

# 2023 SUSTAINABILITY REPORT



## WE CREATE VALUE IN GLOBAL SUSTAINABILITY.

In order to contribute to global sustainability, we aim to create environmental, social and economic values. We are committed to leaving a healthy world for future generations by protecting natural resources and increasing energy efficiency with innovative solutions. As a company that acts with tomorrow in mind while meeting today's needs, we support sustainable development.

# ABOUT THE REPORT

The information in the report and the consolidated financial statements cover Mata Automotive's 5 production facilities located in Istanbul Industry and Trade Free Zone, Mata-Slovakia facility, Mata-China facility and Mata-Italy R&D facility for the 12-month operating period between January 1, 2023 and December 31, 2023.

Through this report, we share our contributions to the United Nations' 2030 Agenda and the Sustainable Development Goals, approved in 2015, in line with the GRI Sustainability Reporting Standards.

With the materiality analysis that included our stakeholders, we determined a total of 13 material topics, 7 very high material and 6 high material. We categorized the relevant topics under environmental, social and governance headings and provided detailed explanations on these topics.

Under the leadership of the Mata Automotive Sustainability Committee, we will continue to take sustainability-focused steps in all actions we will take.





This report includes Mata Automotive's sustainability activities and targets for 2023 and was prepared by Enexion Group (Enexion Energy and Risk Consultancy Inc.). All information and opinions presented in the report are provided by Mata Automotive and do not claim to be complete. The data and information presented in the report have not been subject to independent verification and are prepared for informational purposes only and do not constitute a recommendation for investment decisions.

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Enexion Group A.Ş.

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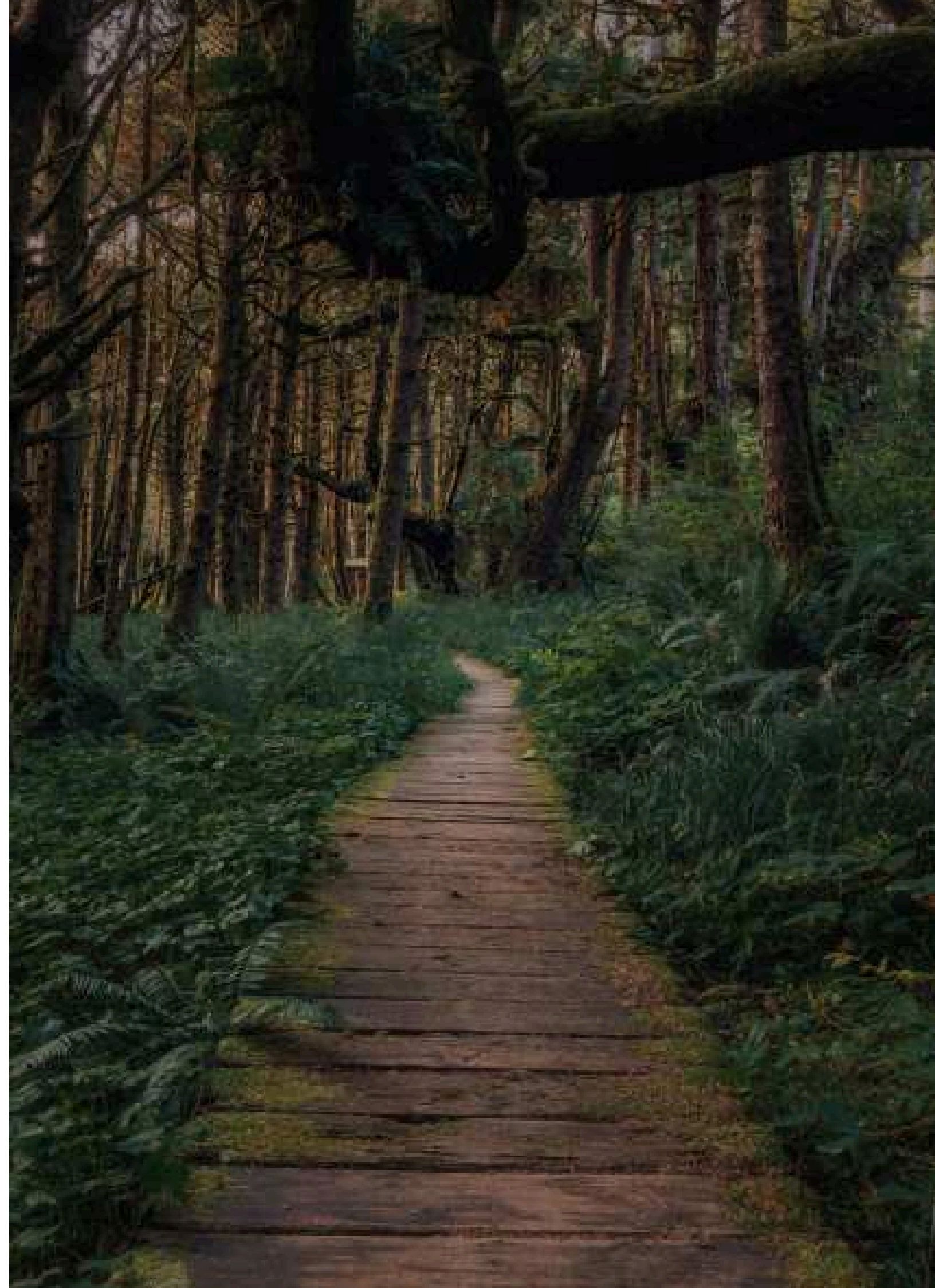
GRI Content Index



Company Overview

# Moving Forward with **Sustainable Steps**

Mata Automotive focuses on reducing environmental impacts and increasing social benefits by adopting the principle of sustainability in all its processes. While maintaining our leadership in our sector with our innovative approaches, we are working for a greener future.



