



WEAVERS

— we weave inspiration —

# Sustainability Report | 2024

[www.weavers.com.tr](http://www.weavers.com.tr)



## 1. About the Report

1.1 CEO's Message	05
1.2 Our General Manager's Message	06



## 2. About Us

2.1 About Us	08
2.2 Foundations of Sustainable Success with Weavers	13
2.3 Stitches Made in 2024	14
2.4 Our Mission, Vision, Strategic Priorities and Principles	16
2.5 Our Memberships and Awards	18



## 3. Our Corporate Governance

3.1 Governance Structure	20
3.2 Integrated Management Systems	22
3.3 Information Security	23
3.4 Our Business Ethics and Compliance Culture	24
3.5 Internal Audit	25
3.6 Quality and Management Systems	26
3.7 Sustainable Supply Chain Management	27
3.8 Fight Against Corruption and Bribery	29
3.9 Fight Against Anti-Competitive Practices	30
3.10 Risk Management	30



## 4. Our Sustainability Approach

4.1 Stakeholder Engagement and Our Prioritization Matrix	37
4.2 Our Sustainability Strategy	39
4.3 Our Sustainability Management	46



## 5. Our Economic Performance

5.1 Our Strategic Steps and Investments Toward Economic Success	49
5.2 R&D and Innovation	53
5.2.1 Digital Transformation	56
5.3 Product Responsibility and Customer Satisfaction	57
5.4 Our Tax Approach	58
5.5 Contribution to the Local Economy	59



## 6. Our Environmental Performance

6.1 Our Environmental Management	64
6.2 Our Energy Management	65
6.3 Our Greenhouse Gas Management	68
6.4 Water Efficiency and Wastewater Management	71
6.5 Circularity and Waste Management	75



## 7. Our Social Performance

7.1 Our Social Performance Management	83
7.2 Talent Management and Career Development	84
7.3 Diversity, Equity and Inclusion	91
7.4 Occupational Health and Safety	93
7.5 Employee Satisfaction	98
7.6 Corporate Social Responsibility	104



## 8. Appendices

8.1 Environmental Performance Indicators	108
8.2 Social Performance Indicators	113
8.3 Economic Performance Indicators	130
8.4 GRI Index	134



## About the Report

- 1.1 CEO's Message
- 1.2 Our General Manager's Message





## Dear Stakeholders,

As Weavers Textile, we strengthen our leading position in the textile sector through deep respect for the environment, our people-centered values, and our continuous innovation approach. This holistic approach forms the foundation of our sustainability journey.

In this sustainability report, carefully prepared for the period 1 January - 31 December 2024, we are pleased to share data on our environmental, social and governance (ESG) performance with the public at the highest level of transparency. Prepared in alignment with the globally recognized GRI Standards, our report comprehensively presents the sustainability practices in our operations, the progress we have achieved, and the targets we have set for the upcoming period. You can access the detailed breakdown of the information we present in line with these standards in the GRI Content Index section at the end of the report.

While fulfilling our mission of creating added value, we remain firmly committed to ethical principles, accountability, and a responsible governance approach. In this context, it is a source of pride for us to share our sustainability vision and our concrete practices in this direction with you, our valued stakeholders.

This report covers the innovative approaches we adopt in our production processes, our social responsibility awareness in our supply chain, and the determined efforts we carry out to reduce our environmental footprint. The importance we place on employee satisfaction, our proactive performance in Occupational Health and Safety, our collaborations with academic institutions, and our strategic partnerships developed in line with sustainability principles are tangible reflections of our commitments in this field.

We aim to further advance the stakeholder relations we strengthen in line with the principles of continuous improvement and open communication, and to be a leading and exemplary organization in sustainability in the upholstery fabric sector in which we operate. By maintaining our nature-compatible production approach, we continue to work with determination for a fairer, more inclusive and more sustainable future.

We sincerely thank all our colleagues, customers, suppliers, business partners and all stakeholders who inspire us with their valuable contributions for the shared future of our planet and our company.

We present this sustainability report, which reflects our forward-looking strategic approach, for your information, and we are pleased to inform you that you can send your views, suggestions and feedback to [info@weavers.com.tr](mailto:info@weavers.com.tr).



## CEO's Message

**Dear Stakeholders, Valued Business Partners and Dear Colleagues,**

In the period behind us, increasing global uncertainties, the impacts of climate change and economic fluctuations have brought various challenges to the textile sector, as in all sectors. Despite rising energy costs and disruptions in supply chain processes, as Weavers Textile we continued our operations with determination through our strategic and flexible management approach. The adaptability and solution-oriented approach we demonstrated in this process once again revealed our company's resilience.

**In line with Türkiye's 2053 net zero emissions target, we prioritize efforts to reduce our environmental impacts.**

The steps Türkiye has taken in line with its 2053 net zero emissions target make the responsibility of the private sector more visible as well. As Weavers Textile, in parallel with this national target, we prioritize efforts to reduce our environmental impacts. Our renewable energy investments constitute an important part of this effort. In this context, our Unlicensed Solar Power Plant project, which we plan to commission as of 2025, will enable us to meet a significant portion of our energy needs from sustainable sources and will contribute to reducing our Scope 2 greenhouse gas emissions.

The textile sector holds a critical position in sustainable development due to its extensive value chain. We believe that environmental responsibility awareness must guide every step, from raw material selection to production processes, from water and energy efficiency to waste management. As Weavers Textile, with awareness of this responsibility, we continue to create value by adopting environmentally compatible production processes with high quality standards.

In line with our corporate strategy, we continue to strengthen our sustainability approach that includes environmental, social and governance (ESG) principles. Our 2024 Sustainability Report, prepared in this direction, is an indicator of our commitment to share our activities transparently and holistically in line with the GRI (Global Reporting Initiative) Standards.

In 2025 as well, with the contribution of our employees, we will continue to prioritize providing a human-rights-sensitive, inclusive and safe working environment. By reinforcing our social responsibility approach throughout our value chain, we will continue our efforts toward our goal of creating social benefit. In this process, we firmly believe that the constructive collaborations we establish with all our stakeholders will provide valuable contributions to our journey toward achieving sustainable development goals.

Sincerely,  
**Özcan Özyurt**  
CEO, Erciyes Anadolu Holding



## Our General Manager's Message

### Esteemed Stakeholders and Valued Business Partners,

Weavers Textile, which continues its operations under the long-standing industrial experience and reliable corporate structure of Erciyes Anadolu Holding, has demonstrated steady growth through its long-running activities in the upholstery fabric sector. In this process, we are pleased to bear the responsibility of continuing our growth in both domestic and international markets and representing our country in the field of textiles.

Fluctuations in global markets, increasing cost pressures and sectoral transformation dynamics have directly affected our company as they have the entire textile industry. However, as Weavers Textile, we continued to move forward with planned and sustainable steps across all our activity areas, from production to exports, in the face of these challenging conditions.

Thanks to our proactive strategies, we maintained our export activities without interruption and introduced our brand to many countries. These developments are an important indicator contributing to the international recognition of the Turkish textile sector.

This period has once again demonstrated how critical circular economy models and sustainable production approaches are for our sector. As Weavers Textile, we continue to diversify the activities we carry out with determination to reduce our environmental impacts. In particular, within the scope of our renewable energy investments, the development process of our ground-mounted Solar Power Plant (SPP - GES) projects continues, and until these projects are commissioned, we document our renewable energy consumption with internationally valid I-REC certificates. These practices reinforce our responsibility toward the environment and our approach to legal compliance.

By placing innovation at the center of our production processes, we also continue our efforts to minimize environmental impacts. Our R&D activities aimed at using recycled raw materials, reducing water consumption and preventing waste serve our sustainability targets. By leveraging digital tools in design processes, we aim not only to increase production efficiency but also to reduce the use of natural resources. Thus, by adopting a sustainable approach from the product development stage onward, we act in line with our environmental and social responsibilities.

In 2025, by maintaining this approach, we aim to implement new projects that will manage both our environmental and social impacts more effectively. We thank all our business partners, customers and stakeholders who walk this path with us, and we would like to emphasize our belief in building a more sustainable future together.

**Guided by our “We Weave Inspiration” vision, we will continue our efforts with determination to increase our country’s competitiveness in the textile sector and take our brand further.**

Sincerely,

**Ahmet Sefa Karaaslan**  
General Manager, Weavers Inc.



## About Us

- 2.1 About Us
- 2.2 Foundations of Sustainable Success with Weavers
- 2.3 Stitches Made in 2024
- 2.4 Our Mission, Vision, Strategic Priorities and Principles
- 2.5 Our Memberships and Awards





# About Us

## Corporate Profile

Weavers Textile Industry and Trade Joint Stock Company operates under Erciyes Anadolu Holding, one of Türkiye’s long-established industrial groups. The ownership rights of our company belong 100% to Boyteks Textile Industry and Trade Inc. With our long-standing production experience in the upholstery fabric sector and strong industrial infrastructure, we hold a respected and leading position in the sector at both local and global levels.

Our company, whose operational center is based in Bursa, acts with environmental and social responsibility awareness across all processes from design to final product, in line with an innovative and sustainable production approach. With our broad production capacity, integrated facility structure and continuously developing R&D - product development capabilities, we stand out as a producer that creates high added value in the production of upholstery and curtain fabrics.

## Organization and Management

Our corporate structure is built on an organizational chart at the General Manager level and supported by relevant functional directorates. Our General Manager works directly under the CEO, reporting to the Board of Directors. Our Board of Directors consists of the Chair, the Vice Chair and three Board Members. This structure supports the effectiveness and transparency of strategic decision-making processes.

## Global Reach and Sustainable Product Portfolio

Global Reach and Sustainable Product Portfolio Recording steady growth in international markets, our company has a broad marketing network together with business partners operating across many different geographies. Today, we export to many countries in different regions of the world and deliver our products to millions of users.

Our product range includes eco-friendly products developed in line with sustainability principles, in addition to traditional categories such as velvet, outdoor, chenille carpets, pique and bedspreads, and knitted fabrics.

Our fabrics produced with recycled raw materials are supported by production processes with a low carbon footprint and innovative technologies that reduce water consumption. Thus, we offer responsible solutions not only in aesthetic and functional terms, but also in terms of environmental impacts.

## Our Mission, Vision and Values



In line with this goal, we carry out innovation-based product development activities and continuously improve our production quality through digitalization and technology investments.



### Sustainability Management

At our company, sustainability is not limited to environmental performance only; it is addressed from a holistic perspective with social responsibility, governance principles, and economic sustainability dimensions as well. We published our first sustainability report in 2023. Our 2024 reporting process has been completed, and our performance in environmental, social, governance and financial indicators is transparently monitored with the contributions of our relevant departments.

By combining our corporate values with the principles of sustainable production, ethical management and stakeholder focus, we continue to fulfill our responsibilities toward both our sector and society.

### Weavers at a Glance

With awareness of our corporate responsibility, in addition to the high-quality and healthy products we offer our customers, we also maintain our commitment to employee well-being and our planet at the highest level. As Weavers, as of 2024 we fully comply with all valid quality and sustainability standards in the sector, especially the criteria determined by TSE. As an indicator of this strong compliance, we hold numerous international management system certificates and sustainability certifications within our organization.

### In this context, our main certifications and management systems are as follows:

-  **ISO 9001:2015**  
Quality Management System
-  **ISO 10002:2018**  
Customer Satisfaction Management System
-  **ISO 26000:2010**  
Social Responsibility Guidance
-  **ISO 27001:2022**  
Information Security Management System
-  **ISO 31000:2018**  
Enterprise Risk Management Standard
-  **ISO 45001:2018**  
Occupational Health and Safety Management System
-  **OEKO-TEX® STeP**  
Sustainable Textile Production Certification
-  **OEKO-TEX® STANDARD 100 RECYCLE**  
Safety Standards Related to Recycled Materials
-  **ISO 14001:2015**  
Environmental Management System
-  **SA 8000:2014**  
Social Accountability Standard
-  **ISO 50001:2018**  
Energy Management System
-  **ISO 28001:2007**  
Supply Chain Security Management System
-  **OEKO-TEX® STANDARD 100**  
Textile Products Tested for Harmful Substances



These certified systems concretely demonstrate our sustainability commitment and high-quality approach at every stage of our operations.

Across our company, we not only fulfill our environmental responsibilities, but also act with deep awareness of our responsibilities toward our employees, society and all humanity. In line with the importance we attach to environmental awareness, we optimize all our production processes to create the lowest environmental impact and operate our facilities with an eco-friendly approach in compliance with international standards.

In the process from the initial stage of our products to final delivery, we prioritize the use of raw materials and materials that cause the least harm to the environment. Beyond the waste recycling programs we implement, by integrating innovative upholstery fabrics developed with yarns obtained from used PET bottles into our product portfolio, we provide significant contributions to bringing plastic waste into the economy and to the circular economy.

In order to continuously reduce our environmental footprint, our greenhouse gas emissions are regularly audited by independent and accredited organizations within the scope of the ISO 14064 standard. Thanks to this continuous monitoring and verification mechanism, we take more ambitious and concrete steps every day in line with our sustainability strategy.

We continuously strive to develop innovative solutions that will minimize the long-term environmental impacts of our activities and to implement them with determination. In this way, we both support our sustainable growth and further reinforce our leading position in the sector.

Our sustainability report efforts are carried out with a multi-faceted, collaborative and integrated approach by the relevant departments in environmental, social, governance and financial areas. Following the publication of our 2024 sustainability report, our more comprehensive, progressive and impact-oriented efforts for 2025 continue at full speed.



Click to view all our certificates.



[weavers.com.tr/tr/kalite/sertifikalar](https://weavers.com.tr/tr/kalite/sertifikalar)





## Our Product Groups

As Weavers Textile, with our wide product range, we offer innovative and sustainable solutions to the diverse needs of the upholstery fabric sector. Our product groups are continuously developed in line with our principles of quality, functionality and environmental responsibility.



## Furniture Group

Products in WEAVERS Textile's furniture group combine aesthetic design with high durability, offering ideal solutions for home and office furniture.

**Woven Upholstery Fabrics:** Upholstery fabrics that stand out with a wide range of patterns and textures and provide long-lasting use.

**Velvet Fabrics:** Velvet fabrics produced with woven and knitted techniques are preferred in the furniture sector for their soft textures and luxurious appearance.

**Woven Velvet Fabrics:** Durable, dense-structured velvet options produced with classic production techniques.

**Knitted Velvet Fabrics:** Durable, dense-structured velvet options produced with classic production techniques.

**Outdoor Fabrics:** Products that provide high resistance to UV rays, moisture and external environmental factors, and are safely used in outdoor furniture.





### Bedding Group

Our products in the bedding group offer high-performance textile solutions to mattress manufacturers with comfort- and hygiene-focused designs.

**Pique and Wide-Width Fabrics:** Mattress-top fabrics produced in wide widths and notable for their pattern variety.

**Mattress Ticking Fabrics:** Functional fabrics used on the top surfaces of mattresses that meet breathability, hygiene and aesthetic criteria.



### Innovative Group

Our innovative product group responds to the textile needs of the future as a result of our R&D and sustainability-focused approach.

**Hygiene Concept:** Special textile products that prioritize user health with antibacterial and anti-allergen properties.

**Contract Business Concept:** High-standard fabric solutions developed for the needs of the hospitality, healthcare and corporate sectors.

**Stress Free Concept:** Innovative fabrics with relaxing properties aiming to improve users' quality of life.

**Sustainable Concept:** Covers sustainable textile products developed with an environmentally sensitive production approach, aiming to reduce environmental impacts.

**Recycle Fabrics:** Products manufactured using recycled materials and supporting resource efficiency.

**Vegan Fabrics:** Fabrics designed in accordance with ethical and environmentally friendly principles, without using animal-derived content.

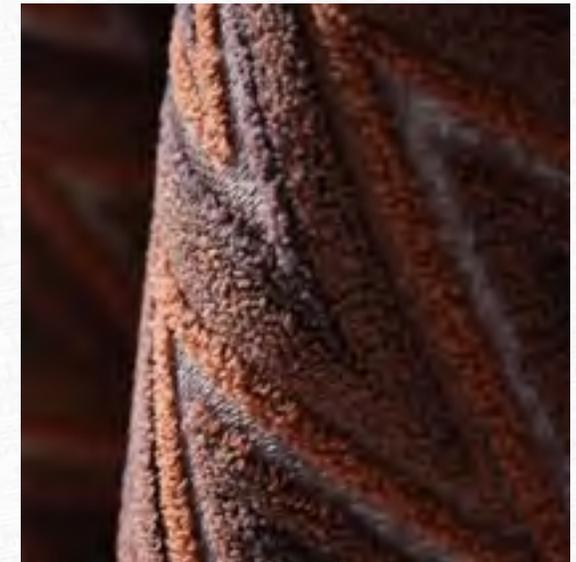
### Carpet Group

Our products in the carpet group combine aesthetic value with functionality, offering flooring solutions for various living spaces.

**Woven Carpets:** Carpet types produced with traditional techniques, offering high quality and long service life.

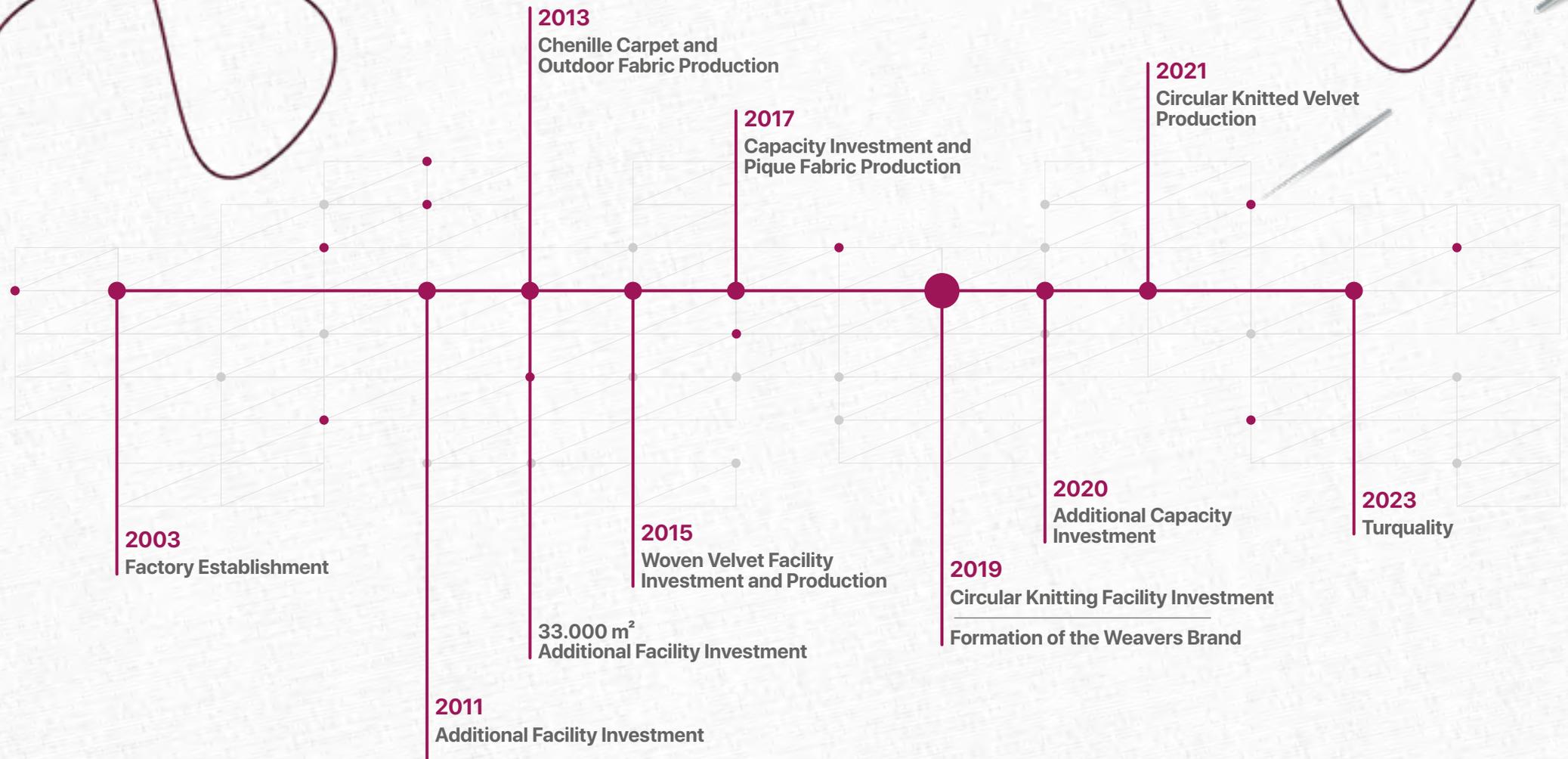
**Knitted Carpets:** Carpets that stand out with their lightweight structure and modern designs, providing practical use.

As Weavers Textile, while continuously expanding our product range, we remain committed to the highest quality standards and environmental responsibility principles in the production of each product.





# Foundations of Sustainable Success with Weavers





# Stitches Made in 2024



## Economic Data

Turnover: TRY 1.2 billion  
 63% exports, 27% domestic sales  
 Number of Export Countries: 5 continents - 59 countries  
 Export Amount: TRY 777,011,283  
 R&D investments: TRY 15.38 million  
 Contribution of sustainable business models to total sales: 44.97%  
 Local Supplier Ratio: 93.06%

## Environmental Data

Market-based  
 Share of Renewable Energy: 100% - GES Investment  
 14,759 CO2e emissions reduction  
 Total Water Consumption: 230,931 m<sup>3</sup>  
 Amount of procured recycled and recyclable materials:

<b>9,77%</b>	<b>55,23%</b>
Yarn	Packaging

## Social Data

Total Number of Employees: 437 people  
 Female Employee Ratio: 7%  
 Male Employee Ratio: 93%  
 Female Manager Ratio: 30%  
 Total Employee Training Hours: 3,859 hours  
 OHS Training Duration: 1,260 hours  
 Customer Satisfaction Rate: 97%





# Our Geographical Presence



5 Continents



59 Countries



- Paraguay
- Mexico
- Uruguay
- Puerto Rico
- Brazil
- Colombia
- Ecuador
- USA



- Türkiye
- Lithuania
- Germany
- United Kingdom
- Poland
- Sweden
- Estonia
- Denmark
- Italy
- Greece
- Spain
- Portugal
- Finland
- Belarus

- Netherlands
- Romania
- Slovenia
- France
- Bulgaria
- Norway
- Albania
- Belgium
- Czechia
- North Macedonia
- Bosnia and Herzegovina
- Ireland
- Ukraine



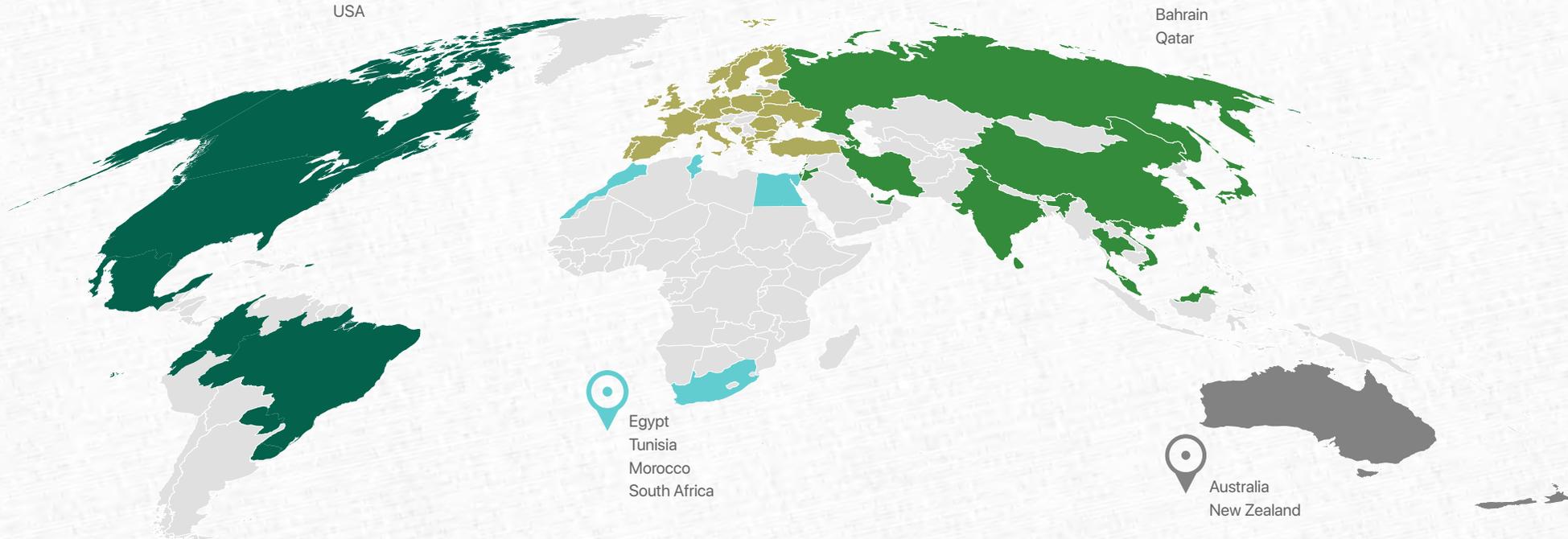
- Japan
- China
- Russian Federation
- South Korea
- Thailand
- Iran
- Vietnam
- Taiwan
- India
- Indonesia
- Sri Lanka
- Azerbaijan
- Bahrain
- Qatar
- Jordan
- Israel
- Lebanon
- UAE



- Egypt
- Tunisia
- Morocco
- South Africa



- Australia
- New Zealand



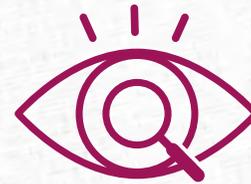


## Our Mission, Vision, Strategic Priorities, and Principles



### Our Mission

In all areas where we operate in the textile sector, our core mission is to contribute to the national economy through our corporate structure, dynamic organization, innovative approach, and reliability, and to deliver products and services that create high added value. As Weavers, while aiming to create long-term value for all our stakeholders, we place the principles of sustainable development at the center of our business processes.



