



We Have a *Promise!*

Sustainability Report

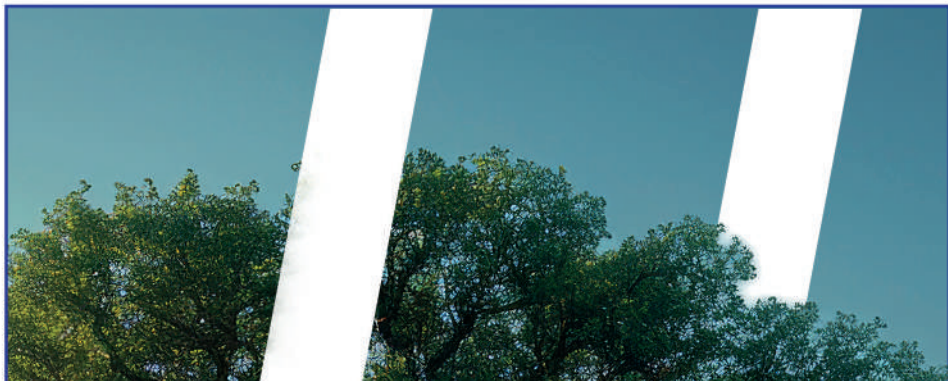


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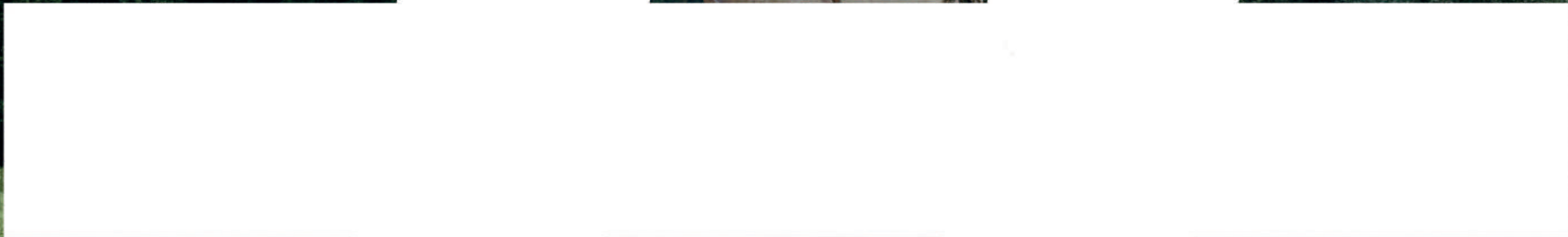
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About This Report

We have a promise!



In line with our understanding of producing for the future, the importance we attach to sustainability stands among MEFA Group's strategic priorities. In this context, we are pleased to present to our valued stakeholders our second Sustainability Report, the 2024 Sustainability Report, which outlines the progress we have achieved in environmental, social, and governance areas through our integrated management strategy, our practices, and our targets.

This report covers all activities carried out within MEFA Group companies between 1 January and 31 December 2024. In addition to the environmental, social, and economic impacts of our operations, the report also details our future-oriented objectives. Furthermore, our contributions to the United Nations 2030 Agenda and the Sustainable Development Goals adopted in 2015 are also included.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, Core option. In addition, calculations were performed in accordance with the ISO 14046:2014 Environmental Management Water Footprint Standard. Corporate greenhouse gas emission calculations have been performed in accordance with ISO 14064-1:2018, covering Scope 1, Scope 2, and Scope 3, and the results have been verified by a TÜRKAK-accredited body.

As MEFA Group, we will continue to share transparently with our stakeholders the steps we take in line with our sustainability goals.

Sincerely,

MEFA Group

Message from the General Manager

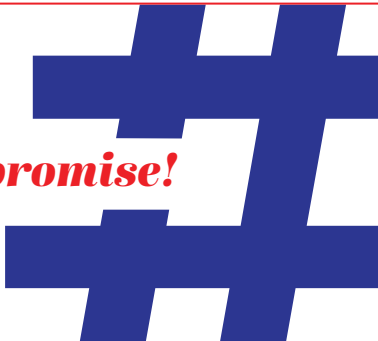


2024 was a year of significant progress in the field of sustainability at MEFA Group. Within the framework of combating global climate change, we reaffirmed our promise to further reduce our emissions and, in line with the requirements of the Paris Agreement, defined new targets accordingly.

Sustainability is not just a goal for us; it is an integral part of the way we conduct our business. The protection of natural resources, the fight against climate change, and the promotion of social equality are issues of critical importance for our future.

Throughout 2024, in order to better report our water management performance, we aligned with global water conservation policies. In this context, we calculated our water footprint in accordance with the ISO 14046 standard. In addition, we determined our corporate carbon footprint within the framework of ISO 14064-1:2018 and had our report independently verified under TÜRKAK accreditation. These efforts clearly demonstrate our determination and sense of responsibility in minimizing our environmental impacts.

The importance we attach to cooperation with local administrations continues to increase through our social responsibility projects. Through the initiatives we carry out in the fields of education, health, and the environment, we aim to contribute to society and provide meaningful support. We also continue to support the empowerment of women by increasing their participation in the workforce. In this context, we sustain our



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efforts to reach different segments of society through voluntary initiatives and to develop solutions in line with their needs.

We aim to align our emission reduction targets with a global warming pathway consistent with keeping the temperature increase below 1.5 degrees Celsius. At a time when climate change and its adverse impacts have become an existential threat to the world, sustainability for us means shaping our future by taking innovative steps in every field. By placing our sustainability strategies at the center of our business processes, we aim to enhance social welfare while minimizing our environmental impacts.

The environmental investments we realized during 2024 have further strengthened our sustainability strategy. Through this report, I would like to emphasize that while defining our sustainability goals, we aim not only to create value for society but also to minimize our environmental impacts. The solar power plants commissioned in the Mardin and Batman regions represent an important step in increasing the use of renewable energy. Through these projects, we aim to further

improve our energy efficiency and reduce our environmental footprint.

Finally, I would like to extend my sincere thanks, first and foremost to all our colleagues, and to all our stakeholders who stand by us on our sustainability journey. Together, as a promise to a more livable world, we will continue to move forward with the same determination to achieve our goals.

Yunus EKİNCİ



About Us



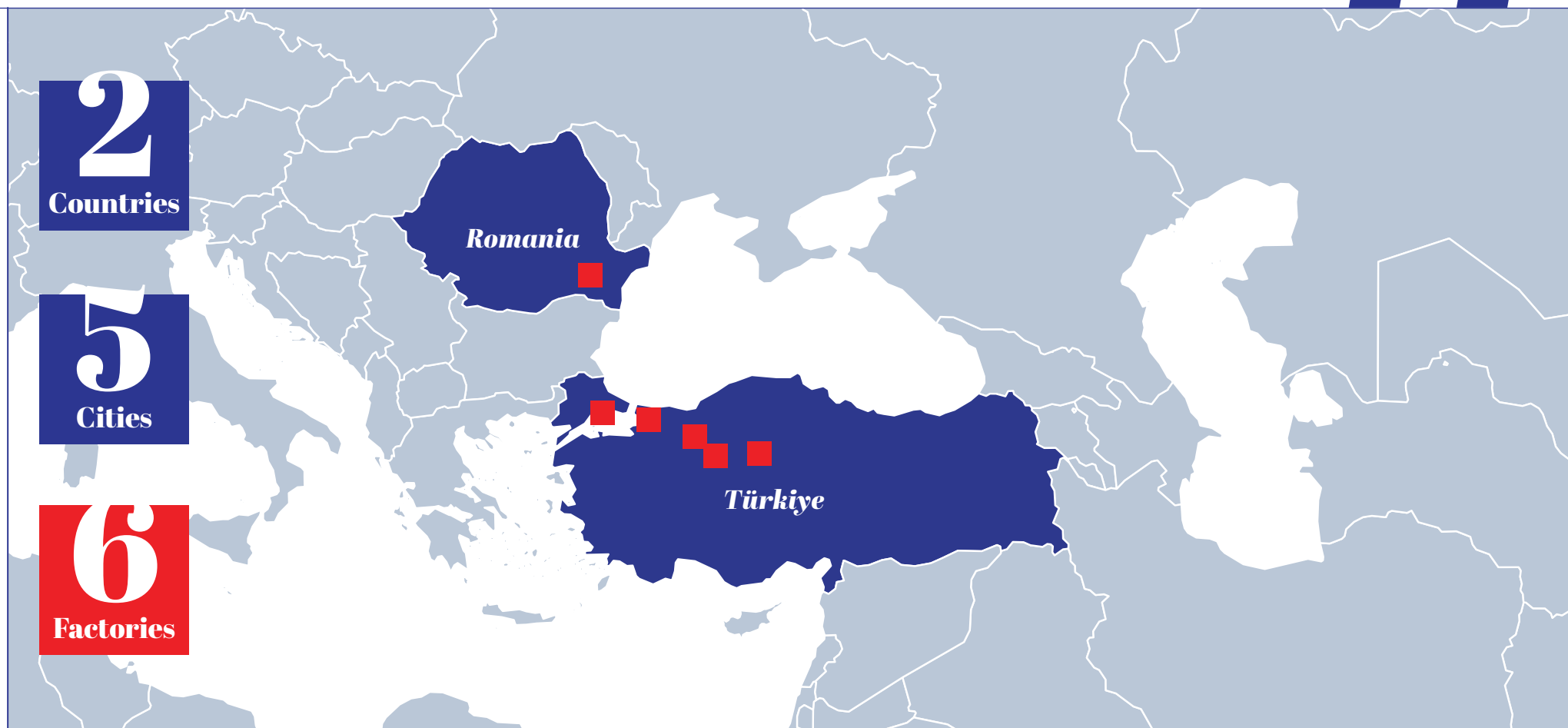
MEFA commenced its operations in 2006 with modest resources and a team of 15 employees. Through steady and continuous growth, the company has since evolved into one of the leading industrial brands in its field.

With a total enclosed production area of 90,000 square meters, MEFA operates five facilities in Türkiye and one in Romania, employing more than 2,000 people. The Group serves multiple sectors, primarily white goods and automotive. In addition to its high-quality and diversified product portfolio, MEFA has achieved a distinctive and strong market position through its raw material production capabilities.

Building on the engineering knowledge and experience it has accumulated over the years, MEFA conducts in-house research and development activities. While adopting a customer-focused, flexible, and innovative approach, the company also places strong emphasis on sustainable business practices, environmental responsibility, and a people-oriented management philosophy. Its corporate vision is to develop long-term, trust-based collaborations with global solution partners, grounded in quality and reliability at every step.

MEFA's fundamental objective is to create value for the future through the products it develops and delivers.

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Milestones

Who is MEFA?

2006

MEFA commenced its manufacturing activities in Ankara Ostim, initiating production for dishwasher baskets through wire straightening and cutting processes.

2007

Following an agreement with Arçelik, MEFA began dishwasher basket production in Ankara Sincan Organized Industrial Zone, incorporating welding and coating processes.

2009

The Ankara facility was expanded, doubling the total production area.

2010

Oven grid production was launched in Ankara, and the nickel chromium coating facility was commissioned.

2011

MEFA received the Global Supplier Certificate from the BSH Group and completed its first international shipments.

2012

Production of polyethylene coated refrigerator shelves commenced.

2013

The Eskişehir Factory was commissioned for EPS production.

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2015

The Tekirdağ Çerkezköy Factory commenced operations.

The Kocaeli Gebze Factory began operations for rubber injection production.

MEFA received the Global Supplier Certificate from Electrolux for oven grid production.

2016

The Bolu Factory commenced operations for cooktop and oven assembly, EPS, and oven grid production.

A new nickel chromium coating line was commissioned at the Bolu Factory.

2017

Production of plastic raw materials and compounds commenced at the Kocaeli Gebze Factory.

MEFA initiated the establishment of its first international subsidiary in Romania.

Production of oven grids began for the Austrian Würth Group Grass company.