# CEO MESSAGE



**Erce KAŞLIOĞLU**  
Founder and CEO

## “DEAR STAKEHOLDERS,

With nearly 20 years of experience, we work with all our might as a high-quality supplier of real wood and carbon fiber components worldwide and aim to minimize our environmental impact, make social contributions and support economic sustainability.

As the Mata Family, which focuses on developing new and innovative solutions and provides components manufactured to the highest quality and performance standards, we take steps to successfully undertake even the most complex and challenging projects in order to help our customers turn their dreams into reality. In recent years, we have made significant investments in order to meet the market demands for global production and, in addition to our facilities in Istanbul, Türkiye, we have offered our production facilities in China, Mexico and Slovakia, our state-of-the-art R&D center in Italy and offices in different regions of the USA and England to the service of our sector. Thanks to our developing infrastructure, growing and increasing facilities, we are in a position to provide one-time projects or programs of more than 300,000 vehicles per year in line with the demands of our customers.

Along with all this, as Mata, we adopt the policy of “Our most valuable resource is our human resources”. We apply our Business Ethics Directive, which we have prepared by adhering to universal values and beliefs and considering the laws and regulations of our country and the countries we operate in, as a company culture. In accordance with our Business Ethics Directive, we adopt the principles of acting in accordance with the regulations and principles, freedom of work, not employing children and young workers, wages and social aids, humane approach, equal opportunities, retaliation policy, confidentiality, respect for private life, being against conflict of interest, open door policy and social responsibility.

On the other hand, we consider it our fundamental responsibility to provide a safe, healthy, learning and development-supporting work environment for all our employees.

We are aware that women employees are an indispensable part of the workforce and their significant contributions to workplaces. For this reason, we increase the number of women employees in all our processes. At the same time, by providing nursery support to our women employees who are mothers, we support both the adaptation process of new mothers to work and the safe care of our children.

With our project called “Let Girls Study, Let Türkiye Develop”, we supported our young people who continue their higher education by providing scholarships to the Association for Supporting Contemporary Life. In addition to financial scholarship support, we also support our girls in their internship applications.

As Mata Automotive, we have carried out various social responsibility projects. We have organized painting competitions for the children of our employees and provided painting education support to our children who are passionate about painting. In memory of my dear father, Lawyer İsmail Kaşlıoğlu, we provide scholarship support to law students.

In today’s ecosystem, humans and the environment are undoubtedly in constant change, interaction and development. This dynamic interaction between humans and the environment brings with it both challenges and opportunities. In this context, as Mata, we are aware of our responsibility to support global CO<sub>2</sub> reduction and aim to be carbon “NET ZERO” by 2040. Mata has initiated initiatives in this regard by switching to different technologies, continuing to use internationally recognized ‘certified’ materials and switching to water-based systems. As Mata, we will continue to work with great determination together with all our stakeholders in our transformation journey for a more sustainable future.”

“

*In this report, we present you our sustainability performance for 2023. Every year, we will present you the performance of our work to create developed, healthy, diverse and resilient societies for future generations. I would like to express my heartfelt gratitude to all our stakeholders, especially our employees, for their contributions and support in our sustainability journey.*

”










# ABOUT THE COMPANY

Mata Automotive was founded in Türkiye by Erce Kaşlıoğlu in 2004. We mass produce interior trim parts from real wood and interior trim and exterior parts from carbon fiber for the automotive industry.

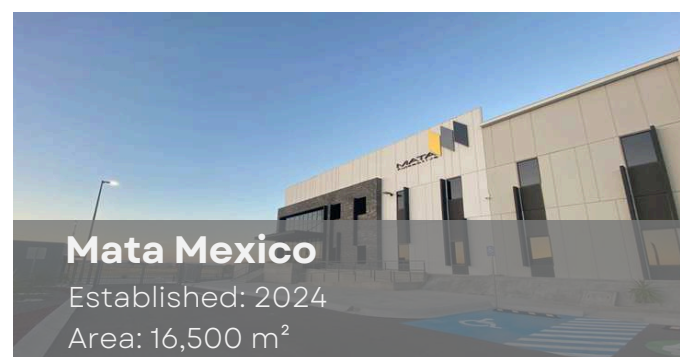
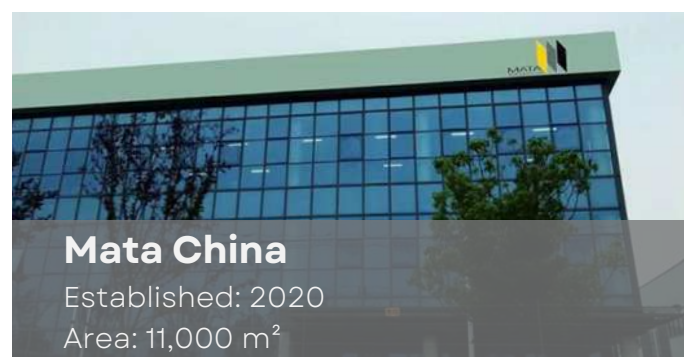
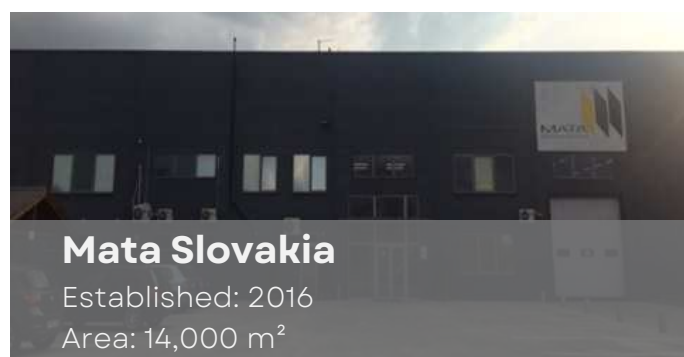
We export to our customers in Europe, America and Asia with our 5 production facilities with a total area of 25,000 m<sup>2</sup> in the Istanbul Industry and Trade Free Zone, our Mata-Slovakia facility with a total area of 14,000 m<sup>2</sup> established in 2016, our Mata-China facility with an area of 11,000 m<sup>2</sup> established in 2020 and our Mata-Italy R&D facility established in 2023 with more than 1,600 employees.