### Our Vision

As a globally recognized and preferred company, the foundation of our vision is to maintain our competitive strength with all our product groups in the markets where we operate, increase our market share, and achieve and sustain leadership in the long term. Weavers aims to be a brand that inspires its sector not only through its economic performance but also through its environmental and social impacts.



### Our Strategic Priorities

As Weavers Tekstil, with the goal of becoming a recognized and preferred brand in the global market, we place innovation and sustainability at the center of our strategy. While developing innovative, high value-added products through R&D investments, we offer nature-friendly collections with our environmentally responsible production approach. With production processes based on circular economy principles and an operational structure aligned with international standards, we aim for lasting leadership in global competition.



## Our Principles



### Inspire Trust

Based on shared values, while consistently delivering successful business results, we are aware of our responsibilities to our environment, society, and planet. We put earning trust above everything.



### Win Hearts

By reflecting our culture of tolerance in our behaviors, we aim to grow stronger through togetherness and sustainable relationships.



### Deliver Results

We draw our momentum to achieve ambitious goals from the successful results we have achieved so far. Being result-oriented is the guarantee of our future success.



### Be the Best

To be the best, we recognize the importance of working with the best. Specializing in every area, being the person consulted, and fulfilling our duties to high standards is our



### Embrace the Future

In our rapidly changing world, we continuously follow new trends, different perspectives, and ways of doing business. We prioritize staying open to change to adapt to innovations and build a stronger future.



### Understand Your Customer

We are aware that customer-focused thinking is the most important criterion for our sustainability. Knowing the value we create for our customers and moving forward with them to take that value further is our fundamental principle.



### Add Meaning

Beyond completing our daily work flawlessly, knowing how each task contributes to the whole is our main source of motivation. Seeing the big picture and building the future adds meaning to every step we take.



### Empower

Our managers adopt the principle of empowering employees whose contributions will move our organization forward by making their lives easier. They develop and empower our teams by providing all necessary resources and support to do their jobs correctly.

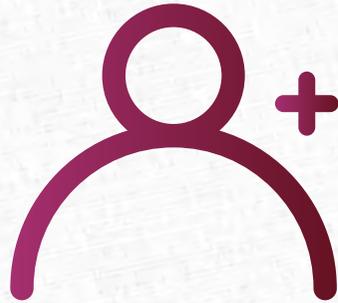


### Guide

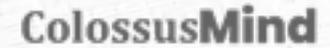
Our managers serve as role models for the generations that follow. They observe our employees carefully and contribute to their development through coaching so they can become the leaders of the future. Preparing the organization for the future is the most important duty for our leaders.



## Our Memberships and Awards



### Our Memberships



### Our Awards

The awards our company received in 2024 are listed below:

**EXPORT Award:** In 2024, it was awarded to Weavers Tekstil San. ve Tic. A.Ş. by Uludağ İhracatçı Birlikleri (UIB) due to our success in export figures.

**BTSO - 7th Place in Sector Ranking Award:** We have been awarded by the Bursa Chamber of Commerce and Industry (BTSO) for achieving 7th place in the sector ranking.



## Our Corporate Governance

- 3.1 Governance Structure
- 3.2 Integrated Management Systems
- 3.3 Information Security
- 3.4 Our Business Ethics and Compliance Culture
- 3.5 Internal Audit
- 3.6 Quality and Management Systems
- 3.7 Sustainable Supply Chain Management
- 3.8 Anti-Corruption and Anti-Bribery
- 3.9 Combating Anti-Competitive Practices
- 3.10 Risk Management





## Governance Structure

As Weavers, we fulfill our responsibilities to our stakeholders, society, and the environment in line with corporate governance principles. We manage our activities with a professional approach, adhering to transparency, accountability, fairness, and ethical values. Within this framework, we aim to create innovative and sustainable value by reaching millions of consumers in more than 100 countries worldwide.

**Our Board of Directors consists of a total of 5 non-executive members: a Chair, a Vice Chair, and three Board Members.**

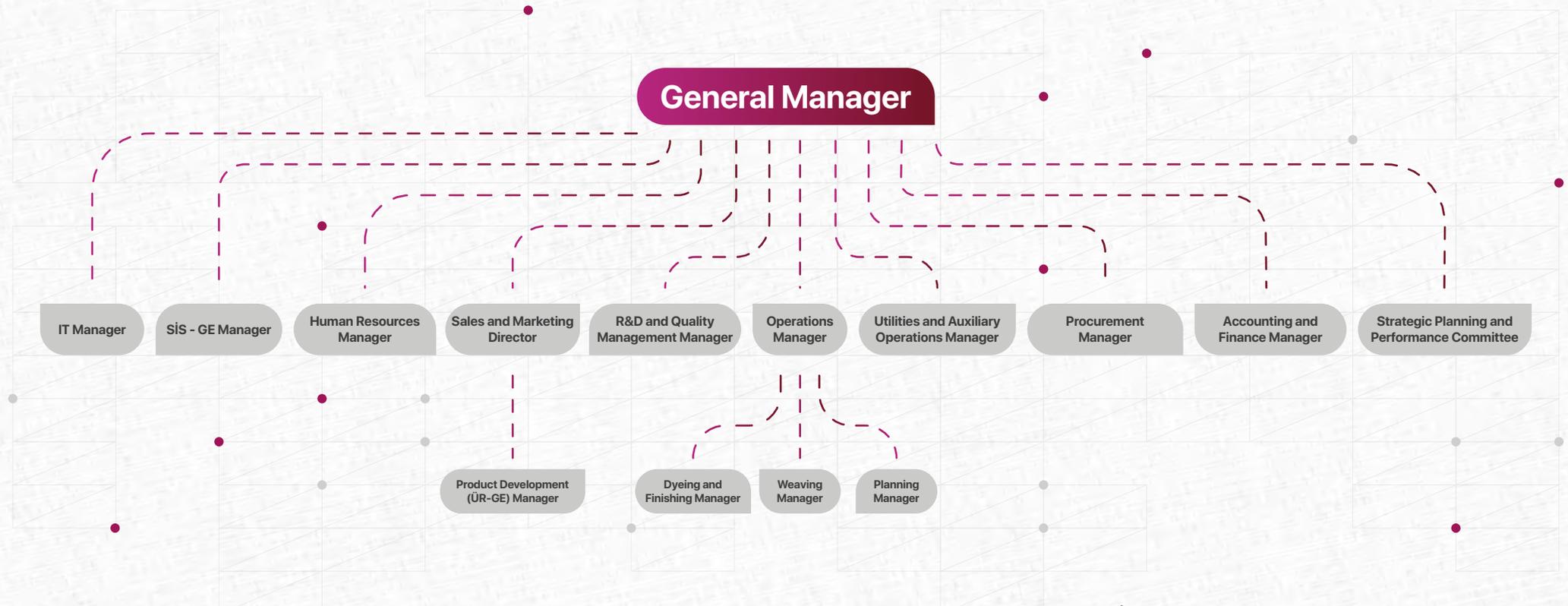


Within our Board of Directors, audit and management committees that support business processes and organizational development operate actively. Among these committees, there are three main coordinator units: Business Development, Organizational Development and Human Resources Coordination; Information Technologies (IT) and Digital Transformation Coordination; and Financial Affairs, Finance and Risk Management Coordination. These coordinator units within the Holding operate under our CEO.

In addition, within our Board of Directors, the Strategic Planning and Corporate Performance Committee operates to set our strategic goals, develop our plans, and ensure effective use of resources. This committee plays a critical role in shaping our roadmap for long-term sustainable success.



## Organizational Chart



Among our key boards operating under the senior management of Erciyes Anadolu Holding are the Occupational Health and Safety (İSG) Committee, the Disciplinary Committee, and our Ethics Committees.

Our Occupational Health and Safety Committee aims to minimize risks that may arise in the workplace, establish a safe working environment, and protect and improve the physical, mental, and medical health of our employees. Accordingly, it implements and develops strategic practices to continuously improve working conditions.

Our Ethics Committee, in addition to compliance with national and international legislation, acts with awareness of our responsibilities to our customers, employees, competitors, society, our company, and the environment; it meticulously reviews all our activities and reinforces our corporate ethical values.



## Integrated Management Systems



As Weavers, we implement comprehensive integrated management systems to support our sustainability commitment. These systems ensure compliance with international standards in areas such as quality, environment, occupational health and safety, information security, and social responsibility at every stage of our operations.

The management system standard documents our company holds as of 2024, the related company and facility details, issuance and validity dates, and the key benefits provided by these documents and certificates are presented below.



## Information Security

As Weavers, with awareness of the requirements of the digital age, we have adopted as a core priority ensuring the confidentiality, integrity, and availability of our information assets at the highest level for our employees, customers, suppliers, and all stakeholders. At the center of this commitment is the internationally recognized ISO 27001 Information Security Management System (ISMS) Standard.

Our organization has established a comprehensive ISMS in accordance with all principles of ISO 27001 and manages it effectively. Within this framework:

**Data Privacy and Security:** We ensure confidentiality by allowing only authorized persons to access information and work diligently to minimize potential losses in data security.

**Legal Compliance:** We view full compliance with all national and international legislation and contracts related to information security as a fundamental principle. In particular, we fully meet our obligations under the Law on the Protection of Personal Data (KVKK).

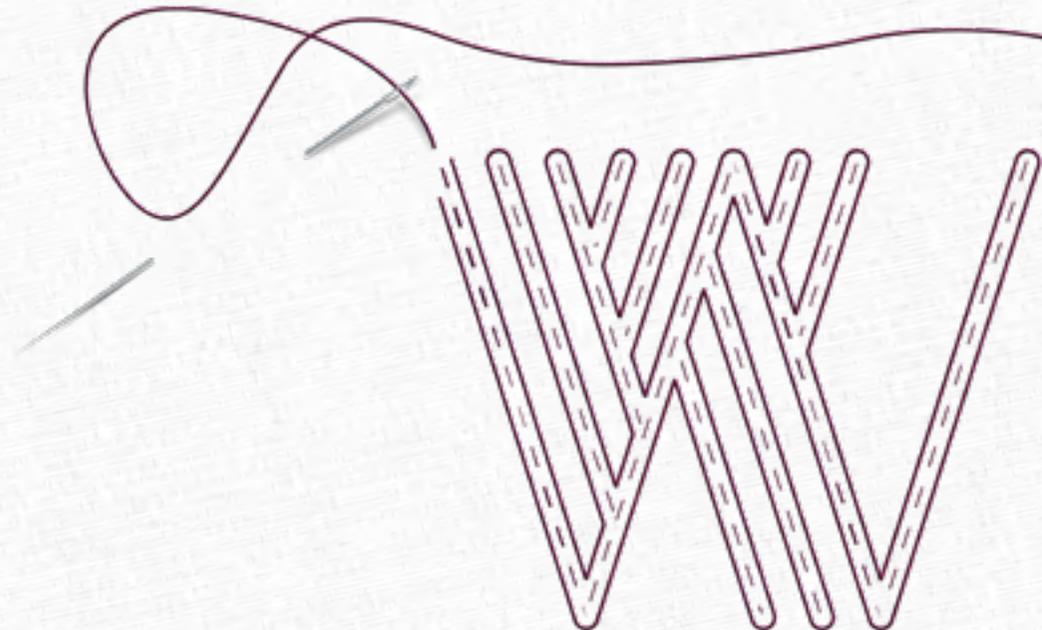
**Risk Management and Continuous Control:** We regularly identify and assess risks to our information assets and perform continuous controls against these risks.

**Awareness and Competency Development:** To increase information security awareness, we provide training to develop technical, administrative, and behavioral competencies, and we demonstrate a proactive approach by reporting suspicious situations to relevant units.

**Access Control and Traceability:** By providing system access control through authentication via user accounts, we define who can log into the system, which actions they are authorized to perform or which data they can access, and the traceability of these actions.

Our Weavers ISMS Policy provides a framework aligned with our company's purpose of establishment, defines information security objectives, includes a commitment to meet applicable requirements, and demonstrates an approach open to continuous improvement. This policy is communicated to all our employees and relevant parties through appropriate communication channels and is regularly reviewed in Management Review (MR) meetings and when significant changes occur.

By ensuring the continuity of our business processes and the protection of our information assets, we aim for our company to be a benchmark organization in the sector in terms of information security. Adhering to the principles of accuracy and transparency in our relationships with all operational units, we ensure the security of customer information, trade secrets, and other critical data. This approach is an integral part of the trust we build with all our stakeholders.





## Our Business Ethics and Compliance Culture

As Weavers, in line with our core corporate principles, we demonstrate a transparent, honest, and trust-based approach toward society, the environment, and all our stakeholders. Our business ethics policies reflect our commitment to conduct all our activities in full compliance with legal regulations. At the same time, we show deep respect for human rights and social values, demonstrate an environmentally sensitive stance, and aim to keep employee and customer satisfaction at the highest level. In all our commercial processes, we act in accordance with the laws of the Republic of Türkiye and international legal norms, and we work in cooperation with public institutions. We adopt as a principle providing any requested information transparently, reliably, and accurately.

Adhering to our ethical rules, we do not compromise on the principle of fair competition and strictly avoid unfair competition. As a sign of our impartiality, while carrying out our activities we maintain equal distance to all public institutions and organizations, legal authorities of the state, and political parties, without pursuing any interest.

**Our company's ethical principles can be accessed in detail via our website.**

Our Ethics Committee, established within our Group, is our central body responsible for implementing our ethical rules and resolving potential non-compliances. Our Ethics Committee consists of a chair, three members, one independent member, and a secretariat.





Among the duties and responsibilities of our Ethics Committee is also handling complaints, suggestions, and non-compliance notifications that may come from all our stakeholders. Notifications submitted via the Ethics Line provided by our company for these feedbacks are examined meticulously. Submitted requests, complaints, and suggestions are subject to detailed evaluation by authorized units such as the Ethics Committee, the Disciplinary Committee, and the OHS Committee. As a result of decisions taken by our authorized boards for improvement purposes, planned actions are implemented quickly; results and findings are transparently communicated to stakeholders, and they are thanked for their feedback and contributions.

## Internal Audit

### Our Internal Audit Mechanism

At Weavers, our Internal Audit Coordination adopts a disciplined and systematic approach to achieve our sustainable growth goals and to continuously evaluate and improve the effectiveness of our risk management, internal control, and governance mechanisms across all operational processes. By strictly adhering to the principles of independence and impartiality, we aim to provide reliability to our processes.

Our Internal Audit Coordination, positioned within our Group company, functions directly under our Board of Directors. The responsibilities of our coordination include organizing internal audit activities, preparing audit programs, participating in audit processes, conducting audits, and submitting audit reports to senior management.

In addition to our internal audit activities, our financial audits are conducted annually by independent audit firms, ensuring our financial transparency.

The main responsibilities of our Internal Audit Coordination unit are as follows:

- ✓ **Preparation of annual audit plans.**
- ✓ **Reviewing annual audit plans according to changing conditions and revising them in the most appropriate way.**
- ✓ **Defining job descriptions for personnel working in the Internal Audit department.**
- ✓ **Ensuring the tracking of annual targets of personnel working in the Internal Audit department.**
- ✓ **Preparing the internal audit report and submitting it to senior management.**
- ✓ **Evaluating annual audit activities and reporting this evaluation to senior management.**
- ✓ **Holding the authority granted by our Audit Board to Conduct Internal Audit Activities with Special Authorizations.**

In 2024, as Weavers, internal audit activities were meticulously carried out across a total of 16 departments. These audits were conducted to cover all department managers and employees, and the effectiveness and compliance of processes across the company were comprehensively reviewed. These audits form an important part of our continuous improvement approach.



## Quality and Management

### Our Excellence-Focused Quality Approach

As Weavers Tekstil, we aim for excellence in the design and production processes of upholstery, curtain, knitted, and woven fabrics. In line with this goal, by strictly adhering to the ISO 9001:2015 Quality Management System Standard, we have documented that we manage our processes at the highest quality. Within our Integrated Management System, we fully meet the requirements of our Quality Management System through mechanisms such as annual internal audits and customer satisfaction surveys. At the core of our quality policy are the principles of exceeding customer expectations, continuous improvement, innovative solutions, environmental responsibility, and creating social benefit. In this way, while guaranteeing continuous improvement in our business processes, we also take care to establish transparent and reliable partnerships in our supply chain..



### Production Sensitive to Human and Environmental Health: Our OEKO-TEX Standards

At the center of our production philosophy is an approach sensitive to human health and the environment. In this context, by acting within the framework of the OEKO-TEX 100 Standard in our upholstery fabric production, we ensure that our products are free from harmful substances and that their components are health-focused. This prestigious certificate confirms at a global level the suitability of our fabrics for human and environmental health.

Going further in our sustainable production activities, we also hold the OEKO-TEX 100 Standard RECYCLE certification with the goal of increasing the use of recycled materials and reducing environmental impact. This document proves in particular that used PET bottles are utilized in our fabric production. With this innovative approach, by reducing plastic waste generation we make a significant contribution to efficient use of our resources, thereby creating a positive impact on the ecosystem and human health. In addition, with the OEKO-TEX STEP certificate, we also ensure sustainable production conditions and social compliance standards. All these certificates are tangible indicators of Weavers' environmentally friendly and people-oriented production approach.





# Sustainable Supply Chain Management

## Our Sustainability-Focused Approach in Our Supply Chain

As Weavers, we are aware of the critical role our supply chain plays in achieving our sustainable growth goals. Therefore, in 2024 we continued integrating environmental, social, and governance criteria into all stages by implementing new practices and improvements in our supply chain management.

## Sectors We Operate In and Our Value Chain

Our company's main field of activity is Textiles (Upholstery Fabric), and critical sub-sectors in our value chain include Yarn, Chemical, and Lamination suppliers. Our ultimate target audience is the furniture sector. As Weavers, we strengthen the value we create through our quality-, innovation-, and sustainability-focused approach across all processes from supplier selection to the final product.

## Our Supplier Selection Process and Criteria

Our supplier selection is a meticulously executed process and fully complies with our Supplier Selection Procedure. We include in our evaluation companies that are known in the sector, met at fairs, featured in catalogs, have strong references, and fully meet quality, service, and certification criteria. After quality approval is obtained through sample orders, the relevant companies are designated as suppliers and recorded in the Vendor Master List by our Procurement Department.

## Our Business Relationships and Sustainability-Focused Purchasing

In our raw material purchases (90% domestic market, 10% import), our priority is to support local sources. Especially in purchases of recycled yarn, we base our work on collaborating with companies that have the GRS (Global Recycled Standard) certificate. In our chemical purchases, we ensure the compliance of our products with human and environmental health by preferring suppliers with OEKO-TEX, REACH, and ZDHC certifications. All our production processes are carried out in-house. In our logistics processes, we select companies through annual tenders in the regions with the highest export shipments, while for imported purchases we follow spot market dynamics.



## Supply Chain Communication and Engagement Management

We primarily communicate with our supply chain via phone and email. All final agreements are confirmed in writing via email, and a Purchase Form is prepared and mutually signed for the agreements made. This transparent communication approach ensures that our processes are orderly and traceable.



## Supplier Performance Evaluation

Weavers continuously evaluates the performance of its suppliers against defined criteria and closely monitors changes. These criteria are determined in line with our corporate goals, weighted according to their impact on profitability, and calculated by our MRP (Material Requirements Planning) system. The points specified in the QDMS Supplier Evaluation Procedure are revised annually on a company basis via the Supplier Evaluation and Competency Form and entered into the system by the Procurement department.

### Our main evaluation criteria:

- Price Performance,
- Production Loss Caused (Minutes/Year),
- Speed of Responding to Rapid Demand Increases (Capacity Flexibility),
- Product Development Speed,
- Production Technology,
- Established Systems and Documentation Adequacy,
- On-Time Delivery Compliance,
- Return Rate,
- Compliance with Order Quantity (Tolerance) and Shipping,
- Production Lead Time Performance and the Company's Communication Suitability and Behaviors

All these processes are effectively tracked through tables in our MRP system.

## 2024 Supply Chain Developments and Solutions:

In 2024, thanks to our multi-sourcing principle, we have the capacity to quickly continue with backup suppliers against potential problems encountered in our supply chain. For technical materials, consumables, or raw materials purchases, care is taken to ensure that an alternative exists or is researched. For products without alternatives, business continuity is ensured by holding sufficient stock at specific intervals.

Compared to the previous reporting period, in 2024 we integrated important innovations into our supply chain management:

**Early Warning System:** The system automatically sends emails to relevant companies for orders that are approaching due date and delayed orders.

**Import Tracking System:** The import tracking system previously run via Excel has been integrated into the ERP system. This has enabled more comprehensive and easier retrospective access to all import details.

**Purchasing Classification:** By embedding the purchasing classification into the ERP system, the monthly performance of all raw materials, technical materials, consumables, and other purchase types, as well as their decreases and increases, can be viewed instantly.

As Weavers, as an indication of our determination in sustainable supply chain management in 2024, we **audited 6 of our suppliers within the scope of social and environmental** criteria. These audits are an important step toward further strengthening the environmental and social responsibility performance of our supply chain.



## Anti-Corruption and Anti-Bribery

### Our Ethical Principles and Commitment to Combating Corruption

As Weavers, we are absolutely committed to our ethical principles and legal compliance processes, which form the foundation of our corporate reputation and sustainability. Accordingly, we take determined and proactive measures to prevent any unethical activity, including bribery and corruption. In our relations with all public and private sector organizations we cooperate with, we uncompromisingly embrace the principles of transparency and integrity.



Within our company, any gift, donation, bribe, or any unethical offer intended to influence the decisions of our business partners or public officials is never acceptable. Our Code of Ethics clearly states that our company applies zero tolerance for corruption and bribery. As a reflection of this commitment, within the scope of comprehensive efforts initiated in 2023, our Anti-Bribery and Anti-Corruption Policy was officially published in 2024.

The rules, limits, and principles of conduct regarding our gift and promotional practices are defined in detail in our Gift and Promotion Procedure, prepared in line with our Human Resources Policy. Disciplinary procedures are diligently applied, in accordance with the Disciplinary Regulation, for employees who do not comply with the rules specified in this procedure.

Suspicious cases related to corruption and bribery can be reported via our Ethics Hotline, which is our secure and confidential communication channel. All reports are reviewed independently and impartially by the Ethics Committee while keeping the reporter's identity fully confidential, and every stage of the investigation is documented in detail. Preventing any unethical behavior and maintaining a transparent working environment are our highest priorities. In 2024, no reports related to bribery and corruption were received through the Ethics Hotline.



## Combating Anti-Competitive Practices

### Our Approach to Fair Competition and a Transparent Market

As Weavers, we are firmly committed to the dynamics of the free market economy and the fundamental principles of free competition. Acting in full compliance with Competition Law and all related regulations is an indispensable part of our business activities. Our responsibilities regarding competition are clearly defined within our Code of Ethics.

To ensure our company's full compliance with competition law and related regulations, we strictly avoid agreements with competitors and negotiations that could distort competition. We do not engage in any collaboration that could undermine market integrity, and we never use confidential information about competitors obtained through channels other than lawful means. To prevent any situations contrary to laws and company policies, we provide regular training to increase our employees' awareness and knowledge of Competition Law and relevant legislation.

All stakeholders can report situations they suspect to be anti-competitive to our Ethics Committee via our Ethics Hotline, our reliable communication channel. Our Ethics Committee investigates all reports with the utmost confidentiality and diligence, acting in accordance with the principles of transparency and accountability. During the reporting period, there were no cases of unfair competition against our company. This demonstrates our ethical business approach and our strong commitment to our competition policies.

## Risk Management

### Our Comprehensive Risk Management Approach

As Weavers, we believe that effective risk management is critically important to create value and achieve our sustainable growth goals in an environment full of uncertainties brought by global and local business dynamics. Accordingly, we carry out our corporate risk management meticulously within the framework of the Risk Management Guide determined by Erciyes Anadolu Holding. Guided by our manual, we address risk management with a holistic approach and systematically identify, assess, and manage internal and external threats and opportunities that may affect the company's strategic and operational objectives. In this process, we adopt the principle of providing reasonable assurance, reducing person-dependence in risk management, and acting proactively with our company's shared risk awareness mission.

### Organizational Structure and Responsibilities

In our company, risk management is monitored at the highest level by our Holding Board of Directors. The Holding Risk Management and Internal Control Directorate coordinates the effective implementation of the risk management system and processes across the holding and its subsidiaries and ensures they operate functionally. Within this framework, Risk Representatives have been appointed in all business units of the holding and its subsidiaries. Our Risk Representatives are responsible for ensuring coordination and maintaining continuous communication between all units and the Holding Risk Management and Internal Control Directorate.





## Risk Categories

### Physical - Chronic

Category	Definition	Time Horizon	Action Taken
<b>Decreasing Groundwater and Surface Water Resources</b>	Textile dyeing and finishing processes involve high water consumption, and climate change and increasing industrial demand increase the risk of water supply in Bursa.	Medium	Weavers uses advanced treatment systems for process water recovery and increases water efficiency through closed-loop water cycles.
<b>Chemical Use and Waste Management</b>	extile dyestuffs and chemicals create legal risks as environmental regulations become stricter.	Medium-Long	Weavers is transitioning to low-chemical-content products compliant with OEKO-TEX® and ZDHC standards and continuously monitors chemical use.

### Transition Risks

#### Policy and Legal

Category	Definition	Time Horizon	Action Taken
<b>Carbon Pricing Mechanism</b>	The textile sector may face rising carbon costs due to energy-intensive processes.	Medium	If carbon pricing becomes a legal obligation, Weavers is preparing the infrastructure to create a comprehensive carbon inventory and perform cost analyses under different price scenarios.
<b>Carbon Border Adjustment Mechanism (CBAM)</b>	Costs are expected to increase due to carbon footprints for textile products exported to the EU.	Medium	CBAM processes are closely monitored for fabric collections exported to Europe, and the necessary reporting is planned when products fall within the scope.
<b>Water Efficiency Regulation</b>	Water-intensive sectors are required to calculate water footprints and, within specified periods, establish water efficiency systems and obtain the Green Water Efficiency certificate.	Medium	Within the framework of ISO 14046, it is planned to calculate water footprints, prepare reports in line with ministry requirements, and identify and implement necessary improvements.



