advantage of this leave, fostering a culture of societal contribution and active involvement in social issues.

Our other medium-term aim is to achieve gender equality throughout our human resources systems and promote ongoing improvement. We are committed to increasing the percentage of female employees from 7% to 10%. Additionally, enhancing female representation in executive and senior management roles is a priority, with a KPI set to raise this figure from 24% to 30%. These measures will not only demonstrate our firm commitment to gender equality but also embody our dedication through tangible steps and achievements.

47

CONTRIBUTION TO SOCIETY

METYX is dedicated to maintaining transparency with its stakeholders, actively sharing updates on its endeavors in employee training, corporate social responsibility (CSR), community engagement, and sustainability efforts. Our outreach channels encompass social media platforms, our corporate website, annual reports, stakeholder workshops, and the quarterly METYX Global Magazine, ensuring comprehensive and timely dissemination of information.

Our CSR activities are categorized into five key areas: Education, Social Aid and Donations, Social Projects and Sponsorships, Environmental Awareness, and Emergency Aid and Disaster Support. Within this spectrum, Human Resources and Employee Development hold a pivotal role.

By offering extensive training and development opportunities to our employees, we contribute significantly to the skill enhancement of our local community's workforce, underscoring our commitment to both societal advancement and environmental stewardship.

Education

Since 2005, METYX has supported 24 universities by donating materials such as e-glass, carbon multiaxial fabrics, woven fabrics, PVC foam cores and vacuum consumables for sustainable automotive projects. This support aims to advance composites technology and stimulate innovation by helping to monitor the projects and disseminate their results through social media and other platforms.

After a break during the pandemic, METYX highlighted the recent collaboration with MOSTEM Technical High School on electric vehicle projects. METYX played an important role in the construction of the chassis of the project, which will be showcased at Teknofest, Türkiye's largest technology festival, in 2022.

Social Aid and Donations

We fulfill our social responsibilities and support those in need through donations to organizations such as UNICEF and Turkish Education Foundation (TEV). In 2022, we contributed to a school project of the World Humanitarian Relief Foundation (WHF) in the Southeast and donated computers to the newly built school's technology lab for students to improve their research.

METYX HUNGARY - Team meeting after donation

48

Social Projects and Sponsorships

As part of our corporate culture, we aim to be anchored in the societies in which we live and work. Helping people is always our priority, especially when it comes to health and well-being. In this context, we are proud to sponsor many sports clubs and events in Hungary, Türkiye, and the US, where our production facilities are located.

In 2011, we founded the Manisa Club to promote water polo and swimming in Türkiye and the club has quickly risen through the leagues and competitions to become one of the top water sports clubs in Türkiye. To build on this success, METYX expanded its sports sponsorship to include the Kaposvar water polo team from the region of its factory in Hungary. The Kaposvar team, which competes in the first division, has received significant support from METYX.

METYX's support for sports, initiated in Manisa, expanded in 2023 with the sponsorship of the Kapos Sport Röplabda Kft women's volleyball team. This move aligns with METYX's dedication to fostering positive social impacts and championing gender equality, resonating with the principles of UN Women's Empowerment and Sustainable Development Goal 5. Such sponsorships underscore METYX's commitment across Türkiye, Hungary, and the US to health, well-being, and community support, showcasing the leadership's belief in the empowering influence of women in society.

Furthermore, METYX proudly backs the Şırnak Women's Volleyball Team, extending educational support to girls affected by earthquakes in a region troubled by terrorist activities. On International Women's Day in 2023, the Association for Supporting Contemporary Life partnered with METYX to provide educational aid and awareness certificates to female employees in Şırnak.

In the realm of individual sports, METYX sponsored triathlete Ruso Yakimovic in Ironman competitions worldwide during 2022 and 2023, demonstrating its support for endurance sports and athletes' personal achievements.

Kapos Sport Röplabda Kft women's volleyball team sponsored by METYX

49

Environmental Awareness

METYX takes an active role in raising society's environmental awareness by contributing to environmental awareness through various events and campaigns. In July 2021, it donated 2,107 saplings on behalf of its employees through the TEMA Foundation to help areas affected by forest fires in Türkiye. In January 2022, it donated another 2,000 saplings to commemorate the 50th Anniversary of Telateks Tekstil, emphasizing its commitment to environmental sustainability. METYX has also taken measures to offset carbon emissions from major events; for example, after the METYX Composites Summit in June 2022, METYX calculated carbon emissions from airport transfers of visitors and donated saplings to offset these emissions.

Since November 2016, METYX has been actively engaged in a plastic cap collection initiative in collaboration with the Spinal Cord Paralytics Association of Türkiye, repurposing collected caps to provide wheelchairs for those in need. Further extending its commitment to community support and environmental conservation, METYX joined the Educational Volunteers Foundation of Türkiye's effort in June 2018 to recycle electrical and electronic waste, aiding school children in need.

In 2023, the inaugural Environmental Event at the Manisa and Tuzla plants saw the participation of 52 volunteers who cleaned the facilities' outdoor areas, gathering 35.3 kg of waste. This effort resulted in a reduction of 5.11 m³ of carbon emissions and the protection of 2 cypress trees. To commemorate their contributions and enhance awareness, participants received digital certificates.