We aim to add our Mata-Mexico facility, which will have an area of 16,500 m<sup>2</sup>, to our production facilities that are increasing and growing in 2024. With the stable growth we have successfully maintained, we aim to be a reliable company that is service-oriented, open to innovation and development, respectful to life and nature, and continues to lead with differences that create value for its stakeholders.

We are proud to offer the following services to our customers in the preparation stages for mass production:

-  **Research and development of new decorative surfaces for natural wood and carbon fiber finishes**
-  **Mold/fixture design**
-  **Prototype manufacturing and testing services**
-  **Dedicated project management and on-site regional support**
-  **High volume part production**

Our vision of becoming a leading company in the sector by offering personalized, bold, result-oriented, innovative and global-based products and services to OEMs in the luxury segment, and our mission of achieving 'undoable jobs' with a passion for perfection by blending technology and artistic creativity, keeping the value we give to people and our entire environment at the forefront, is walking with sure steps together with our customers and suppliers on the path we set out on.



## QUALITY MANAGEMENT SYSTEM APPLICATION SCOPE

The scopes of the Quality Management System application at Mata Automotive locations are specified in the table below:

### Mata Türkiye

Manufacture of real wood and carbon fiber trim parts

### Mata Slovakia

Manufacture of real wood interior trim parts

### Mata China

Manufacture of real wood and carbon fiber trim parts

### Mata Mexico

Manufacture of real wood and carbon fiber trim parts





# 2023 OVERVIEW



Seniority Award Night

As Mata Automotive, we greatly value the labor and commitment of our employees, who are the most important force behind success. The Seniority Awards Night is a special event where we honor our valuable team members who have contributed to the development of our company for many years. By coming together on this meaningful night, we have the opportunity to celebrate individual achievements and reinforce the spirit of commitment and solidarity, which is one of the cornerstones of our company culture.



March 8 Women's Day



Ferrari and Lamborghini Factory Visits

Our visits to Ferrari and Lamborghini factories reflect Mata Automotive's global vision and aim to strengthen collaborations with industry leaders.

At the Ferrari factory, we strengthened our relationships by sharing our quality standards and customer-focused approach with our business partners. At the Lamborghini factory, we increased our sustainability and innovation-focused knowledge by observing low-carbon production strategies.

Both visits were important steps to further advance our leadership position in the sector, while also providing valuable experience to strengthen our innovative mindset.



Mata China Employees' Training Completion Certificate





# 2023 OVERVIEW



## Our Participation in Adhesive and Surface Technologies Day

As Mata, we participated in the Adhesive and Surface Technologies Day organized in Urfa in order to follow the latest developments in the sector and share our innovative surface technology solutions.

This event provided the opportunity to exchange information with sector professionals, introduce our products based on sustainable technologies and establish new collaborations.



## Our Collaboration with TUBITAK

We have established a strategic collaboration with TÜBİTAK in line with our goal of developing innovative and sustainable solutions. This partnership was an important step in terms of developing projects based on advanced technology, improving production processes that reduce environmental impacts and strengthening our leadership in the sector.

Thanks to TÜBİTAK's knowledge and R&D support, we aim to make a difference both nationally and globally by implementing our innovative sustainability-focused projects. This collaboration is a valuable milestone on the path to environmental and economic sustainability.



## 5 S Award Ceremony Photo



## JEC

As Mata, we participated in the JEC Composite Fair in order to bring our innovative and sustainable solutions to the world stage. At this prestigious event, we emphasized our leadership in the sector by introducing our products with low environmental impact and developed collaborations. Our participation in the fair was an important step that strengthened our sustainability vision on a global scale.