### Policy and Legal

Category	Definition	Time Horizon	Action Taken
<b>Regulation on the Management of Industrial Emissions</b>	It has become a legal obligation to regularly report industrial emission data through the electronic system determined by the Ministry and to appoint Industry Green Transformation (SYD) officers. This regulation brings stricter environmental standards for monitoring, reporting, and reducing emissions in industrial facilities.	Medium	It is planned to continue greenhouse gas calculations in accordance with ISO 14064 and to prepare the necessary data collection and reporting infrastructure to fully comply with the reporting template determined by the Ministry.
<b>Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals</b>	It is in force in Türkiye in alignment with EU REACH legislation and regulates the registration, safety, and restriction processes for textile chemicals.	Medium	Creating chemical inventories, updating safety data sheets, and ensuring compliance with authorization/restriction requirements under KKDİK.

### Change in Consumer Preferences

Kategori	Tanım	Vade	Alınan Aksiyon
<b>Demand for Sustainable Fabrics</b>	Global customers are shifting toward recycled yarn, organic cotton, and low-carbon fabrics.	Medium	Weavers is expanding its sustainable collections through the use of recycled polyester. Instead of organic cotton, it focuses on increasing the share of Dope Dyed (waterless production) collections that significantly reduce water consumption.



## Opportunity Categories

### Policy and Legal

Category	Definition	Time Horizon	Action Taken
<b>Participation in the Carbon Market</b>	Renewable energy and energy efficiency projects to be developed for the textile sector can generate carbon credits.	Short-Medium	Weavers plans to enter the voluntary carbon market through Unlicensed Ground-Mounted Solar Power Plant (GES) and energy efficiency projects.
<b>Green Deal Alignment Incentives</b>	Government supports and financial incentives for low-carbon production investments within the scope of the EU Green Deal.	Medium	There is currently no active application carried out by Weavers in this area. However, the company has the potential to assess suitable opportunities by tracking developments in the coming period.
<b>Circular Economy and Waste Reduction Incentives</b>	Grants and tax advantages provided for textile waste recycling and circular economy projects.	Medium	Weavers is conducting studies on textile-to-textile yarn production. At the current stage, a funding application is not planned; however, it may be possible to evaluate different opportunities in the future.



### Consumer Preferences, Technology and Market

Category	Definition	Time Horizon	Action Taken
<b>Efficiency in Electricity Consumption and Renewable Energy Investments</b>	In energy-intensive textile processes, energy efficiency provides both cost and environmental advantages.	Medium-Long	ISO 50001 Energy Management System is implemented, and it is aimed to supply electricity consumption from renewable sources through Unlicensed Ground-Mounted Solar Power Plant (GES) investments in production facilities.
<b>Integration into the Green Supply Chain</b>	Global fashion brands seek sustainable supply chain alignment.	Short-Medium	Weavers evaluates its suppliers against sustainability criteria and develops collaborations with environmentally friendly yarn and chemical producers. The company aims to reach high compliance rates in this area and focuses on continuous improvement throughout the process.
<b>Circular Economy and Recycling</b>	Recycling textile waste stands out as a growing area in the sector.	Medium	Within the scope of recycling efforts initiated in 2025 for textile waste, Weavers is conducting cooperation discussions with various institutions. This process is ongoing, and it is aimed to further strengthen circular economy practices in the coming periods.
<b>Sustainable Product Certifications</b>	Sustainability certifications such as GOTS, Fairtrade, and Bluesign® increase brand value and customer trust in international markets.	Medium-Long	By ensuring compliance with certification criteria in production processes, Weavers aims to increase the marketing strength of its sustainable collections.
<b>Reuse of Textile Waste and Upcycling</b>	The growing "upcycling" trend in the fashion industry enables textile waste to be transformed into new high value-added products.	Medium	Weavers plans to develop high value-added products by incorporating surplus production and recovered materials into design-oriented reuse projects.



Management Level	Core Role and Responsibility
 <b>Board of Directors</b> (Holding and Companies)	Oversight and approval
 <b>Company Senior Management</b> (General Manager and Deputy General Managers)	Risk alma ve yönetme
 <b>Risk Representatives</b>	Monitoring, reporting, and coordination of risks
 <b>Holding Risk Management and Internal Control Directorate</b>	Monitoring, consolidating data, analysis and evaluation
 <b>Internal Audit Coordination</b>	Assurance and advisory

Our Risk Representatives are responsible for implementing risk management processes in line with the Risk Management Guide, identifying and assessing risks at unit level, coordinating actions, and updating risk inventories. They are also obliged to measure key risk indicators, monitor participation in risk management trainings, and prepare action plans. On the other hand, the Holding Risk Management and Internal Control Directorate works in coordination with relevant units to provide assurance in risk management. The Internal Audit Coordination continues its work in an aligned manner with the Holding Risk Management and Internal Control Directorate in the areas of assurance and advisory.

We embrace risk management as a shared responsibility among all employees, starting from senior management. In our company, we begin our risk management implementation steps by identifying risks that may affect achieving strategic and operational objectives, and we continue by assessing, prioritizing, determining decisions, reporting, and monitoring risks.



## **Our Sustainability Approach**

- 4.1 Our Stakeholder Engagement and Prioritization Matrix
- 4.2 Our Sustainability Strategy
- 4.3 Our Sustainability Management





## Our Stakeholder Engagement and Prioritization Matrix

In our sustainability journey, it is a fundamental principle to listen to our stakeholders and develop a strategy shaped by their valuable views. This approach, built on transparency, mutual respect, and open communication, guides us in setting our sustainability goals and identifying our priority topics. Our stakeholder engagement process was carried out through a survey covering a wide range from our employees to our suppliers, and from our customers to our subcontractors. This study played a critical role in understanding our company's sustainability priorities in depth and reflecting these priorities in our strategy.

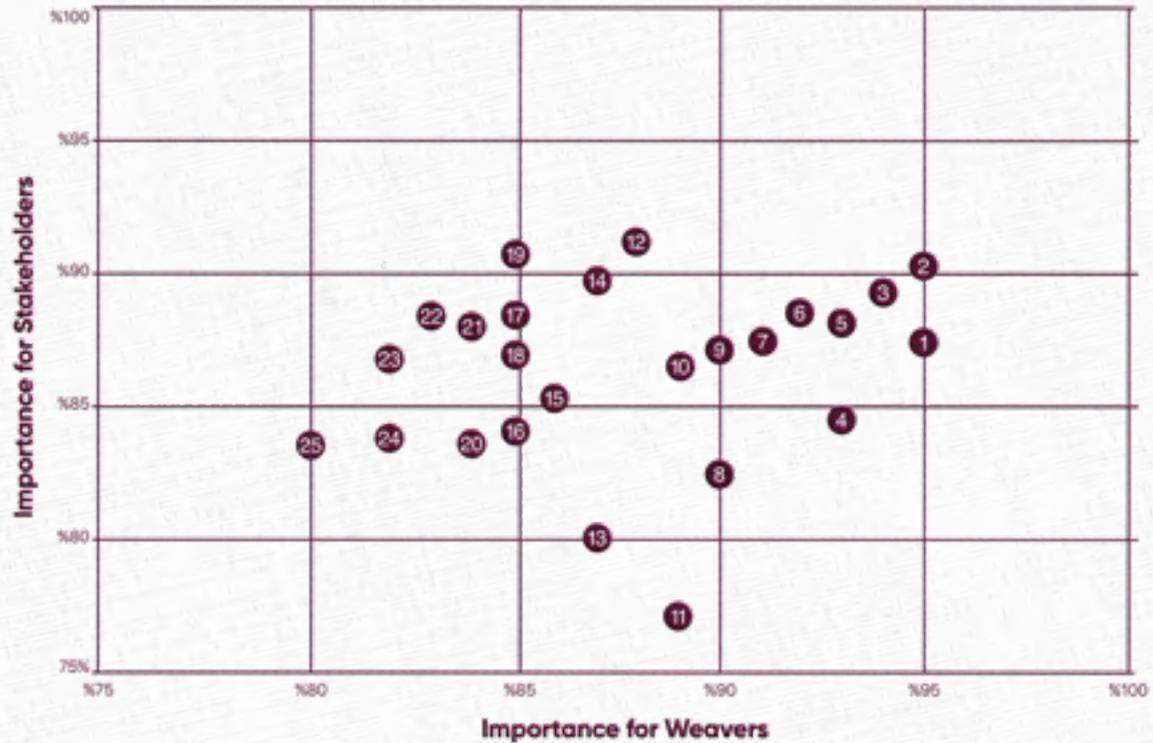
The stakeholder engagement matrix we prepared visually presents the level of importance of various sustainability topics for both Weavers and our stakeholders. In our matrix, the X-axis represents "Importance for Weavers" and the Y-axis represents "Importance for Stakeholders".

A notable feature of this matrix is that many topics have a high importance level between 85% and 100% on both axes. This clearly shows that stakeholder engagement is indispensable for Weavers' success and that our stakeholders place great value on these topics. In particular, topics such as "Occupational Health and Safety", "Waste Reduction", and "Circular Economy" are extremely important for our company and face high expectations, and they are also among our stakeholders' priority agenda items. These topics that require high engagement clearly demonstrate the need for strong communication and cooperation between Weavers and our stakeholders.

**Among the highest-priority topics for both our stakeholders and Weavers are Occupational Health and Safety, Waste Reduction, and Circular Economy. This shared focus forms the foundation of our sustainability strategy.**

Topics such as "Customer Satisfaction", "Contribution to the Local Economy", and "Occupational Health and Safety", which carry more than 90% importance on the Y-axis according to our stakeholders' views, emphasize that our stakeholders play a critical role in Weavers achieving sustainable success in these areas. These topics show that our potential for mutual trust and shared value creation is high. In addition, the fact that environmental topics such as "Reducing Greenhouse Gas Emissions" and "Energy Management and Use of Renewable Energy" are also high priorities for our stakeholders confirms the support given to our company's efforts in these areas.

The overall distribution of the matrix shows that Weavers approaches sustainability topics with a holistic perspective and uses stakeholder dialogue as a strategic tool. The concentration of areas requiring high engagement reinforces our company's commitment to being a proactive and responsible corporate citizen. In the coming period, we aim to further strengthen our performance in these priority areas and increase sustainable value for all our stakeholders.



- 1 Waste Reduction
- 2 Occupational Health and Safety
- 3 Circular Economy
- 4 Efficient Use of Natural Resources
- 5 Compliance with Legal Regulations
- 6 Reduction of Greenhouse Gas Emissions
- 7 Data Security
- 8 Prevention of Pollution
- 9 Business Ethics and Corporate Policies
- 10 Energy Management and Use of Renewable Energy
- 11 Disclosure of Environmental Performance
- 12 Customer Satisfaction
- 13 Management of Environmental, Social and Governance (ESG) Risks
- 14 Business Continuity
- 15 Sustainability Management
- 16 Climate Change Risk Management
- 17 Increasing Sustainability Awareness
- 18 Sustainable Procurement
- 19 Contribution to the Local Economy
- 20 Social Contribution
- 21 Employee Well-being
- 22 Information Technologies
- 23 Employee Development
- 24 Diversity and Equal Opportunity
- 25 Biodiversity Conservation



## Our Sustainability Strategy

### Environmental Targets

Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
Maintaining market-based zero Scope 2 greenhouse gas emissions: Continuing through the existing I-REC certificate and, in the coming years, with an Unlicensed Land Solar Power Plant (SPP) investment.	Ongoing	Absolute	Ton CO2e	2025	-	
2053 (Scope 1-2-3) net zero: Türkiye's and our company's net zero target.	Long	Absolute	Ton CO2e	2053	-	
Active role in combating climate change: Monitoring SBTi processes, establishing a team, and conducting data analysis are planned.	Short	Qualitative	-	-	-	
Carbon pricing monitoring, decarbonization strategy: Establishing an action plan for net zero.	Short	Qualitative	-	2027	-	
Calculating per-production carbon emissions, reduction plan: Reducing our average energy consumption from the current 3.11 kWh/metretül fabric to the target of 2.95 kWh/metretül fabric in the next improvement period.	Short	Absolute	Kwh/Mtül	2025	-	
Waste reduction in product design, recycled material ratio: <b>50% waste reduction by 2030</b> , taking 2023 as the base year.	Medium	Absolute	waste amount (ton)/ production amount (mtül)	2030	2023	



Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
Reducing the total waste amount in 2025 by at least <b>5% compared to 2024.</b>	Short	Absolute	waste amount (ton)/ production amount (mtül)	2025	2024	
Installation of a reverse osmosis system, water reuse: Achieving a 5% reduction in water consumption by 2025 compared to 2023, lowering the value from 0.120 m3/kg to 0.114 m3/kg.	Short	Absolute	m3/kg	2025	2023	
Water use per unit of production: In line with our Clean Production Plan, we expect an improvement of 0.0015 m3/mtül fabric in the next improvement period. Accordingly, the total consumption of 0.0199 m3/Mtül in 2024 is targeted to reach 0.0184 m3/Mtül.	Short	Absolute	m <sup>3</sup> /Mtül	2025	2024	
Improvement in air emissions (oil, odor, TOC): Installing a filtration system on Ram 1 and 2 machines.	Short	Qualitative	-	2025	2023	
Taking 2024 as the base year, by 2026, preparing boiler feedwater with a preheating method: Achieving a 5% reduction in the gas amount used per ton of steam production, reducing consumption from 70 Sm3/ton in 2024 to 67 Sm3/ton in 2026.	Short	Absolute	Sm <sup>3</sup> /ton	2026	2024	
Taking 2024 as the base year, by 2027, through insulating yarn and fabric dyeing boilers: Achieving a 5% reduction in steam consumption, reducing the target from 1,790,040 Sm3 in 2024 to 1,700,538 Sm3 in 2025. This will result in less daily steam and therefore natural gas consumption, increasing energy efficiency and enabling resource savings.	Short	Absolute	Sm <sup>3</sup>	2027	2024	



## Our Sustainability Strategy

### Social Targets

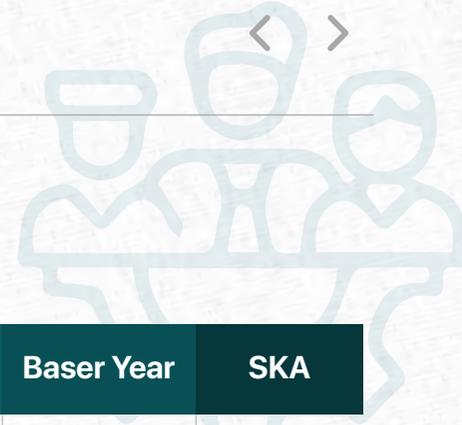
Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
Maintaining the current 30% female manager ratio is targeted. Accordingly, gender equality will be supported by ensuring continuity of women's representation in management levels.	Medium	%	Person	2030	2024	
It is targeted to add trainings on diversity, equality, and inclusion to the mandatory training list and inform employees accordingly.	Short	Qualitative	Count	Annually	-	
It is targeted to provide 12 hours per person per year of professional and personal development training.	Short	Absolute	Person.Hour	Annually	2024	
University collaborations, thesis/internship support: It is targeted to collaborate with at least 3 universities annually and bring students into the sector in this field.	Short	Qualitative	Count	Annually	-	
Taking 2024 as the base year, through risk analyses at workstations and health supports to be provided, it is targeted to reduce by at least 25% by 2025 the number of occupational accidents that may cause 15 days or more of incapacity for work.	Short	% Reduction	%	2025	2023	



## Our Sustainability Strategy

### Social Targets

Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
Risk analyses and health supports for workstations: Reducing the occupational accident frequency rate below 48 count/1 million hours	Short	Qualitative	Count/ 1 million hours	2025	2023	
Risk analyses and health supports for workstations: Reducing the occupational accident severity rate below 285 days/1 million hours.	Short	Qualitative	Days /1 million hours	2025	2023	
Becoming a signatory to the United Nations Women's Empowerment Principles (WEPs).	Short	Qualitative	-	-	-	
Within the scope of certification requirements, by expanding Vocational Qualification trainings, it is targeted that at least 80% of employees complete these trainings by 2025.	Ongoing	Qualitative	Person	2025	2024	
As of 2024, it is targeted to provide all newly hired employees with a half-hour sustainability awareness training as part of the orientation program. Thus, the sustainability culture will be integrated into on-the-job training.	Short	Qualitative	Person	2026	-	



# Our Sustainability Strategy

## Governance Targets

Action	Term	Target Type	Unit	Target Year	Baser Year	SKA
Integrating sustainability KPIs into the performance evaluation process: Delivering trainings and establishing the system.	Short	Qualitative	-	-	-	
Publishing the sustainability report every year.	Ongoing	Qualitative	-	-	-	
United Nations Global Compact (UNGC) commitment: Continuity of reporting.	Short	Qualitative	-	-	-	
As of 2025, establishing an ESG Committee and, by meeting regularly at least once a year, sharing the decisions taken and meeting minutes with senior management is targeted.	Ongoing	Qualitative	-	-	-	
Supplier evaluation based on ESG criteria: Including all suppliers by 2030. As of 2025, applying sustainability questionnaires for suppliers and measuring suppliers' current practices on environmental, social and governance (ESG) topics is targeted.	Medium	Qualitative	-	2030	-	
In 2024, transition efforts to the AEO (Authorized Economic Operator) system have started. By 2026, it is targeted to achieve full system integration and strengthen corporate governance and transparency principles.	Ongoing	Qualitative	-	2027	2024	



## Our Sustainability Strategy

### Production Targets

Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
2024 as the base year, by 2027, it is targeted to increase the production share of the "Water Free" collection by 5%.	Short	Qualitative	Kg	2027	2024	
By 2025, it is targeted to ensure that all auxiliary chemicals and dyestuffs used in the dyeing process comply with REACH, OEKO-TEX® and ZDHC standards.	Short	Absolute	%	2025	2024	
Taking 2024 as the base year, by 2026, it is targeted to use biodegradable oils instead of all mineral oils used in the finishing process in the transfer department.	Short	Qualitative	%	2026	2024	
As of 2025, it is targeted to organize 1 person*hour per year for all employees on water, energy and chemical efficiency.	Short	Qualitative	Person*Hour	2025	-	



# Our Sustainability Strategy

## Production Targets

Action	Term	Target Type	Unit	Target Year	Basar Year	SKA
By 2025, it is targeted to achieve at least a <b>1%</b> annual recovery through reclaiming the chemical remaining in the batch during process conversions of coating chemicals. In this way, it is aimed to prevent the recycled chemical from becoming waste and to return it to production.;	Ongoing	Absolute	%	2025	2024	
Taking 2024 as the base year, by 2026 it is targeted to reduce two processes to one through the use of a chemical dosing machine in order to achieve a <b>50%</b> reduction in <b>water</b> consumption.	Short	Absolute	litre/metretül	2026	2024	
Taking 2024 as the base year, by 2026 it is targeted to reduce two processes to one through the use of a chemical dosing machine in order to achieve a <b>50%</b> reduction in <b>electricity</b> consumption.	Short	Absolute	kWh/metretül	2026	2024	
Taking 2024 as the base year, by 2026 it is targeted to reduce two processes to one through the use of a chemical dosing machine in order to achieve a <b>50%</b> reduction in <b>natural gas</b> consumption.	Short	Absolute	kWh/metretül	2026	2024	



## Our Sustainability Governance

As Weavers, we adopt a comprehensive and multi-layered governance structure to achieve our sustainability goals and to continuously improve our performance in this area. Sustainability is an integral part of our corporate governance, permeating all our operational processes starting from our highest management level.

### Our Governance Structure and Corporate Responsibilities

Sustainability governance is carried out within our company through a clearly defined distribution of responsibilities:

**Our Board of Directors:** Plays a key role in defining the sustainability strategy, approving long-term goals, and providing high-level oversight of overall sustainability performance. Our Board ensures that sustainability principles are seamlessly integrated into all our business processes, while continuously assessing potential risks and opportunities in this field.

**Sustainability Committee/Team:** The implementation of the sustainability strategy at the operational level, the development of related policies, the meticulous monitoring of progress toward defined targets, and active communication with stakeholders are carried out by the Sustainability Committee/Team established specifically within our company. This committee/team demonstrates a multidisciplinary and collaboration-based approach through the participation of expert representatives from different departments.

**Relevant Departments:** All relevant departments such as Environment, Human Resources, Procurement, Production, R&D, and Quality actively play a role in achieving sustainability goals within their areas of operation, collect the necessary data, and carry out continuous improvement projects. These departments serve as the operational arms of the sustainability strategy.

**All Employees:** The participation of all our employees is encouraged to disseminate sustainability awareness across the company and to adopt sustainable practices in daily operations. Through regular trainings, information activities, and awareness campaigns, the sustainability culture is strengthened at every level of our company.





## Our Sustainability Management Processes

Our sustainability management is based on a cycle of continuous improvement and adaptation:

### Strategy and Target Setting:

Under the visionary guidance of our Board of Directors and in line with stakeholder expectations and our prioritization matrix, our short-, medium- and long-term, measurable and tangible sustainability targets are determined.



### Monitoring and Evaluation:

Our sustainability performance is monitored regularly and systematically through defined Key Performance Indicators (KPIs). Through periodic evaluations, progress is reviewed in detail, and proactive corrective measures are taken in the event of any deviation.

### Reporting and Communication:

We prepare this sustainability report in order to present, transparently, our sustainability performance achieved throughout the year to all our stakeholders. In addition, we maintain an active and continuous dialogue with our stakeholders through various communication channels and platforms.

### Implementation and Integration:

In line with the ambitious targets set, progress is monitored by the relevant departments, innovative projects are implemented, and sustainability principles are effectively integrated into our business processes.

As Weavers, we continue with determination in 2024 to further strengthen our sustainability management system and reinforce our leading position in the textile sector. With our belief in a sustainable future, we take care to fully fulfill our environmental, social, and economic responsibilities in all our operations.



## Our Economic Performance

- 5.1 Our Strategic Steps and Investments Towards Economic Success
- 5.2 R&D and Innovation
  - 5.2.1 Digital Transformation
- 5.3 Product Responsibility and Customer Satisfaction
- 5.4 Our Tax Approach
- 5.5 Contribution to the Local Economy





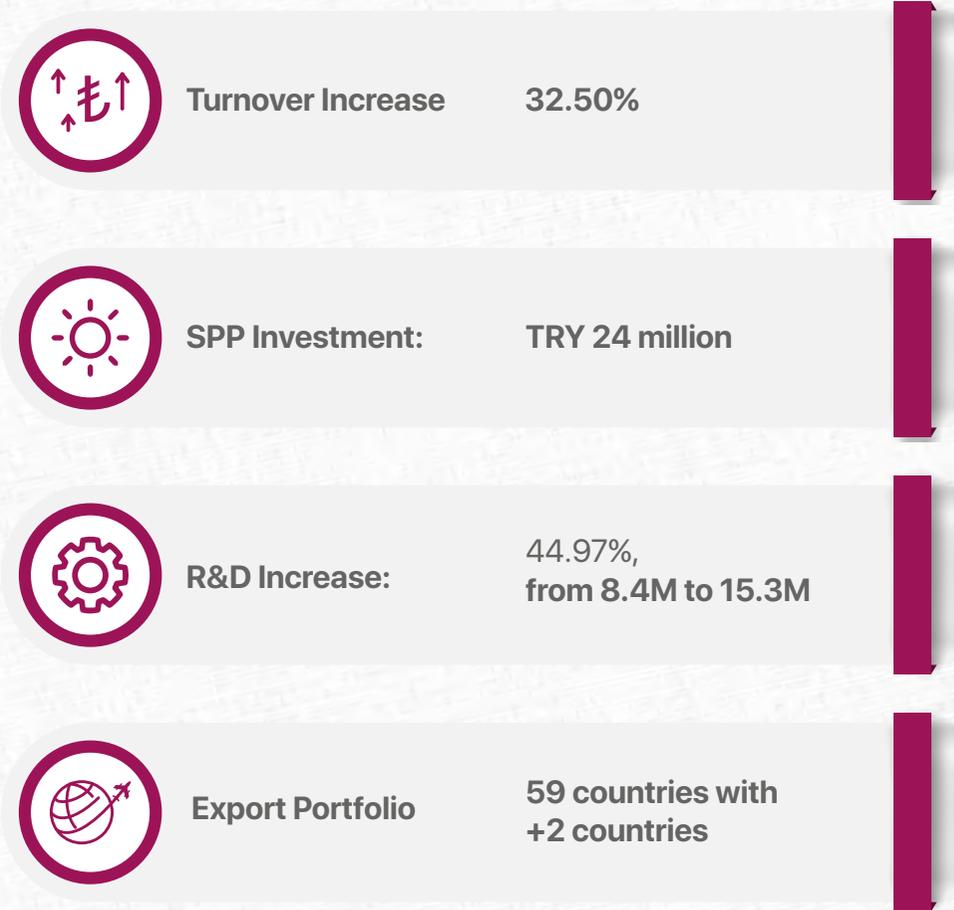
## Our Strategic Steps and Investments for Economic Success

As Weavers Inc., although 2024 was a period in which global and local economic fluctuations were strongly felt, we succeeded in achieving a significant increase in turnover thanks to our strategic investments and operational improvements. While we achieved a 32.50% turnover growth compared to the previous year, the deep impacts of the economic crisis and the advance expenditures for the large-scale Unlicensed Land SPP investments we made especially in 2024, together with the overall slowdown in the global market, caused a certain deviation from our targets. However, these deviations are an indication of the strong foundations we are laying for future periods.

With our future-oriented approach, we are carrying out intensive efforts to create a more sustainable product collection. Within this scope, building a strategic raw material stock for this innovative collection, which is planned to be ready for shipment in 2025 and the following years, also affected our current expenditures. As a concrete step of our commitment to sustainability, an advance expenditure of TRY 24 million was made in 2024 for our Unlicensed Land SPP project, the foundations of which we laid in 2023. We expect to reap the benefits of this investment in the coming years; it will not only meet our Company's energy needs, but we also foresee generating additional sales revenue of USD 220,000 per month. This will both increase our contribution to environmental sustainability and reinforce our operational independence.