Celebrating World Environment Day, METYX mobilized volunteers to embrace their environmental duties, blending educational and engaging activities. The event featured presentations on climate change, waste management, and greenhouse gases, alongside interactive games that aligned with METYX's Sustainable Development Goals. Attendees were encouraged to explore their carbon footprint through recommended websites.

World Environment Day event

The event also introduced a wheel of fortune, offering educational prizes, and hands-on workshops for creating windmill models from recycled pet foam and crafting jewelry from waste plastics in partnership with Plastik Lab. Participants were gifted sustainability-themed books and succulent plants as mementos.

To further highlight the importance of reducing plastic bag usage, custom cloth bags were distributed, reinforcing the event's focus on sustainability and environmental consciousness. This initiative, utilizing tools and materials recycled from waste, showcased METYX's dedication to environmental stewardship and marked a significant stride in fostering sustainability awareness and eco-friendly practices among its community.

Doors Opening to the Future

Within our internship initiatives, we've established the 'Doors Opening to the Future' program, specifically designed to transition our graduates into the professional world. The employment opportunities provided through this program are pivotal not only for the career progression of our graduates but also for fostering sustainable employment. The initiative under 'Doors to the Future' is strategically aimed at creating a sustainable employment ecosystem, seamlessly transitioning our students from academic environments to the industrial sector.

Garbage cleaning activity

Super Intern certificate event

GOVERNANCE STRUCTURE

In our recent survey, internal and external stakeholders provided their assessments on aspects of sustainability governance within METYX Group, highlighting

Business Ethics and Competitive Behavior, along with Corporate Culture, as areas of high importance.

Meanwhile, Transparency, Data Privacy, and IT Security were marked as priorities,

with Management of the Legal and Regulatory Environment and Anti-Corruption/Anti-Bribery considerations ranked as relatively lower priorities.

This valuable feedback has been instrumental in guiding the evolution of METYX Group's corporate governance structure towards one that is more aligned with sustainable strategic objectives, setting the stage for our projects in 2024 and beyond.

Corporate governance represents the framework of decision-making and authority distribution that accommodates the needs and interests of an organization's diverse constituents, including employees, suppliers, local communities, and shareholders. Within this framework, sustainability governance emerges as a critical component, delineating how a company acknowledges and addresses its governance obligations while managing its sustainability efforts and outcomes. This mechanism is crucial for embedding sustainability considerations into the company's strategic decision-making processes, ensuring that sustainability is not just a peripheral concern but a central element of corporate governance.

52

SUSTAINABILITY GOVERNANCE STRUCTURE

A key objective for METYX is the integration of sustainability strategies into our core structure, establishing pertinent policies and methodologies to expedite this integration.

The Sustainability Management Committee, meeting biannually, plays a pivotal role in this process. Comprising the CEO, COO, CFO, CIO, Board Advisors, the Strategy Planning and Corporate Sustainability Manager, and Independent Members, this committee is charged with the highest authority over the enactment and oversight of sustainability strategies.

In 2023, the committee gathered in June and December.

Additionally, the Sustainability Steering Committee convenes monthly to deliberate on the execution of sustainability strategy action plans, including goal establishment, progress monitoring, and reporting outcomes to the Management Committee. This committee, aligning with market trends and global best practices, consists of the CEO, COO, CFO, CIO, along with the Sales Director, HR Director, Brand and Marketing Manager, and the Strategic Planning and Corporate Sustainability Manager (PMO). It's tasked with providing direction and leadership within the company.

Meetings in 2023 took place in July, August, October, and November, focusing on tailoring sustainability goals to meet regional and

business unit-specific needs under the guidance of the Strategic Planning and Corporate Sustainability Manager (PMO).

Working groups, formed under the Steering Committee's guidelines, are instrumental in driving the company's sustainability objectives. They assess the need for changes and developments, reporting back under the leadership of the Strategic Planning and Corporate Sustainability Manager (PMO).

In 2023, the Management Committee and Steering Committee met twice and four times, respectively, with the outcomes of these meetings communicated to all relevant unit managers via email, ensuring transparency and widespread engagement in METYX's sustainability endeavors.

CEO	**COO**	**CFO**	**CIO**
Uğur Üstünel	Ergenç İneler	Serdar Önsöz	Elif Ayhan
Board Advisor	**SP & CS Manager**		
Robert Slettenhaar	Burcu Tuna		

SUSTAINABILITY MANAGEMENT COMMITTEE (Meeting frequency 6 months)

CEO	**COO**	**CFO**	**CIO**
Uğur Üstünel	Ergenç İneler	Serdar Önsöz	Elif Ayhan
Sales Director	**HR Director**	**B&M Manager**	**SP & CS Manager**
Bahattin Şendoğan	Melih Yıldırım	Aslı Ilgaz	Burcu Tuna

SUSTAINABILITY STEERING COMMITTEE (Meeting frequency per month)

from left to right: Melih Yıldırım, Uğur Üstünel, Burcu Tuna ve Ergenç İneler

The METYX Group, a privately held family business, is led by a mix of its founding members from the first and second generations, alongside third-generation family operators. This leadership structure underpins our management and strategic direction.

EMBEDDING CORPORATE CULTURE AND TURNING STRATEGY INTO ACTION

The Strategic Planning and Corporate Sustainability Department, alongside the Human Resources Department, is responsible for developing training and awareness initiatives on sustainability for our employees. These programs aim to ensure that employees at all levels are well-informed about our sustainability goals and understand their roles in achieving these objectives.