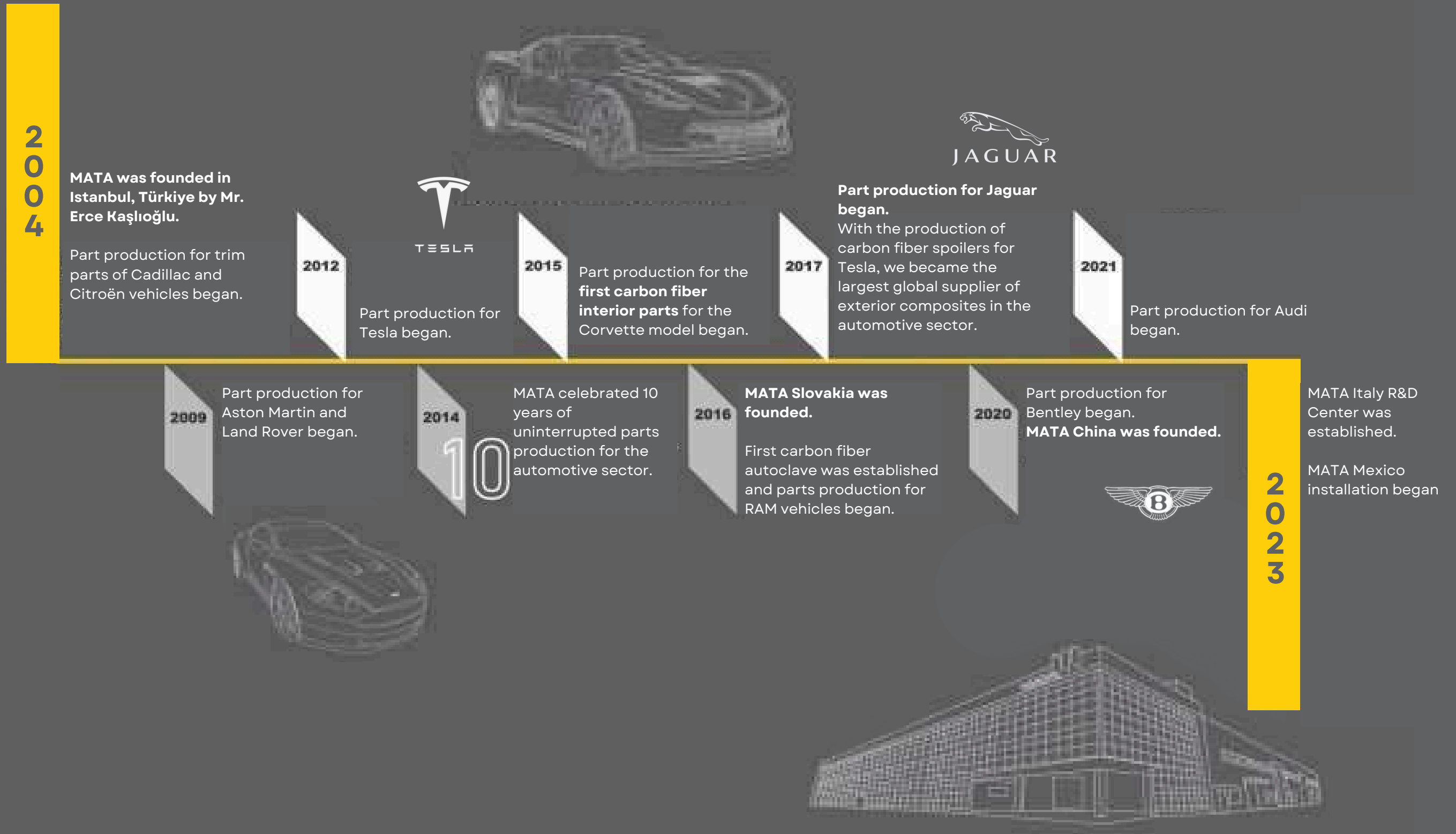
## Sustainability Awareness Training



## Problem Solving Techniques Study



# MILESTONES

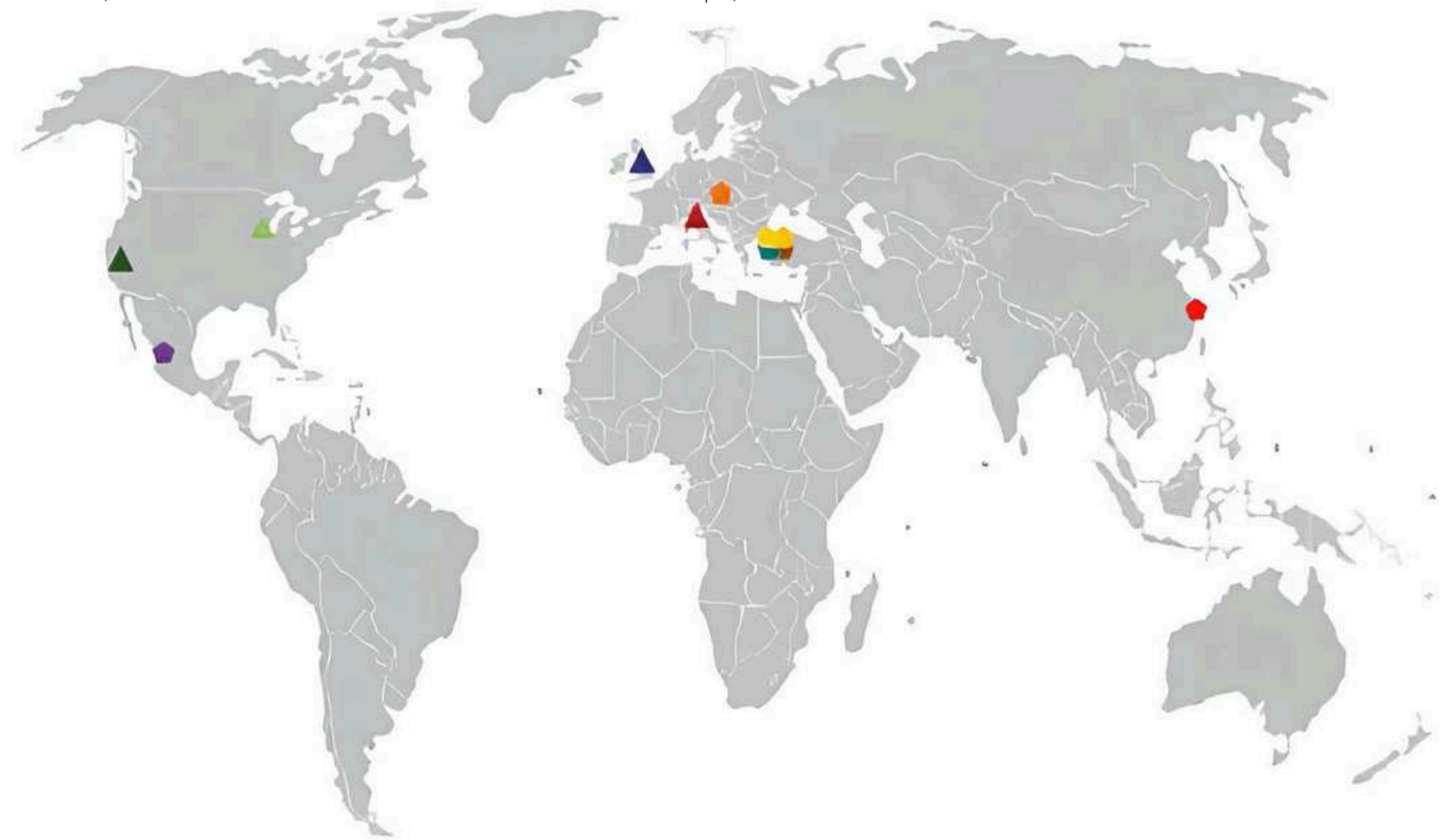




# PRODUCTS AND SERVICES

As Mata, with our long-standing experience in the automotive industry and the contributions of our competent employees, we carry out the mass production of real wood interior decoration parts and carbon fiber interior and exterior decoration parts. As the first and only manufacturer in this field in Türkiye, we are constantly developing our activities and continuing to strengthen our leading position in the sector.

Among the facilities we provide services to on a global scale are our five production facilities in Türkiye, our production facilities in Slovakia and China, our R&D center in Italy and our Mexico facility that will become operational in 2024. With this wide operation network, we offer innovative solutions to our customers in Europe, America and Asia.



- |                                                                                                                                       |                                                                                                                                                                      |                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
|  Head Office and Manufacturing – Istanbul, Türkiye |  Sales, R&D and Engineering – Coventry, United Kingdom                            |  R&D – Venice, Italy           |
|  Manufacturing Facility II – Istanbul, Türkiye     |  Manufacturing – Nova Ves, Slovakia                                               |  Manufacturing – Pinghu, China |
|  Manufacturing Facility III – Istanbul, Türkiye    |  Sales, Engineering, Quality, Project Management, Rework, Assembly – Clawson, USA |                                                                                                                     |
|  Manufacturing Facility IV – Istanbul, Türkiye     |  Sales and Engineering – Los Gatos, California, USA                               |                                                                                                                     |