In line with our goal of strengthening our presence in foreign markets in 2024, our Company, which exports to 59 countries, added 2 new countries to its portfolio. This expansion strengthens our position in global competition. In addition, by achieving innovative sales at a rate of 44.97% of our total sales, we have demonstrated that the importance we attach to R&D and innovation has translated into commercial success.

We also achieved notable progress in operational efficiency. Thanks to the comprehensive automation efforts we carried out in our operational processes, we achieved a significant cost advantage by reducing our process efficiency indicator from 3.80% to 2.39%. This improvement in efficiency strengthens our resilience against economic fluctuations and increases our sustainable growth potential.





## Financial Performance Assessment Compared to the Previous Year

As Weavers Inc., 2024 presents a complex yet overall successful picture of our financial performance compared to the previous year. The 32.50% increase in turnover achieved during the year demonstrates our Company's market position and the continuity of demand for our products. However, the fact that 2024 was a period in which the economic crisis was strongly felt led to certain deviations from our targets. The impact of advance expenditures for the Unlicensed Land SPP investments mentioned above, together with the overall slowdown in the global market, was significant in these deviations. In addition, our efforts to develop more sustainable collections for future periods and the raw material stocks built accordingly also affected our financial results.

In 2024, the increase in labor costs and exchange rates remaining well below inflation and wage increases caused a significant rise in our operational costs. Nevertheless, by acting with a customer and market protection strategy in this challenging period, we managed to maintain our unit prices. This approach naturally reflected in our financial statements and created pressure on our profit margins.

Despite financial challenges, our Company, which accelerated its branding efforts, increased its R&D expenditures significantly. Our R&D spending, which was TRY 8,479,079 in 2023, was increased to TRY 15,375,319.91 in 2024, reinforcing the strategic importance we attach to innovation and our brand value.

Although 2024 was a year full of economic challenges and uncertainties for the Turkish textile sector, as Weavers we did not compromise our principle of seeing human resources not merely as a "cost" but as a "value." With this understanding, we recorded a small but meaningful growth by increasing our headcount from 431 to 437 employees. With this step, we aimed to support sustainable growth by increasing employee loyalty and by protecting and developing our human capital.

When we evaluate the overall textile sector, it is seen that 2024 was quite challenging for manufacturers. Due to high labor expenses and rising energy costs, Türkiye's textile exports declined by approximately 10%, capacity utilization rates materialized at an average level of 71.60%, and employment decreased by an average of 8.2% compared to the previous year. Despite these adverse conditions, considering our country's production potential, Weavers' production capacity, and changing market dynamics, we can say that we closed 2024 successfully as Weavers.

## Sectoral Developments and Mega Trends

2024 has been a period of transformation and adaptation for the textile sector. According to data obtained from the Turkish Exporters Assembly (TİM), Türkiye's textile exports, which were USD 9.57 billion in 2023, materialized at USD 9.50 billion in 2024 with a slight decrease of 0.7%. The general slowdown across global markets, ongoing logistics issues on the Red Sea route, Egypt's aggressive entry into the textile market, and increasingly difficult competitiveness compared to Asian countries forced textile manufacturers into a serious struggle. Despite these challenges, as Weavers we succeeded in protecting our export markets without losing customers. This success is an indication of our flexible production capability and strategic market positioning.

Under these challenging market conditions, as Weavers we turned our focus more toward branding and innovation. In 2024, we reviewed our collection designs and focused on more sustainable and specialized products in our new collection selections. This strategic shift will strengthen our Company's future growth potential.

### When we look at the mega trends affecting the sector:

**Demand for Sustainable Chemicals:** In the upholstery fabric sector, demand is increasing for more sustainable and harmless chemicals, particularly in finishing processes. This is directly related to the rise in environmental awareness and the tightening of regulations.

**Shift Toward Doped Dyed Products:** While a slight decrease is observed in demand for recycled collections, demand is increasing markedly for "Doped Dyed" products, which consume less water and energy. This trend indicates the direction of the sector in line with targets for resource efficiency and reducing environmental impact.

**Digitalization and Virtual Experiences:** In terms of digitalization, we are receiving requests for the final product to be viewed virtually on a sofa model, and our R&D efforts on this subject continue. This is part of our effort to enrich the customer experience and modernize sales processes.

**Strengthening the Local Supply Network:** As Weavers, we continue our localization strategy in our supply network. Our import dependency rate, which was 12.29% in 2023, was reduced to 11.56% in 2024. Building our supply network more with domestic producers both contributes to reducing carbon emissions and adds value to the regional economy by supporting local producers.



## Key Risks Affecting Our Sector

Due to its dynamic nature, the textile sector is exposed to various risks. The main risks faced by Weavers and the sector in general in 2024 are as follows:

- ! **Increases in Labor Costs:** Rising inflation and living costs increase labor costs, which creates significant pressure on production costs.
- ! **Exchange Rate Imbalances:** In particular, fluctuations in the Turkish lira make imported raw material costs unpredictable and affect export revenues.
- ! **Recession and Decline in Demand in European and US Markets:** The economic slowdown and decline in consumer demand in Europe and the US, our main export markets, carry the potential to adversely affect our export volume.
- ! **Egypt Emerging as an Alternative Producer:** Egypt's aggressive entry into the global market as a low-cost alternative textile producer intensifies competitive pressures.
- ! **Lengthening of Far East Logistics Routes:** Disruptions in the global supply chain and the lengthening of supply routes from the Far East increase costs and extend delivery times.
- ! **Increase in Energy Costs:** In textiles, an energy-intensive sector, continuous increases in energy prices create direct and significant pressure on operational costs.
- ! **Entry of Far Eastern Producers with Aggressive Post-Pandemic Pricing Policies:** In the post-pandemic period, Far Eastern producers' return to the market with more aggressive pricing policies has further intensified competition.

In response to these risks, we at Weavers develop proactive risk management strategies and work on alternative supply chain models. Our company aims to turn these risks into opportunities and increase its operational flexibility.



## Key Regulatory Changes Affecting Our Sector

In 2024, the key regulatory changes and regulations affecting the textile sector at both national and international levels are as follows:

- ! **Carbon Border Adjustment Mechanism (CBAM):** Implemented within the framework of the European Union's "Green Deal", CBAM makes measuring and reporting carbon emissions mandatory, especially for exporting companies. This requires companies to make their environmental performance more transparent and take steps to reduce their carbon footprints.
- ! **Restrictions on the Use of Harmful Chemicals Such as Carbon and Halogens:** Due to concerns regarding environmental and human health, restrictions have been increased on the use of certain harmful chemicals (carbon, halogens, etc.) used in textile production. These regulations accelerate the transition to more environmentally friendly and safer production processes.
- ! **Making the OEKO-TEX Certificate Mandatory:** In some markets or for certain product groups, making the OEKO-TEX certificate mandatory requires companies to document their compliance with product safety and sustainability standards.
- ! **Banning the Use of Chemicals Without REACH Registration:** Under the European Union's chemicals regulation REACH, banning the use of non-registered chemicals has made chemical management processes in the supply chain even more complex. Companies must meticulously audit the compliance of all chemicals they use with the legislation.

These regulatory changes form the foundation of Weavers' sustainability strategy and accelerate our efforts to align our operational processes with these new requirements. By fully complying with all relevant legal regulations, our company both fulfills its environmental responsibilities and maintains its competitive advantage.

Economic Value Generated	Birim	2022	2023	2024
Economic Value Generated ( <i>Revenues</i> )	TL	821,712,431	937,372,120	1,241,394,999

Sustainable Finance	Birim	2022	2023	2024
Contribution of Sustainable Business Models to Total Sales	%	%59	%54	%45



# R&D and Innovation

## Our R&D and Innovation Approach Shaping the Future

As Weavers, we place R&D and innovation at the center of our business strategy in order to protect our leading position in the textile sector and build a sustainable future. 2024 was a year in which many innovative projects, which are tangible indicators of our determination in this field, were implemented and significant achievements were attained. We focus not only on product development but also on projects aimed at optimizing our production processes and reducing our environmental impact.

Some of our prominent R&D projects in 2024 are as follows:

### Start-up and Supplier Collaboration

**CIRCULAR DYED Production Trials – Development of Waterless-Dyed Spun PES Qualities:** With the aim of protecting water resources and reducing our environmental footprint, we research waterless dyeing technologies that minimize water use and conduct intensive trials for application on Spun PES qualities. These projects are an important part of our effort to integrate circular economy principles into our production processes.

**Co-development of New Water-Repellent Outdoor PP Yarns to Improve the Performance of Fluor-Free Water Repellency in the PP Outdoor Collection:** In order to reduce the environmental impact of our outdoor fabric collection and increase product performance, we work with our business partners to develop next-generation PP (polypropylene) yarns with fluorine-free (Fluor-Free) water-repellency properties. This project both strengthens our compliance with environmental standards and offers our customers more sustainable and high-performance products.

### Number of Student Collaborations

Each year, students from vocational high schools for textile design work as interns in the R&D and Product Development departments.

Collaboration	Unit	2022	2023	2024
R&D and Product Development Department Intern Count	Person	1	1	1

### Intellectual Property and Patent Applications

As an indicator of the importance we attach to innovation, we made 1 patent application in 2024. This application is specifically related to the **BIOBLEND** technology and is part of our strategy to protect our intellectual property rights by legally safeguarding our sustainable and innovative production approaches.

Patent Application Count	Unit	2022	2023	2024
Trademark Patent	R&D	3	0	1



## Our Next-Generation Innovative Products

As a result of the intensive work carried out by our R&D and Product Development departments, the new innovative products we developed in 2024 reinforce our leading position in the industry:

### W COOL

It is an upholstery fabric technology developed using high-performance polyethylene yarn, featuring breathability and a cooling effect. Thanks to the special polyethylene fibers in its composition, it transfers high body heat and helps the user feel cool. This product particularly appeals to consumers seeking comfort in hot climates and during long-term use.



### W CARE

It is a specialized yarn technology that helps block non-ionizing radiation by up to 99%. The W-Care technology, which has the distinction of being a first in upholstery fabrics developed with this specialized yarn technology, forms a shield on the fabric surface to reduce the effect of electromagnetic waves. This claim is supported by test reports obtained from accredited testing laboratories. W CARE provides a protective solution against electromagnetic pollution, which has increased with the widespread use of technological devices in modern living spaces.



### W CYCLE SUSTAINABLE (ALL)

Biodegradable fabrics are products that break down biologically through various microorganisms or enzymes in nature and decompose into their natural components, thereby returning to the natural cycle. This collection contains natural and biodegradable synthetic fibers and does not involve animal testing or animal-derived products in the production process. By choosing our W CYCLE products, we help protect nature and reduce our carbon footprint. These products are also supported by test reports from studies carried out in-house and in accredited laboratories. In particular, 100% naturally biodegradable upholstery fabrics offer an excellent option for environmentally conscious consumers.



Product Name	Unit	2022	2023	2024
Number of New Products	Product Development	468	259	396



### R&D and Product Development Department Capacity Development

In 2024, the number of employees in our R&D and Product Development department is presented in the table below. Our efforts to strengthen our innovation capacity and accelerate the development of new projects continue. Our investment in qualified human capital forms the foundation of future sustainable product and process innovations.

Number of R&D Employees	Unit	2022	2023	2024
R&D	People	3	3	3
Product Development	People	6	6	7

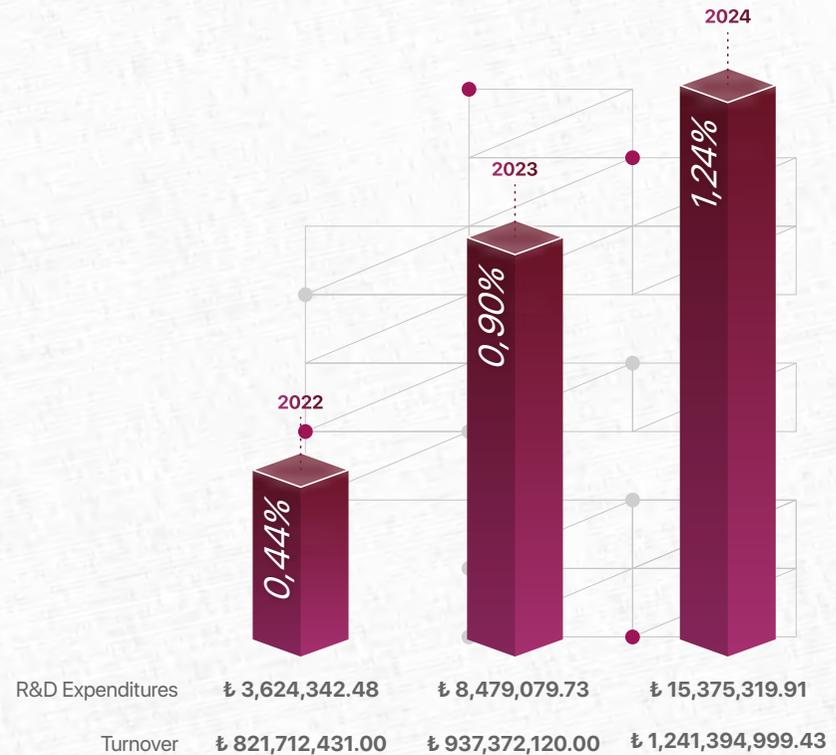
### Digitalisation and the EAT 3D Dressing Program

As an important part of our digital transformation strategy, we actively use the EAT 3D dressing program. With this program, we digitally simulate our fabric designs on end products such as sofas and cushions, enabling us to evaluate their appearance and aesthetic harmony in real-use settings in advance. This innovative approach significantly reduces the need for physical samples, lowers weaving costs, accelerates design processes, and optimises resource use. This digitalisation step delivered a direct benefit of 11,475 USD. In the later stages of the project, it is aimed to establish the infrastructure that will enable dressing patterns via knitted simulation. In this way, integration between design and production will be further strengthened.

### Ratio of R&D Expenditures to Turnover

Our financial indicators also confirm the importance we attach to R&D. The ratio of R&D expenditures to turnover shows a steady increase over the years:

This consistent increase clearly shows that Weavers positions its investment in innovation not merely as an expense item, but as a forward-looking strategic growth engine. Our company continually strengthens its competitive advantage in the sector through investments in technological innovations and sustainable product development.





## Digital Transformation

### Operational Excellence and Sustainability through

At Weavers, we view digital transformation not only as a tool to increase efficiency, but also as a critical lever to achieve our sustainability goals. The digitalisation efforts we carried out in 2024 are tangible reflections of our commitment to make our business processes smarter, more transparent, and more environmentally friendly. By using our ERP systems and data analytics tools effectively, we build our operational decisions on data-driven foundations.

### Smart Water Management and Traceability

One of the most important digital infrastructure initiatives we implemented in 2024 is enabling real-time monitoring of water consumption. Thanks to the new system infrastructure, we can see in detail how much water is consumed in each production batch and track it systematically. This enables us to take proactive steps to maximise water-use efficiency and minimise our environmental impact. For example, by analysing water-consumption data in fabric, yarn, and finishing dyeing processes in real time, we implement optimised processes that prevent waste and deliver savings.

### Operational Performance Tracking and Dashboards

Among our digitalisation steps aimed at operational excellence, interactive dashboards have been developed that statistically analyse on-time warehouse deliveries and shipment performance. Through these dashboards, we can monitor every stage of our logistics processes in real time and generate rapid solutions by identifying potential delays and bottlenecks in advance. This system increases customer satisfaction while also making significant contributions to our supply chain efficiency.

### Mobile and Accessible Swatch Program

To transform the customer experience and optimise our sales processes, we moved our swatch program fully online. This has made it possible to access up-to-date data instantly from different devices such as phones, tablets, and computers. Through the program, critical data such as fabric price information, notation details, all routes, and sales quantities can be accessed easily. In addition, scanning the QR code on the physical swatch enables instant access to all detailed information about the relevant fabric. This innovative approach speeds up access to information for our sales teams and customers, facilitating decision-making and increasing operational efficiency. Sales data and alternative production routes for all fabrics can also be accessed through this platform.

As a result, both our sales team's and our customers' workflows have accelerated, and data-driven decision-making mechanisms have been strengthened.





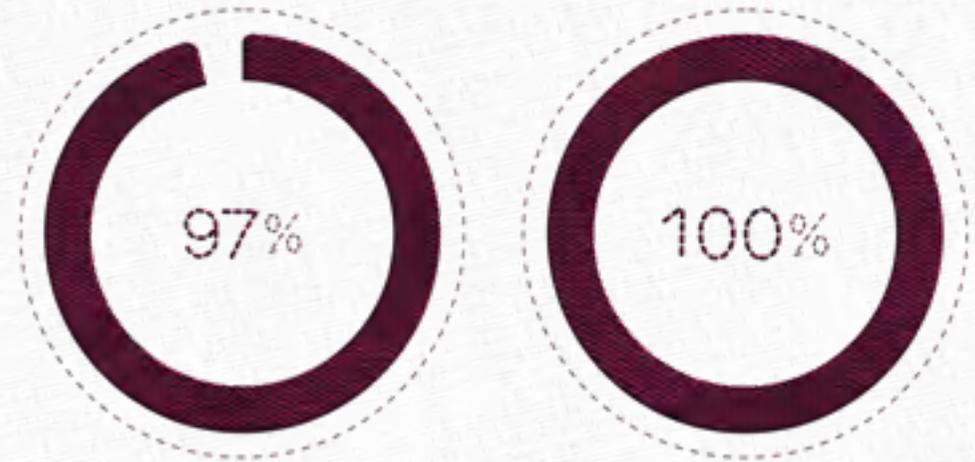
## Product Responsibility and Customer Satisfaction

As Weavers, we have become one of the world's leading manufacturers by standing out with our innovative perspective in upholstery fabric production. Our core working principles, our customer-focused approach, our partnership mindset, and our capacity to continuously generate new ideas and shape these ideas according to our customers' needs support our company's strong position in the sector.

Acting in line with our "Understand Your Customer" principle, Weavers is aware that customer and customer-focused thinking is one of the most important criteria for sustainability. For this reason, without compromising our quality, we consider ensuring customer satisfaction as one of our most important duties in order to understand the value we create for all our stakeholders and customers and to carry this value further. From this point of view, we continuously work to anticipate our customers' needs in the most accurate way and to develop new products that will improve their quality of life. By fully complying with the requirements of our **ISO 10002:2018 Customer Satisfaction Management System**, we renew ourselves with a focus on continuous improvement.

Measuring and managing customer satisfaction is a critical process for us. We receive feedback from our customers through surveys that we conduct at year-end and after fairs. In this way, we can see the strengths of our products and services and identify the areas that need improvement. During the measurement process, we evaluate our customers' experiences regarding topics such as the sales process, product quality, delivery speed, and after-sales support. By analyzing the data obtained from the surveys, we create action plans in order to respond better to customer expectations.

Our survey consists of a total of 26 questions and uses the Likert scale to enable our customers to express their opinions. The survey results can be analyzed both by section and in a consolidated manner, and can be compared on a year-by-year basis. In this way, we can analyze our customer experience in detail and take rapid actions in the areas deemed necessary. The content of our survey includes different criteria such as quality, product variety, and price, along with our level of sales and after-sales service. In addition, we aim to measure customer loyalty and determine our customers' attitude towards our brand, loyalty, and recommendation rate. On the other hand, to enable higher participation in our survey, we organize an annual gift draw to increase our customers' awareness of the survey



**2024**  
**Customer Satisfaction Rate**

**2024**  
**Customer Net Promoter Score**

**Number of Survey Participants: 198**   **Number of Questions: 26**

In 2024, our survey participation count was 198, and our satisfaction rate increased significantly compared to the previous year, **rising from 96% to 97%**.

Weavers evaluates the satisfaction survey in line with literature scales and market requirements, using product, price, service, reliability, and satisfaction scales. In this context, based on customer evaluations, a notable improvement in customer satisfaction is observed in pricing and cost-effective shipment organizations. Accordingly, an increase of 5 points was observed in customers prioritizing Weavers among their first choices. The customer net promoter score was 100%.



## Our Tax Approach

As Weavers, we do not only focus on economic success, but also act with the awareness of being a responsible corporate citizen in all geographies where we operate. As an integral part of this responsibility, we demonstrate a transparent, honest, and fully compliant approach to our tax obligations. We sincerely believe that contributing to the country's economy and social welfare is made possible through the taxes paid.

Our tax approach is based on meticulous compliance with all relevant national and international legal regulations, bylaws, and ethical principles. We manage all our tax processes transparently, act in accordance with the laws, and submit accurate declarations. Our company considers tax obligations not only as a necessity, but also as an investment in social development. With this awareness, we embrace the highest standards of professionalism and integrity in our tax management processes.

Our pursuit of competitive advantage in the markets where we operate never compromises our principle of legal compliance. We determine our tax strategies in line with our long-term sustainability goals. In this scope, we carry out regular internal audits and seek support from relevant experts to ensure tax compliance and to minimize potential risks.

While fulfilling its tax responsibilities, Weavers continues to be transparent and accountable to all our stakeholders. This approach reinforces our commitment to our company's ethical values and our vision to build a sustainable future.





## Contribution to the Local Economy

### Strong Local Ties, Global Impact

As Weavers, we believe that our economic performance is not limited only to our financial statements, but is also shaped by the contributions we provide to the local economies in which we operate. The revitalization and sustainable growth of local economies is of critical importance for our company's overall success and social welfare. In this context, we take great care to strengthen local partnerships in our supply chain and to increase cooperation with local suppliers.



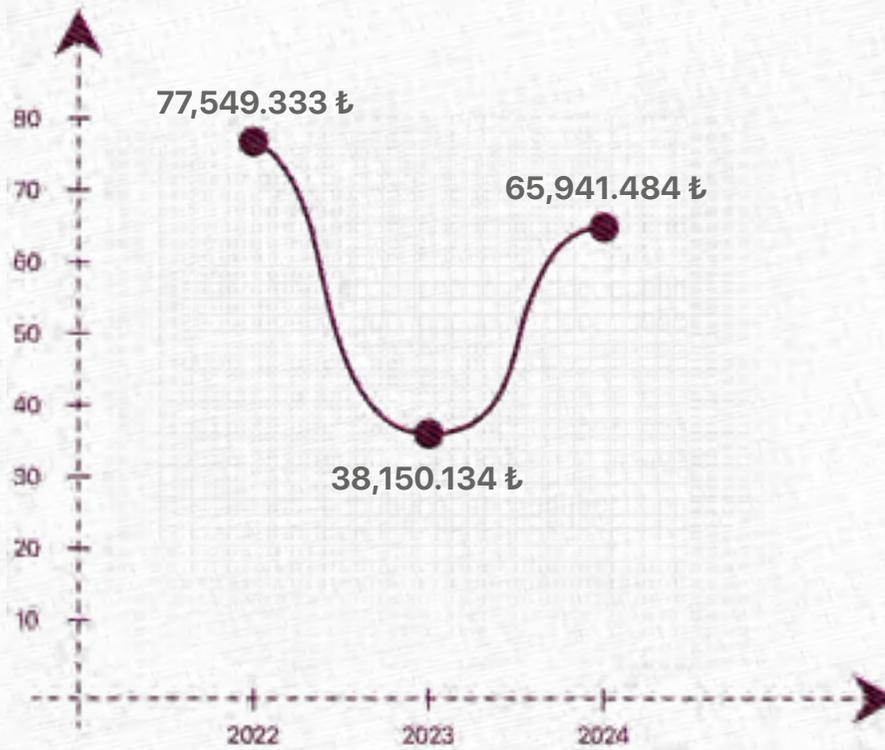
**883.6 million ₺**

\* 2024 Domestic Purchasing Amount **883,654,136 ₺**

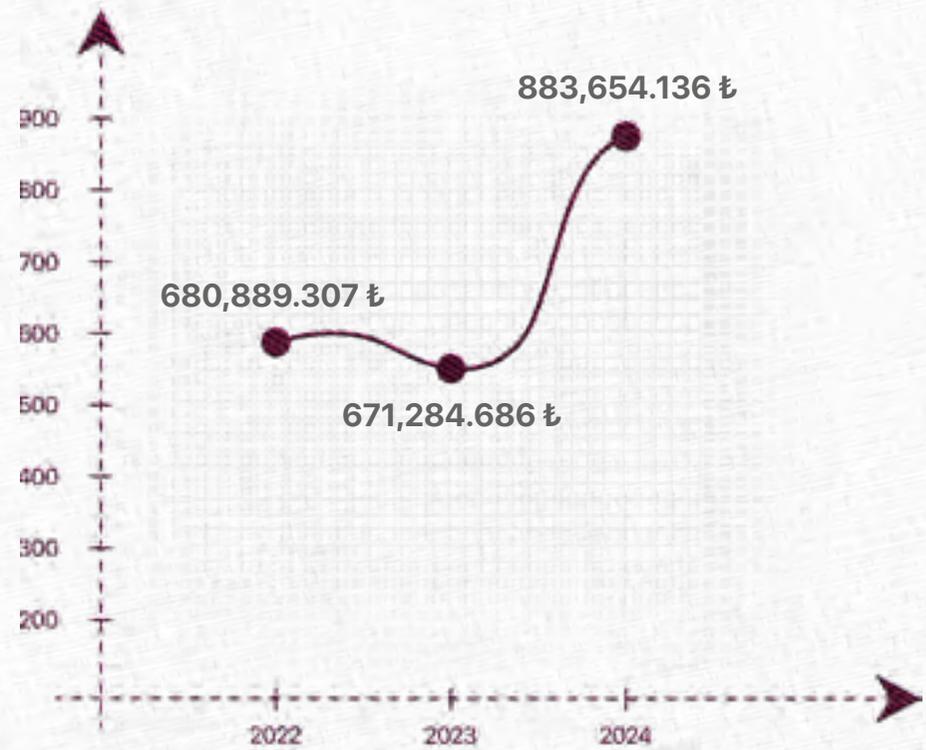


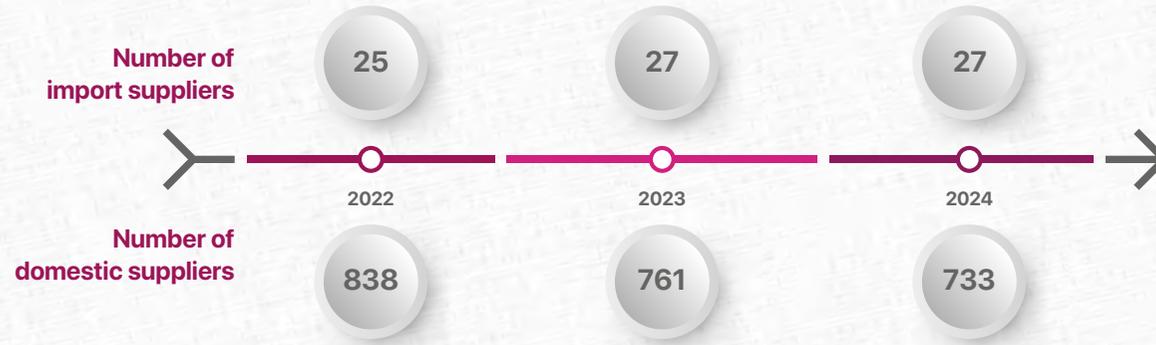
As of 2024, a significant portion of our total payments to suppliers, approximately 949,595,620 TL, directly contributes to the Turkish economy. Of this amount, 883,654,136 TL consists of domestic purchases, while the remaining 65,941,484 TL consists of our import amounts. These figures are a tangible indicator of our company's commitment to supporting domestic suppliers and revitalizing the local economy.