We have identified the integration of performance evaluation systems as a crucial step to assess and encourage the achievement of sustainability goals. Projects aimed at motivating business unit managers to take greater responsibility for these goals will be implemented gradually for optimal impact.

According to the stakeholder survey results for 2024-2025, Business Ethics, Competitive Behavior, and enhancing our Company Culture are prioritized, with projects underway in these areas. These initiatives will address Diversity, Inclusion, and Equality comprehensively, establishing systems for employees to anonymously and openly report suggestions, requests, complaints, and ethical violations. Concurrently, we are making strides to raise awareness and understanding among our employees about human rights, inclusion, and diversity, intending to design relevant performance indicators (KPIs) that encompass Gender Equality across all our human resources services.

Fostering a people-centric corporate culture is a key priority, creating an environment that nurtures individual talent, creativity, and collaboration, while ensuring every employee feels valued and important. Recognizing feedback and appreciation as essential, we believe it significantly contributes to employee development by boosting their motivation and loyalty.

We are committed to promoting a work atmosphere that encourages active participation in management and allows employees to freely express their ideas, supporting innovation and continuous improvement. This environment helps employees to be more dedicated to their work and achieve high performance.

Operating in the highly competitive Marmara and Aegean regions, being a preferred employer for newly graduated white-collar and blue-collar employees is crucial to enhancing our attractiveness and competitiveness. Providing a work environment that supports employees' professional and personal development, career paths, and offers safe, healthy, and equal opportunities is vital to achieving this goal.

As a long-term objective, we plan to integrate sustainability issues into the performance and bonus systems for senior management and employees. This integration will make sustainability principles an integral part of our business performance evaluations and reward systems, encouraging the adoption and implementation of these values at all organizational levels.

Aslı Ilgaz

TRANSPARENCY, MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT AND ANTI-CORRUPTION AND ANTI-BRIBERY

At the request of our leading wind turbine customer, we completed an EcoVadis third party assessment in 2022 for the first time. Governance issues gathered under 'Ethics' (Rules) in the EcoVadis methodology focus on corruption and bribery and consider anti-competitive practices and responsible information management.

Our strengths included our disciplinary sanctions to deal with policy violations, our information security policy, the existence of a designated and responsible department for ethical issues, the information security risk assessments conducted, supporting documentation, the high level of coverage of ethical actions across company operations, and our ISO 27001 information security management system certification.

The principle of transparency in our sustainability management will become an increasingly important issue for METYX and is part of our strategic plan. It is envisaged that sustainability reporting will support strategic decision-making processes by increasing the transparency and accountability of company performance, help identify material issues and provide comparable information required for investment decisions and capital allocation.

In addition to engaging in sustainability and EcoVadis reporting, METYX became a signatory to the United Nations WEPs in 2022.

METYX's corporate culture is based on ethical values. Starting with principles and guidelines, anonymous whistleblowing mechanisms will be developed in 2024-2025 to encourage managers and employees to recognize and reject unethical behavior. These mechanisms will be designed to include fair and effective investigation of allegations.

Strong internal control systems should be in place to assess and mitigate the risks of corruption and bribery. These systems will monitor transactions and include checkpoints to prevent potential irregularities. Producer companies should apply high ethical standards in their supply chains and in their relationships with business partners and demand that these standards are met.

To quickly adapt to legal and regulatory changes, updates in legislation are constantly monitored and this information is integrated into business processes. The Board of Directors and senior executives support anti-corruption efforts and closely monitor the implementation of policies and procedures in this regard.

Serdar Önsöz

Elif Ayhan

56

PRIORITIZING DATA PRIVACY AND IT SECURITY

Our security measures encompass the implementation of the Information Security Management System Policy 🔗, accessible at our website.

We regularly conduct risk assessments on our data assets and IT systems to pinpoint potential threats and vulnerabilities, and we periodically update our Data Inventory and Risk Table. Annual vulnerability scans help us identify potential risks, with subsequent actions reported according to our Asset Management Instruction and Monitoring and Measurement Instruction.

Access to critical data and systems is strictly controlled through our Access Management Instruction, and we plan to deploy a Data Loss Prevention (DLP) application. Our Incident Management Instruction ensures a swift and effective response to data breaches and security incidents.

We maintain regular data backup and recovery procedures in line with our Backup Procedure. The security practices of our suppliers and business partners are rigorously evaluated, with essential security requirements incorporated into contracts via Non-Disclosure and Data Privacy Agreements (NDAs).

Moreover, we underline our dedication to safeguarding critical information and upholding stringent data privacy standards by adhering to data protection and privacy laws and regulations, such as GDPR and KVKK.

Robert Slettenhaar

OUR TARGETS

In 2023, we increased our overall score by 18 points to 53 receiving the 'COMMITTED' badge for Sustainability from EcoVadis.

With the establishment and focus of the Sustainability Department, the METYX sustainability policy was updated, the Code of Business Ethics and Conduct 🔗 was created, and a whistleblowing procedure was implemented for effective follow-up of issues such as corruption, bribery and harassment. In addition, an Information Security Risk Assessment was conducted, and relevant trainings were organized.