|  Manufacturing Facility V – Istanbul, Türkiye      |  Manufacturing – Aguascalientes, Mexico                                           |                                                                                                                     |

We add value to the Turkish economy by exporting 100% of all the products we produce. Our current customer portfolio includes 32 global brands and we are proud to serve leading companies in the sector such as Tesla, Aston Martin, Rivian, Chrysler, General Motors, Bentley and Audi.





# PRODUCTS







We aim to meet the expectations of our customers at the highest level with the advanced technologies we use in our processes.

## APPLICATION OF NEW TECHNOLOGIES

While implementing our sustainability goals, we attach great importance to the integration of new technologies and innovation project outputs into our product design, production and shipping processes. We continuously invest in innovation and internal development projects to include the trend technologies required by the age into our product portfolio. With this approach, we aim to increase our competitive power in the sector and offer our customers faster, more innovative and more effective solutions.

We are guided by sustainability principles while expanding our product range. In this direction;



-  We are working on projects such as the design of decorative trims with digitalized smart surfaces,
-  Development of 100% environmentally friendly decorative trims,
-  Recycling production waste in accordance with circular economy principles,
-  Increasing the use of bio and water-based systems in our production processes.

These studies allow us to integrate the demanded technologies into our products while preserving our market share in the digitalization journey of vehicles.

We work to develop and design original and innovative materials in cooperation with certain partners in the sector. Our projects and negotiations for the use of these original materials we have developed in customer vehicles continue rapidly. We also receive development partnership offers from OEM companies and carry out cooperation projects in this field.