**Import Amount**



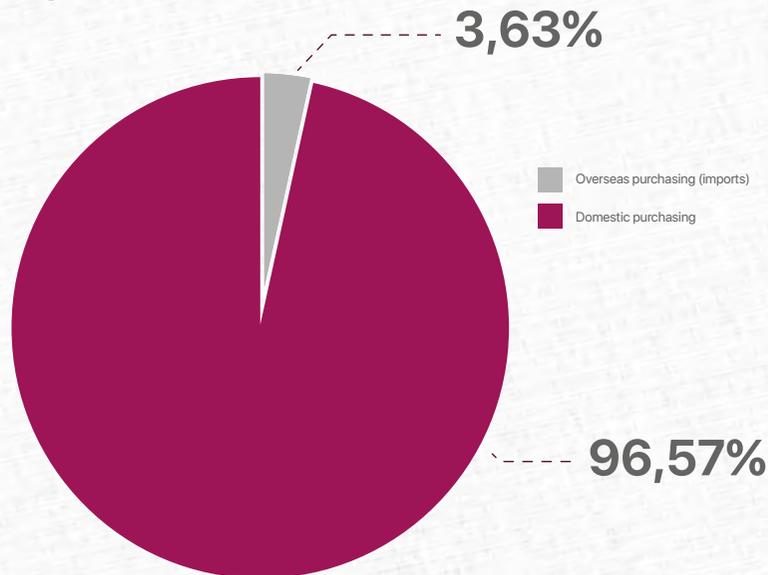
**Domestic Purchasing Amount**



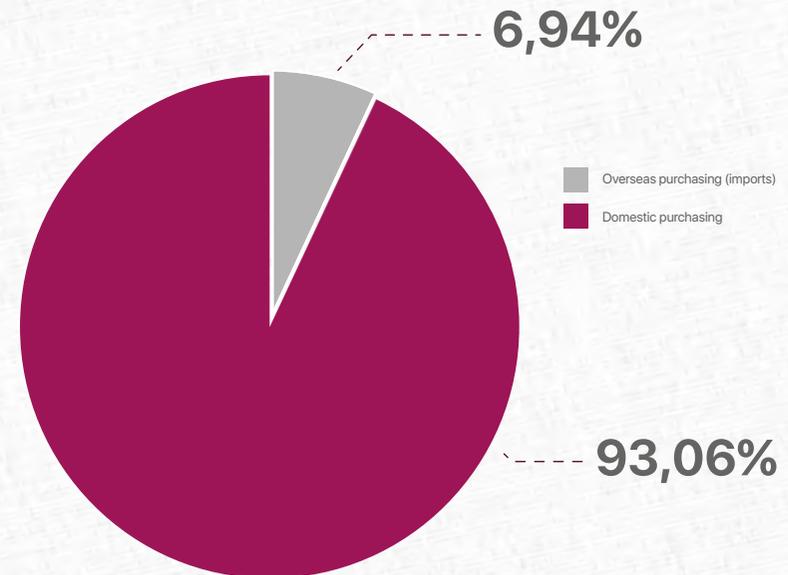


When we review our supplier network, we see that in 2024 we cooperated with a total of 733 domestic suppliers and worked with 27 suppliers from abroad. Based on our supplier counts, the share of domestic purchasing was 96.57%, while the share of overseas purchasing was 3.63%. In terms of procurement cost, the share of domestic purchasing was 93.06%, while the share of overseas purchasing (imports) was 6.94%. These ratios clearly demonstrate Weavers' strong commitment to the local supply chain and the priority it gives to the Turkish economy.

**Import count**



**Procurement cost**



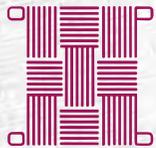


In 2024, the number of suppliers with whom the business relationship was terminated was recorded as 15 abroad and 279 domestically. In the same period, the number of suppliers we started working with was 26 abroad and 241 domestically. These changes show that we continuously review our supplier network and maintain a dynamic structure in line with performance, quality, and sustainability criteria. The increase in the number of local suppliers and the strong ties we have built with them contribute to local employment and directly support regional development processes.

Important changes regarding suppliers	Number of suppliers with relationship terminated	Reason for termination	Number of suppliers newly started
Overseas	15	Commercial	26
Domestic	279	Commercial	241

**These data were calculated based on 2024.**

**As Weavers, we do not limit our contribution to the local economy solely to financial figures. At the same time, we actively contribute to the development of our region through initiatives such as supporting the development of local talent, increasing cooperation with small and medium-sized enterprises, and spreading sustainability awareness. This approach is an integral part of our company's understanding of social responsibility and its mission to create value.**



## Our Environmental Performance

- 6.1 Our Environmental Management
- 6.2 Our Energy Management
- 6.3 Our Greenhouse Gas Management
- 6.4 Water Efficiency and Wastewater Management
- 6.5 Circularity and Waste Management





# Our Environmental Management

As Weavers, we have adopted as our core mission to protect natural assets by keeping our environmental responsibilities at the highest level and to build a sustainable future. In line with this, we have adopted a comprehensive environmental management system that continuously monitors our environmental impacts, minimizes them, and aims to improve our performance without interruption. We make dedicated efforts to ensure full compliance with environmentally friendly principles at every stage of our operations.

Within this framework, we set concrete targets in critical areas such as the efficient use of natural resources, minimizing waste generation, and protecting biodiversity. We aspire to be an exemplary organization in environmental management within our sector and aim to inspire other companies. While reducing our environmental impacts to the lowest possible level, we continuously explore new and innovative solutions to improve the efficiency of our business processes. In this way, we both achieve our sustainability goals and expand our positive contribution to the environment.

In line with our corporate values, as Weavers Tekstil we undertake a pioneering role in environmental sustainability. At the core of our mission lies the protection of the environment and our efforts to leave a clean, livable world to future generations. To achieve this goal, we attach importance to disseminating best practices in the sector and increasing sustainability awareness. Through decisive measures, we reduce our environmental footprint; by improving our production processes with innovative and environmentally sensitive methods, we lower our energy and water consumption and achieve notable progress in waste management. From the very beginning of our supply chain, we strive to minimize environmental impacts throughout the entire product life cycle.

We encourage the conscious use of natural resources, support the transition to renewable energy sources, and promote recycling activities. With this approach, we emphasize the importance of environmental sustainability not only in our own operations but across the entire sector. Through cooperation and joint efforts, we move forward with firm steps toward a cleaner, fairer, and more livable future for all of us.

Our company holds numerous international certifications that demonstrate our environmental sensitivity and responsible production approach.

## Our International Standards:



These documents are clear evidence of the deep responsibility we feel toward our customers, the end users of our production, our employees, and the ecosystem to which we belong.



## Our Energy Management

Today, monitoring energy consumption and efficiency improving efforts are of great strategic importance for reducing businesses' environmental impacts and lowering operational costs. As Weavers, we are aware of this importance and take an active role in energy management. By closely monitoring our energy use, we identify potential saving areas and develop effective strategies accordingly.

We implemented various projects by focusing on the topics specified in our energy audit report prepared in 2023. Our top management provides strong support for all these projects and plays an important role in achieving our targets. Through steps such as shifting to renewable energy sources, developing energy efficiency projects, and spreading conscious energy consumption habits, we aim to reduce our electricity consumption generated from fossil fuels and increase our overall efficiency. These efforts not only improve our operational performance but also strengthen our positive impact on the environment and contribute to a sustainable future.

### Compliance with Regulations and Energy Efficiency Targets

Our Company ensures full compliance with national and international regulations affecting our energy and emissions management processes. In this context, we closely follow the Ministry's publications within the framework of the Industrial Emissions Management Regulation and commit to complete all necessary preparations by 01.12.2025.

In addition, within the scope of the Circular on Clean Production Practices in the Textile Sector, our clean production plan completed on 12.05.2025 was submitted to the Bursa Provincial Directorate of Environment, Urbanization and Climate Change.

**Under this plan, it is expected that by reducing our average energy consumption in the next improvement period from the current value of 4,003 kWh/m<sup>2</sup> fabric to the target of 3,80 kWh/m<sup>2</sup> fabric, an improvement of 0,203 kWh/m<sup>2</sup> fabric will be achieved in our energy consumption. These targets are concrete indicators of our determination to increase energy efficiency and reduce our environmental footprint.**





The energy data obtained from non-renewable sources consumed by our factory in the recent period are presented in the table below.

<b>Non-renewable Direct Energy</b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Gasoline	litre	-	-	-
Diesel/Fuel oil	litre	17,268	9,954	8,495
Natural Gas	SM3	3,140,418	2,871,596	2,429,413
<b>Non-renewable Indirect Energy</b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Electricity	kWh	11,365,059	10,750,607	10,196,778
<b>Energy procured from a renewable energy source</b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Energy source	MWh	-	5.270.000.000 Hydroelectric	10.200.000.000 Geothermal
<b>Greenhouse Gas Emissions</b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Direct CO <sub>2</sub> Emissions	t CO <sub>2e</sub>	5873.00	5753.50	5017.00
Indirect CO <sub>2</sub> Emissions	t CO <sub>2e</sub>	65768.00	46555.36	32532.00

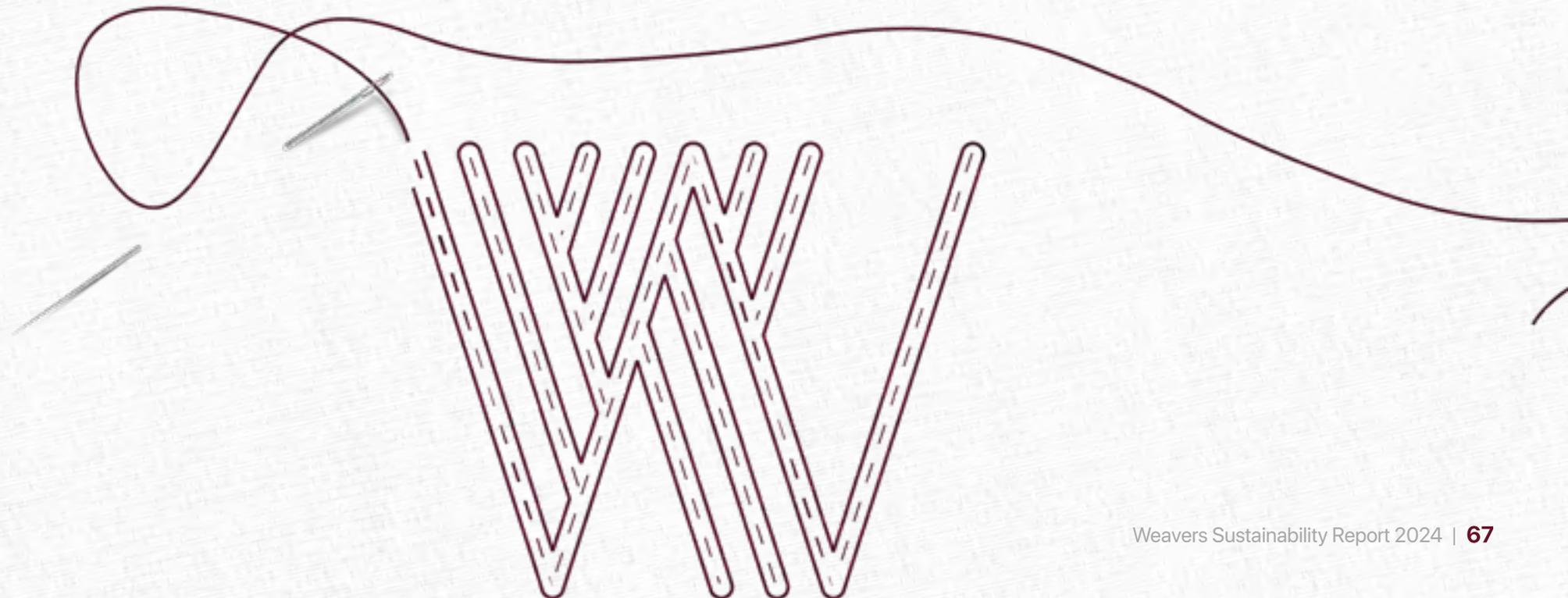


## High-Efficiency Boiler Replacement Project

At Weavers, we carry out various projects as a demonstration of our commitment to energy efficiency. One of these projects, the High-Efficiency Boiler Replacement for Steam Generation, was launched on August 2, 2024 at our Bursa facility under the responsibility of the Utilities Department. The main drivers of the project were high energy costs and the need to optimize steam generation costs. With the full support of the General Manager and the Board of Directors, the main objective of this project is to **reduce the cost of steam generation, which is our energy source.**

**Target:**  
**To reduce natural gas consumption per 1 ton of steam from ~110 Sm<sup>3</sup> to 70-80 Sm<sup>3</sup>.**

This improvement is expected to deliver a significant annual natural gas saving. Within the scope of the project, one steam boiler with a production capacity of 8 t/h was replaced with three more efficient boilers, each with a production capacity of 3 t/h. During this transformation, one of the main challenges was the proper engineering of the required installation works for the new system to ensure efficient operation, and this was overcome with great care. Our future plans include initiating the necessary research and development activities to enable steam generation to be carried out entirely with electricity in the long term.



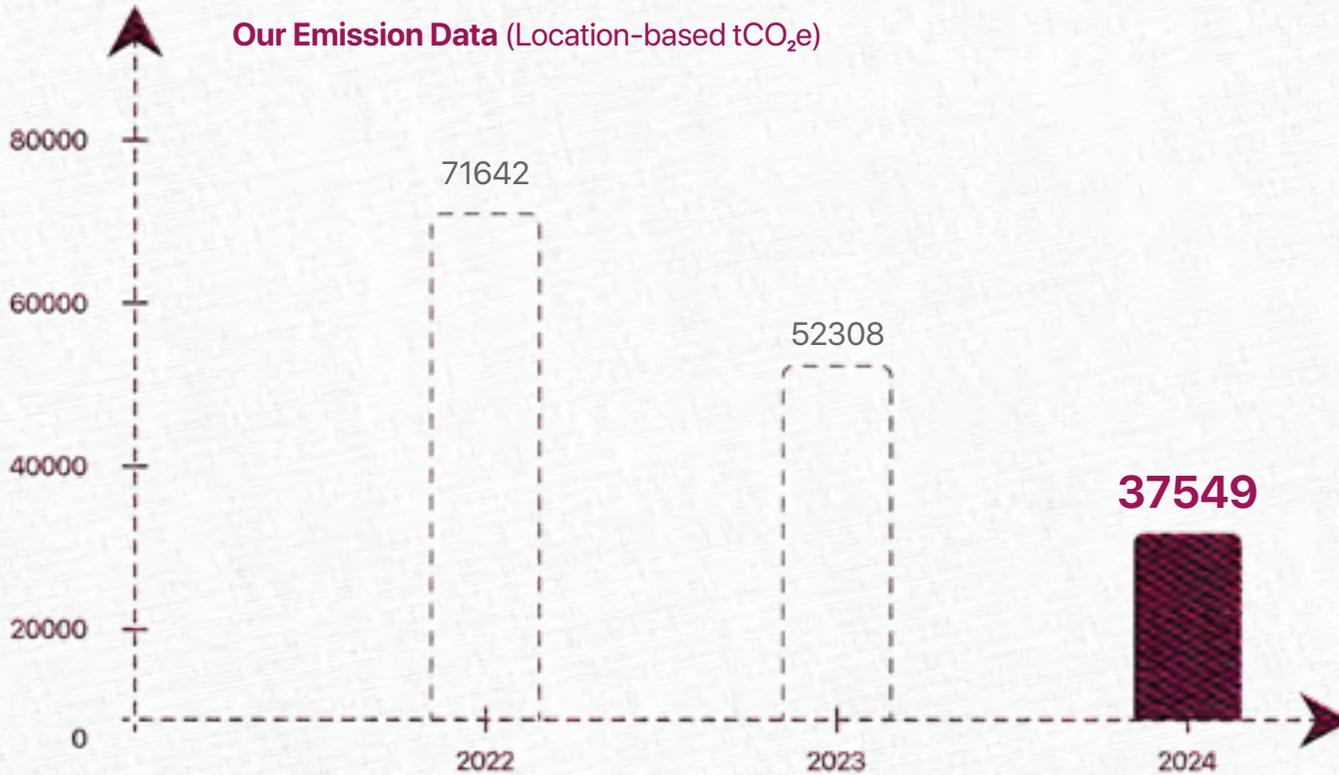


## Our Greenhouse Gas Management

İklim değişikliğiyle mücadelede üzerimize düşen sorumluluğun farkındayız. Bu bilinçle, sürdürülebilirlik hedeflerimize ulaşma yolculuğumuzda sera gazı emisyonlarının yönetimi kritik bir öncelik olarak öne çıkmaktadır. Çevresel etkilerimizi azaltmak amacıyla, faaliyetlerimizi sürekli olarak gözden geçiriyor, daha verimli ve düşük emisyonlu süreçler tasarlıyoruz.

Üretim hatlarımızdan enerji altyapımıza kadar her aşamada, yeni nesil teknolojileri benimseyerek çevre dostu çözümler geliştiriyoruz. Bu çabalarımızı şeffaf ve bilim temelli bir yaklaşımla yürütüyoruz; **ISO 14064-1:2018 standardı kapsamında sera gazı emisyonlarımızı** detaylı biçimde hesaplayıp kurumsal sistemimize entegre ediyoruz.

2022, 2023 ve 2024 yıllarına ait emisyon verilerimiz, tesis bazında hazırlanmış ve bağımsız bir akredite kuruluş tarafından doğrulanmıştır. Elde ettiğimiz sonuçlar, çevresel sorumluluğumuzu somut adımlarla nasıl hayata geçirdiğimizin bir göstergesidir. İlgili yıllara ait performansımız aşağıdaki tabloda sunulmuştur.



In 2024, all of our electricity consumption was supplied from **100% I-REC**-certified renewable energy sources. As a result, our Category 2 emissions were zeroed, representing an important step toward reducing our carbon footprint. Our company continues its efforts in line with its goal of building a sustainable future, consistently maintaining its renewable energy investments.

Our company not only reduces absolute emissions, but also continues efforts to decrease carbon releases relative to business activity volume. In this context, a 17.40% reduction in our carbon intensity was achieved in 2023, and a 22.17% reduction was achieved in 2024.

This performance is a concrete result of steps taken to increase energy efficiency in our production and service processes, expand the use of renewable energy, and adopt environmentally friendly practices in operational processes.

This improvement in carbon intensity shows that our sustainability strategies have been integrated across the company and that growth and environmental responsibility can be managed together. In the coming period, we will continue to progress in this direction and will decisively maintain our efforts to reduce our emissions intensity.

Greenhouse Gas Emissions	Unit	2022	2023	2024
Category 1	ton CO <sub>2</sub> e	5873	5753	5017
Category 2	ton CO <sub>2</sub> e	5001	4719	4507 
Category 3	ton CO <sub>2</sub> e	6628	3123	2836
Category 4	ton CO <sub>2</sub> e	53973	36612	23312
Category 5	ton CO <sub>2</sub> e	87	130	135
Category 6	ton CO <sub>2</sub> e	80	1971	1743
Direct Emissions	ton CO <sub>2</sub> e	5873	5753	5017
Indirect Emissions	ton CO <sub>2</sub> e	65769	46555	32532
<b>Total</b>	<b>ton CO<sub>2</sub>e</b>	<b>71642</b>	<b>52308</b>	<b>37549</b>

2024	Unit	Location-based	Market-based
	ton CO <sub>2</sub> e	37549	33042

“ **54% Total Emission Reduction (Market-based)** ”

### Reduction in Carbon Intensity

Reduction Rate of Carbon Emissions Relative to Business Volume





## Emission Reduction with I-REC

Throughout 2024, investments were made in I-REC (International Renewable Energy Certificate) certificates to supply our electricity consumption from renewable sources. This practice increased the share of renewable sources in our energy use to 100% while also making a significant contribution to reducing our carbon emissions.



This step is a clear indication that we are progressing in line with our environmental sustainability goals and reflects our determination to reduce greenhouse gas emissions. With I-REC certificates, we not only support the fight against climate change, but also move closer to our goal of reducing the environmental impacts of our operations.

According to 2024 data, our I-REC certificates enabled an emission reduction of **4.507 ton CO<sub>2</sub>e** in market-based calculations. This value indicates that all of our electricity consumption was supplied from renewable energy sources and that our Category 2 emissions were zeroed.

In the coming period, we will continue to direct our energy use toward more sustainable sources, develop environmentally friendly solutions, and take strong steps in line with our sustainability goals.



## Water Efficiency and Wastewa-

While Türkiye is expected to become a water scarce country by 2030 the textile sector is particularly notable in terms of water consumption. In this context as water increasingly becomes a strategic resource water saving and effective water management are gaining greater importance. In our company water related activities are carried out with great care and the general manager and board of directors attach great importance to these efforts and support all necessary projects.

Our company is undergoing a transformation toward efficient use of water and reduction of consumption in the textile sector in which we operate. By considering environmental impacts we will continue to maintain our current position with the aim of optimizing production recipes and using more ecological chemicals and dyes to release less polluted water and fewer emissions to the environment.

**We try to minimize water waste by using water flow control devices and automatic shut off valves on continuously operating machines. Ninety percent of jet machines use programmed fill drain systems and efforts are made to reduce water use. We foresee that producing with this approach will become increasingly important in the future as demand for water saving and environmentally friendly products increases.**

We believe that as our customers and supply chain adapt to this change we will contribute to the goal of more efficient water use and reduced water related risks across the sector. In this direction by adopting sustainability principles we are determined to maintain our leadership role in water management. The majority of our water consumption which occurs in production processes is supplied from the network of Bursa Organized Industrial Zone and our well source. All our water consumption is monitored and billed by BOSB. Although we use water for process and domestic purposes in our factory the majority of consumption relates to production processes.

### Importance of Freshwater Supply in Our Operations and Impacts of a Potential Water Crisis

Our operations are highly dependent on freshwater resources. Water plays a critical role both in our direct operations and in the continuity of our supply chain. Therefore the reliability of freshwater supply is of vital importance for our operational efficiency and cost management.

A potential water crisis or scarcity in the coming period may affect our company in various ways. Decreasing water resources may cause interruptions in production capacity increase operational costs and lead to disruptions in the supply chain. **Ayrıca, su kıtlığı bölgesel düzenlemeleri ve fiyatlandırmaları etkileyebileceğinden, uzun vadeli planlamamızda stratejik değişiklikler gerekebilir.** To minimize these risks we invest in water efficiency projects and evaluate alternative water sources. In this context our company repurchases the discharged water after treatment in the industrial zone as second quality water thus contributing to circular water use. Additionally we plan to recover rainwater. As a company policy we aim to produce more products with less energy and raw materials. We recommend and encourage our fabric collections obtained through waterless production to our customers. Among the investments we plan is the objective of minimizing water consumption.

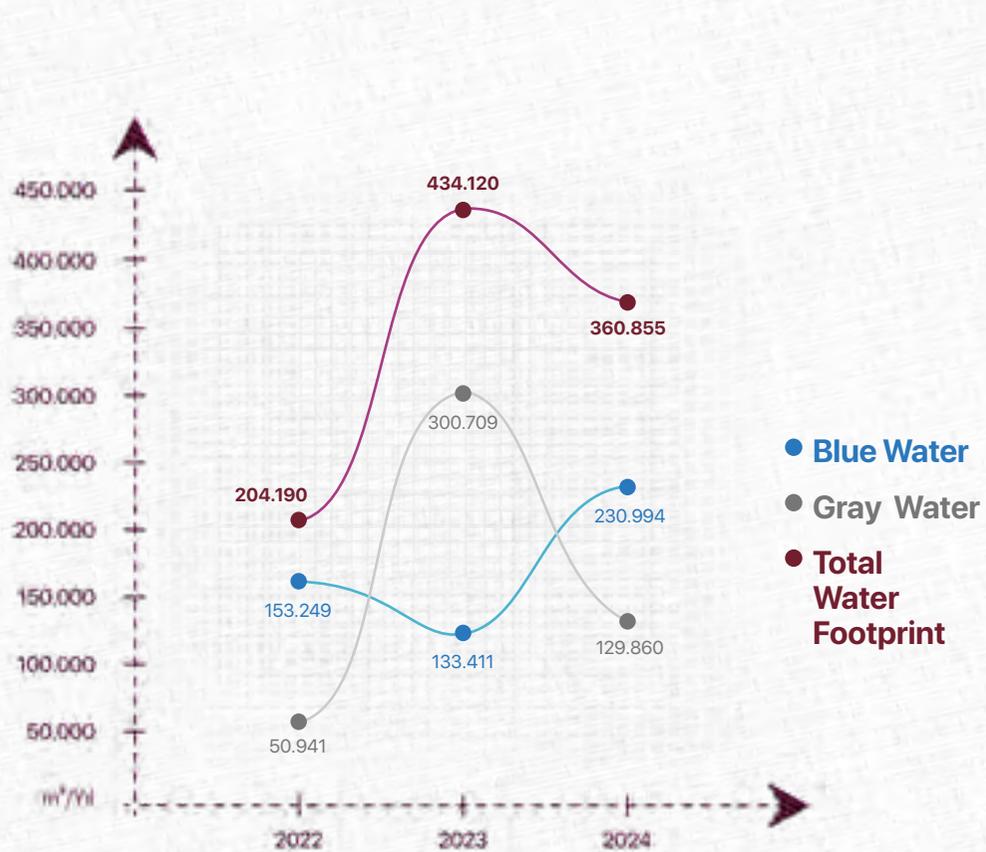




### Water Consumption Data and Water Footprint

To properly assess this process and ensure effective monitoring we started calculating our water footprint using 2022 as the base year. Water footprint calculations are conducted to observe our progress in water management and identify potential improvement areas.