2018

An agreement was reached with Candy Haier Europe for the production of dishwasher baskets and EPS packaging in Eskişehir.

2019

Operations commenced in the new factory building in Eskişehir.

The IATF 16949 certification process for the automotive sector was completed, and the first supply agreement for this sector was signed.

2024

Plans were announced for the opening of the Romania Factory.

Plans were announced for the establishment of the Manisa Factory.

Plans were announced for the establishment of the İzmir Recycling Factory.

Our Activities in 2024

2024 Production Volumes

Dishwasher
Baskets

7,988,059 units

EPS

9,209 tons

Oven Grids

7,806,579 units

Assembly
Operations

1,814,274 units

Compound

43,302 tons

Bellows

2,155,480 units

In 2024, a total of
12,192 hours
of occupational health and
safety training were delivered.

An ISO 14064
Corporate Carbon
Footprint Certificate
was obtained.

Certifications obtained within the scope of the Integrated Management Systems

ISO 9001:2015
Quality Management System

ISO 14001:2015
Environmental Management System

ISO 45001:2018
Occupational Health and Safety Management System

ISO 50001:2018
Energy Management System

IATF 16949:2016
Automotive Quality Management System

ISO 27001:2022
Information Security Management System, implementation
activities have been initiated.

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01	The Romania Factory was established.
02	99 percent of our suppliers are domestic companies.
03	Solar power plants were installed to increase the share of renewable energy usage .
04	Our factory previously located in Gebze was relocated to Manisa .
05	The number of female managers increased by 27 percent compared to 2023 .
06	A 5 percent greenhouse gas emission reduction target was defined in line with the net zero objective .
07	The IKNEXT Project was implemented within the scope of Talent Management .
08	Excluding mandatory training programs, a total of 6,467 hours of employee training were delivered.
09	In 2024, our total number of employees reached 2,031 .
10	The share of female managers among senior executives and managers reached 18 percent .
11	Digitalization processes were initiated across the company .
12	Social responsibility projects were carried out.
13	A total of 320 hours of personal data protection training were delivered.

Our Factories



T Factory *Romania*

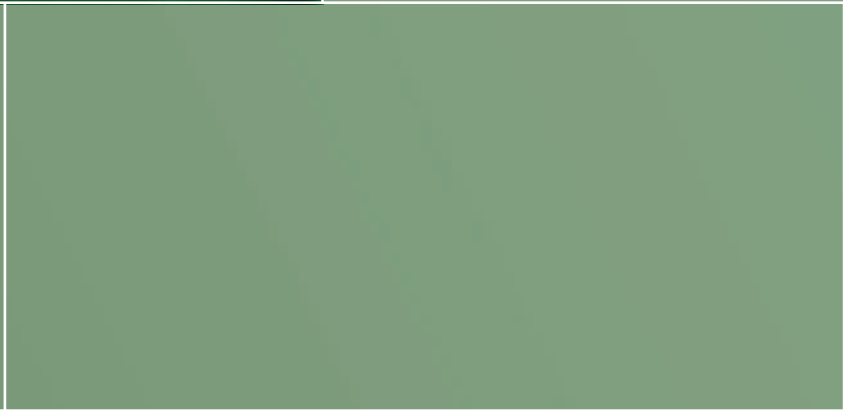
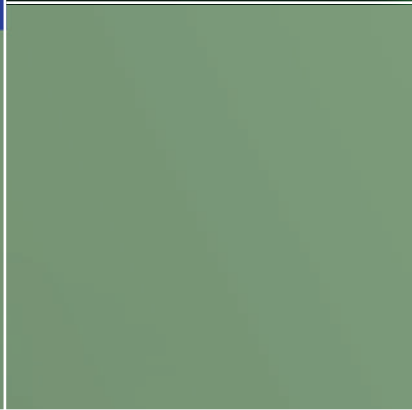


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5 **Factories** ***Türkiye***





Our Promise to the *World*

01



Our Sustainability Approach

Our Sustainability Approach and Integrated Business Model

As a company, with the awareness that sustainability represents a responsibility to leave a more livable world for future generations, we place environmental, social, and economic sustainability principles at the core of our operations.

Our Principles

1 Resource Efficiency

Across all our operations, our primary objective is to ensure the effective and efficient use of natural resources and to minimize waste generation. As MEFA Group, we act in line with principles of energy efficiency, water management, and the circular economy.

In compliance with national and international regulations, we aim to continuously improve our occupational health and safety performance.

2 Reducing Our Carbon Footprint

We take responsibility in the fight against climate change and commit to continuously reducing our carbon emissions by transitioning to renewable energy sources.

In order to minimize the impacts of global environmental risks such as climate change and the depletion of natural resources, we measure and report the environmental impacts of all our activities. We identify areas open to improvement and define actions accordingly. The priority focus areas of our operations include combating the climate crisis, energy efficiency, air emissions, and water and wastewater management, forming the basis of our efforts to address climate change.

3 Social Responsibility

We develop transparent, fair, and inclusive approaches toward our employees, stakeholders, and society. We respect human rights and actively support gender equality.

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4. Innovative Solutions

By responding to the global technology and digitalization trend that requires a profound transformation, we strengthen our ability to adapt to changing conditions. Within the scope of sustainable innovation, our priority focus areas have been defined as research and development, innovation, and the circular economy. These areas encompass our digitalization and technology investments, as well as the product designs developed within our research and development activities.

While prioritizing environmentally responsible technologies and sustainable product designs, we aim to embed a sustainability philosophy into our research and development, innovation, and digitalization processes through continuous improvement and development strategies. Through our research and development investments, we create sustainable solutions for the future.

5. Stakeholder Responsibility

As MEFA Group, we carry out initiatives to extend our sustainability approach across our entire value chain. Within the framework of a sustainable value chain, our priority areas include financial performance and customer satisfaction. Under the focus of strong people and a strong society, our priority topics include human and employee rights, occupational health and safety, qualified workforce and talent management, diversity, and equal opportunity.

These focus areas form the basis of our efforts to create sustainable value for all our stakeholders across social, economic, and environmental impact dimensions.



Our Focus Areas

Combating the Climate Crisis: We minimize our impact on climate change by using innovative technologies across our operations.



Circular Economy

We promote recycling and reuse to support the conservation of natural resources.



Creating Value for Society

We support sustainable social development by investing in education, health, and environmental projects.



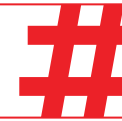
Transparency and Reporting

We regularly report our progress toward sustainability goals and maintain open and transparent communication with our stakeholders.



Investing in the Future

For us, sustainability is not limited to environmental protection, it also represents continuous improvement, innovation, and creating value for society through our business processes. Together, we continue to produce for a better future.



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Our Values

1. Integrity and Transparency, Our Core Principles

We remain committed to transparency and ethical values in all our business processes. We demonstrate an honest and fair approach toward our customers, business partners, and employees.

2. Innovation and Continuous Development, The Power Shaping the Future

We focus on developing innovative solutions and continuous learning to adapt swiftly to changing global conditions. Every employee is empowered to contribute to our processes through innovative ideas.

3. Social Responsibility, Commitment to Society

We are aware of our responsibility toward society and the environment. By developing sustainable practices, we support social initiatives and make people-focused investments.

4. Teamwork and Collaboration, The Key to Success

We achieve our success through a culture based on teamwork and collaboration. Each of our employees contributes with their ideas and plays a role in achieving our shared goals.

5. Quality and Excellence, Raising Our Standards

We strive to deliver the highest quality standards in our products and services. By placing customer satisfaction at the center of our priorities, we continuously work to achieve excellence.

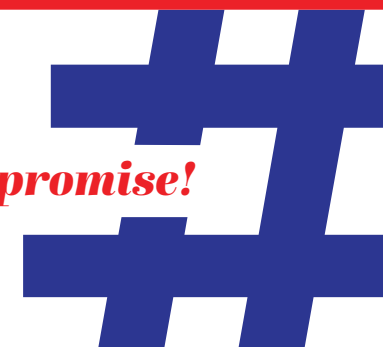
6. Sustainability, Respect for the Future

We work to minimize environmental impacts and to deliver sustainable solutions across our operations. Our goal is to leave a more livable world for future generations.

Our Contribution to the Sustainable Development Goals

Relevant SDG	How do we manage?	Related Section
7 AFFORDABLE AND CLEAN ENERGY 	By identifying climate change risks that may affect our operations, we integrate these risks into our management systems. We invest in renewable energy sources and future mobility technologies to mitigate the impacts of climate change and to adapt to evolving climate conditions.	Environment
8 DECENT WORK AND ECONOMIC GROWTH 	By conducting a baseline assessment through our Carbon Footprint Certification, we aim to reduce greenhouse gas emissions through investments in research and development and innovation.	Environment
9 INDUSTRY, INNOVATION, AND INFRASTRUCTURE 	We focus on reducing carbon emissions in production by strengthening energy management practices and increasing investments in renewable energy sources.	Environment

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Relevant SDG	How do we manage?	Related Section
11 SUSTAINABLE CITIES AND COMMUNITIES	We improve our business processes to ensure the proper disposal of hazardous substances and to enhance air quality across our operations.	Environment
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
13 CLIMATE ACTION		

Relevant SDG	How do we manage?	Related Section
4 QUALITY EDUCATION 	Across our entire value chain, we protect human and employee rights and carry out initiatives to prevent discrimination. We ensure that all our employees work under fair and equitable conditions.	Human Resources
5 GENDER EQUALITY 	We ensure the recycling and reuse of waste generated during production, as well as the collection and recycling of products that have reached the end of their useful life. With a zero-waste approach, we aim to transition to a circular economic model.	Environment
8 DECENT WORK AND ECONOMIC GROWTH 	We prioritize conducting relationships with all stakeholders within the framework of working principles and ethical rules, and sharing our activities transparently. We adopt a zero-tolerance policy against bribery and corruption.	Corporate Governance
9 INDUSTRY, INNOVATION, AND INFRASTRUCTURE 	We structure the company's corporate governance in line with the principles of fairness, transparency, accountability and responsibility.	Corporate Governance
10 REDUCED INEQUALITIES 	We support our employees in learning, personal development and discovering their talents, and develop personal development and career planning practices to enable greater access to education opportunities.	Human Resources

Relevant SDG	How do we manage?	Related Section
11 SUSTAINABLE CITIES AND COMMUNITIES 	Across all our procurement processes, we prioritize monitoring economic, environmental, social and ethical conditions, and the periodic auditing of suppliers. By making environmental and occupational health and safety requirements mandatory within procurement contracts, we demonstrate the value we place on both the environment and people.	Value Chain Management
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	By ensuring equality and diversity in the workplace, without discrimination based on language, religion, race or gender, we prevent discriminatory practices. We aim to create equal opportunity by increasing the representation of employees with disabilities and female employees within our workforce.	Human Resources
14 LIFE BELOW WATER 	Following the identification of our current status through water footprint calculations, we reduce water consumption in our operations by increasing water recovery and protecting water resources, and we take preventive measures against potential water-related risks.	Environment
17 PARTNERSHIPS FOR THE GOALS 	We support cooperation with stakeholders in line with our sustainability objectives and develop partnerships that contribute to shared value creation across environmental, social and economic dimensions.	Value Chain Management



2024 Environmental, Social and Governance Scorecard (ESG)



We made investments to measure, report and minimize our environmental impact. We obtained the ISO 14064 Corporate Carbon Footprint Certificate, verified by an accredited organization.



By conducting water footprint calculations, we planned improvement projects to protect water resources and enhance water efficiency.



Within the scope of energy efficiency, we increased our renewable energy investments and raised our share of green energy usage.



Across all our operations, we obtained zero waste certificates within the framework of waste management practices.



By establishing an R&D unit, we initiated sustainability focused project development activities.



We commissioned new factories, including one located in Romania.



By making environmental and occupational health and safety requirements mandatory in all contracts across our supply chain, we demonstrated our environmental responsibility.