Sustainable Procurement Policy and Supplier Code of Conduct 🔗 were created and the policies and code of conduct were shared with all stakeholders on our website. Awareness was raised through training sessions on human rights, ethics, combating child labor, corruption, and bribery.

The 2024 targets include supporting external initiatives and principles on ethics, conducting corruption and bribery risk assessments, establishing procedures for reviewing sensitive transactions, organizing trainings to prevent corruption and bribery, and annual reporting on ethics, corruption, and bribery.

The Group Guide to Business Ethics and Code of Conduct, which all our employees must sign and comply with, regulates the establishment of arm's length relationships with company stakeholders such as the media, government agencies, customers, suppliers, etc. and clarifies general behavior as well as regulating any action to be taken in case of a conflict of interest arising. It also addresses how to deal with sensitive issues such as gifts or hospitality.

Bahattin Şendoğan

57

Our Board member and senior manager's public engagements reflect METYX's sustainability commitments and efforts to raise awareness. These activities are crucial for stakeholder management and joint projects, as they enhance trust and credibility among both internal and external stakeholders. Moreover, such engagements open doors for potential business partnerships and new collaborations with customers, solidifying METYX's leadership in the industry. Effective public involvement also helps us build a broader network of support and collaboration for innovative sustainability projects and practices.

In 2023, we made good progress at various events and initiatives, notably the 6th METYX Composites Summit. By convening industry experts, leaders, and professionals, the Summit expanded our ecosystem, fostered knowledge sharing, and nurtured the composites community. Hands-on workshops provided valuable opportunities to translate theory into practice and develop composites skills.

Our Board Advisor participated as a panelist at the Turkish Wind Energy Congress (TÜREK), underscoring our commitment to sharing industry knowledge and offering sustainable solutions in wind energy.

We also organized the inaugural 'Industrial Sustainability and Green Transformation Workshop' in collaboration with Bilecik University.

Attended by our leader in charge of Strategic Planning and Sustainability, this workshop facilitated collaborative efforts with academia and other stakeholders to shape sustainability strategies and embed them into our organizational culture. These activities further solidified our industry leadership and dedication to sustainability.

5th METYX Composite Summit conference

5th METYX Composite Summit workshops

STAKEHOLDER COMMUNICATION

Effective communication with stakeholders on sustainability requires a blend of transparency, engagement, openness, education, and tangible demonstrations of impact. This approach not only keeps stakeholders informed but also fosters their active participation in our sustainability journey.

The METYX Global Magazine, published quarterly in Turkish, English, and Hungarian since 2020, serves as a vital communication tool with our employees across these three countries. From the CEO's article to covering significant company developments, each issue also highlights employees, their families, and their unique hobbies. The multilingual publication enhances communication and inclusivity, ensuring employees and stakeholders from diverse backgrounds can easily understand the content. This promotes a globally aware and culturally sensitive brand image, while employees gain insights into the company's best practices in their preferred language, fostering higher engagement and job satisfaction. Additionally, by encouraging the sharing of ideas and opinions from various cultural perspectives, the magazine cultivates an innovative and agile company culture, reflecting our core values.

Our communication with customers, another critical stakeholder group, occurs through traditional channels such as fairs, marketing reports, social media, and our website. With the release of our Sustainability Report, we aim to communicate our sustainability efforts in an easily accessible and understandable format for all stakeholders. This report will not only highlight our achievements but also identify areas for improvement, demonstrating our commitment to transparency and continuous enhancement with concrete examples.

North Star Sustainability Program evaluator award - Burcu Tuna, Yaman Alkan

INDUSTRIAL SUSTAINABILITY AND GREEN TRANSFORMATION WORKSHOP

As METYX, our participation in the "1st Industrial Sustainability and Green Transformation Workshop" was an enriching experience, where we highlighted the significance of pioneering and innovative approaches in sustainability. Bringing together sustainability professionals, academics, artists, and officials from various public institutions, the workshop provided a platform for in-depth discussions on topics ranging from circular economy to renewable energy and corporate strategies to green finance.

With nearly 150 participants from 34 companies, 3 universities, and public institutions representing diverse sectors, the workshop fostered dialogue on the most pressing sustainability issues. The insights and experiences shared during the event served as inspiration for our sustainability journey.

During the workshop, our Strategic Planning and Corporate Sustainability Manager, Burcu Tuna, delivered a presentation on Sustainability Integration. Additionally, Burcu Tuna participated as an evaluator in the TAIDER North Star Sustainability Award program, designed to help companies identify areas for development in sustainability and chart a roadmap, specifically tailored for family-owned businesses. By volunteering to evaluate companies within the program's six impact areas, Burcu Tuna shared her expertise to raise awareness on sustainability practices.

Looking ahead, we aim to apply for evaluation under the TAİDER North Star program as a company committed to sustainability in 2024, further demonstrating our dedication to advancing sustainability initiatives.