**In 2024 full compliance with regulations was achieved in our wastewater characteristics and no penalties were imposed.**



**The change in water use per unit of production is shown in the table below.**

	Unit	2022	2023	2024
Water Use Per Unit Production	m <sup>3</sup> /m	0.020	0.010	0.027

We plan to complete department based monitoring of water consumption by the end of 2025. **In line with our Clean Production Plan we expect an improvement of 0.0015 m<sup>3</sup> per meter of fabric in the next development period.** Measurements from water meters in our company are taken regularly. As a result of improvements the decrease in water used per unit of fabric will be observed through measurements.

### Wastewater Management

Wastewater arising from our production is treated at the BOSB Wastewater Treatment Plant via BOSB infrastructure. In 2024 full compliance with regulations was achieved in our wastewater characteristics and no penalties were imposed.

**Our wastewater discharge amount is specified in the table below.**

Wastewater Discharge	Unit	2022	2023	2024
Third Party Waters (Sewerage etc)	Megalitre	0.1531	0.1334	0.2300



## Advanced Water Management Projects and Future Targets

Weavers Tekstil adopts a sustainability focused approach in water management fulfilling its environmental responsibilities and strengthening its sectoral leadership. With our existing and planned projects we aim to ensure efficient use of water resources.

### Our Projects

#### Reverse Osmosis RO Wastewater Recovery

**Project Name:** BReverse Osmosis Wastewater Recovery within the scope of minimizing water use in dyeing and finishing departments

**Timeline:** Will start in the first quarter of 2025 and be completed in the second quarter

**Location:** Weavers Bursa facilities

**Responsible Department:** Utility Services

**Purpose:** To reduce water consumption and decrease the water footprint

**Target:** To achieve at least 25,000 m3 to 40,000 m3 per year less water consumption below current levels

**Activities Performed:** PInstallation of pipelines and meters has been completed within the scope of the project

#### One Step Wet on Wet Finishing Without Pre Drying for Pad Applications

**Project Name:** One Step Wet on Wet Finishing Without Pre Drying for Pad Applications

**Start Date:** 01.09.2024

**Location:** Finishing Department Ram 4 machine

**Responsible Department:** Finishing Department

**Purpose:** To optimize drying one of the most energy intensive finishing processes and save energy water chemicals and time

**Target:** To save 0.7 liters of water per 1 kg of fabric. A total of 32,748.9 liters of water savings was achieved between 01.09.2024 and 31.12.2024. A total of 138,847.7 liters of water savings is targeted in 2025 %50 savings are projected compared to conventionally produced fabrics based on the finishing process

**Activities Performed:** Wet on wet applicable routes were identified planning and technology research were conducted the most ergonomic machine was selected and installed

**Future Plans:** To equip the Ram 3 machine with similar one step finishing technology without pre drying

#### Reduction of Liquor Ratio Through Machinery Park Replacement

**Project Name:** Reduction of liquor ratio through machinery park replacement

**Timeline:** Starting from 01.10.2024 and to be completed by 2035

**Location:** Fabric Dyeing

**Responsible Department:** Dyeing

**Purpose:** To minimize water consumption within the scope of sustainability

**Target:** By 2035 replacing machinery to dye with a 1 to 5 liquor ratio instead of 1 to 12 and achieve 700 liters of water savings per batch based on 100 kg fabric

**Activities Performed:** Machinery park changes will be implemented in the facility until 2035



**Our company defines its sustainability targets within these short medium and long term plans and expects business partners to comply with environmentally friendly standards.**

**These efforts demonstrate that Weavers Tekstil aims to establish an exemplary model in the sector through technological innovations recovery systems and environmentally friendly production processes These efforts aim to strengthen both an environmentally respectful production approach and competitive advantage in the global market.**



## Circularity and Waste Management

Waste management which is increasing in parallel with our rapidly changing world is an important issue in various respects such as protecting the environment and human health ensuring the sustainability of natural resources and providing economic benefits.

As Weavers Tekstil with awareness of waste management within sustainability consciousness we manage our environmental impact within the scope of ISO 14001 Environmental Management System standards and legal regulations. In addition to Oeko-Tex 100 Standard Oeko-Tex Step and GRS Global Recycled Standard certifications we also have ISO-50001 Energy Management ISO-9001 Quality Management ISO-45001 Occupational Health and Safety Management ISO-27001 Information Security Management ISO-28001 Supply Chain Management ISO-26001 and SA8000 Social Responsibility Management certifications.

### Strategy and Management Approach for Waste Management and Zero Waste Practices

As Weavers Tekstil San. ve Tic. A.Ş. we act with responsibility and a continuous improvement mindset toward society nature and our stakeholders by adhering to all legal legislation and meeting the requirements in current laws and regulations regarding Environment Health and Occupational Safety Requirements. In all our activities our duties are to adopt commitment to protecting the natural environment as a principle to prevent pollution to eliminate waste and increase efficiency by controlling natural resource use and to continuously work to reduce natural resource use. The increase in our paper and plastic waste amounts in 2024 was attributed to an increase in yarn dyeing volume and accordingly the procurement of more yarn cones compared to previous years. However in the following years we will implement projects such as department based waste management awareness trainings process based waste reduction strategy meetings and inclusion of reusable packaging criteria in technical specifications in procurement processes.

Total Waste	Unit	2022	2023	2024
Hazardous Wastes	Ton	54	63	56
Non Hazardous Wastes	Ton	846	870	1.540
<b>Total Waste</b>	<b>Ton</b>	<b>900</b>	<b>934</b>	<b>1,596</b>
<b>By Disposal Management</b>				
Energy Recovery	Ton	0	0	0
Recovery	Ton	855	901	1,596
Landfill	Ton	0	0	0.5
Waste Incineration	Ton	0	0	0
Other Disposed Waste	Ton	45	32	0.01
<b>Total Disposed Waste</b>	<b>Ton</b>	<b>900</b>	<b>934</b>	<b>1,596</b>



## Strategy and Management Approach for Waste Management and Zero Waste Practices

By Type	Unit	2022	2023	2024	
Hazardous Wastes	Liquid Waste	L	0	0	0
	Contaminated Waste	Kg	80	60	55.5
	Waste Oil	Ton	2.657	2.38	0
	Waste Battery	Piece	250	500	0
	Waste Filter	Ton	0	0.1	0
	Waste Cell Battery	Piece	0	0	0
Non Hazardous Wastes	Waste Glass	Ton	0	0	0
	Waste Paper	Ton	256.81	234.98	484.64
	Domestic Waste	Ton	45	32	28.8
	Electronic Waste	Ton	0	0	0
	Waste Plastic	Ton	91.7	91.04	161.1
	Waste Metal	Ton	18.67	14.78	2.5
	Textile	Ton	414	418	755.3

By Disposal Management	Unit	2022	2023	2024
Recovery	Ton	855	902	1,596
Other Disposal Method	Ton	45	32.009	0.01



## Our Approach to the Principle of Circularity and Circular Economy Practices

Aware that the materials used are recyclable Weavers prevents waste consumption with the fabrics it produces. Under the GRS certification we use yarns obtained by collecting and recycling waste PET bottles as raw material. In this way we contribute to the efficient use of world resources by putting PET bottles one of the most important causes of environmental pollution back into use.

Biodegradable products and fabrics that can easily decompose in nature are also part of our circular economy approach. With our high technology standards we continue to produce fabrics with cellulose materials that decompose in nature and with innovative applications and to protect nature. **55.23% of our packaging consists of recycled and recyclable materials.**



**55,23%**

Recycled Recyclable  
Packaging



**GRS**

GRS Certified Yarn Production  
from Waste PET Bottles



Type	Unit	2022	2023	2024
Yarn	%	27.72	11.72	9.77
Packaging	%	10.48	60.95	55.23

In 2024 while sending 10.05% of our wastes directly to recycling under R3

**99.9% of our total wastes were recovered**

and **0.01%** was disposed of at licensed facilities.

### Changes Developments Compared to the Previous Reporting Period

With the high technology we use in production processes we repeatedly bring upholstery fabrics back to life to reduce raw material needs and continue producing fabrics with cellulose containing materials that decompose in nature. Recovery processes of wastes through licensed companies have also continued.

In 2025-2026 projects such as department based waste management awareness trainings process based waste reduction strategy meetings and adding reusable packaging criteria to technical specifications in procurement processes have been planned. In addition it has been considered to add a clause to agreements with suppliers of raw materials stating that in case of damage to cones the entire batch will be returned.

Packaging Waste Type	Unit	2022	2023	2024
Mixed Packaging Recycling	piece and %	386.96	420	784.9
Contaminated Packaging Recycling	m <sup>3</sup>	50.927	59.719	55.488

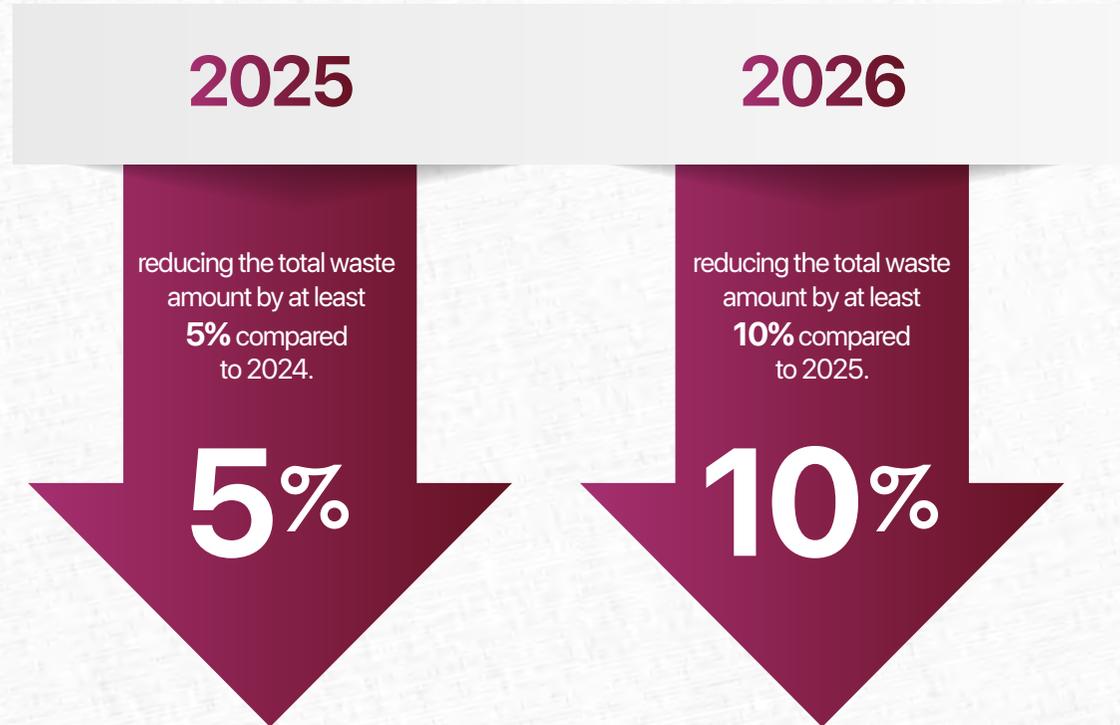


## NEW PROJECT: Waste Management Awareness

In response to the increase in waste amount experienced in 2024, the "Waste Management Awareness" project was launched at Weavers Tekstil. This project is carried out by the Environment OHS department and is supported by an Environmental Consultancy Company. The project will be carried out between 25.07.2025-25.07.2026 within the Environmental Consultancy service budget.

**The main purpose of the project is to ensure a gradual decrease in the amount of waste in line with the 2030 targets.**

**The measurable targets set to achieve this purpose are as follows:**



For these targets, department based questionnaires will be implemented to determine employees' awareness and approach regarding waste reduction, separation at source and encountered challenges, and action plans will be developed by reviewing the responses obtained. In addition, it is planned to carry out joint studies with R and D. For the success of the project, face to face meetings will be held with representatives of all units at least once every two months and an Environment Committee will be established. Future plans include ensuring the continuity of percentage based improvement targets in 2026 and the following years.



## Our Social Performance

- 7.1 Our Social Performance Management
- 7.2 Talent Management and Career Development
- 7.3 Diversity, Equity and Inclusion
- 7.4 Occupational Health and Safety
- 7.5 Employee Satisfaction
- 7.6 Community Social Responsibility





As Weavers Tekstil, at the heart of our sustainability journey lies the profound responsibility we feel toward society and humanity. With this sense of responsibility, we aim to advance our social performance day by day, maximize the well-being of our employees, demonstrate business practices grounded in ethical values, and create lasting value for society through our social responsibility projects. We closely monitor our progress in this area and report it transparently.

In today's world, a company's success is measured not only by financial statements, but also by how well it is integrated into the social fabric and the extent to which it contributes to the quality of life of its stakeholders. In this context, the importance of social performance is growing rapidly and generating greater awareness each day. As Weavers Tekstil, we are at the forefront of this evolution and embrace our social responsibilities as an integral part of our business processes. Accordingly, we not only improve our existing practices, but also steadfastly continue our efforts to create social benefit by continuously developing new and inspiring projects.

### **Occupational Health and Safety: People Are Our Priority, the Future Is Our Assurance.**



Ensuring that our employees operate at all times in a safe and healthy environment is an indispensable value for us. Therefore, we deliver regular and comprehensive trainings, assess potential risks with a proactive approach, and implement the most advanced safety measures. With our goal of reducing occupational accidents and occupational diseases to zero, we continuously strengthen our efforts and awareness-raising activities in this area.

### **Employee Development: Discover Potential, Shape the Future.**



The continuous development of our employees is one of the core pillars of our sustainability strategy. Through our comprehensive training programs, personal and professional development opportunities, and innovative talent management projects, we support each employee in fully realizing their potential. This investment in our human capital nourishes not only individual achievements, but also our company's future growth. Our investments and awareness-building efforts in this area are steadily strengthening.



## **Diversity and Inclusion: Every Voice Matters, Every Opportunity Is Equal.**



We believe diversity is a richness, and inclusion is a strength. Through our policies, we aim to create a work environment where every individual has equal opportunities, differences are celebrated, and everyone feels valued. Our efforts and inclusion-focused awareness-building activities in this area are deepening day by day.

## **Social Contribution: Join Hands, Build the Future Together.**

In our engagement with society, we approach social responsibility projects and initiatives aimed at the development of local communities with great passion. By supporting projects across a wide spectrum from education to health, and from environment to culture, we aim to improve the quality of life in the communities where we operate. Our social contribution and awareness-building efforts are growing by reaching more people each day.

## **Human Rights: Our Core Value, Our Universal Responsibility.**



Respect for human rights is a fundamental principle at the center of all our activities. We work diligently to ensure full compliance with human rights standards at every stage of our supply chain. Our efforts and awareness-building initiatives in this area continue to progress toward the goal of reaching global standards.



## Our Social Performance Management

**We believe that a sustainable future can only be built through an approach that is sensitive to human rights and places social welfare at its center.**

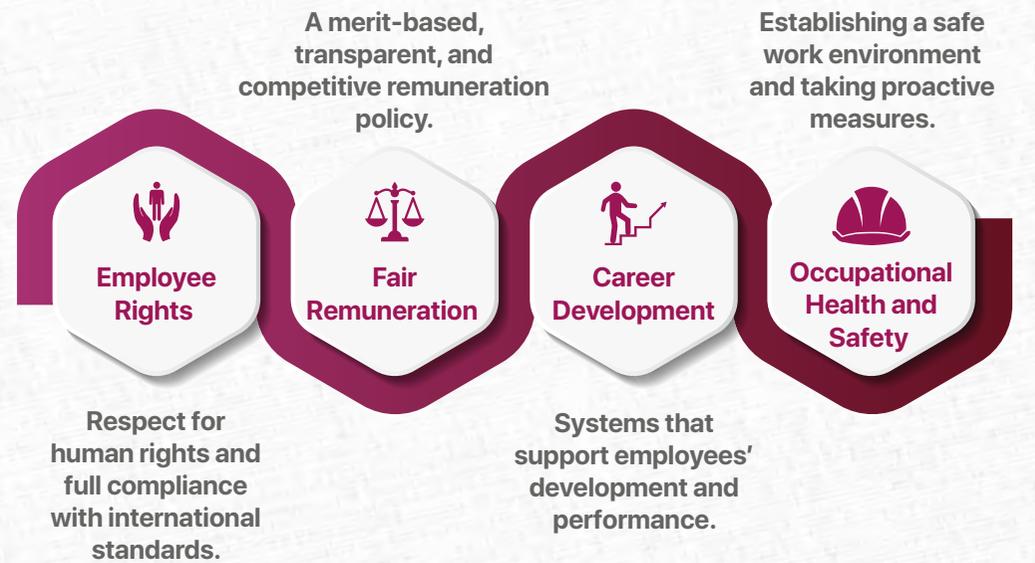
As Weavers Tekstil, our fundamental purpose is to safeguard the rights of our employees, customers, and all stakeholders at the highest level and to continuously improve our social impact. With this sense of responsibility, we carefully evaluate our social performance through our employees' well-being and the tangible benefits we deliver to society.

All our processes regarding employees' rights, working conditions, and safety are managed transparently and effectively under the guidance of our Human Resources and Occupational Health and Safety (OHS) policies. All initiatives aimed at increasing our social contribution are implemented in strong collaboration with the relevant internal units. Our Human Resources Policy approved by our Board of Directors and the related procedures comprehensively regulate critical areas such as employee rights, fair remuneration principles, performance management, and career development pathways.

Thanks to the unwavering importance we place on employee rights, we create a fair and inclusive work environment, thereby strengthening our employees' motivation and loyalty to the company. In full compliance with applicable legal regulations and employment contracts, we protect and manage our employees' rights in full. By embracing respect for human rights and compliance with international standards, our company policies recognize the protection of human rights as a priority objective. Our efforts and awareness-raising activities in this area are being advanced further every day.

Our employees' wages and benefits are defined in detail in our Remuneration Policy Principles, which aim to establish a transparent, fair, and competitive remuneration system. We adopt a merit-based remuneration approach that considers the nature and impact of the job, as well as individuals' qualifications such as education and experience. In addition, we fully and unconditionally respect employees' right to collective bargaining and freedom of association.

The safety of our working environment is an indispensable priority that forms the foundation of our operations. We fully comply with all laws and regulations on this matter and take proactive steps by closely monitoring developments. Under the leadership of our Occupational Health and Safety department, we meticulously implement all necessary measures to maintain our employees' health and safety at global standards. Our Occupational Health and Safety Policy clearly sets out the processes and responsibilities we have developed for this purpose. All our employees have the right to work in a suitable and safe environment and are authorized to request the correction of any nonconformity in these areas. Our awareness-building activities and continuous improvement efforts in this area continue with increasing momentum.





## Talent Management and Career Development



As Weavers Tekstil, we regard elevating our employees' competencies to the highest level and building a learning-focused company culture as our core objective. In this context, we provide various training and development programs that support each employee's career development.

While supporting our growth and progress goals, our human resources strategy aims to build a capable, high-performing, and motivated employee profile. Ensuring continuity of human capital that aligns with our corporate values and creates added value through knowledge and experience is among our priorities. To reach this long-term goal, we define short- and mid-term strategies. Our core approach is to develop systems that will sustain our corporate effectiveness and capabilities through a workforce that, in line with our profitable growth journey, is committed to company principles and shared goals, has a strong sense of belonging, is participatory, quality-focused, open to development, loyal, happy, and at peace.

Our talent management approach is built on attracting qualified individuals to maintain our competitive advantage and strengthen our market position, supporting their development, increasing their motivation, and ensuring long-term retention within the organization.

This holistic perspective enables us to assess our human capital potential in the most effective way, while also forming the basis of our strategies to attract new talent and strengthen their commitment to the company. The effectiveness of talent management processes is vital for our company's sustainable growth and continued sector leadership, because these processes aim to elevate our employees' potential to the highest level.

In our company, talent management is treated as a strategic priority across all units, and the structure we adopt in this area plays a critical role in achieving our long-term objectives. In building our talent management system, recruitment and promotion processes, assessment center analyses, the effectiveness of recruitment methods used, and all processes that may affect talent management are evaluated in detail.

At Weavers Tekstil, the talent management process starts with recruitment and placement and is carried out through an integrated approach covering different HR sub-processes such as training and development, performance management, leadership development, and remuneration.



## Our Practices Supporting Talent Management

As Weavers Tekstil, we view talent management not only as a series of processes, but also as a dynamic and evolving organizational culture that maximizes our employees' potential. Accordingly, various innovative practices are implemented to define our talents, develop them, and strengthen their commitment to the company:

### Succession Plan

In case employees in critical and strategic positions may leave, we plan in advance the human resources capable of ensuring business continuity and assuming the relevant roles. Thanks to this preventive approach, the transfer of key roles can be carried out quickly and effectively.

### Retention Activities

By identifying employees with high potential and performance, we carry out practices focused on rewarding and developing them. Our HR unit plays an active role in retention efforts and supports managers in many areas such as recognition mechanisms, development opportunities, mentoring processes, and evaluating projects and ideas contributed by employees. Additionally, managers' feedback and feedforward skills are developed through trainings and leadership programs provided by HR. These strategies aim to support our employees' career planning, increase their motivation, and reinforce their commitment to our company.

### Development Plan

By analyzing our employees' strengths and areas for improvement, personalized development plans are created. These plans include various resources such as articles, books, films, podcasts, and TEDx talks, are regularly monitored by managers and HR representatives, and development meetings are held at defined intervals. This program is also supported via the Erciyes Akademi digital platform.

### Internal Coaching

Our coaching programs provide a development journey that accompanies our employees in achieving their personal and professional goals. It is essential that coaching sessions are conducted under the employee's control and are concrete, measurable, achievable, realistic, meaningful, and aligned with time planning. The powerful questions, coaching tools, and processes used in these sessions deepen the employee's thinking and help them discover their own values. In line with the development areas planned within career development, the coach and the employee jointly create tailored development programs.



## Activities Carried Out to Attract Talent to the Organization

In the digital transformation process, modernizing our corporate culture covers not only processes, but also employee behaviors and perspectives. Within this framework, developing skills such as flexibility, creativity, and openness to change among our employees and forming talented teams accordingly are among our priority goals. Instilling digital transformation awareness in employees and making this structure an integral part of our corporate culture is of critical importance for our company.

In recruitment processes, access to a broad talent pool is achieved by effectively using various platforms such as Kariyer.net, LinkedIn, Recruiter, Success Factors, Yenibiris.com, and the Chamber of Textile Engineers. Candidates referred by our employees also contribute to strengthening the sense of belonging. Our Human Resources department receives applications by participating in career events organized through universities, BİKO, İŞKUR, and Yetenek Kapısı, and supports talent attraction processes by engaging with HR teams of other companies. By taking part as speakers in events held at universities, we guide young talent toward our organization.

In addition, content related to special-day celebrations, corporate activities, projects, and investments is regularly shared through our company website and social media platforms, thereby increasing our brand awareness. Our social responsibility projects leave positive impressions on candidates and help our company stand out as a preferred employer brand.

Our nine principles on our website reflect a safe, development-supporting, and coaching and mentoring-focused work environment provided to our employees, which increases candidates' interest.

## Enhanced Young Talent Project

The Enhanced Young Talent Project is an important program developed to bring qualified talent into the company. Individuals who are continuing their education, newly graduated, or have limited work experience are supported with developmental trainings within this program, prepared for employment, and a talent pool is formed for future hiring. This structure is carried out effectively in an integrated manner with our recruitment strategies.

## Training Investments

To identify our employees' training needs, the **"Training Needs Analysis"** process is conducted each year starting in the third week of December. In this analysis process, numerous data sources are used, such as training needs forms, observations, interviews, assessment center results, legal requirements, and development goals.

Training lists are prepared for the identified needs, and Human Resources and managers hold meetings in collaboration to prioritize and ensure budget control. After participant lists, training providers, and costs are determined, the training plan is submitted for General Manager approval and enters into force.

Many trainings on technical, awareness, personal, and general topics are planned through the Erciyes Akademi platform. In particular, it is specifically emphasized that leadership trainings should not be limited to senior management but should be extended across all levels.





## Our 2024 Performance

In 2024 a total of 4,117 hours of training was provided for our employees. A total of 437 employees participated in these trainings, including 405 male and 32 female employees. In the distribution by employment type, 363 blue collar employees received 3,592.50 person-hours of training, while 74 white collar employees received 518 person-hours of training. In addition 2 subcontractor employees benefited from 7 person-hours of training.

In 2024 a total of 3,859.50 hours of training was delivered to our employees. Of these trainings 2,250 hours were vocational development, 76.5 hours were personal development, 1,140 hours were Occupational Health and Safety (OHS) and 393 hours were in other areas (health, first aid, psychologist etc.). In addition throughout 2024 environmental trainings were provided to 258 employees.





## 2024 Training Distribution





### Training Data on Corruption Related Risks (2024)

Percentage of People Who Successfully Completed the Trainings Provided on Corruption Related Risks



All Trainings (By Type)	Unit	2022	2023	2024
Number of People Completing the Trainings Provided on Corruption Related Risks	Person	462	431	437
Percentage of Those Who Successfully Completed This Training	%	100	100	100



### Human Resources Projects (2024)

The year 2024 was a year in which two important projects supporting employee development and company strategies were implemented for the Weavers Tekstil Human Resources department. These projects aim both to increase the competencies of the existing workforce and to develop the qualified employees of the future.