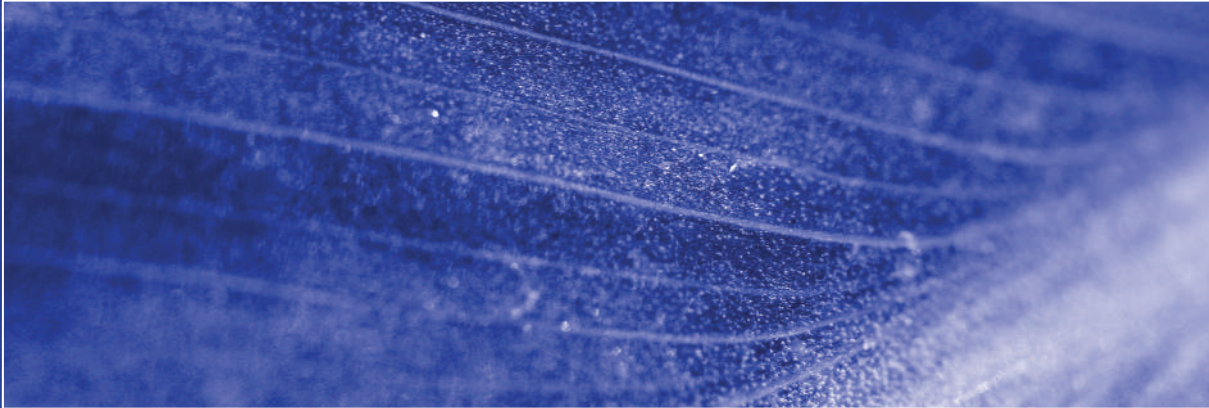
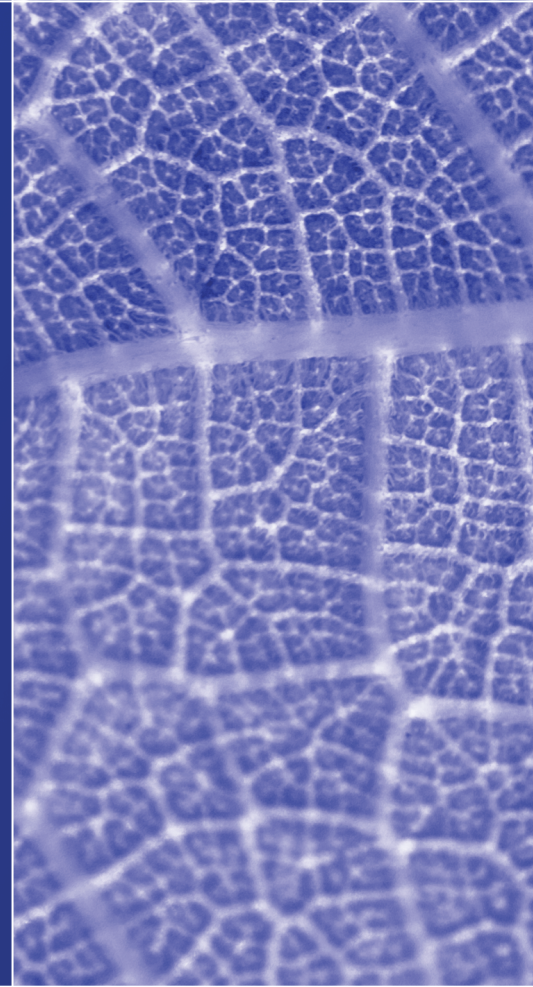


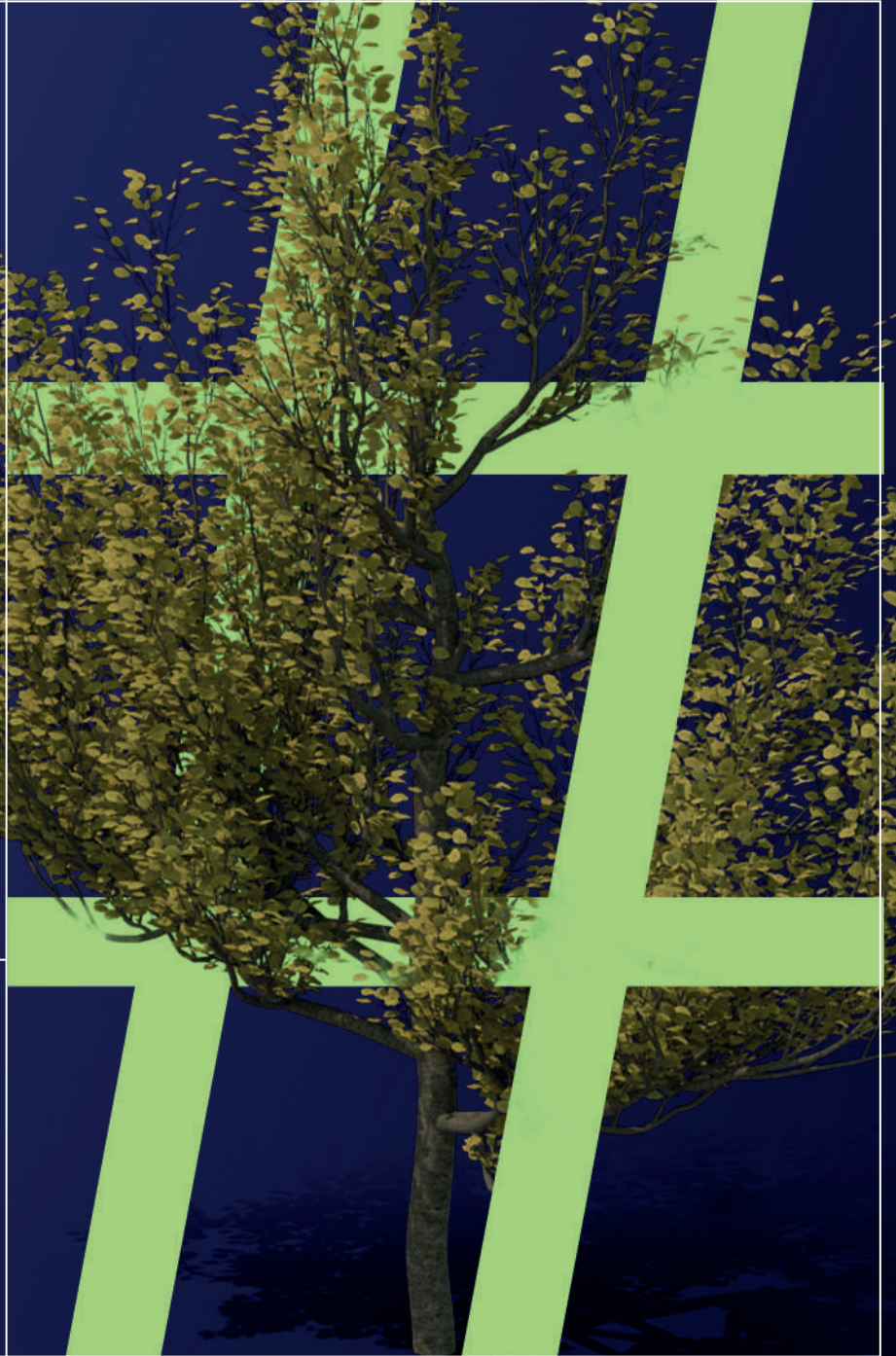
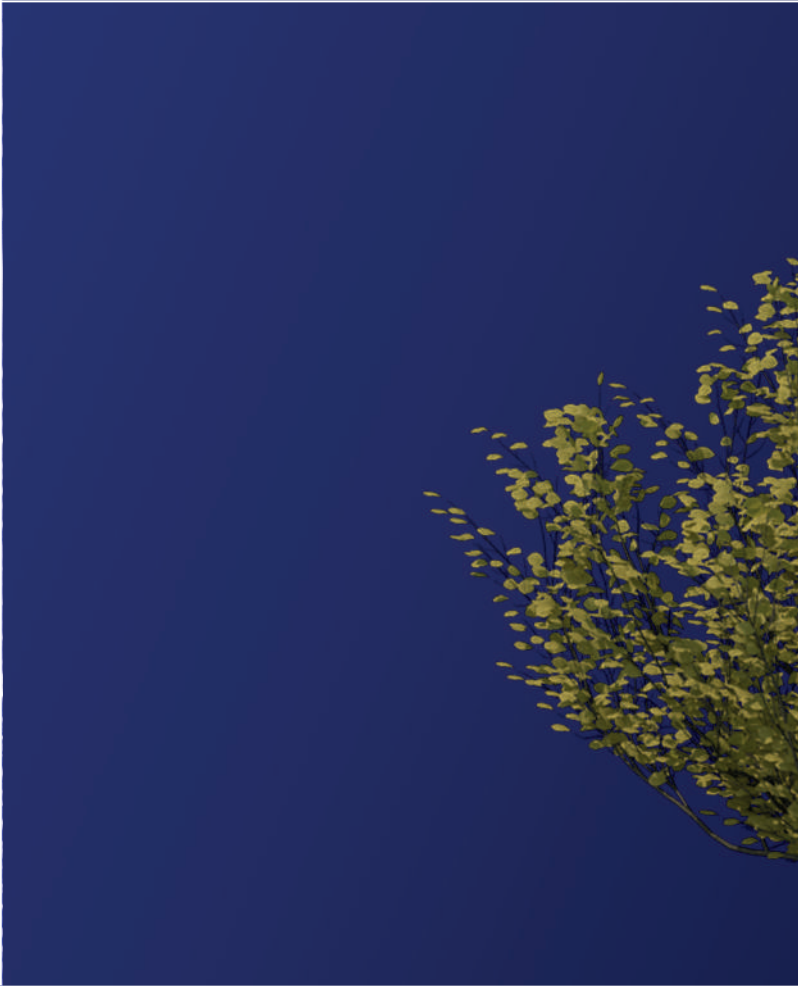
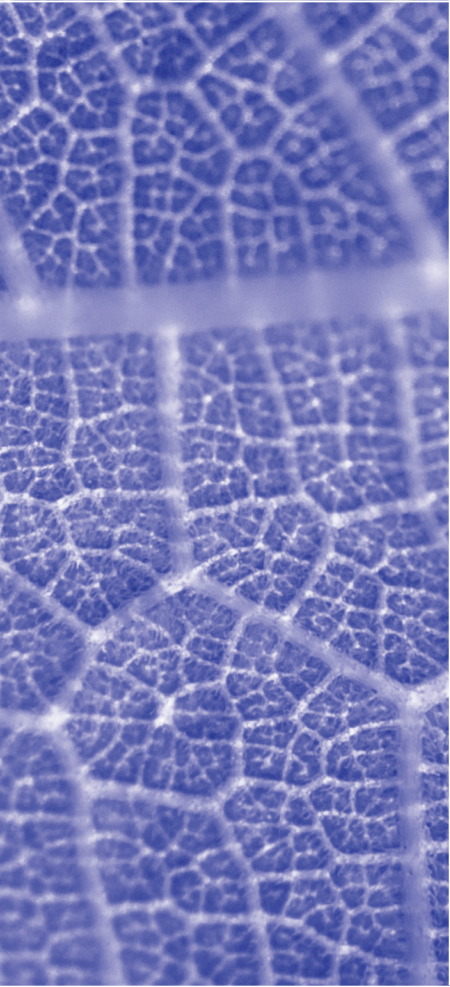
In line with our zero lost time injury target, we reduced our accident frequency rate compared to the previous year through the initiatives we implemented.



We increased the number of female managers by 27 percent compared to the previous year.

Our Promise to the *Industry*





02

Quality Management System

MEFA Group implements a Quality Management System that prioritizes customer satisfaction and product safety, with the objective of achieving excellence in its products and services. This system is managed through transparent, auditable, and continuously improvable approaches, covering all processes from raw material procurement to final product delivery.

All our operations are carried out in compliance with national and international standards, legal regulations and company policies. Quality and product safety are ensured through effective monitoring and control mechanisms. In line with customer expectations, every stage from design to delivery is managed with the highest level of diligence.