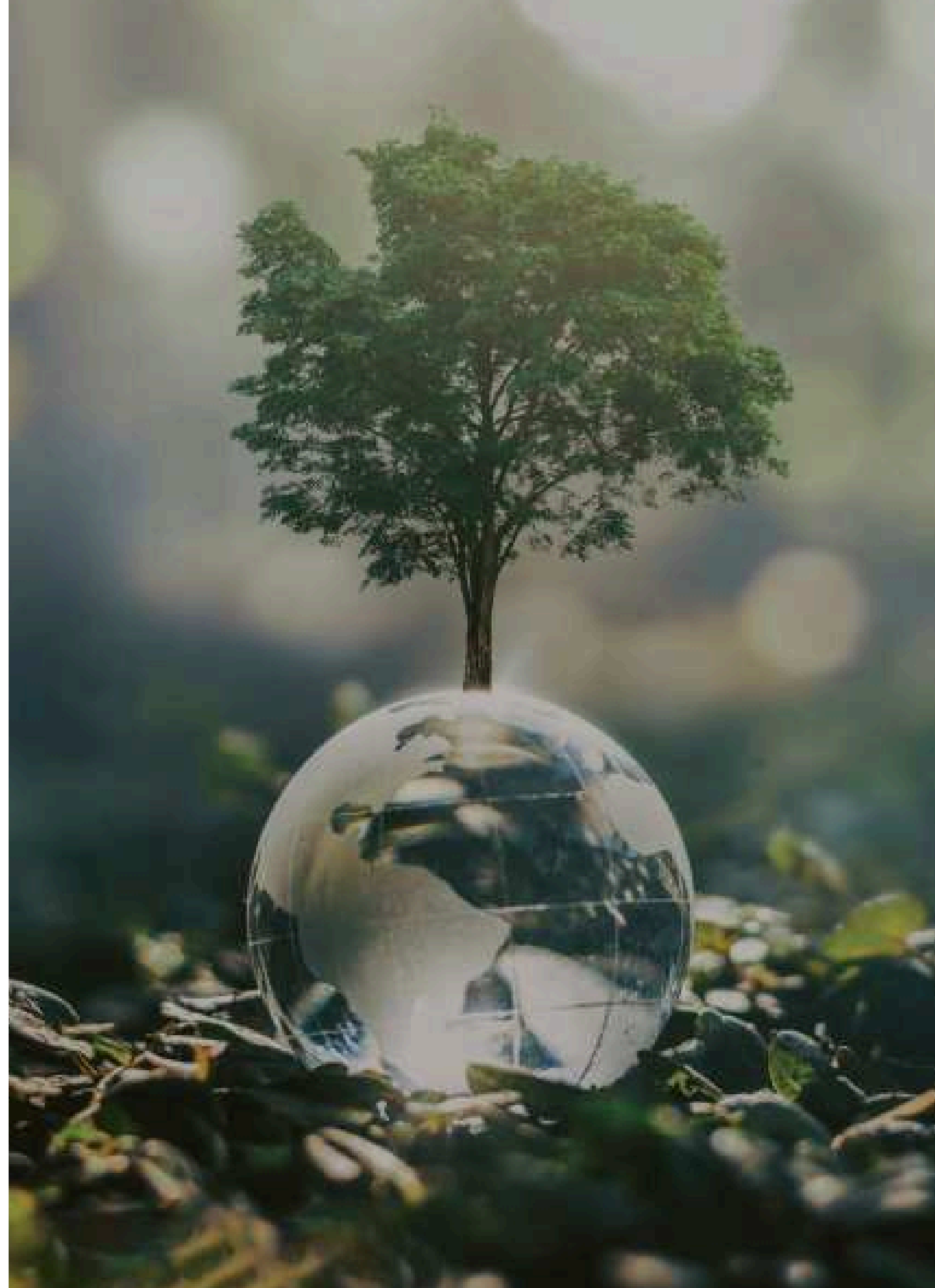
We are determined to strengthen our leadership in the sector with sustainable, innovative and environmentally friendly solutions. With our technology investments, circular economy strategies and customer-focused approach, we will continue to contribute to sustainable development goals and provide the best service to our customers.



Corporate Governance

## A New Breath in **Sustainability**

Let's build the future together with innovative solutions that respect nature and society!





# OUR VALUES



## Our Vision

To be a leading company working in partnership by offering personalized, bold, result-oriented, innovative and global based products and services to luxury segment OEMs.



## Our Mission

To achieve 'undoable jobs' with a passion for excellence by blending technology with artistic creativity, keeping the value we give to people and our entire environment at the forefront.



## Values

### We embrace our work,

- We constantly improve Mata and ourselves.
- We establish long-term relationships by understanding customer expectations.
- We focus on shareholder value.
- We take responsibility and stand behind our mistakes.
- We embrace company success as our own success.
- We reach the goal by working with determination.

### We are customer-focused,

- We prioritize the customer and are responsible for their satisfaction.
- We establish relationships with the win-win principle.
- We develop customer-oriented strategies and prioritize their needs.



### We are experts,

- We do our job in the best way possible, we trust our experience.
- We are solution-oriented, we do not give up and achieve what is said to be undoable.
- We value research and development.



### We are innovative,

- We develop and implement creative solutions.
- We are open to innovation and focused on innovation.
- We think outside the box, overcome obstacles.
- We create opportunities by generating new ideas.



### We are results-oriented,

- We set challenging goals and work with determination.
- We take calculated risks and make effective decisions.
- We continuously improve our performance and act passionately for leadership.
- We exhibit a proactive and sharing approach.



# OUR CORPORATE GOVERNANCE APPROACH

As Mata Automotive, we base our business processes on the foundations of accountability, transparency, fairness and responsibility in line with our corporate governance principles. We create sustainable and effective corporate governance processes by including all our stakeholders in issues such as environmental awareness, ethical behavior, corporate strategy and risk management.

We work with a transparent, fair and effective board-centered approach with the aim of creating a functional and sustainable management structure. By adopting a responsible approach in our management processes, we ensure that our corporate governance practices comply with sustainability principles. In this direction, we prioritize ethical values and the policies that regulate our business processes.

Our Board of Directors, Executive Management and Committees play a critical role in implementing the best governance practices while supporting the strong corporate culture of our company. By adopting the Sustainable Development Goals, we ensure that this understanding is widespread throughout the company and work to produce long-term environmental, social and economic solutions that include our customers and suppliers in our value chain.

Thanks to this approach, as Mata Automotive, we are committed to adding value to all our stakeholders and moving forward with determination towards our corporate sustainability goals.

All our managers and employees are responsible for Mata Automotive Mission, Vision and Values practices.