### Mastery and Apprenticeship Program

The Mastery and Apprenticeship Program which continues throughout the year was launched to ensure the vocational development and certification of personnel working in Weavers Tekstil's production units (Yarn Winding Dyehouse Utilities Finishing). The main purpose of this program carried out in cooperation with Nilüfer Vocational Training Center is to work with a trained and certified workforce. With the support of Senior Management Human Resources and Department Managers theoretical and practical trainings were provided and at the end of the program it was targeted that all personnel who took the exam would have certification. Future plans include certification of all personnel.

### Blue Collar Development Program

The Blue Collar Development Program implemented in two terms each year (May and September) within Weavers Tekstil is designed to increase the development, sense of responsibility and company belonging of production personnel in all departments. This program which aims to create a qualified workforce with the contributions of Senior Management and Department Managers targets increasing overall efficiency by rewarding qualified employees and setting an example for other employees. Within the scope of the program theoretical and practical trainings exams and HR interviews are carried out. In the process challenges such as employees showing resistance to the program were experienced and in response solutions were produced by applying special development plans for unsuccessful candidates. No specific future target has yet been determined for the continuation of this program.



## Diversity, Equity and Inclusion

As Weavers Tekstil we believe that diversity is a richness and equality is a core value. We consider establishing and sustaining an inclusive culture as one of our most important priorities so that every individual in our workplace can fully realize their potential. Accordingly our stance of respecting human rights and opposing all forms of discrimination forms the basis of our core policies and practices such as the Human Rights Policy and the Human Resources Policy.



### Our Approach to Gender Equality

As a company we attach great importance to gender equality and apply it meticulously in all our processes. Our perspective on this is based on equal distribution of opportunities rights and resources across all human resources processes such as recruitment industrial relations compensation career and talent management. While no female male distinction can be stated in our job postings position role or education expectations are also not associated with gender.

Our employee benefits procedures are carried out in line with our perspective on equality and gender equality. In career management and promotion processes only the performance and competencies demonstrated by our employees are evaluated regardless of gender. In our organization as the management level rises care is taken to ensure a balanced female male distribution. In addition wage increase rates are determined based on performance and projects regardless of gender.



### Our Practices Supporting Diversity and Inclusion

In line with our goal of making diversity a corporate culture we carry out various projects that contribute to society and strengthen inclusion.

In 2024 the total number of employees at Weavers Tekstil was recorded as 437. Of these employees 32 are female 7% and 405 are male 93%. By contract type all our employees are employed with indefinite term contracts.

In 2024 among our white collar employees 25 are female and 49 are male. Our female employee ratio among white collar employees is 31.6%.



**March 8 International Women's Day Event:** In cooperation with Hacı Mehmet Zorlu Special Education Vocational School we enabled all students of the ceramics and furniture decoration department to design handmade gifts. With this project financial support and vocational skill contribution were provided to the students and social benefit was created by presenting meaningful gifts to our female employees.

#### Total Employment (437)

Female Employee 32  
7%

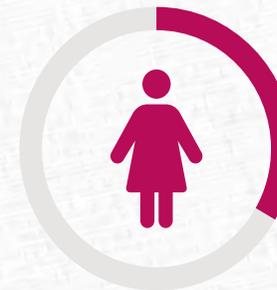


Male Employee 405  
93%



#### White Collar Employment (74)

Female Employee 25  
31,6%



Male Employee 49  
68,4%





# Occupational Health and Safety

## Occupational Health and Safety Policy

In our company the Occupational Health and Safety (OHS) culture has been made a sustainable business practice with the participation of all our employees and the determined support of management. Our main priority is to establish a healthy and safe working environment under the guidance of OHS Committee members and our expert professionals. This approach includes proactively identifying potential hazards and risks we may face and taking corrective preventive and improvement actions with the goal of zero occupational accidents. In this way we aim to strengthen operational efficiency and employee well being together.

## Trainings Provided Within the Scope of OHS

In 2024 various trainings were provided to increase our employees' OHS awareness and develop their competencies. **In total 1,140 person hours of basic OHS training was provided to 377 employees.** These trainings were designed beyond legal requirements to support our employees' personal and professional development.





### The training programs delivered in 2024 are as follows



**Basic OHS Training:** Aims to build general safety rules and risk awareness.



**Emergency and Fire Safety Trainings:** Focuses on effective response to potential emergencies and fire extinguishing techniques.



**Safe Working at Height Trainings:** Provides information about the risks of working at height and protective measures.



**Employee Representative Training:** Develops employee representatives' effective representation and communication skills in OHS matters.



**OHS Committee Members Training:** Provides strategic trainings for committee members to ensure the effective operation of the OHS management system.



**Risk Assessment Team Training:** Teaches methods to analyze workplace hazards and conduct risk assessment.



**Safe Working with Chemicals Training:** Provides information on safe use of chemicals and response to potential spills. This training was delivered to 38 employees in 2024.



**Vocational Qualification Trainings:** Professional development was supported by providing apprenticeship trainings to 51 employees and mastery trainings to 4 employees.



**Certified First Aid Training:** First aid intervention competencies were provided to 22 employees.



Occupational Health and Safety Trainings	2022	2023	2024
Number of Company Employees	511	422	377
Number of Subcontractor Employees	13	13	15
<b>Total Number of Participants</b>	<b>524</b>	<b>435</b>	<b>392</b>
Company Employees (Person*Hour)	3,568.00	2,480.00	1,140.00
Subcontractor Employees (Person*Hour)	104	104	120
<b>Total OHS Trainings (Person*Hour)</b>	<b>3,672.00</b>	<b>2,584.00</b>	<b>1,260.00</b>

### Training Planning Process

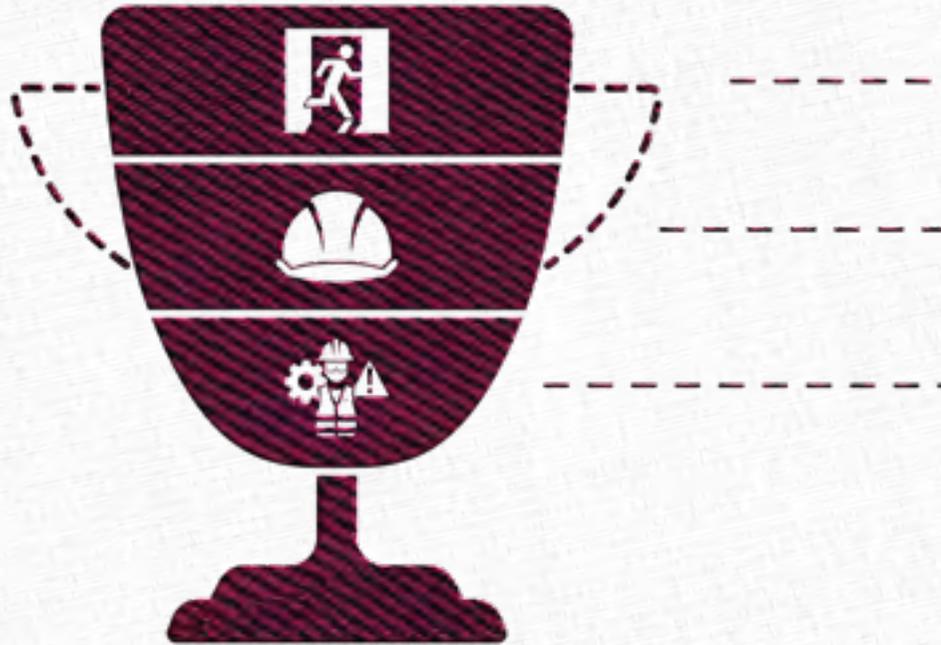
Our training needs analysis process is carried out in a structure that serves the strategic goals of our employees and our organization. This process starts in the third week of December to create the training plan for the following year. Needs are identified through various methods such as training needs forms, interviews, legal requirements and development programs. The Human Resources unit and managers prioritize training lists to optimize the budget. The identified participant, training provider and cost information is put into practice after the approval of the General Manager. There is 1 established committee in our company. The total number of members in this committee is 15. The committee also includes an employee representative.

Established OHS Committee	2022	2023	2024
Number of Established OHS Committees	1	1	1
Total Number of Members in Established OHS Committees	13	14	15
Number of Employee Representatives in Established OHS Committees	1	1	1



## OHS Projects and Achievements in 2024

As Weavers Tekstil in 2024 we further strengthened our safe working environment with prominent projects and practices in the field of occupational health and safety:



**Drill Practices:** Fire extinguishing evacuation emergency chemical and environmental accident drills were successfully carried out. The performance measurements of these drills were made according to criteria determined with a participatory approach.

**OHS Week Activities:** In May 2024 with the OHS week activities organized with the theme of "Behavior Focused Awareness" the commitment of all our employees to the OHS culture was strengthened.

**OHS Control Application:** Within the scope of the Erciyes Anadolu Holding OHS control application 87% (424 items) of a total of 485 findings and recommendations identified since 01.02.2022 have been completed. This success is an indicator of our continuous improvement approach.



Occupational Health and Safety Performance data for 2024 and previous years are presented in the table below.

Occupational Accidents	Group	Unit	2022	2023	2024
Near Miss	Company	Number per Year	4	6	5
	Subcontractor	Number per Year	1	2	0
Lost Time Accident Count	Company	Number per Year	39	37	41
	Subcontractor	Number per Year	1	2	1
Lost Days	Company	Number per Year	515	537	413
	Subcontractor	Number per Year	0	2	0
Lost Time Accident Count	Company	Number per Year	17	24	28
	Subcontractor	Number per Year	1	0	0
No Lost Time Accident Count	Company	Number per Year	17	24	28
	Subcontractor	Number per Year	1	0	0

Occupational Accidents	Group	Unit	2022	2023	2024
LTIR - Lost Time Injury Rate (Lost Time Injury Rate) (Number of Accidents x 1,000,000) / Total Working Hours	Company	Rate	43.22	50.94	56.46
	Subcontractor	Rate	-	-	-
Fatality	Company	Number per Year	0	0	0
	Subcontractor	Number per Year	0	0	0
Severity Rate (Severity Rate) (Lost Days x 1000) / Total Working Hours	Company	Rate	397.48	448.43	337.97
	Subcontractor	Rate	-	-	-
Occupational Disease Rate ODR Number of Occupational Diseases x 1,000,000 Working Hours	Company	Rate	0	0	0
	Subcontractor	Rate	0	0	0



## Employee Satisfaction

As Weavers Tekstil we consider our employees' happiness and motivation as one of the main pillars of our sustainable success. We implement various strategies to increase employee satisfaction and organizational commitment. Accordingly we conduct the Employee Satisfaction Survey at regular intervals to understand our employees' opinions and suggestions, identify development areas and build a culture of continuous improvement. These surveys are carried out with external support by Erciyas Anadolu Holding and its affiliated companies or through our company's own practices. Survey results guide projects carried out to improve our employees' quality of life and provide a healthier working environment.

Below we will examine in detail the employee satisfaction survey results for 2024 and the steps taken based on these results.



### Workforce Turnover Rate

As Weavers Tekstil we aim to strengthen our sustainable human resources management strategies by closely monitoring our workforce turnover rate and employee dynamics. This monitoring enables us to take proactive steps to increase our employees' satisfaction and commitment to the organization. Throughout 2024 our employment and turnover data shaped as follows:

#### Total Workforce and Change

In 2024 our total number of employees was recorded as 268. In this period 137 new personnel joined us while 131 employees left the organization.

**Hiring and Separation Distribution:** The vast majority of hires occurred in blue collar positions with 128 people. The number of white collar hires was 9. A similar distribution is seen in separations; 119 blue collar and 12 white collar employees left our organization.

**Gender Based Analysis:** 49% of hires (131 people) were male employees and 2% (6 people) were female employees. Of those who left 46% (122 people) were male and 3% (9 people) were female employees. These data transparently present the gender distribution in our employment and turnover processes.



<b>Employment and Turnover (Türkiye)</b>		<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
New Hires - Total		Person	79	151	137
White-collar		Person	10	14	9
Blue-collar		Person	69	137	128
Separations - Total		Person	60	182	131
White-collar		Person	9	12	12
Blue-collar		Person	51	170	119
<b>Total</b>			<b>139</b>	<b>333</b>	<b>268</b>

<b>By Gender</b>	<b>Unit</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Male - Hired	Person	72	140	131
	Rate	52%	42%	49%
Erkek - İşten Ayrılan	Person	59	174	122
	Rate	42%	52%	46%
Female - Hired	Person	7	11	6
	Rate	5%	3%	3%
Female - Separated	Person	1	8	9
	Rate	1%	2%	3%
<b>Total</b>		<b>139</b>	<b>333</b>	<b>268</b>

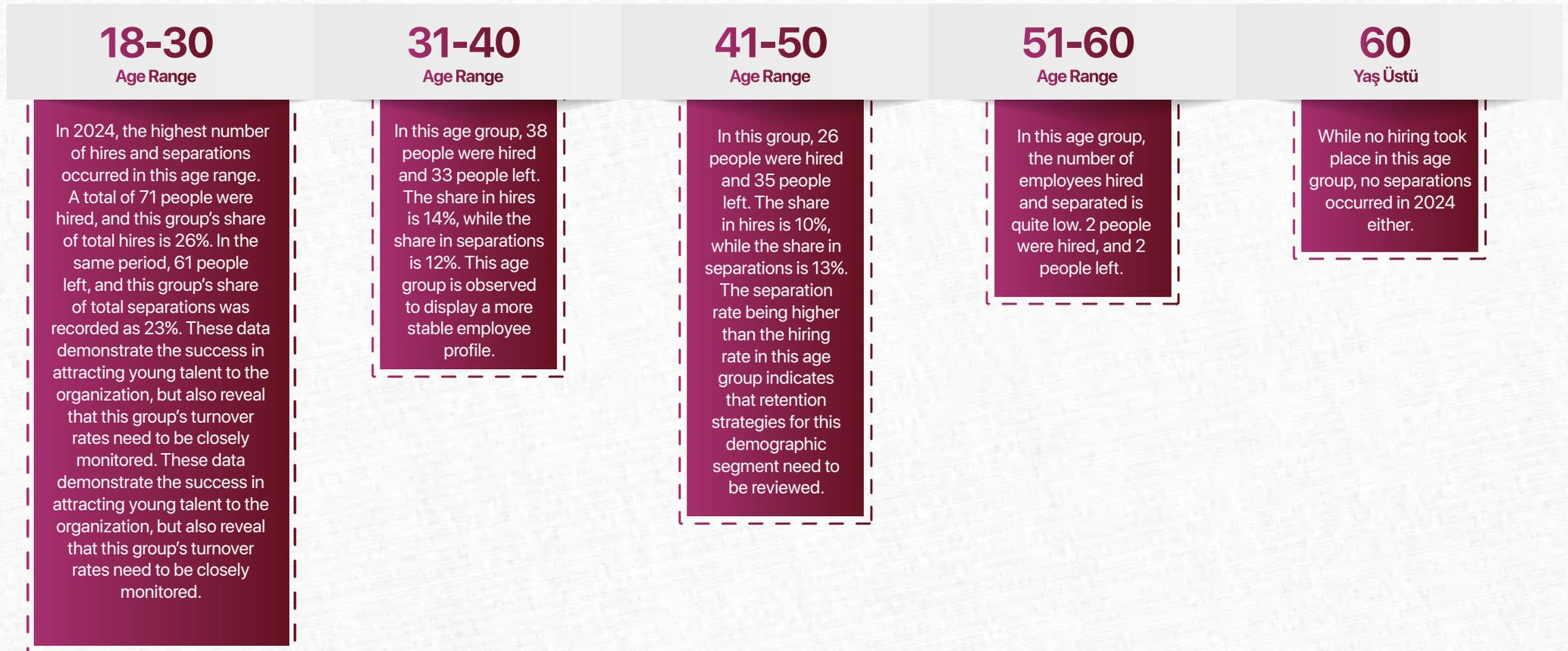
These data provide an important basis for evaluating the effectiveness of our workforce management and shaping our future strategies accordingly.



## Workforce Turnover Rate and Age Groups

Our organization, in line with its sustainability goals, carefully analyzes hiring and separation rates by employee age groups. This analysis helps us make strategic decisions, especially on attracting young talent to the organization and ensuring the retention of experienced employees. The 2024 data show that our workforce has a young and dynamic structure and that this group is also at the forefront of turnover rates.

## Distribution of Hires and Separations by Age Groups





By Age	Unit	2022	2023	2024
Age 18-30 - Hired	People	48	60	71
	Rate	35%	18%	26%
Age 18 - 30 - Left Employment	People	28	38	61
	Rate	20%	11%	23%
Age 31 - 40 - Hired	People	23	36	38
	Rate	17%	11%	14%
Age 31 - 40 - Left Employment	People	18	32	33
	Rate	13%	10%	12%
Age 41 - 50 - Hired	People	6	44	26
	Rate	4%	13%	10%
Age 41 - 50 - Left Employment	People	8	97	35
	Rate	6%	29%	13%
Age 51 - 60 - Hired	People	2	11	2
	Rate	1%	3%	1%
Age 51 - 60- Left Employment	People	5	15	2
	Rate	4%	5%	1%
Age 60+ - Hired	People	0	0	0
	Rate	0%	0%	0%
Age 60+ - Left Employment	People	1	0	0
	Rate	1%	0%	0%
<b>Total</b>		<b>139</b>	<b>333</b>	<b>268</b>

In light of these data, it is evident that our current strategies need to be strengthened, particularly regarding retaining young employees and offering long-term career paths.



## Parental Leave and Return Rates

Supporting our employees' work-life balance and family responsibilities is one of our core priorities as Weavers Tekstil. With this sense of responsibility, we closely monitor the return-to-work and retention rates of employees who take parental leave. The 2024 data transparently reflects our current status in this area.

Employees Taking Parental Leave	Gender	2022	2023	2024
Employees Eligible for Parental Leave	Female	2	2	0
	Male	25	18	19
Employees Taking Parental Leave	Female	2	2	0
	Male	25	18	19
Employees Returning to Work After Parental Leave	Female	2	2	1
	Male	25	18	19
Employees Returning to Work After Parental Leave and Working at Least 12 More Months	Female	2	2	1
	Male	20	14	19

**These data demonstrate the importance our organization places on employees' work-life balance and the effectiveness of supportive policies in this area.**



## Employees Covered by Collective Bargaining

As Weavers Tekstil, ensuring employee rights and providing a fair working environment are among our core principles. Accordingly, we respect our employees' right to unionize and to collective bargaining. Our rate of employees covered by collective bargaining agreements is an indicator of our transparent and constructive approach in this area. The 2024 data reflects our current status on this matter.

- ✓ **2024 Collective Bargaining Agreement Rate:** In 2024, 83% of our factory employees are covered by collective bargaining agreements. This rate remains at the same level as 2023, indicating that a significant portion of our employees benefit from union rights and that this situation has remained stable.
- ✓ All of our employees in the workforce work full time.
- ✓ The success rate of the orientation and retention program for newly hired employees is 42% for 2024.

Contract	Unit	2022	2023	2024
Percentage of Factory Employees Included in Collective Bargaining Agreements	Rate	85%	83%	83%

Working Time	Unit	2022	2023	2024
Part Time	Female	-	1	-
	Male	-	-	-
Full Time	Female	32	34	32
	Male	430	396	405

	Unit	2022	2023	2024
Orientation and Retention Program Success Rate for Newly Hired Employees (0-2 years)	Rate	62%	35%	42%

This data demonstrates the effectiveness and stability of our corporate policies aimed at protecting our employees' rights.



## Corporate Social Responsibility

As Weavers; our aim is to contribute to employees, humanity, the environment, education, and science, while also creating value in the global ecosystem. Acting with this awareness, our company demonstrates its interest in sustainable development and its strategic efforts in this field through the activities listed below.





## Our Social Contributions and People-Centered Approach

**Social Health and Well-being:** Our Human Resources Department, which attaches great importance to public health and our future, cooperates with Kızılay to encourage our employees to donate blood voluntarily each year. In addition, to support a healthy and high-quality life, there is a gym available for our employees and menu planning is carried out in collaboration with a Food Engineer and an Expert Dietitian.

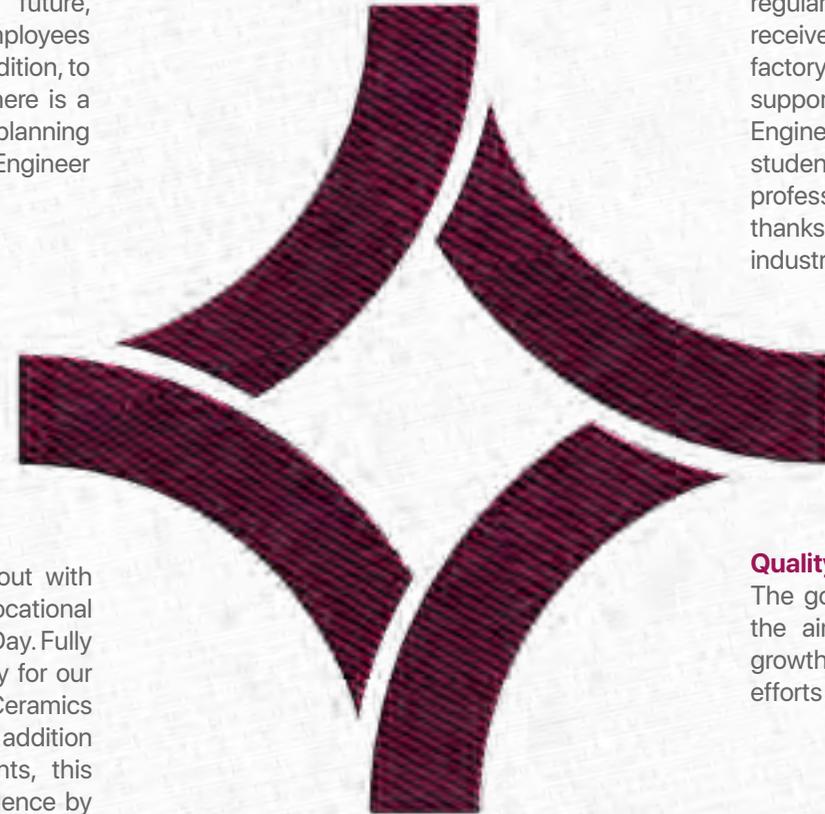
**Education and Professional Development:** Education support scholarships are provided regularly to support the help our employees' children receive in obtaining qualified education. In addition, factory visits are organized as part of academic support for students in the Uludağ University Textile Engineering department. Through these projects, students contribute to their careers, develop their professional skills, and prepare for working life thanks to cooperation between education and industry.

### **Social Participation and Awareness:**

A meaningful collaboration was carried out with Hacı Mehmet Zorlu Special Education Vocational School for 8 March International Women's Day. Fully handmade gifts were designed specifically for our female employees by students of the Ceramics and Furniture Decoration department. In addition to providing financial support to students, this project aimed to increase their self-confidence by contributing to their professional skills and enabling their active participation in the production process.

### **Quality Employment and Decent Environments:**

The goal of increasing employment also includes the aim of inclusive and sustainable economic growth. The OHS committee continues its strategic efforts to provide decent working environments.





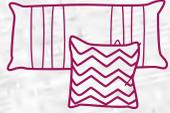
## Our Environmental Sustainability Strategies

**Protection of Nature and Living Life:** Our organization acts with the awareness of protecting nature and all living beings. In order to increase the tree level in the Bursa Organized Industrial Zone and improve environmental values, a small grove was created by planting 42 pine saplings within the industrial area. With the awareness of protecting animals, the idea of "Vegan Fabrics" was adopted, and our fabrics, which contain no animal-derived products, are entirely nature- and environment-friendly.

**Waste Management and Carbon Footprint:** Projects have been developed to reduce the use of single-use products. For example, drinking water from water purification dispensers is encouraged instead of single-use plastic cups, and long-lasting individual headphones are issued instead of single-use headphones. Sustainable products are preferred to minimize waste generation and reduce the carbon footprint.

**Energy Efficiency:** Projects are being developed to increase efficiency in energy sources within the facility. In this context, "Green Belt Training" was provided to employees by the Human Resources unit to raise awareness about energy saving.

**Sustainable Product Cycle:** Biodegradable products are especially preferred in the production of vegan fabrics. In addition, vegan and recycled fabrics produced with the "Weavers Sustainable" concept reduce waste generation by re-entering nature's sustainable cycle even years later.