Through training programs designed to enhance the quality awareness of our employees, we disseminate our corporate philosophy across the entire organization and adopt an agile organizational structure. This approach enables us to adapt quickly to sectoral innovations and technological advancements. MEFA Group holds certifications for ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health and Safety Management System, ISO 50001:2018 Energy Management System and IATF 16949:2016 Automotive Quality Management System. In addition, our ISO 27001:2022 Information Security Management System implementation is progressing rapidly, with completion planned for 2025.



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In our operations, we adopt the Plan, Do, Check, Act cycle as a core principle, addressing all processes in detail, conducting risk and opportunity analyses, and developing proactive solutions. This approach represents one of the fundamental pillars of our success.

Our digital transformation and innovation initiatives aim to make quality an indispensable part of our corporate culture. By carefully analyzing feedback from our customers and stakeholders, we pursue a continuous-improvement-focused strategy.

As of 2024, internal and external audits conducted have confirmed the effectiveness and success of our quality management system, with performance measured and improvement areas clearly identified. These data are reported to senior management and actively used within strategic decision making processes.

In order to ensure environmental sustainability, all our facilities have obtained the Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change. We are committed to extending these practices to our new facilities and aim to complete full implementation across all sites by 2025.

Customer Satisfaction

We are aware that our rapid growth achieved in a short period of time and our success within the sector are driven by the satisfaction of customers who are pleased with our products and services. We aim to further enhance this satisfaction every day.

To measure customer satisfaction and identify areas for improvement, we regularly conduct customer satisfaction surveys. Through customer visits carried out both face-to-face and online, we listen closely to our customers' needs, suggestions, feedback and expectations.

In our product development and improvement action plans, service quality is considered a critical input. Products developed through our R&D activities contribute to safe, efficient and environmentally low impact production processes for our customers.

R&D and Innovation

The R&D and Technopark center established in 2024 has become a core component of our sustainable production strategy by integrating next-generation technologies into our operations. A total of 28 professional employees are engaged in various projects at this center. In total, 18 projects were planned, including 5 Technopark projects. Seven projects became operational in 2024, and within the scope of these projects, two patent applications were submitted.



*ASO Technopark

Number of Employees: **13**

Ongoing Projects: **2**

Completed Projects: **2**

*Bolu Technokent

Number of Employees: **8**

Ongoing Projects: **2**

*Manisa Technokent

Number of Employees: **6**

Ongoing Projects: **1**

New Applications: **1**

Patent Applications: **2**



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mefa
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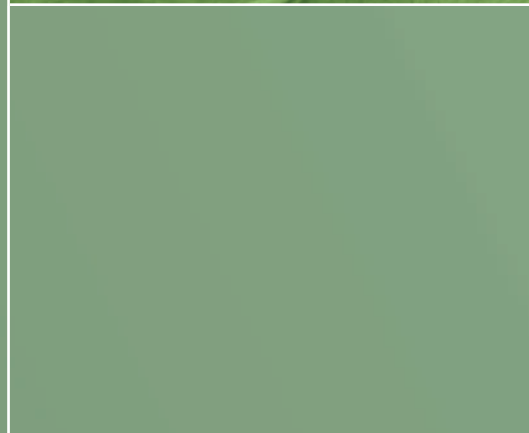
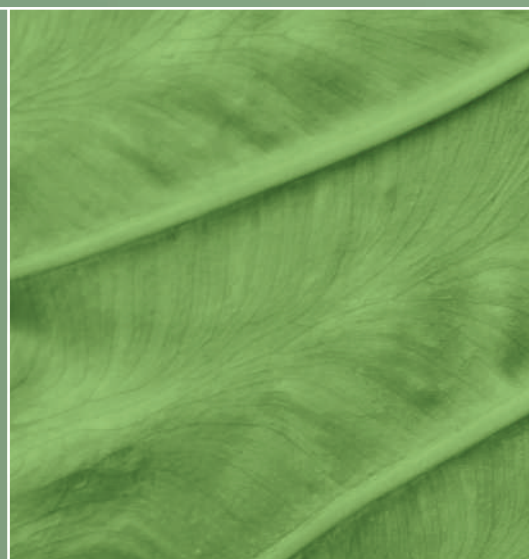


To support the professional and personal development of our employees, we encourage participation in trainings and seminars aimed at raising awareness of global risks and opportunities, and we promote the continuous updating of their knowledge and skills, such as intellectual property rights trainings.

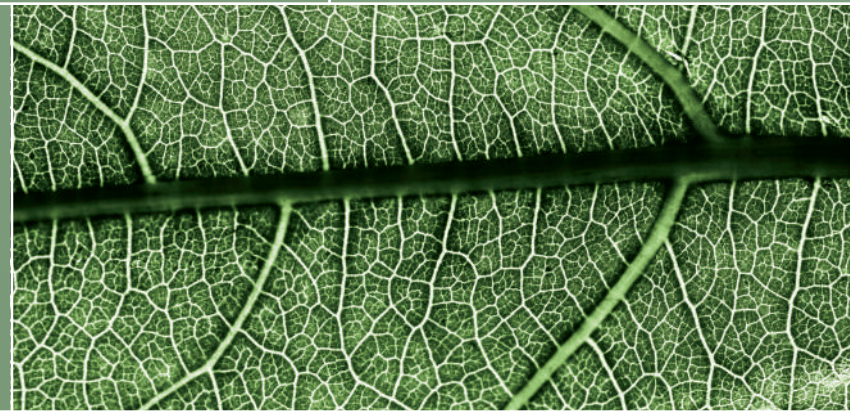
By supporting our growth vision through strategic partnerships, we carry out domestic and international collaborations with universities, accredited laboratories and leading companies within the sector. These partnerships play a significant role in achieving our innovation and sustainability objectives.

We continue to work diligently to integrate innovative and sustainable technologies into our production lines. Through product development projects aimed at minimizing environmental impacts, we seek to deliver sustainable solutions that support the circular economy.

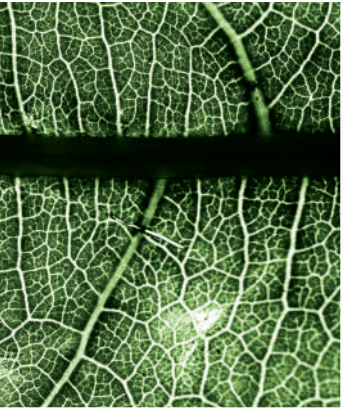
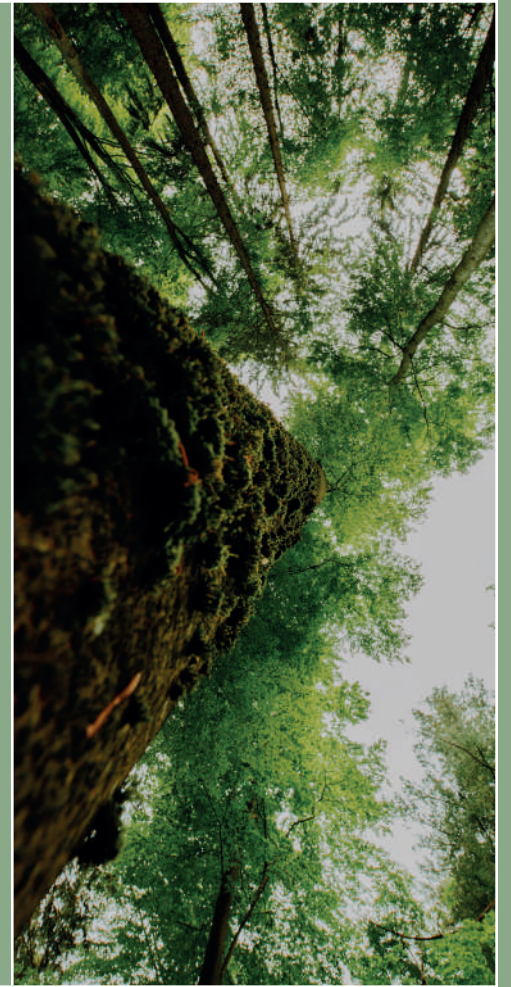
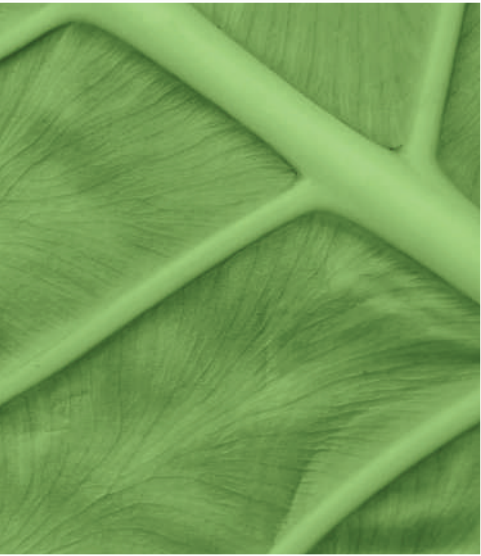
Within our R&D project management system, we plan to establish idea pools and an Intellectual Property Committee through the MEFA Suggestion System in order to collect the creative ideas of our employees. This system will enable ideas to be evaluated based on their feasibility and level of significance, with high scoring ideas being converted into projects. In addition, successful projects will be rewarded, motivating all stakeholders who contribute to the innovation process.



03



Our Promise to the *Future*



Our Digital Transformation Journey

With the slogan “Ready for the Future,” we launched our digital transformation journey with a clear understanding that rapid development within our industrial and business processes makes change and transformation inevitable.

As the first step of our digital transformation process, throughout 2023 we aimed to clearly assess our current situation and identify the challenges we faced. As of 2024, we moved into the design phase of the most appropriate strategies to address the identified challenges. During this process, we held comprehensive discussions with leading solution partners in the sector to identify innovative and effective solutions best suited to our needs. In addition, through the Digital Transformation Workshop we organized, technical and operational ERP requirements were conveyed in detail by process owners. This workshop contributed to the development of a shared language and common understanding across the organization and facilitated alignment toward common goals, thereby increasing the effectiveness of the transformation process.

We are making our business processes more efficient by integrating artificial intelligence-supported tools. In order to use these tools effectively, which will provide significant ease in our production and daily operations, we deliver regular training programs. By automating business processes, we aim to achieve time and cost savings while increasing operational efficiency. Through innovative solutions, we plan to provide faster and higher quality services to our customers and strengthen our competitive advantage. Furthermore, by enabling real-time analysis of data generated through digitalized business processes, we will establish faster and more accurate decision-making mechanisms.

On our path to becoming one of the exemplary projects of the future, we aim to modernize our business processes to create differentiation both within the company and across the sector. With the contributions of our stakeholders, we believe that we will successfully complete this project and carry out our digital transformation journey together by 2025.

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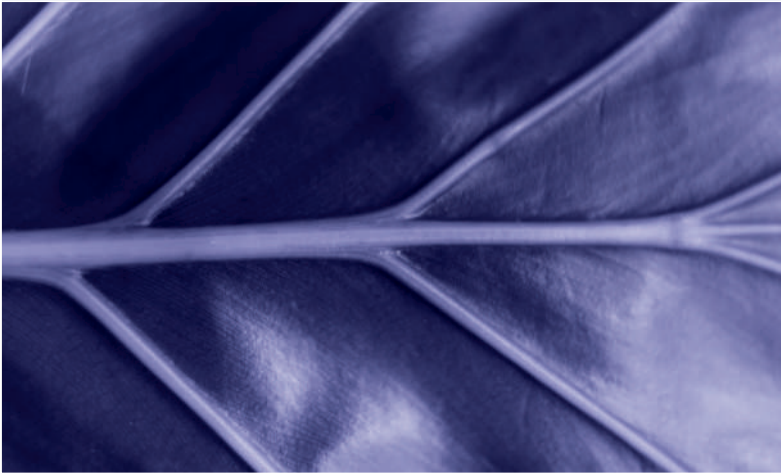
Information Technologies and Information Security Management

MEFA Group continued its activities in the field of Information Technologies throughout 2024 with a focus on continuity, digital transformation, security and efficiency. Within this context, we are committed to protecting all information assets, ensuring compliance with international standards and regulations, and meeting information security requirements within the framework of the ISO 27001 Information Security Management System, which we began preparing for in 2024 and plan to complete in 2025. In addition, we aim to continuously improve, develop and regularly review information security by managing existing and potential risks.