MEMBERSHIP AND ASSOCIATIONS

United Nations Global Compact Women's Empowerment Principles (WEPs)

Energy Industrialists and Business People's Association (ENSIA)

Turkish Wind Energy Association (TÜREB)

Turkish Informatics Association

Composite Industrialists Association

Istanbul Textile and Apparel Exporters' Associations (ITKIB)

Machinery and Accessories Exporters' Association

Central Anatolia Exporters Association

Chamber of Chemical Engineers (TMMOB)

Garment Manufacturers Supply Industry Association (KYSD)

Turkish Clothing Manufacturers Association (TGSD)

Carbon Association

MOSB Industrialists Association

Ankara Clothing Manufacturers Association

Association of the Manufacturers of Reinforced Plastic Materials (Hungary)

OUR CERTIFICATES

ISO 9001 Hungary, Türkiye, and USA facilities

ISO 27001: Türkiye

ISO 14001 Türkiye Hungary

ISO 45001 Türkiye Hungary

EcoVadis

TURQUALITY®

INCENTIVES

Hungarian Investment Promotion Authoirty (HIPA)

RTM	RTM, short for "resin transfer molding," is a precise production method used in molding management. It involves placing fabrics with appropriate reinforcement materials into a mold, which is then sealed. Through vacuum assistance, a resin mixture serving as the matrix material is injected into the mold. RTM is renowned for its ability to produce components of high quality with complex geometric shapes, precise dimensional accuracy, and consistent mechanical properties. This technology finds extensive use in the aerospace industry.
Core Kit	'Core' materials, including PET Foam, PVC Foam, and Balsa, are lightweight layers with structural properties that contribute to structures with an excellent strength-to-weight ratio. They play a crucial role in sandwich panel construction, where they are sandwiched between layers of structural composite cladding. This arrangement enhances the strength properties beyond what the cladding alone can provide. A 'Core Kit' refers to the process of shaping core materials into a kit for use in manufacturing.
Multiaxial Fabric	'Multiaxial' or 'multi-axial' fabrics are produced by layering high-performance fibers at precise angles and stitching them together. This production method enables the creation of fabrics with various orientations, including unidirectional (uniaxial), bidirectional (biaxial), triaxial or quadriaxial.
Pultrusion	Pultrusion is a manufacturing process that converts fiber reinforcements and resin matrices into final composite parts. Distinguished by its continuous production capability, pultrusion is highly automated and requires minimal labor. The process involves using a heated mold to shape the composite part effectively.
Vacuum infusion	The vacuum infusion method involves laminating fiber reinforcements by placing them in a vacuum bagging system. First, the reinforcement materials are stacked on top of each other in a dry state within the bagging system. Then, resin is drawn into the bagging system from one end using a vacuum pump, effectively saturating the reinforcement materials.
UHM glass fiber	Glass fiber is a material composed of numerous extremely fine glass fibers. Renowned for their high strength, these fibers are often combined with other materials to create composite materials. Ultra-high modulus (UHM) glass fibers are particularly notable for their exceptional strength properties.
Nesting	Nesting is the method of arranging different components to be manufactured within a specific area or volume to minimize material usage, while considering the technical drawings, specifications, and manufacturability provided by the customer.
Interlining	Interlining refers to a fabric reinforcement material attached to the main fabric using various methods to achieve the desired appearance, texture, and quality of the garment.
Intermodal Transportation	This transportation method involves utilizing at least two different modes of transportation without the need to transfer the cargo container. It offers a more cost-effective and environmentally friendly solution by reducing expenses.
KPI	Stands for 'Key Performance Indicators' which are targets set by Senior Management and monitored by Human Resources.
QDMS	QDMS stands for "Quality Document Management System," and an Integrated Management System is software designed to oversee and manage various standards implemented within organizations and enterprises.
Kaizen	Kaizen refers to the ongoing enhancement of a value stream or individual process aimed at generating greater value while minimizing waste.
Gemba	Gemba, a Japanese term meaning "actual place" or "real place," typically refers to the factory floor or any location where value-creating work is carried out. It is sometimes spelled as "genba."

Energy Consumption

Source	Unit	METYX 1	METYX 2	TUZLA	METYX 3	OFFICES	TÜRKİYE	HUNGARY	USA	TOTAL
Natural Gas	m³	141,683	21,913	283,629	0	1,507	448,732	198,195	11,336	658,263
Diesel	litre	6,259	0	20,658	0	0	26,917	7,279	0	34,196
Petrol	litre	26,942	6,825	16,028	0	10,747	60,542	4985	0	65,527
Coal	ton	0	0	0	0	0	0	0	0	0
Fuel-Oil	m³				0	0	0	0	0	0
LPG	kg	0	0	0	0	0	0	0	1523	1,523
Electricity	kWh	5,579,078	378,945	2,155,265	275,032	13,871	8,402,191	2,327,503	754,306	11,484,000

Water Consumption

Source	Unit	METYX 1	METYX 2	TUZLA	METYX 3	OFFICES	TÜRKİYE	HUNGARY	USA	TOTAL
Municipal Water	m³	20,420	1,372	10,368	0	220	32,380	2,215	563	35,158
Ground water	m³	0	0	0	0	0	0	0	0	0
Rainwater	m³	45	0	0	0	0	45	0	0	45
Recycled water	m³	0	0	0	0	0	0	0	0	0
Total	m³	20,465	1,372	10,368	0	220	32,425	2,215	563	35,203

Waste

Source	Unit	METYX 1	METYX 2	TUZLA	METYX 3	OFFICES	TÜRKİYE	HUNGARY	USA	TOTAL
Water discharge	m³	18,378	839	10,962		220	30,399	2,215	563	33,177
Hazardous Waste	kg	56,144	31,900	20,626		25	108,695	46,534	2,650	157,879
Non-Hazardous Waste	kg	2,081,244	7,140	62,9021		1,200	2,718,605	767,690	336,937	3,823,232
Others	kg	84,300	16,200	24,000		1,200	125,700	0	0	125,700