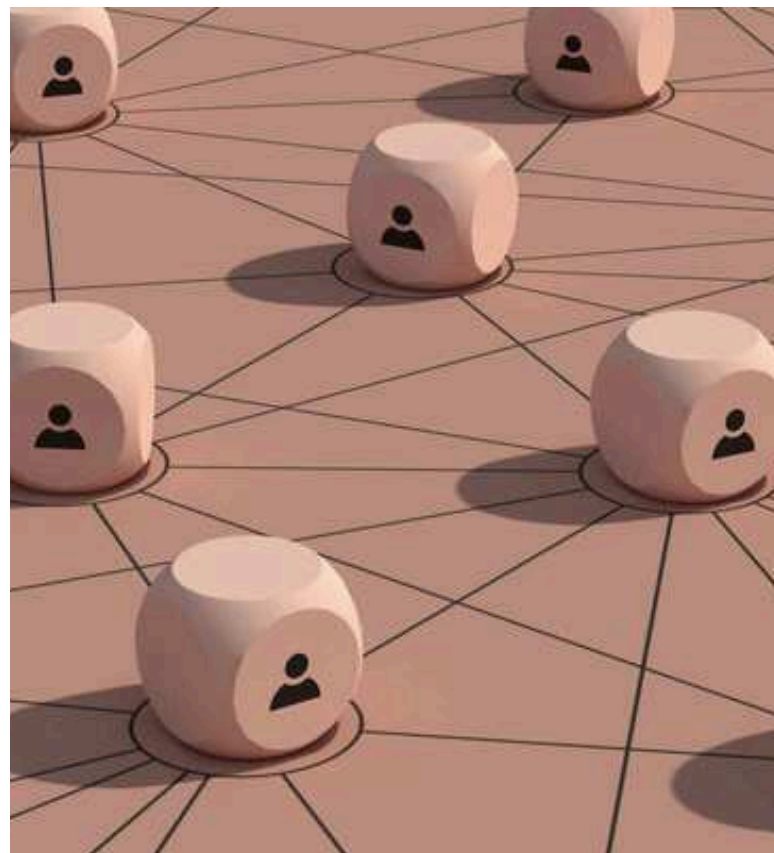




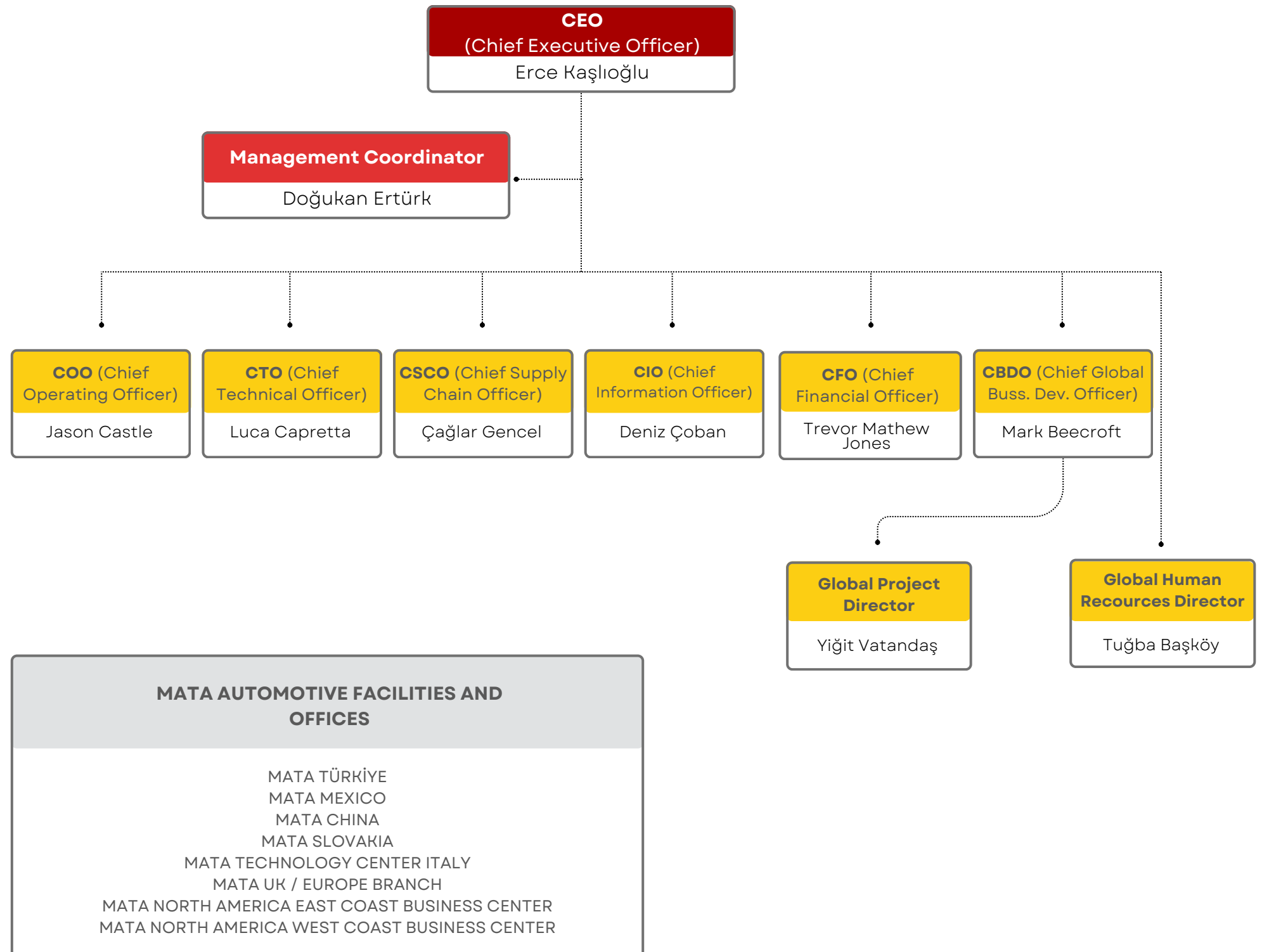
# GOVERNANCE STRUCTURE

As Mata Automotive, we adopt a governance structure based on the principles of transparency, fairness and efficiency. Our Board of Directors plays a key role in achieving our company's strategic goals and ensuring operational excellence. Our senior management and board committees work in collaboration to create a strong corporate culture throughout the company and implement best governance practices.