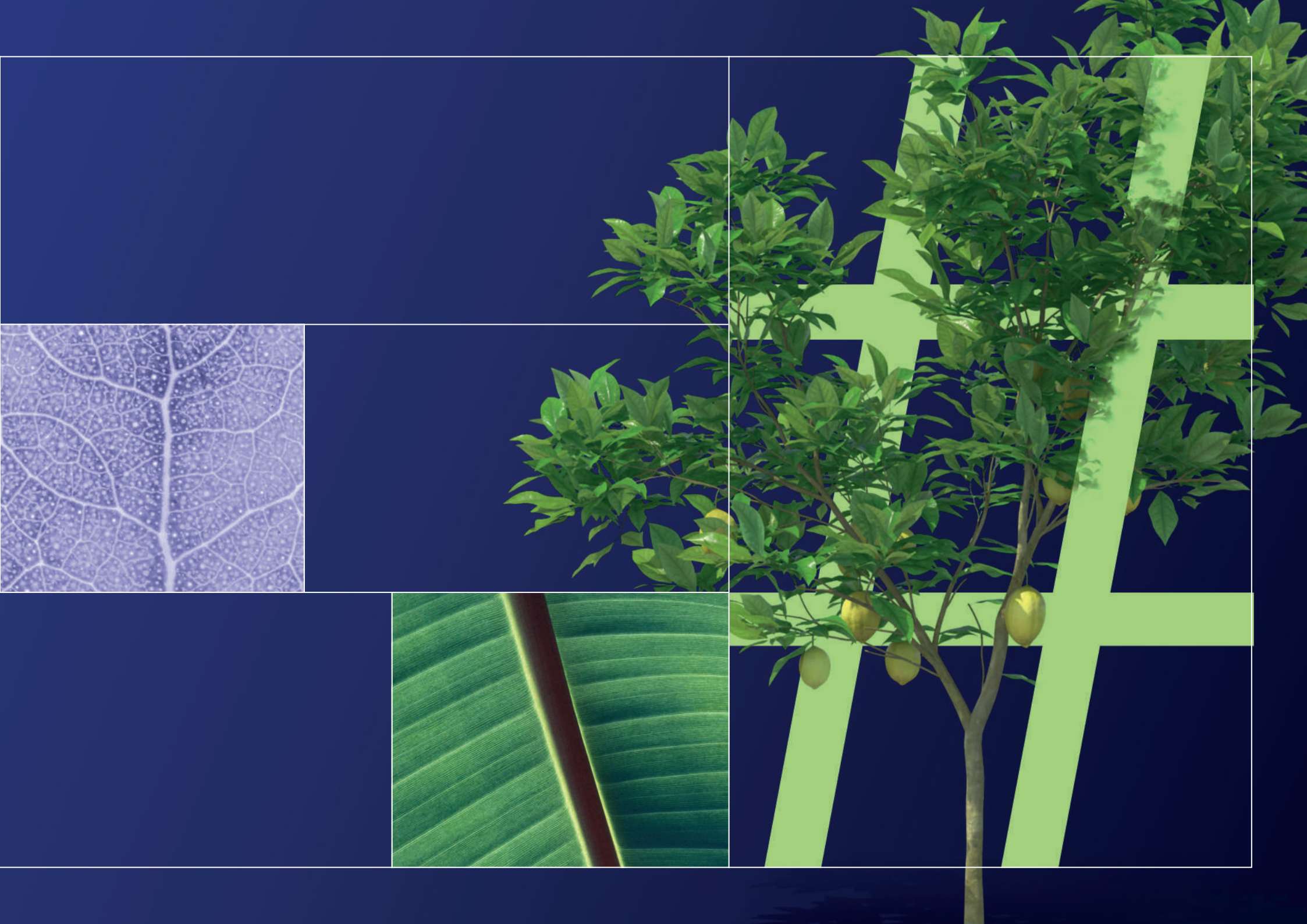
In order to increase corporate information security awareness, we inform all users about current information security incidents through training programs we organize. We also aim to raise awareness by using screen protection tools on all company computers.

In line with our business ethics principles, we respect personal privacy and fully comply with the Law on the Protection of Personal Data. Within this scope, we completed our registration with the Data Controllers Registry Information System in 2019 and continue to fulfill our legal obligations in accordance with regulatory requirements.

Our Promise to the *Environment*



04



Natural Resources Management

Uncontrolled population growth industrialization, and add comma after industrialization are rapidly depleting natural resources, while climate change and global warming are creating increasing environmental challenges. Access to resources is becoming more costly and difficult with each passing day. In this context, adopting business processes based on the efficient use of resources and circular economy principles is of critical importance for achieving sustainable development goals.

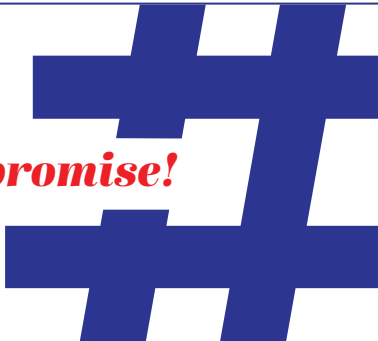
Within our activities related to natural resource management, we prioritize the responsible and efficient use of resources, the reduction of waste at its source, the recovery and recycling of materials, and the protection of biodiversity and ecosystems. These focus areas form the basis of our environmental approach. Our company regularly measures and reports its environmental impacts and calculates greenhouse gas emissions in line with a continuous improvement approach. Within this scope, we aim to minimize pressure on the environment and contribute to the protection of natural resources.

We demonstrate particular sensitivity to the efficient use of water.

Through initiatives aimed at increasing water use efficiency within our processes, we develop innovative projects to enhance water recovery in wastewater treatment facilities. In addition, we prioritize water efficiency within our R&D activities and, as of 2024, we have completed our water footprint calculations, continuing our efficiency improvement efforts in this area without interruption.

Within the scope of our energy efficiency initiatives, we supply approximately 45 percent of our energy consumption from renewable sources through the solar power plants installed at our facilities and the solar power plants commissioned in Mardin and Batman. We project this ratio to reach 80 percent by 2025. Through process improvement initiatives, we continue to develop solutions aimed at achieving energy savings and reducing our environmental impacts.

Through the efficient use of water, energy and raw materials, we minimize our environmental impacts and implement our promise to reduce our water and carbon footprints. In this direction, we continue our efforts with determination to support the procurement of raw materials from sustainable sources.



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Water and Wastewater Management

Water and wastewater management is one of the priority focus areas within our efforts to combat climate change. This topic is addressed through a holistic framework that includes efficient water consumption and the improvement of the quality of discharged wastewater in receiving environments.

As of 2024, within the scope of the ISO 14046 Water Footprint Standard, we evaluate our current status through our Corporate Water Footprint Report and shape our improvement areas accordingly. In order to ensure effective monitoring of water usage at our factories established in 2024, water meters have been installed at multiple points.

In line with our sustainability approach and in order to combat climate change and the increasing risk of drought, we focus on reducing the consumption of freshwater resources. Within this context, we implement efficiency projects aimed at the use of

alternative water sources in our processes. While continuing our efforts to ensure the most efficient use of water across all our operations, we also plan investments in projects that enable the recovery and reuse of grey water within our processes.

Wastewater generated from our processes is treated in wastewater treatment facilities designed in compliance with the legal discharge criteria defined in the Water Pollution Control Regulation. In the regions where treatment facilities are located, treated wastewater is discharged to Organized Industrial Zones or the relevant municipalities. In order to keep our environmental impacts under control, we conduct wastewater analyses at regular intervals.

Energy Management

By closely monitoring current developments and innovative technologies in the field of energy management, we prioritize improvement initiatives in areas with energy-saving potential and request related actions from the relevant departments. In line with the defined targets, performance indicators related to natural gas and electricity consumption are monitored on a monthly basis, and necessary corrective actions are taken in cases of deviation from targets.

We prioritize renewable energy in our investments. Through solar energy panels installed on the roofs of our factories, we meet a significant portion of our energy needs. In addition, thanks to the solar power plants commissioned in Mardin and Batman in 2024, we supplied 45 percent of our total electricity consumption from renewable sources.

With our ISO 50001 Energy Management System Certification, we once again demonstrate the importance we place on energy management. This certificate and system can be accessed through our website.

Emissions Management

As of 2024, our corporate carbon footprint has been calculated in accordance with the ISO 14064-1 standard and our report has been verified by an independent third party verification body.





We have a promise!



Data related to Scope 1, Scope 2, and Scope 3, greenhouse gas emissions can be accessed in the Environmental Indicators section of our report.

In line with global risks and our net zero emissions commitments, we closely monitor national and international regulations.

We plan to increase our investments in renewable energy sources and low-carbon production technologies.

Through the solar power plants we have commissioned, we have prevented 8,573 tons of CO₂ emissions annually, equivalent to the production of 46,765 tons of oxygen and comparable to the impact of 389,707 trees.

In line with our objective to reduce emissions, we define strategic targets and continue to implement actions accordingly.

Waste Management

Guided by our understanding that “We respect nature and commit to future generations,” we act with the responsibility of leaving a more livable world for the future. With an awareness of the importance of environmental protection, we strive to manage our environmental impacts effectively across all our activities, use resources responsibly, and develop sustainable business processes.

We conduct our waste management activities in accordance with the ISO 14001:2015 Environmental Management System

Standard and our emission reduction targets. In order to ensure full compliance with environmental legislation, our central environmental unit carries out regular environmental audits at all our facilities twice a year. Improvement areas identified as a result of these audits are addressed through corrective actions, and related practices and reports are submitted to senior management.

Within the scope of our waste management processes, we carry out initiatives aimed at reducing waste at its source, promoting reuse, recycling and energy recovery, and contributing to the circular economy. In our EPS production facilities, process wastes are recovered through regrinding methods and reintegrated into production as raw materials in EPS form. In this way, we act in line with the principles of responsible production and consumption.

While disposing of waste in compliance with legislation through licensed companies, we place strong emphasis on segregation processes. Among our core environmental objectives are minimizing waste generation and reducing the consumption of natural resources. Accordingly, waste generation at our facilities is regularly monitored, and waste generated as a result of production activities is segregated at source with the aim of maximizing recovery.

Across all our operations, within the framework of the Waste Management System initiated by the Ministry of Environment, Urbanization and Climate Change, we aim to systematize waste management practices, complete documentation processes, and encourage environmental sustainability. In this context, we hold the Zero Waste Certificate.



05

Our Promise to Our *Employees*



Employees and Human Rights

Since our establishment, we have been aware that the most important element adding value to our operations across all activities has been our employees.

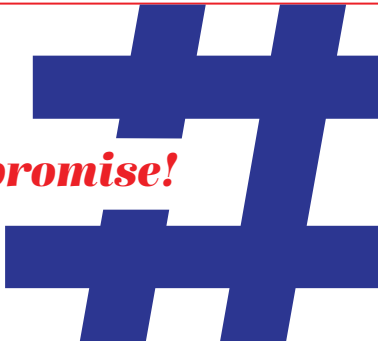
In line with the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, we operate in compliance with all legal regulations. We adopt a people-centered approach by demonstrating a fair, respectful and ethical attitude toward our employees and by providing a working environment based on dignity. We fully respect all employee rights and ensure the correct and complete use of their freedoms. In order to extend this understanding throughout our value chain, we include provisions related to business ethics, occupational health and safety and environmental working conditions in the contracts signed with our suppliers.

We adopt a zero tolerance policy toward child labor, forced labor, harassment and violence, while placing strong emphasis on diversity, inclusion, workplace safety and occupational health and safety practices. In all practices related to our employees and candidates, we attach great importance to the principles of equal opportunity and diversity. We do not allow any form of discrimination based on race, language, religion, belief, gender,

sexual orientation, age, social status or physical or intellectual disability. This zero tolerance approach is applied meticulously across all human rights processes, including recruitment, placement, promotion, performance management, training, career planning, compensation and employee benefits.