63

Others

Source	Unit	METYX 1	METYX 2	TUZLA	METYX 3	OFFICES	TÜRKİYE	HUNGARY	USA	TOTAL
Air travel	km	137,671		78,446		59,216	275,333	159,692	250,778	685,803
Other business travel	km	63,052		55,416		18,204	136,672	0	26,335	163,007
Employee Commuting Travel	km	511,601	72,226	210,808	18,057	3,434	816,126	1,846,484	0	2,662,610
Others	km	526,067	47,021	331,126	4,281	158,643	1,067,138	0	0	1,067,138
Total	km	1,238,391	119,247	675,796	22,338	239,497	2,295,269	2,006,176	277,113	4,578,558

Description	Production Facilities						Offices		Total
	TÜRKİYE		HUNGARY		USA		TÜRKİYE		
	Female	Male	Female	Male	Female	Male	Female	Male	
EMPLOYEE PROFILE									
Total number of employees	32	666	83	206	19	37	36	81	1,160
Office workers	10	31	18	30	5	7	36	75	212
Non-office (technical, operational, etc.)	22	635	65	176	14	30	0	6	948
MANAGEMENT									
Total number of managers	1	8	0	4	2	8	9	18	50
AGE	**32**	**666**	**83**	**206**	**19**	**37**	**36**	**81**	**1,160**
Under 30 years of age	5	182	14	49	5	8	13	15	291
30 - 50 years old (inclusive)	25	459	50	117	8	22	22	52	755
50 years +	2	25	19	40	6	7	1	12	112
Board of Directors	0	0	0	0	0	0	0	2	2

Description	Production Facilities					
	TÜRKİYE		HUNGARY		USA	
	White Collar	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar
EMPLOYEE TURNOVER	% 25.32	% 18.37	% 17.96	% 27.82	% 36.39	% 51.62
	% 19.60		% 25.42		% 48.42	

Description	Production Facilities						Offices		Total
	TÜRKİYE		HUNGARY		USA		TÜRKİYE		
	Female	Male	Female	Male	Female	Male	Female	Male	
TOTAL NUMBER OF NEW HIRES FOR THE YEAR	16	77	32	97	7	32	12	15	288
Under 30 years of age	2	37	2	30	3	11	7	3	95
30 - 50 years old (inclusive)	13	38	26	49	4	13	5	10	158
50 years +	1	2	4	18	0	8	0	2	35
TOTAL NUMBER OF EMPLOYEES WHO RESIGNED	17	245	29	94	8	27	15	23	458
The number of employees under the age of 30 who resigned	7	87	2	35	3	7	8	2	151
The number of employees ages 30-50 years old (inclusive) who resigned	10	141	23	47	4	13	7	20	265
The number of employees 50+ who resigned	0	17	4	12	1	7	0	1	42
ROTATION									
The number of positions filled by internal candidates	0	4	0	0	0	0	3	1	8
The number of total vacant positions	1	0	29	0	0	0	0	0	30
EMPLOYEES BY SENIORITY	32	666	83	206	19	37	36	81	1,160
0-5 years	30	446	64	131	19	35	27	49	799
5-10 years	0	179	19	68	0	2	6	21	296
10 years +	2	41	0	7	0	0	3	11	64
PARENTAL LEAVE									
Total employees on maternity or paternity leave	1	0	5	0	0	0	3	0	9
Ratio of employees returning to work after maternity/paternity leave	0	0	1	0	0	0	2	0	3

Description	METYX 1+2+3	TUZLA	OFFICES	HUNGARY	USA
TOTAL HOURS WORKED	1,426,813	454,702	38,080	524,282	121,818
OHS DIRECT COMPANY EMPLOYEES	612	184	17	320	62
Number of incidents	28	17	0	27	14
Number of fatalities	0	0	0	0	0
Number of occupational diseases	0	0	0	0	0
Injury-related absenteeism	161	112	0	504	0
Lost day rate (LWR)	0.86	1.88	0	7.68	0
OHS SUB-CONTRACTORS - TEMPORARY EMPLOYEES					
Number of accidents	0	0	0	0	0
Number of fatalities	0	0	0	0	0
Number of occupational diseases	0	0	0	0	0
Abstenteeism due to accidents	0	0	0	0	0
OHS TRAINING					
OHS Training for Employees (hours)	4,708	1,182	22	1,313	30
OHS Training for Per Employees (hours)	0.138	0	0	4.54	0.53
OHS Training for Sub-Contractors/temporary employees (hours)	0	0	0	0	0

Declaration of Use	GRI Content Index, for Telateks Tekstil Ürünleri San. ve Tic. A.Ş., Telateks Dış Tic. ve Kompozit San. A.Ş., METYX Hungary Kft. ve METYX USA Inc. operations METYX has reported in accordance with GRI Universal Standards, Core option for the period between January 1, 2023 and December 31, 2023.
Usage of GRI 1	GRI 1: Core 2021
GRI Industry Standard Used	