## Appendices

- 8.1 Environmental Performance Indicators
- 8.2 Social Performance Indicators
- 8.3 Economic Performance Indicators
- 8.4 GRI Index





# Environmental Performance Indicators

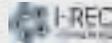
## Environmental Performance Indicators

Non-renewable Direct Energy		Unit	2022	2023	2024
Gasoline	litre	-	-	-	-
Diesel/Fuel oil	litre	17,268	9,954	8,495	
Natural Gas	SM3	3,140,418	2,871,596	2,429,413	
Non-renewable Indirect Energy		Unit	2022	2023	2024
Electricity	kWh	11,365,059	10,750,607	10,196,778	
Energy procured from a renewable energy source		Unit	2022	2023	2024
Energy source	MWh	-	5.270.000.000 Hydroelectric	10.200.000.000 Geothermal	
Greenhouse Gas Emissions		Unit	2022	2023	2024
Direct CO <sub>2</sub> Emissions	t CO <sub>2e</sub>	5873.00	5753.50	5017.00	
Indirect CO <sub>2</sub> Emissions	t CO <sub>2e</sub>	65768.00	46555.36	32532.00	



# Environmental Performance Indicators

## Energy and Emissions Management

Greenhouse Gas Emissions	Unit	2022	2023	2024
Category 1	ton CO <sub>2</sub> e	5873	5753	5017
Category 2	ton CO <sub>2</sub> e	5001	4719	4507 
Category 3	ton CO <sub>2</sub> e	6628	3123	2836
Category 4	ton CO <sub>2</sub> e	53973	36612	23312
Category 5	ton CO <sub>2</sub> e	87	130	135
Category 6	ton CO <sub>2</sub> e	80	1971	1743
Direct Emissions	ton CO <sub>2</sub> e	5873	5753	5017
Indirect Emissions	ton CO <sub>2</sub> e	65769	46555	32532
<b>Total</b>	<b>ton CO<sub>2</sub>e</b>	<b>71642</b>	<b>52308</b>	<b>37549</b>

2024	Unit	Location-based	Market-based
	ton CO <sub>2</sub> e	37549	33042



## Environmental Performance Indicators

### Energy and Emissions Management

	Unit	2022	2023	2024
Rate of Reduction in Carbon Emissions Relative to Business Volume	%	-	17.40%	22.17%

Total Waste	Unit	2022	2023	2024
Hazardous Waste	Ton	54	63	56
Non-hazardous Waste	Ton	846	870	1,540
<b>Total Waste</b>	<b>Ton</b>	<b>900</b>	<b>934</b>	<b>1,596</b>

### By Disposal Management

Energy Recovery	Ton	0	0	0
Recovery	Ton	855	901	1,596
Landfill	Ton	0	0	0.5
Waste Incineration	Ton	0	0	0
Other Disposed Waste	Ton	45	32	0.01
<b>Total Disposed Waste</b>	<b>Ton</b>	<b>900</b>	<b>934</b>	<b>1,596</b>



## Environmental Performance Indicators

By Type		Unit	2022	2023	2024
Hazardous Waste	Liquid Waste	Lt	0	0	0
	Contaminated Waste	Kg	80	60	55.5
	Waste Oil	Ton	2.657	2.38	0
	Waste Accumulator	Adet	250	500	0
	Waste Filter	Ton	0	0.1	0
	Waste Battery	Adet	0	0	0
Non-hazardous Waste	Waste Glass	Ton	0	0	0
	Waste Paper	Ton	256.81	234.98	484.64
	Domestic Waste	Ton	45	32	28.8
	Electronic Waste	Ton	0	0	0
	Waste Plastic	Ton	91.7	91.04	161.1
	Waste Metal	Ton	18.67	14.78	2.5
	Textile	Ton	414	418	755.3

By Disposal Management	Unit	2022	2023	2024
Recovery	Ton	855	902	1,596
Other Disposal Method	Ton	45	32.009	0.01



## Environmental Performance Indicators

### Amount of Procured Recycled and Recyclable Materials

Type	Unit	2022	2023	2024
Yarn	%	27.72	11.72	9.77
Packaging	%	10.48	60.95	55.23

### Rate of Reused/Recycled Packaging

Packaging Waste Type	Unit	2022	2023	2024
Mixed Packaging Recycling	count and %	386.96	420	784.9
Contaminated Packaging Recycling	m <sup>3</sup>	50.927	59.719	55.488

Total Water Withdrawn Volume	Unit	2022	2023	2024
Groundwater	megalitre	0.0300	0.0300	0.0447
Third-party Water (Municipal Water etc.)	megalitre	0.1236	0.1076	0.1862

### Wastewater Discharge

Wastewater Discharge	Unit	2022	2023	2024
Third-party Water (Sewer etc.)	megalitre	0.1531	0.1334	0.2300

	Unit	2022	2023	2024
Water Use per Unit of Production	m <sup>3</sup> /m	0.020	0.010	0.027



## Social Performance Indicators

By Employment Type		Unit	2022	2023	2024
White Collar - Female	People		24	27	25
White Collar - Male	People		44	43	49
Blue Collar - Female	People		8	8	7
Blue Collar - Male	People		386	353	356
<b>Total</b>			<b>462</b>	<b>431</b>	<b>437</b>
By Contract Type		Unit	2022	2023	2024
Indefinite-term - Female	People		32	34	32
Indefinite-term - Male	People		429	396	405
Fixed-term - Female	People		0	1	0
Fixed-term - Male	People		1	0	0
<b>Total</b>			<b>462</b>	<b>431</b>	<b>437</b>
By Gender		Unit	2022	2023	2024
Male	People		430	396	405
	Rate		93%	92%	93%
Female	People		32	35	32
	Rate		7%	8%	5%
<b>Total</b>			<b>462</b>	<b>431</b>	<b>437</b>



## Social Performance Indicators

By Age	Unit	2022	2023	2024
Between ages 18-30	Female	7	10	12
	Rate	2%	2%	3%
	Male	103	112	111
	Rate	22%	26%	25%
Between ages 31-40	Female	17	13	7
	Rate	4%	3%	2%
	Male	145	146	151
	Rate	31%	34%	35%
Between ages 41-50	Female	6	10	11
	Rate	1%	2%	3%
	Male	170	122	121
	Rate	37%	28%	28%



## Social Performance Indicators

Yaşa Göre	Birim	2022	2023	2024
Between ages 51-60	Female	2	2	2
	Rate	0%	0%	0%
	Male	11	15	21
	Rate	2%	3%	5%
Over 60	Female	0	0	0
	Rate	0%	0%	0%
	Male	1	1	1
	Rate	0%	0%	0%
<b>Total</b>		<b>462</b>	<b>431</b>	<b>437</b>



## Social Performance Indicators

Workforce	Unit	2022	2023	2024
Foreign nationals	Female	0	0	0
	Rate	0%	0%	0%
	Male	0	0	0
	Rate	0%	0%	0%
Employees with disabilities	Female	0	0	0
	Rate	0%	0%	0%
	Male	13	14	13
	Rate	3%	3%	3%



## Social Performance Indicators

By management category	Unit	2022	2023	2024
Senior management	Female	1	1	1
	Rate	1%	1%	1%
	Male	2	2	2
	Rate	3%	3%	3%
Middle management	Female	7	9	5
	Rate	10%	13%	7%
	Male	15	16	15
	Rate	22%	23%	20%
Other	Female	16	17	19
	Rate	24%	24%	26%
	Male	27	25	31
	Rate	30%	36%	42%
<b>Total</b>		<b>68</b>	<b>70</b>	<b>74</b>



## Social Performance Indicators

Contract	Unit	2022	2023	2024
Percentage of Factory Employees Included in Collective Bargaining Agreements	Rate	85%	83%	83%

### Workforce

Working Time	Unit	2022	2023	2024
Part Time	Female	-	1	-
	Male	-	-	-
Full Time	Female	32	34	32
	Male	430	396	405

	Unit	2022	2023	2024
Orientation and Retention Program Success Rate for Newly Hired Employees (0-2 years)	Rate	62%	35%	42%



## Social Performance Indicators

Employment and Turnover (Türkiye)		Unit	2022	2023	2024
New Hires - Total	Person		79	151	137
White-collar	Person		10	14	9
Blue-collar	Person		69	137	128
Separations - Total	Person		60	182	131
White-collar	Person		9	12	12
Blue-collar	Person		51	170	119
<b>Total</b>			<b>139</b>	<b>333</b>	<b>268</b>

By Gender	Unit	2022	2023	2024
Male - Hired	Person	72	140	131
	Rate	52%	42%	49%
Erkek - İşten Ayrılan	Person	59	174	122
	Rate	42%	52%	46%
Female - Hired	Person	7	11	6
	Rate	5%	3%	3%
Female - Separated	Person	1	8	9
	Rate	1%	2%	3%
<b>Total</b>		<b>139</b>	<b>333</b>	<b>268</b>



## Social Performance Indicators

### By Age

By Age	Unit	2022	2023	2024
18 - 30 Age - Hired	Person	48	60	71
	Rate	35%	18%	26%
18 - 30 Age - Departed	Person	28	38	61
	Rate	20%	11%	23%
31 - 40 Age - Hired	Person	23	36	38
	Rate	17%	11%	14%
31 - 40 Age - Departed	Person	18	32	33
	Rate	13%	10%	12%



## Social Performance Indicators

### By Age

Yaşa Göre	Birim	2022	2023	2024
Age 41 - 50 - Hired	People	6	44	26
	Rate	4%	13%	10%
Age 41 - 50 - Left Employment	People	8	97	35
	Rate	6%	29%	13%
Age 51 - 60 - Hired	People	2	11	2
	Rate	1%	3%	1%
Age 51 - 60 - Left Employment	People	5	15	2
	Rate	4%	5%	1%
Age 60+ - Hired	People	0	0	0
	Rate	0%	0%	0%
Age 60+ - Left Employment	People	1	0	0
	Rate	1%	0%	0%
<b>Total</b>		<b>139</b>	<b>333</b>	<b>268</b>



## Social Performance Indicators

### GRI 401-3

Employees Taking Parental Leave		Gender	2022	2023	2024
Employees Eligible for Parental Leave	Female		2	2	0
	Male		25	18	19
Employees Taking Parental Leave	Female		2	2	0
	Male		25	18	19
Employees Returning to Work After Parental Leave	Female		2	2	1
	Male		25	18	19
Employees Returning to Work After Parental Leave and Working at Least 12 More Months	Female		2	2	1
	Male		20	14	19

F E M A L E	Employees Taking Parental Leave	Total	2022	2023	2024
	Employees Eligible for Parental Leave	Number	2	2	0
	Employees Taking Parental Leave	Number	2	2	0
	Employees Returning to Work After Parental Leave	Number	2	2	1
	Employees Returning to Work After Parental Leave and Working at Least 12 More Months	Number	2	2	1

M A L E	Employees Taking Parental Leave	Total	2022	2023	2024
	Employees Eligible for Parental Leave	Number	25	18	19
	Employees Taking Parental Leave	Number	25	18	19
	Employees Returning to Work After Parental Leave	Number	25	18	19
	Employees Returning to Work After Parental Leave and Working at Least 12 More Months	Number	20	14	19

	Unit	2022	2023	2024
Orientation and Retention Program Success Rate for Newly Hired Employees (0-2 years)	%	62%	35%	42%



## Social Performance Indicators

Benefits	2022	2023	2024
Life Insurance			
Health Care Services	✓	✓	✓
Invalidity Insurance			
Parental Leave	✓	✓	✓
Pension Right	✓	✓	✓
Stock Ownership			
Others	✓	✓	✓

\* The above table indicates the benefits which is standard for full time employees but not offered to temporary or part time employees



## Social Performance Indicators

### Training Investments (All Trainings)

By Employee Category	Unit	2022	2023	2024
Senior Executives	Person hours	50.00	102.00	22.50
Senior Executives	People	3.00	3.00	3.00
Mid-level Managers	Person hours	630.00	1,273.00	80.00
Mid-level Managers	People	22.00	25.00	20.00
Other Employees	Person hours	8,736.00	6,014.00	4,015.00
Other Employees	People	437.00	403.00	414.00
<b>Total</b>		<b>9,436.00</b>	<b>7,389.00</b>	<b>4,117.50</b>

By Employment Category	Unit	2022	2023	2024
Blue Collar	Person hours	6,677.00	4,305.50	3,592.50
Blue Collar	People	394.00	361.00	363.00
White Collar	Person hours	2,724.00	3,080.00	518.00
White Collar	People	68.00	70.00	74.00
Subcontractor Employees	Person hours	17.00	3.50	7.00
Subcontractor Employees	People	6.00	3.00	2.00
<b>Total</b>		<b>9,436.00</b>	<b>7,389.00</b>	<b>4,117.50</b>



## Social Performance Indicators

### Training Investments (All Trainings)

By Gender	Unit	2022	2023	2024
Male	Person hours	8,278.00	6,007.00	3,695.00
Male	People	430.00	396.00	405.00
Famale	Person hours	1,158.00	1,382.00	422.00
Famale	People	32.00	35.00	32.00
<b>Total</b>		<b>9,436.00</b>	<b>7,389.00</b>	<b>4,117.50</b>



## Social Performance Indicators

### All Trainings

All Trainings (By Type)	Unit	2022	2023	2024
Professional Development	Hour	4,180.00	2,890.00	2250
Personal Development	Hour	870.00	1,063.00	76.5
OHS	Hour	3,568.00	2,480.00	1140
Other (e.g., Health, First Aid, Psychologist, etc.)	Hour	750.00	615.00	393
<b>Total Training Hours</b>		<b>9,368.00</b>	<b>7,048.00</b>	<b>3,859.50</b>

Environment-related Trainings Provided to Employees	Unit	2022	2023	2024
Trainings	Hour	1.00	1.00	1.00
Training Participants	Person	68.00	341.00	258.00

All Trainings (By Type)	Unit	2022	2023	2024
Number of People Completing Trainings Provided on Corruption-related Risks	Person	462	431	437
Percentage of Those Successfully Completing This Training	%	100	100	100



## Social Performance Indicators

### Occupational Health and Safety

Work accidents	Group	Unit	2022	2023	2024
Near miss	Company	Count/year	4	6	5
	Subcontractor	Count/year	1	2	0
Number of lost time accidents	Company	Count/year	39	37	41
	Subcontractor	Count/year	1	2	1
Lost days	Company	Count/year	515	537	413
	Subcontractor	Count/year	0	2	0
Number of non lost time accidents	Company	Count/year	17	24	28
	Subcontractor	Count/year	1	0	0
LTIR - Lost Time Injury Rate (Lost Time Injury Rate) (Kaza Sayısı x 1.00.000) / Toplam Çalışma Saati	Company	Rate	43.22	50.94	56.46
	Subcontractor	Rate	-	-	-
Fatality	Company	Number per Year	0	0	0
	Subcontractor	Number per Year	0	0	0
Severity Rate (Severity Rate) (Lost Days x 1000) / Total Working Hours	Company	Rate	397.48	448.43	337.97
	Subcontractor	Rate	-	-	-
Occupational Disease Rate ODR Number of Occupational Diseases x 1.000.000 Working Hours	Company	Rate	0	0	0
	Subcontractor	Rate	0	0	0



## Social Performance Indicators

### Occupational Health and Safety Training

Occupational Health and Safety Training	2022	2023	2024
Number of company employees	511	422	377
Number of subcontractor employees	13	13	15
<b>Total number of participants</b>	<b>524</b>	<b>435</b>	<b>392</b>
Company employees (Person*Hour)	3,568.00	2,480.00	1,140.00
Subcontractor employees (Person*Hour)	104	104	120
<b>Total OHS training (Person*Hour)</b>	<b>3,672.00</b>	<b>2,584.00</b>	<b>1,260.00</b>

Established OHS Committee	2022	2023	2024
Number of Established OHS Committees	1	1	1
Total Number of Members in Established OHS Committees	13	14	15
Number of Employee Representatives in Established OHS Committees	1	1	1



## Social Performance Indicators

### Number of R&D Employees

Number of R&D Employees	Unit	2022	2023	2024
R&D	Person	3	3	3
Product Development R&D	Person	6	6	7

### R&D Expenditures

	Unit	2022	2023	2024
R&D-Product Development R&D (TL)	TL	3.624.342,48	8.479.079,43	15.375.319,91



## Economic Performance Indicators

### Payments to Suppliers

Approximate Values of Payments to Suppliers	Unit	2022	2023	2024
Import Amount	TL	77.539,333	38.150,134	65.941,484
Domestic Purchasing Amount	TL	680.889,307	671.284,686	883.654,136
<b>Total</b>		<b>758.428,640</b>	<b>709.434,820</b>	<b>949.595,620</b>
Number of Import Suppliers	Count	25	27	27
Number of Domestic Suppliers	Count	838	761	733



## Economic Performance Indicators

### 2022 Data

Number of Suppliers	Share	Procurement Cost	Share
Overseas procurement (Import)	2.90%	Overseas procurement (Import)	10.22%
Domestic procurement	97.10%	Domestic procurement	89.78%

### 2023 Data

Tedarikçi Sayısı	Share	Procurement Cost	Share
Overseas procurement (Import)	3.40%	Overseas procurement (Import)	5.38%
Domestic procurement	95.96%	Domestic procurement	94.62%

### 2024 Data

Tedarikçi Sayısı	Share	Procurement Cost	Share
Overseas procurement (Import)	3.56%	Overseas procurement (Import)	6.94%
Domestic procurement	96.57%	Domestic procurement	93.06%



## Economic Performance Indicators

### Key Changes Related to Suppliers Compared to 2022

Key Changes Related to Suppliers Compared to 2022	Number of Suppliers with Business Relationship Terminated	Reason for Termination	Number of Newly Engaged Suppliers
Overseas	21	Commercial	12
Domestic	179	Commercial	135

### Key Changes Related to Suppliers Compared to 2023

Key Changes Related to Suppliers Compared to 2023	Number of Suppliers with Business Relationship Terminated	Reason for Termination	Number of Newly Engaged Suppliers
Overseas	24	Commercial	21
Domestic	331	Commercial	259

### Key Changes Related to Suppliers Compared to 2024

Key Changes Related to Suppliers Compared to 2024	Number of Suppliers with Business Relationship Terminated	Reason for Termination	Number of Newly Engaged Suppliers
Overseas	15	Commercial	26
Domestic	279	Commercial	241



## Economic Performance Indicators

### Economic Value Generated

Economic Value Generated	Birim	2022	2023	2024
Economic Value Generated (Revenues)	TL	821.712,431	937.372,120	1.241.394,999

### Sustainable Finance

Sustainable Finance	Birim	2022	2023	2024
Contribution of Sustainable Business Models to Total Sales	%	59%	54%	44.97%



# GRI Index

GRI No	GRI Topic Name - Version	Subtopic No	Subtopic Name	Headings	Page Number
GRI 2	About Us	2-1	Organizational profile	About Us	8
	About the Report	2-2	Entities included in sustainability reporting	About the Report	4
	About the Report	2-3	Reporting period, frequency and contact point	About the Report	4
	About the Report	2-4	Information restated from previous reports	About the Report	4
	Supply Chain Management	2-6	Activities, value chain and other business relationships	Sustainable Supply Chain Management	27
	Diversity, Equity and Inclusion	2-7	Employees	Diversity, Equity and Inclusion	91
	Diversity, Equity and Inclusion	2-8	Workers of a subcontractor	Diversity, Equity and Inclusion	91
	Our Board of Directors, Organizational Structure and Committees	2-9	Governance structure and composition	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	2-10	Process for determining the competencies and skills of the members of the highest governance body	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	2-11	Chair of the highest governance body	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	2-12	Role of the highest governance body in managing impacts of the organization's activities	Our Organization	20
	Our Approach to Sustainable Development and Our Organization	2-13	Statement of responsibility for managing impacts from activities	Our Organization	20
	Our Approach to Sustainable Development and Our Organization	2-14	Role of the highest governance body in sustainability reporting	Our Organization	20
	Business Ethics and Compliance	2-15	Processes to prevent conflicts of interest	Business Ethics and Compliance	24
	Business Ethics and Compliance	2-16	Process for communicating critical concerns to the highest governance body	Business Ethics and Compliance	24
	Our Board of Directors, Organizational Structure and Committees	2-17	Competencies of the highest governance body	Our Organization	20
	Our Board of Directors, Organizational Structure and Committees	2-18	Evaluation of the performance of the highest governance body	Our Organization	20
	Employee Satisfaction	2-19	Compensation policies	Employee Satisfaction	98



GRI No	GRI Topic Name - Version	Subtopic No	Subtopic Name	Headings	Page Number
<b>GRI 2</b>	Employee Satisfaction	2-20	Remuneration determination process	Our Social Performance Management	83
	Our Approach to Sustainable Development and Our Organization	2-22	Statement on the sustainable development strategy	Our Sustainability Approach	39
	About Us	2-23	Policy commitments	Our Sustainability Approach	22
	About Us	2-24	Implementation of policy commitments	Our Sustainability Approach	22
	Our Social Performance	2-25	Processes to remediate negative impacts	Our Social Performance Management	83
	Business Ethics and Compliance	2-26	Mechanisms for seeking advice and raising concerns about ethical and lawful behavior	Business Ethics and Compliance	24
	Business Ethics and Compliance	2-27	Compliance with laws and regulations	Business Ethics and Compliance	24
	Our Approach to Sustainable Development and Our Organization	2-28	Corporate memberships	Our Memberships and Awards	18
	Material Topics and Stakeholder Engagement	2-29	Stakeholder engagement	Our Memberships and Awards	37
	Employee Satisfaction	2-30	Percentage of employees covered by collective bargaining agreements	Our Stakeholder Engagement and Prioritization Matrix	37
<b>GRI 3</b>	Material topics	3-1	Process to determine material topics	Our Stakeholder Engagement and Prioritization Matrix	37
	Material topics	3-2	List of material topics	Our Stakeholder Engagement and Prioritization Matrix	37
<b>GRI-201</b>	Economic Performance - 2016	201-1	Direct economic value generated and distributed	Investments	49
<b>GRI-203</b>	Indirect Economic Impacts - 2016	203-1	Infrastructure investments and supported services	R&D and Innovation	53
		203-2	Significant indirect economic impacts	R&D and Innovation	53
<b>GRI-204</b>	Indirect Economic Impacts - 2016	204-1	Proportion of spending on local suppliers	Contribution to the Local Economy	59
<b>GRI-205</b>	Anti-corruption - 2016	205-1	Operations assessed for risks related to corruption	Corruption and bribery	29
		205-2	Communication and training about anti-corruption policies and procedures	Corruption and bribery	29
		203-2	Confirmed incidents of corruption and actions taken	Corruption and bribery	29
<b>GRI-206</b>	Anti-competitive Behavior - 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Anti-corruption and Anti-bribery	30
<b>GRI-207</b>	Vergi - 2022	207-1	Vergi Yaklaşımı	Vergi Yaklaşımımız	58



GRI No	GRI Topic Name - Version	Subtopic No	Subtopic Name	Headings	Page Number
GRI-301	Materials - 2016	301-1	Materials used by weight or volume	Circularity and Waste Management	75
		301-2	Girdi Olarak Kullanılan Geri Dönüştürülmüş Malzemeler	Circularity and Waste Management	75
		301-3	Gerçekleşmiş Ürünler ve Onların Paketleme Malzemeleri	Circularity and Waste Management	75
GRI-302	Energy - 2016	302-1	Energy consumption within the organization	Our Energy Management	65
		302-2	Energy consumption outside the organization	Our Energy Management	65
		302-3	Energy intensity	Our Energy Management	65
		302-4	Reduction of energy consumption	Our Energy Management	65
		302-5	Reduction of energy requirements of products and services	Our Energy Management	65
GRI-303	Water Consumption and Discharge	303-1	Interactions with water as a shared resource	Water Efficiency and Wastewater Management	71
		303-2	Management of water discharge-related impacts	Water Efficiency and Wastewater Management	71
		303-3	Water withdrawal	Water Efficiency and Wastewater Management	71
		303-4	Water discharge	Water Efficiency and Wastewater Management	71
		303-5	Water consumption	Water Efficiency and Wastewater Management	71
GRI-305	Emissions - 2016	305-1	Scope 1 emissions: Direct greenhouse gas (GHG) emissions	Our GHG Management	68
		305-2	Scope 2 emissions: Indirect greenhouse gas (GHG) emissions	Our GHG Management	68
		305-3	Scope 3 emissions: Other indirect greenhouse gas (GHG) emissions	Our GHG Management	68
		305-4	Greenhouse gas (GHG) emissions intensity	Our GHG Management	68
		305-5	Reduction of greenhouse gas (GHG) emissions	Our GHG Management	68



GRI No	GRI Topic Name - Version	Subtopic No	Subtopic Name	Headings	Page Number
<b>GRI-306</b>	Waste - 2020	306-1	Waste generation and significant waste-related impacts	Circularity and Waste Management	75
		306-2	Waste by type and disposal method / Circularity and Waste Management	Circularity and Waste Management	75
		306-3	Waste generated	Circularity and Waste Management	75
		306-4	Waste diverted from disposal	Circularity and Waste Management	75
		306-5	Waste directed to disposal	Circularity and Waste Management	75
<b>GRI-307</b>	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Our Environmental Management	64
<b>GRI-308</b>	Supplier Environmental Assessment - 2016	308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management	27
		308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management	27
<b>GRI-401</b>	Employment - 2016	401-1	New employee hires and employee turnover	Our Social Performance Management	83
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Community Social Responsibility	104
		401-3	Parental leave	Employee Satisfaction	98
<b>GRI-403</b>	Occupational Health and Safety - 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	93
		403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety	93
		403-3	Occupational health services	Occupational Health and Safety	93
		403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety	93
		403-5	Worker training on occupational health and safety	Occupational Health and Safety	93
		403-6	Promotion of worker health	Occupational Health and Safety	93
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	93
		403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	93
		403-9	Work-related injuries / Occupational Health and Safety	Occupational Health and Safety	93
		403-10	Work-related ill health / Occupational Health and Safety	Occupational Health and Safety	93



GRI No	GRI Topic Name - Version	Subtopic No	Subtopic Name	Headings	Page Number
GRI-404	Training and Education - 2016	404-1	Average annual training hours per employee	Talent Management and Career Development	84
		404-2	Programs for upgrading employee skills and transition assistance programs	Talent Management and Career Development	84
		404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management and Career Development	84
GRI-405	Diversity and Equal Opportunity - 2016	405-1	Diversity of governance bodies and employees	Our Organization	20
GRI-406	Non-discrimination - 2016	406-1	Incidents of discrimination and corrective actions taken	Diversity, Equity and Inclusion	91
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	Our Social Performance Management	83
GRI-408	Child Labor - 2016	408-1	Operations and suppliers at significant risk for incidents of forced labor	Sustainable Supply Chain Management	27
GRI-409	Forced or Compulsory Labor - 2016	409-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain Management	27
GRI-410	Security Practices - 2016	410-1	Security personnel trained in human rights policies or procedures	Sustainable Supply Chain Management	27
GRI-412	Human Rights Assessment - 2016	412-1	Operations subject to human rights reviews or impact assessments	Our Stakeholder Engagement and Prioritization Matrix	37
		412-2	Employee training on human rights policies or procedures concerning aspects of human rights relevant to operations	Business Ethics and Compliance	24
		412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Business Ethics and Compliance	24
GRI-413	Local Communities - 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Our Social Performance Management	83
		413-2	Operations with significant actual and potential negative impacts on local communities	Our Social Performance Management	83
GRI-414	Supplier Social Assessment - 2016	414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain Management	27
		414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management	27
GRI-417	Marketing and Labeling - 2016	417-3	Incidents of non-compliance concerning marketing communications	Digital Transformation	57
GRI-418	Customer Privacy - 2016	418-1	Loss of customer information and substantiated complaints regarding customer security	Product Responsibility and Customer Satisfaction	23

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