In 2024, 56 employees with disabilities were employed across our organization. In addition, we employed 11 female employees in managerial and senior management positions and a total of 654 female employees across our workforce.

Our compensation and promotion policies are determined based on employee performance and competencies. In line with the importance we place on female employment, our objective is to ensure gender equality between women and men and to increase the influence of women in decision making mechanisms. With this approach, we aim to increase the proportion of women in senior management by adopting a gender-neutral perspective across recruitment, training and career planning processes.



We have a promise!



Talent and Performance Management

In line with our company vision and strategic objectives, recruiting, placing and developing qualified employees who can add value to our business processes is among our top priorities. By providing opportunities for our employees to enhance their knowledge and skills, we aim to monitor and evaluate performance, support development plans and career journeys, and increase employee satisfaction. All these efforts are carried out with the objective of ensuring the sustainability of our company's effectiveness and success.

We aim to maximize the potential of our employees and support their continuous development. In order to attract and retain qualified human resources, we offer modern working conditions. Within the framework of our talent management approach, we identify the competencies and development areas of our employees and create career development roadmaps to support their professional growth.

In order to implement human resources practices in line with international standards, we continuously revise and update our HR systems in accordance with evolving needs. Within this scope, we launched the IKNEXT Transformation Project in 2024, through which we carry out various initiatives to support the personal and professional development of our white-collar employees. In parallel, in order to ensure the effective sustainability of career and talent management, we regularly implement the Personal Analysis Inventory. This inventory serves as an important tool in assessing our employees' leadership potential and performance. We support employee success by integrating individual achievement with overall company performance and by offering development focused training programs. With the objective of expanding our corporate intellectual capital, we organize personal and professional development activities. In addition, we provide support for postgraduate education to employees who wish to advance their careers through collaborations with universities.

Through mentoring programs, we foster interaction between our senior executives, including directors and managers, and our employees at managerial and specialist levels. By identifying actions aligned with mentees' development areas, we establish individual goals that are consistent with company objectives and measure success in achieving these goals through year-end performance evaluations. Performance evaluation outcomes are used as key inputs in bonus awards, compensation management and career planning processes.

In order to enable our employees to experience different roles and enrich their work experience, we implement rotation programs. We also place strong emphasis on leadership development and prioritize the cultivation of leaders from internal resources.

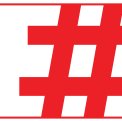
Activities carried out by the Human Resources Committee support employees' alignment with corporate objectives and contribute to both individual and organizational learning and development. Our training programs are systematically structured in line with company strategies and objectives.

Young talents are supported through internship programs that allow them to become more closely acquainted with our company and receive guidance in their career planning. Employees within our existing talent pool are included in mentoring and mentee programs and supported in their development processes through specialized training programs. Within the framework of the Leadership Development Program, these employees are included in succession planning and flexibility is provided in vertical career progression.

Employee Engagement

In order to increase employee engagement and measure it on a continuous basis, we carry out structured initiatives. Through the annual Employee Satisfaction Survey, we assess our employees' engagement levels and their satisfaction with human resources practices. Following the survey, satisfaction data are analyzed both at overall company level and on a departmental basis, and are presented to senior management together with action recommendations. Improvement initiatives are then launched accordingly. Employee satisfaction is regularly monitored by senior management and is included among managers' performance objectives.

In order to establish an effective feedback mechanism, structured



discussions between employees and managers are conducted at defined intervals. Feedback received from employees is carefully evaluated, and actions that contribute to sustainable success are implemented.

As part of the separation process, structured exit interviews are conducted with departing employees. During this process, reasons for employee turnover are analyzed transparently, and data obtained from exit interviews and surveys are periodically reviewed and reported to senior management.

Across the organization, updates to departmental Job Descriptions have been completed, and the process of revising role definitions to include technical and core competencies continues.

In addition, employees who participate in Kaizen initiatives are encouraged and recognized through our appreciation and reward system. Employees who complete 5, 10 and 15 years of service within the MEFA Group are honored with plaques as a token of appreciation.

Within the scope of the IKNEXT Transformation Project, MEFA Group aims to support employees' well-being and take steps toward a healthier and more secure future together. In this direction, with the approval of senior management, we have introduced supplementary health insurance for our employees. In addition, we provide various employee benefits including on site nursery services, breastfeeding and childcare rooms, postgraduate education leave, paternity leave, birth and marriage assistance, fuel support at the beginning of the winter season, stationery support at the start of the academic year, holiday gifts during Eid al-Fitr and Eid al-Adha, and New Year gifts.



Occupational Health and Safety

Providing our employees with a safe and healthy working environment is one of our fundamental priorities. In addition to daily operational safety, we place strong emphasis on preparedness for emergencies and disaster scenarios. All Occupational Health and Safety (OHS) practices across our operations are developed in full compliance with applicable legal requirements and continuously aligned with international best practices.

All our facilities operate in accordance with the ISO 45001 Occupational Health and Safety Management System standard. Our OHS activities are carried out within the framework of our Integrated Management System (IMS) Policy, which is determined and overseen by top management. The primary objective of this system is to identify potential workplace hazards, eliminate risks at their source where possible, and minimize residual risks to ensure a safe working environment for all employees.

To support this approach, we regularly conduct workplace and personal exposure measurements, including assessments related to dust, chemicals, noise, thermal comfort, and lighting conditions. Based on the data obtained, necessary corrective and preventive actions are implemented, and targeted awareness trainings are provided to employees.

Despite comprehensive preventive measures, any occupational accidents that occur are thoroughly investigated by our OHS specialists to identify root causes and implement corrective actions. Accident frequency rates are monitored on a monthly

basis. In addition, “near-miss” incidents that do not result in injury are systematically recorded, stored, and tracked through barcode-based systems installed in production areas to strengthen preventive controls.

To ensure a strong safety culture, all employees, subcontractors, and visitors entering our facilities are required to receive Occupational Health and Safety training. Regular training sessions and awareness programs are organized to reinforce compliance and risk awareness at all levels of the organization.

Operational responsibilities, decision-making processes, awareness initiatives, and training programs related to Occupational Health and Safety are coordinated by the Occupational Health and Safety Committee, which operates under the supervision of senior management. The committee convenes regularly to evaluate OHS performance, review incidents and risks, and make strategic decisions aimed at continuous improvement.

Through this systematic and proactive approach, we aim to minimize occupational accidents and lost-time incidents while continuously enhancing the health, safety, and well-being of our workforce.

Sustainable Supply Chain

We believe that successful and efficient production requires the integration of responsible environmental management and sustainability principles. In this direction, while considering economic,



social, and cultural benefits in all our activities, we address human health and the environment through a holistic approach.

We manage our procurement processes in alignment with our corporate objectives, strategies, and ethical principles. While ensuring compliance with legal regulations, we adopt a sensitive approach to human rights, labor standards, environmental responsibility, and the fight against corruption. Taking global risks and opportunities into account, we make strategic decisions and carefully select the suppliers with whom we collaborate accordingly.

We consider Supply Chain Management to be one of the fundamental pillars of our long-term sustainable growth by ensuring strong ownership at the highest management level. In order to maintain supply chain continuity, we support local economic development and prioritize local suppliers in our supplier selection processes.

In our facilities, suppliers' personnel who will provide services on a temporary basis are required to receive training on Occupational Health and Safety and Environmental issues before starting work. To increase sustainability awareness among our suppliers, we include Occupational Health and Safety Specifications and Environmental Specifications in supplier contracts and expect our suppliers to demonstrate the same level of sensitivity toward human and environmental health.

By prioritizing collaboration with logistics and transportation companies involved in internationally certified climate protection projects, we aim to prevent greenhouse gas emissions arising from transportation and logistics activities. In addition, we pay close

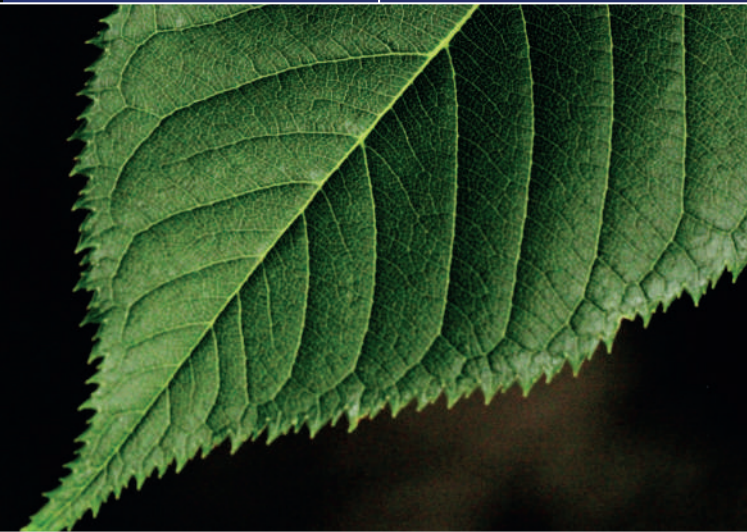
attention to ensuring that the materials we purchase have a low environmental footprint and contribute to the circular economy.



06



Our
Promise to
Society



Social Responsibility Projects



We believe that sustainable social development is only possible through educated, capable, culturally aware, proactive, and environmentally conscious generations. Acting with this awareness, MEFA Group has continued to create social value in the regions where it operates through its corporate social responsibility activities throughout 2024.

In the Eskişehir region, with the participation of our employees and their families, we organized a tree-planting event under the slogan “We are producing for the future, leaving 10,000 saplings as a legacy for the future.” This initiative aimed to both offset carbon emissions and contribute to biodiversity, while also establishing a carbon sink area.

Through our social responsibility projects, we aim to raise social awareness and fulfill our responsibilities toward the communities in which we operate. In line with the importance we attach to education and sustainability, we once again demonstrated our promise through the book donation campaign launched under the slogan “One book, one hope.” Books collected by our employees within the scope of this project were delivered to the Istanbul Metropolitan Municipality Atatürk Library. We remain committed to supporting projects

We have a promise!



that encourage younger generations to look to the future with hope and take strong, responsible steps.

We believe that a society's progress in sustainability is closely linked to how it addresses waste management challenges. With this awareness, on World Environment Day, MEFA Group organized a waste collection activity, restoring Mount Işık and Sarun Plateau to their natural state. Through this initiative, we contributed to raising environmental awareness among our employees and promoted a culture of sustainable living.

Within the scope of World Animal Protection Day on October 4, we organized shelter visits to support the needs of animals and improve their living conditions, while also fostering compassion and awareness toward animals within society.

To enhance children's access to toys, promote happiness, and support social skill development, we carried out a "Toy Donation" campaign in cooperation with the Ankara Metropolitan Municipality Department of Women and

Family Services, reaching many children and receiving a Certificate of Appreciation from the municipality.

On April 23, National Sovereignty and Children's Day, we organized the traditional "My Dream April 23" drawing competition among the children of our employees, celebrating creativity and rewarding their imaginative works.

As part of our sustainable living efforts under the energy efficiency framework, we increased the share of renewable energy usage in 2024 through the solar power plants established in Mardin and Batman. We are aware that renewable energy investments contribute not only to our company's economy but also to the national economy.

On special occasions such as birthdays, we support Tema Foundation through donations made in the name of our colleagues, celebrating meaningful moments while contributing to tree-planting activities that benefit both society and the environment.

Business Ethics

All business processes and relationships with our stakeholders are managed in line with the MEFA Group Code of Ethics. These ethical principles, which form one of the cornerstones of our corporate culture, define the standards that guide our responsible and ethical relationships with employees, customers, suppliers, subcontractors, representatives, business partners, and the public.

Internal Control

MEFA Group conducts its operations in a transparent, accountable, fair, and responsible manner. The internal control system is designed by considering risk management and information systems to minimize the impact of risks that may affect the company and its stakeholders.