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021				
2-1 Organizational details	Scope of the Report, page 3			
2-2 Entities included in the organization's sustainability reporting	Scope of the Report, page 3			
2-3 Reporting period, frequency and contact point	Scope of the Report, page 3			
2-4 Restatements of information	GRI Content Index: There is no restated information in the report.			
2-5 External assurance	There is no information stated in the report.			The report has not undergone any external audit. Legally, the report is not required to undergo external audit.
2-6 Activities, value chain and other business relationships	Our Value Chain, page 10			
2-7 Employees	Social Indicators, page 65			
2-8 Workers who are not employees	Social Indicators, page 65			
2-9 Governance structure and composition	Sustainability Governance Structure, page 53			
2-10 Nomination and selection of the highest governance body	Sustainability Governance Structure, page 53			
2-11 Chair of the highest governance body	Sustainability Governance Structure, page 53			
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure, page 53			
2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure, page 53			
2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, page 53			

68

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
2-15 Conflicts of interest	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			
2-16 Communication of critical concerns	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			
2-17 Collective knowledge of the highest governance body	Sustainability Governance Structure, page 53			
2-18 Evaluation of the performance of the highest governance body	Sustainability Governance Structure, page 53			
2-19 Remuneration policies	Working Conditions and Human Rights, page 42			
2-20 Process to determine remuneration	Working Conditions and Human Rights, page 42			
2-21 Annual total compensation ratio	Total annual wage rates are classified as confidential.	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	METYX has classified its annual total fee rates as confidential.
2-22 Statement on sustainable development strategy	CEO Message, page 5			
2-23 Policy commitments	Working Conditions and Human Rights, page 42 Sustainability Governance Structure, page 53 Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56 Sustainability Policy 🔗 Information Security Management System Policy 🔗 Sustainable Supply Policy 🔗 Code of Business Ethics and Conduct 🔗			
2-24 Embedding policy commitments	CEO Message, page 5 Innovative Solutions for the Renewables Sector, page 26 Energy Management, page 33 Waste Management, page 35 Diversity and Inclusion, page 46 Contribution to Society, page 48			
2-25 Processes to remediate negative impacts	CEO Message, page 5			
2-26 Mechanisms for seeking advice and raising concerns	Embedding Corporate Culture and Turning Strategy Into Action, page 55			
2-27 Compliance with laws and regulations	CEO Message, page 5 Waste Management, page 35 Prioritizing Data Privacy and IT Security, page 57			
2-28 Membership associations	Memberships, Associations and Certificates, page 61			