Strategic, financial, operational, reputational, and compliance risks are identified, assessed, and managed in line with the company's risk appetite. Risk assessments, reporting processes, implementation of corrective actions, and decision-making mechanisms are all supported through an effective internal control structure.

The effectiveness and efficiency of company operations, reliability of financial reporting, and compliance with laws and regulations are ensured through the existing internal control system. Internal audit activities are carried out annually by the Internal Audit Department within the scope of the audit plan and are reported to senior management.





The internal audit methodology focuses on improving operational efficiency, reducing costs in supply chain management, promoting green technologies, and strengthening internal controls to support corporate sustainability goals.

Through a management approach that embraces open communication and transparency, we aim to enhance organizational efficiency.

Corporate Governance

As MEFA Group, we build our sustainable growth on four strategic pillars: Growth and Profitability, Institutionalization, Production and Technology, and Sustainability. These pillars also form the foundation of our corporate governance approach and shape our long-term success.

Our corporate governance framework aims to create a reliable, transparent, and sustainable management structure for all stakeholders by combining strong governance mechanisms with operational excellence and ethical business principles. In line with our strategic objectives, we regularly review our organizational processes and continuously improve them through modern management practices.

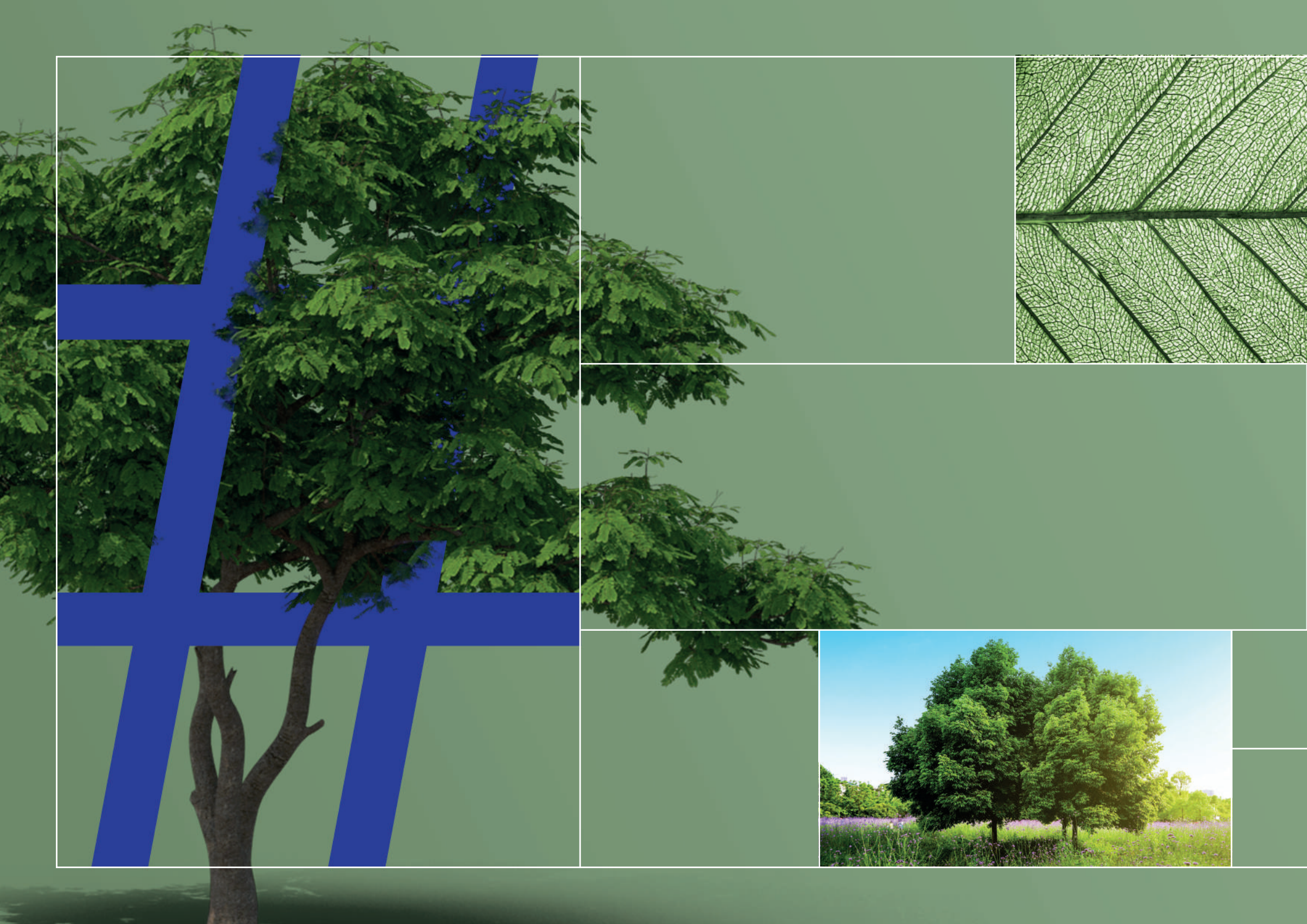
Our institutionalization efforts focus on building an organization that manages change, encourages systematic transformation, and supports continuous development. We foster a work environment that supports employee development, promotes collaboration, and embraces transparent communication.

In line with our growth and profitability strategy, we aim to ensure sustainable revenue growth and strengthen financial stability by operating in sectors aligned with market dynamics. With a long-term value creation perspective, we integrate transparency, accountability, and ethical principles into all business processes and corporate governance practices.

By integrating digitalization and innovative solutions into our production and business models, we enhance operational efficiency through data-driven decision-making processes. Investments in technology enable us to create more agile, resilient, and sustainable production systems, maintaining our competitive strength.

Our sustainability approach integrates environmental, social, and governance (ESG) principles into our business strategies. By reducing our carbon footprint, adopting circular economy practices, and implementing innovative solutions that increase resource efficiency, we contribute to building a sustainable future.

MEFA Group will continue to strengthen its corporate governance processes and guide the future by creating long-term value for all stakeholders through a sustainable growth model built on these four strategic pillars.





07

Appendices

Environmental Performance Indicators

Energy Consumption		
Energy Consumption	2023	2024
Natural Gas (kWh)	102,673,370.65	86,053,537.59
Electricity Consumption (kWh)	39,003,087.85	37,946,736.43
Renewable Energy Generation (kWh)	4,285,000.00	21,433,892

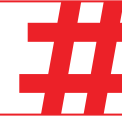
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Water Parameters – Ankara

Parameter	Unit	Test Result	Wastewater Discharge Regulation
pH	–	6.72 (13.6°C)	6.5–10
Chemical Oxygen Demand (COD)	mg/L	158.07	1000
Oil and Grease	mg/L	18	200
Total Phosphorus	mg/L	1.35	20
Aluminum	mg/L	<0.35	2
Boron	mg/L	0.27	3
Sulfur	mg/L	<1.00	2
Total Cyanide	mg/L	<0.02	10

Water Parameters – Bolu

Parameter	Unit	Test Result	Municipal Wastewater Discharge Regulation
pH	–	8.50	6.5–10
Chemical Oxygen Demand (COD)	mg/L	70.40	800
Temperature	°C	15.40	40
Suspended Solids (TSS)	mg/L	45.00	350



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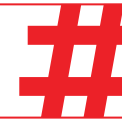


Water Parameters – Çerkezköy

Parameter	Unit	Test Result	Industrial Wastewater Regulation Table 20.7
pH	–	6.9	10
Chemical Oxygen Demand (COD)	mg/L	58.56	160
Oil and Grease	mg/L	<10	20
Suspended Solids (TSS)	mg/L	15.9	65
Chloride	mg/L	77.47	2000
Iron	mg/L	0.363	10
Sulfate	mg/L	20.31	3000
Total Phosphorus	mg/L	0.26	2.5

Water Parameters – Eskişehir

Parameter	Unit	Test Result	Organized Industrial Zone Discharge Regulation
pH	–	8.35	6.5–10
Chemical Oxygen Demand (COD)	mg/L	49.55	1200
Temperature	°C	16.6	8–20
Suspended Solids (TSS)	mg/L	31.5	800
Oil and Grease	mg/L	<5	500



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Water Parameters – Gebze

Parameter	Unit	Test Result	Industrial Wastewater Infrastructure Regulation
pH	–	7.47	10
Chemical Oxygen Demand (COD)	mg/L	309	4000
Oil and Grease	mg/L	8	250
Suspended Solids (TSS)	mg/L	68	500
Chromium	mg/L	0	5
Nickel	mg/L	0	5
Copper	mg/L	0	2
Zinc	mg/L	0	10
Lead	mg/L	0	3

Total Waste Generation (tons)

2023					2024			
Location	Hazardous Waste	Non-Hazardous Waste	Packaging Waste	Total	Hazardous Waste	Non-Hazardous Waste	Packaging Waste	Total
Ankara	4.37	1,001.36	56.82	1,062.55	11.09	808	73.41	892.50
Bolu	121.90	542.92	311.84	976.66	129.99	456.14	424.97	1,011.10
Çerkezköy	31.13	143.10	116.50	290.73	39.69	815.67	111.54	966.9
Eskişehir	20.87	184.16	97.67	302.70	18.81	119.15	50.296	188.256
Gebze	139.09	295.90	188.30	623.29	164.9	281.13	154.83	600.86
Total	317.36	2,167.44	771.13	3,255.93	364.479	2,480.09	815.046	3,659.62



Social Performance Indicators

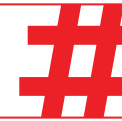
Employees by Category				
Employees	2023 Female	2023 Male	2024 Female	2024 Male
Total Number of Employees	669	1,453	662	1,369
White-Collar Employees	76	159	71	159
Blue-Collar Employees	593	1,294	591	1,210

We have a promise!

Number of Employees by Age Group and Gender

Age Group	2023 Female	2023 Male	2024 Female	2024 Male	Total
Under 30	186	552	180	473	1,391
30–50	447	783	444	766	2,440
Over 50	36	118	38	130	322
Total	669	1,453	662	1,369	4,153

White-Collar Employees by Age Group and Gender					
Age Group	2023 Female	2023 Male	2024 Female	2024 Male	Total
Under 30	22	33	21	29	105
30–50	51	117	48	118	334
Over 50	3	9	2	12	26
Total	76	159	71	159	465



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Blue-Collar Employees by Age Group and Gender

Age Group	2023 Female	2023 Male	2024 Female	2024 Male	Total
Under 30	164	519	159	444	1,286
30–50	396	666	396	648	2,106
Over 50	33	109	36	118	296
Total	593	1,294	591	1,210	3,688

Employees' Education Level by Gender

Education Level	2023 Female	2023 Male	2024 Female	2024 Male
Literate	7	5	3	3
Primary Education	191	210	171	170
Secondary Education	152	356	147	325
High School	206	622	232	610
University	109	236	102	232
Master's Degree	4	24	7	29
Doctorate	0	0	1	0



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New Hires by Education Level and Gender

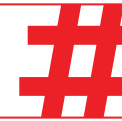
Education Level	2023 Female	2023 Male	2024 Female	2024 Male
Primary Education	25	66	13	31
Secondary Education	27	104	14	59
High School	71	231	43	128
University	75	45	21	41
Master's Degree	3	8	3	4
Total	201	454	94	263

Seniority Distribution by Gender

Title	2023 Female	2023 Male	2024 Female	2024 Male
Senior Management	1	23	3	22
Middle Management	65	108	65	127

Occupational Health and Safety Indicators

Indicators	2023	2024
Reduction Rate of Occupational Accidents (%)	9	20
Total Actual Working Hours (Annual)	5,414,713	4,959,834
Fatal Occupational Accidents	0	0
Occupational Disease Rate	0	0
Accident Severity Rate	0.61	0.73



Employee Training (2024)

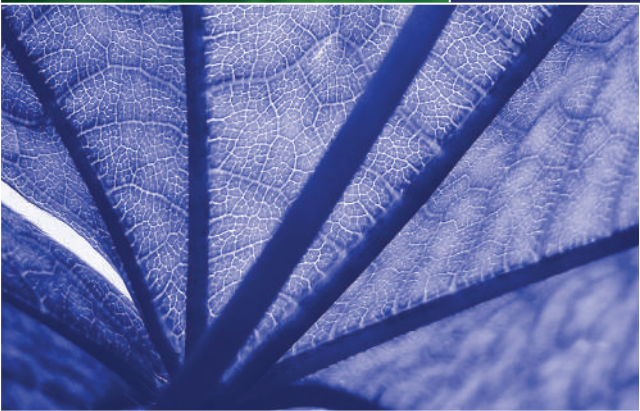
Indicator	Value
Total Annual Training Hours	5,457.5
Number of Employees Trained	426
Average Annual Training Hours per Employee (including all training programs)	25.9
OHS Training (total hours)	12,250
Data Protection (KVKK) Training (total hours)	361.5

Age Group Ratios

Age Group	2023	2024
Under 30	33%	34%
30–50	60%	60%
Over 50	7%	6%

Corporate *Memberships*





08



Our Cooperation with BEYSAD

As MEFA, we are a member of BEYSAD (White Goods Suppliers Association), a strong representative body of the white goods sub-industry, and we actively cooperate with the association to contribute to the development of our sector under its umbrella.