GRI Standard and Disclosure		Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
2-29	Approach to stakeholder engagement	Prioritization Analysis, page 15			
2-30	Collective bargaining agreements	There is no collective bargaining agreement at METYX.	2-30 a; 2-30 b		
Material Topics					
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Prioritization Analysis, page 15			
3-2	List of material topics	Prioritization Analysis, page 15			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Innovation				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Our Value Chain, page 10 Brand and Product Development, page 28			
Supply Chain Management				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Supply Chain Management, page 29			
GRI 204: Procurement Practices 2016				
204-1 Proportion of spending on local suppliers	The proportion of spending on local suppliers is classified as confidential.			
GRI 308: Supplier Environmental Assessment 2016				
308-1 New suppliers that were screened using environmental criteria	Supply Chain Management, page 29			
308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management, page 29			
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	There is a collective labor agreement. Code of Business Ethics and Conduct 🔗			
GRI 414: Supplier Social Assessment 2016				
414-1 New suppliers that were screened using social criteria	Resource Utilization, page 11 Supply Chain Management, page 29			
414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management, page 29 Supplier Code of Conduct 🔗			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Product Design & Lifecycle Management				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritization Analysis, page 15			
Product Quality & Safety				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritization Analysis, page 15			
GRI 416: Customer Health and Safety 2016				
416-1 Assessment of the health and safety impacts of product and service categories	Prioritization Analysis, page 15 Memberships, Associations and Certificates, page 61			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no cases of non-compliance. Memberships, Associations and Certificates, page 61			
Customer Satisfaction				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Our Value Chain, page 10 Prioritization Analysis, page 15			
GRI 418: Customer Privacy 2016				
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no complaints about privacy violations in 2023. Prioritizing Data Privacy and IT Security, page 57 Privacy Policy 🔗			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
GHG Emissions & Air Quality / Clean Energy & Energy Management				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Measurement and Reduction of Greenhouse Gas Emissions, page 31			
GRI 305: Emissions 2016				
305-1 Direct (Scope 1) GHG emissions	Measurement and Reduction of Greenhouse Gas Emissions, page 31 Environmental Indicators, page 63			
305-2 Energy indirect (Scope 2) GHG emissions	Measurement and Reduction of Greenhouse Gas Emissions, page 31 Environmental Indicators, page 63			
305-3 Other indirect (Scope 3) GHG emissions	Measurement and Reduction of Greenhouse Gas Emissions, page 31			
305-4 GHG emissions intensity	Environmental Indicators, page 63			
305-5 Reduction of GHG emissions	Transition to Clean Energy, page 34			
305-6 Emissions of ozone-depleting substances (ODS)	Environmental Indicators, page 63			
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Indicators, page 63			
GRI 302: Energy 2016				
302-1 Energy consumption within the organization	Environmental Indicators, page 63			
302-2 Energy consumption outside of the organization	Environmental Indicators, page 63			
302-3 Energy intensity	Environmental Indicators, page 63			
302-4 Reduction of energy consumption	Energy Management, page 33 - Environmental Indicators, page 63			
302-5 Reductions in energy requirements of products and services	Çevre Göstergeleri, page 63			
Biodiversity				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritization Analysis, page 15			
GRI 304: Biodiversity 2016				
304-3 Habitats protected or restored	Contribution to Society, page 48			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Waste Management				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Waste Management, page 35			
GRI 301: Materials 2016				
301-1 Materials used by weight or volume	Environmental Indicators, page 63			
301-2 Recycled input materials used	Environmental Indicators, page 63			
301-3 Reclaimed products and their packaging materials	Environmental Indicators, page 63			
GRI 306: Waste 2020				
306-1 Waste generation and significant waste-related impacts	Waste Management, page 35			
306-2 Management of significant waste-related impacts	Waste Management, page 35			
306-3 Waste generated	Environmental Indicators, page 63			
306-4 Waste diverted from disposal	Environmental Indicators, page 63			
306-5 Waste directed to disposal	Environmental Indicators, page 63			
Water Quality & Water Management				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritization Analysis, page 15 Water Management, page 37			
GRI 303: Water and Effluents 2018				
303-1 Interactions with water as a shared resource	Water Management, page 37			
303-2 Management of water discharge-related impacts	Environmental Indicators, page 63			
303-3 Water withdrawal	Environmental Indicators, page 63			
303-4 Water discharge	Environmental Indicators, page 63			
303-5 Water consumption	Water Management, page 37			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Labor Conditions & Human Rights				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Working Conditions and Human Rights, page 42			
GRI 201: Economic Performance 2016				
201-1 Direct economic value generated and distributed	Our Value Chain, page 10			
201-2 Financial implications and other risks and opportunities due to climate change	Risk and Opportunities Analysis, page 20			
201-4 Financial assistance received from government	There is no financial aid received from the government.			
GRI 401: Employment 2016				
401-1 New employee hires and employee turnover	Social Indicators, page 65			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Indicators, page 65			
401-3 Parental leave	Social Indicators, page 65			
GRI 402: Labor/Management Relations 2016				
402-1 Minimum notice periods regarding operational changes	Human Resources Procedure			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Employee Health & Safety				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Employee Health and Safety, page 39			
GRI 403: Occupational Health and Safety 2018				
403-1 Occupational health and safety management system	Employee Health and Safety, page 39			
403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety, page 39			
403-3 Occupational health services	Employee Health and Safety, page 39			
403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety, page 39			
403-5 Worker training on occupational health and safety	Employee Health and Safety, page 39			
403-6 Promotion of worker health	Employee Health and Safety, page 39			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety, page 39			
403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety, page 39			
403-9 Work-related injuries	OHS Indicators, page 67			
403-10 Work-related ill health	OHS Indicators, page 67			
Employee Training & Development				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Employee Training and Development, page 43			
GRI 404: Training and Education 2016				
404-1 Average hours of training per year per employee	Employee Training and Development, page 43			
404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development, page 43			
404-3 Percentage of employees receiving regular performance and career development reviews	Employee Training and Development, page 43			

76

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Diversity & Inclusion				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Diversity and Inclusion, page 46			
GRI 405: Diversity and Equal Opportunity 2016				
405-1 Diversity of governance bodies and employees	Diversity and Inclusion, page 46			
405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion, page 46			
GRI 201: Economic Performance 2016				
201-3 Defined benefit plan obligations and other retirement plans	Diversity and Inclusion, page 46			
Community Engagement				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Contribution to Society, page 48			
GRI 413: Local Communities 2016				
413-1 Operations with local community engagement, impact assessments, and development programs	Contribution to Society, page 48			
413-2 Operations with significant actual and potential negative impacts on local communities	Contribution to Society, page 48			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Company Culture				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritization Analysis, page 15			
Anti-Corruption and Anti-Bribery				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			
GRI 205: Anti-corruption 2016				
205-1 Operations assessed for risks related to corruption	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			
205-2 Communication and training about anti-corruption policies and procedures	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			
205-3 Confirmed incidents of corruption and actions taken	There are no confirmed cases of corruption. Code of Business Ethics and Conduct 🔗			
Transparency				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			

GRI Standard and Disclosure	Location of Declaration	Requirement(s) Omitted	Omission Reason	Explanation
Business Ethic & Competitive Behavior				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Embedding Corporate Culture and Turning Strategy Into Action, page 55			
GRI 406: Non-discrimination 2016				
406-1 Incidents of discrimination and corrective actions taken	Embedding Corporate Culture and Turning Strategy Into Action, page 55			
GRI 408: Child Labor 2016				
408-1 Operations and suppliers at significant risk for incidents of child labor	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56 Sustainable Supply Policy 🔗			
GRI 409: Forced or Compulsory Labor 2016				
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56 Sustainable Supply Policy 🔗			
GRI 206: Anti-competitive Behavior 2016				
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56 Sustainable Supply Policy 🔗			
Veri Gizliliği ve BT Güvenliği				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Prioritizing Data Privacy and IT Security, page 57			
Yasal ve Düzenleyici Ortamın Yönetimi				
GRI 3: Material Topics 2021				
3-3 Management of material topics	Transparency, Management of the Legal And Regulatory Environment and Anti-Corruption and Anti-Bribery, page 56			

METYX®

CONTENT

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