By participating in meetings, forums, and events organized by BEYSAD, we closely monitor sectoral developments and strengthen our interaction with customers and business partners. In addition, we actively support initiatives carried out with public institutions and take an active role in regulatory and decision-making processes that affect our industry.

Furthermore, we contribute to the development of sustainable production practices and innovative solutions by taking part in university-industry cooperation projects and sectoral platforms established by BEYSAD.



We have a promise!



Our Cooperation with SAHA Istanbul

As MEFA, we are a member of SAHA Istanbul, Türkiye's and Europe's largest industrial cluster in the defense, aerospace, and space industries. Through this membership, we aim to increase the localization rate in the sector, strengthen access to critical technologies, and enhance our competitiveness.

By actively participating in SAHA Istanbul's cooperation and technology development platforms, we closely follow sectoral developments, contribute to innovative solutions, and support key projects aimed at increasing our export potential. In addition, through B2B meetings, fairs, and development events organized by SAHA Istanbul, we establish stronger business connections with domestic and international prime contractors and suppliers.

As a pioneering industrial organization supporting the National Technology Initiative, we also take part in university-industry

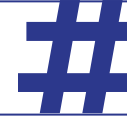
cooperation projects and sectoral training programs developed by SAHA Istanbul, taking steps to further enhance both our technical capabilities and our effectiveness within the industry.

In line with our objectives to reduce external dependency in the defense, aerospace, and space industries and to achieve a competitive position on a global scale, we continue to strengthen our cooperation with SAHA Istanbul.

Our Cooperation with TKYD

As MEFA, we are a member of the Corporate Governance Association of Turkey (TKYD), adopting a management approach based on transparency, fairness, accountability, and responsibility. TKYD plays a leading role as a civil society organization in the development and dissemination of corporate governance standards in Türkiye, contributing to the sustainable growth of companies.





We have a promise!

meffa
group

Within this framework, we actively participate in the meetings, training programs, and sectoral gatherings organized by TKYD, supporting the integration of corporate governance principles into our business processes and enabling access to best practices within our sector. Through continuous information exchange with our stakeholders, we aim to strengthen ethical values and improve the effectiveness of corporate governance practices.

Recognizing that corporate governance is a critical element of sustainability and long-term success, we closely follow global developments through TKYD and support its mission to enhance governance quality and effectiveness in corporate management.

As MEFA, we are committed to maintaining corporate governance standards at the highest level and building a reliable corporate structure in the business world. In line with this commitment, we continue our cooperation with TKYD with determination to create long-term value for all our stakeholders.

Our Cooperation with PAGEV

As MEFA, we are a member of PAGEV (Turkish Plastics Industry Research, Development and Education Foundation), with the aim of supporting the sustainable development of the plastics industry, contributing to sectoral innovation, and promoting circular economy practices.

PAGEV is one of the most important civil society organizations representing the entire value chain of the plastics industry in

Türkiye, playing a leading role through training programs, fairs, sectoral monitoring reports, and recycling-focused projects. Within this scope, MEFA actively participates in the sectoral events, training programs, and business development platforms organized by PAGEV, closely following best practices and developments in the industry.

We support PAGEV's recycling-oriented initiative PAGÇEV, contributing to awareness-raising and implementation processes in the fields of waste management and resource efficiency. By adopting the principles of the circular economy, we prioritize effective plastic waste management and the development of sustainable production processes.

Through our cooperation with PAGEV, we aim to strengthen sustainability-driven production models, reduce environmental impacts, and enhance responsible resource use across our operations. As MEFA, we remain committed to further strengthening our collaboration with PAGEV in order to support the sustainable growth of the plastics industry and contribute to environmental and social value creation.

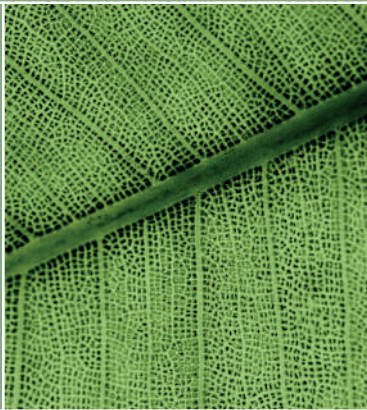






GRI Content *Index*

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Statement of Use

MEFA Group has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.
GRI 1 Used: GRI 1: Foundation 2021

GRI Standard	Description	Page Number / Notes
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report / Page: 2, About Us / Page: 5
	2-2 Entities included in sustainability reporting	About the Report / Page: 2
	2-3 Reporting period, frequency and contact point	About the Report / Page: 2, About Us / Page: 5, Contact / Page: 87
	2-6 Activities, value chain and other business relationships	About Us / Page: 5, Sustainable Supply Chain / Pages: 47–48, Corporate Memberships / Pages: 74–78
	2-7 Employees	Employees and Human Rights / Pages: 43–46, Social Performance Indicators / Pages: 65–72
	2-19 Remuneration policies	Employees and Human Rights / Page: 43
	2-20 Process to determine remuneration	Employees and Human Rights / Page: 43
	2-27 Compliance with laws and regulations	No fines or sanctions due to non-compliance during the reporting period
	2-28 Membership associations	Corporate Memberships / Pages: 74–78

Material Topics

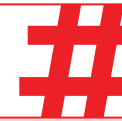
Economic Performance

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GRI Standard	Description	Page Number / Notes
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2024 Activities / Pages: 9–10, Focus Areas / Page: 17
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 Activities / Pages: 9–10, Focus Areas / Page: 17, 2024 ESG Scorecard / Page: 24
	203-2 Significant indirect economic impacts	2024 Activities / Pages: 9–10
Procurement Practices		
GRI 204: Procurement Practices 2016	Management of material topics	Code of Ethics / Page: 53
Anti-Corruption		
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainable Supply Chain / Pages: 47–48, Code of Ethics / Page: 53
	205-2 Communication and training about anti-corruption policies and procedures	Sustainable Supply Chain / Pages: 47–49, Code of Ethics / Page: 53
	205-3 Confirmed incidents of corruption and actions taken	No such incidents occurred
Anti-Competitive Behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	

GRI Standard	Description	Page Number / Notes
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior	No legal actions due to anti-competitive behavior during the reporting period
Environmental Topics		
Energy		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators / Page: 57
	302-3 Energy intensity	Environmental Performance Indicators / Page: 57
	302-4 Reduction of energy consumption	Natural Resource Management / Page: 37, Energy Management / Page: 39
Water and Effluents		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management / Page: 38
	303-2 Management of water discharge-related impacts	Water and Wastewater Management / Page: 38
	303-3 Water withdrawal	Water and Wastewater Management / Page: 38
	303-4 Water discharge	Water and Wastewater Management / Page: 38
	303-5 Water consumption	Environmental Performance Indicators / Pages: 58–62
Emissions		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 305: Emissions 2016	305-5 Reduction of greenhouse gas emissions	Emissions Management / Pages: 39–40
Waste		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management / Page: 40
	306-2 Management of significant waste-related impacts	Waste Management / Page: 40
	306-3 Waste generated	Waste Management / Page: 40
	306-4 Waste diverted from disposal	Environmental Performance Indicators / Page: 63



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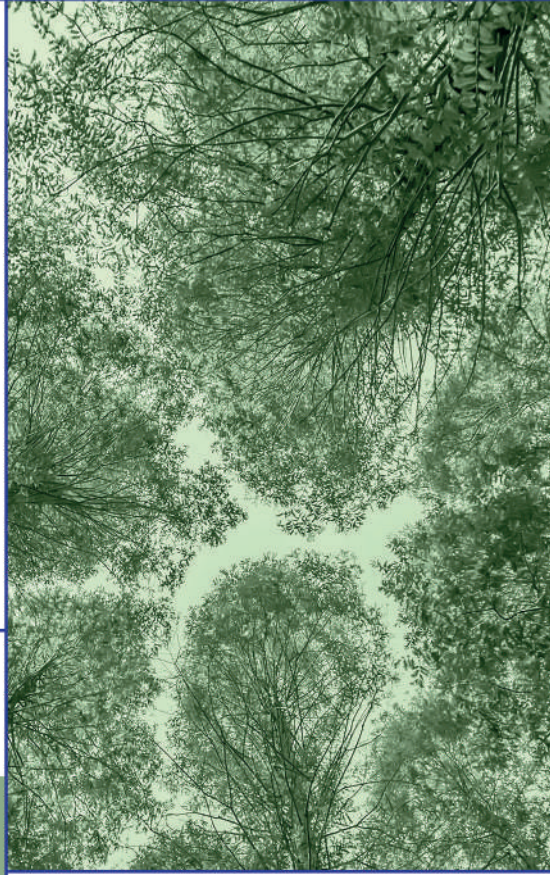


GRI Standard	Description	Page Number / Notes
Supplier Environmental Assessment		
GRI 3: Priority Issues 2021		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Sustainable Supply Chain / Pages: 47–48
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain / Pages: 47–48
Social Topics		
Employment		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees and Human Rights / Page: 43, Talent and Performance Management / Pages: 44–45, Employee Engagement / Pages: 46–47
Labor / Management Relations		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Legal notice periods are followed in case of critical operational changes
Priority Issues		
Occupational Health and Safety		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety / Pages: 46–47
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety / Pages: 46–47
	403-5 Worker training on occupational health and safety	Occupational Health and Safety / Pages: 46–47, Social Performance Indicators / Pages: 71–72
	403-9 Work-related injuries	Occupational Health and Safety / Pages: 46–47, Social Performance Indicators / Pages: 71–72
	403-10 Work-related ill health	Occupational Health and Safety / Pages: 46–47, Social Performance Indicators / Pages: 71–72

GRI Standard	Description	Page Number / Notes
Training and Education		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 404: Training and Education 2016	404-1 Average hours of training per employee per year	Social Performance Indicators / Page: 72
	404-2 Programs for upgrading employee skills and lifelong learning	Talent and Performance Management / Pages: 44–45
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent and Performance Management / Pages: 44–45, Social Performance Indicators / Page: 72
Diversity and Equal Opportunity		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employees and Human Rights / Page: 43
Non-Discrimination		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No discrimination incidents occurred during the reporting period
Local Communities		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Responsibility Projects / Pages: 51–52
Supplier Social Assessment		
GRI 3: Priority Issues 2021	3-3 Managing Priority Issues	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Impacts on Sustainable Development Goals / Pages: 19–20, Sustainable Supply Chain / Pages: 47–48
Additional Non-Material Topics		
R&D and Innovation	Management of material topics	R&D and Innovation / Pages: 29–30
Customer Satisfaction	Management of material topics	Customer Satisfaction / Page: 28



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group



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