Our governance structure is designed to support our company's commitment to ethical values, responsibility to our stakeholders and long-term success. In this context, we create a strong corporate governance approach by prioritizing the principles of accountability, participation and sustainability in all processes of our company.



## ORGANIZATION CHART



## BOARD OF DIRECTORS

Mata Automotive's board of directors, consisting of experienced and qualified members, is determined to increase the company's values and achieve strategic goals. Our board of directors is responsible for directing the company's activities, supervising its performance and determining strategies by considering the interests of all stakeholders. In addition, it effectively carries out risk management processes and ensures that all activities are carried out in accordance with legal regulations.



We have a structure that reflects our equal opportunity approach with 25% female representation on our board of directors and we care about ensuring the continuity of this balance.



## EXECUTIVE MANAGEMENT

As Mata Automotive, our senior management represents our company in the best possible way in relations with third parties and develops sustainable strategies that affect the economy, society and the environment in line with our company's vision and mission.

Executive Management Members	Position	Industry Experience/ Education	5 Positions Held in the Last 5 Years
Erce Kaşlıoğlu	CEO	28 years / ITU Chemical Engineering	CEO
Doğukan Ertürk	Management Coordinator	17 years / University of London / Master Of Laws	Management Coordinator
Jason Castle	COO	31 years / Institute of Management Services / The President an Council of Management	COO
Luca Capretta	CTO	35 years / Bachelor's Degree	CTO
Çağlar Gencel	CSCO	20 years / ITU Industrial Engineering	Supply Chain Director
Deniz Çoban	CIO	32 years / Bachelor's Degree	CIO
Trevor Mathew Jones	CFO	30 years / Bachelor's Degree	Chief Financial Officer
Mark Beecroft	CBDO	23 years/ University of Nottingham- Manufacturing Engineering and Management	Chief Global Business Dev. Officer
Yiğit Vatandaş	Global Project Director	18 Years / Yıldız Technical University / Metallurgical and Materials Engineering (MSc)	Project Senior Manager
Tuğba Başköy	Global Human Resources Director	18 Years / İstanbul University / HR Management (MSc)	Human Resources and Administrative Affairs Senior Manager

# SUSTAINABILITY GOVERNANCE

As Mata Automotive, we integrate our sustainability efforts into our company's strategic priorities and adopt sustainability principles as a basic approach in all our processes. In this context, we have established the Sustainability Committee and Working Groups affiliated to the committee to determine our sustainability strategies and policies, coordinate their implementation and monitor their performance.

The Sustainability Committee is responsible for the creation of our sustainability strategies and their effective implementation, and carries out work to achieve environmental, social and economic sustainability goals. The Committee prioritizes our company's operations to be compatible with the United Nations Sustainable Development Goals (SDGs) and aims to offer a sustainable future to all our stakeholders by integrating these goals into our company's value chain.

Working Groups operate in areas requiring expertise in line with the goals determined by the committee. These groups play an active role in issues such as reducing environmental impacts, sustainability of products and services, raising awareness of our employees and continuous development of company processes.



## SUSTAINABILITY COMMITTEE

### SUSTAINABILITY COMMITTEE STRUCTURE



### SUSTAINABILITY COMMITTEE MEMBERS

- **CSCO:** Çađlar Gencil
- **CIO:** Deniz Çoban
- **Global Project Director:** Yiđit Vatandaş
- **Global HR Director:** Tuđba Bařkőy
- **Quality Director:** Beysim Güler
- **Operations Director:** Adnan Dođanay
- **Quality System Manager:** Rahim Balaban



# SUSTAINABILITY COMMITTEE WORKING GROUPS

## 1. ENVIRONMENTAL SUSTAINABILITY WORKING GROUP

The Environmental Sustainability Working Group, which carries out its activities in line with environmental sustainability principles, was established to fulfill our company's environmental responsibilities and monitor energy efficiency targets. With the contribution of experts from the Environment and Energy Representative, Production, Quality, Purchasing, Material Purchasing and Planning and Administrative Affairs units, the group works with an interdisciplinary approach to integrate sustainability targets into all business processes. The main tasks of the group are as follows;

- Ensuring compliance with environmental legislation in all operations of the company.
- Implementing projects aimed at reducing energy consumption
- Reducing waste, increasing recycling rates and developing environmentally friendly waste systems.
- Encouraging the use of environmentally friendly materials in the supply chain and establishing sustainable purchasing policies.
- Reducing risks by analyzing environmental impacts in production processes.
- Organizing trainings that will increase environmental awareness among employees.

## 2. SUSTAINABLE PRODUCT MANAGEMENT WORKING GROUP

The Sustainable Product Management Working Group continues its activities with the aim of optimizing sustainable product design and production processes. With the contribution of representatives from Project Management, Sales, Purchasing, Production, R&D, IT, Logistics, Warehouse Management, Stock Management and Quality units, the group aims to implement sustainability goals throughout the entire value chain. The main working areas of the group are as follows:

- Developing products with low environmental impact, long-lasting and recyclable.
- Creating processes that reduce waste by ensuring resource efficiency.
- Encouraging the use of environmentally friendly, innovative and sustainable raw materials and shaping the supply chain accordingly.
- Making improvements by analyzing the environmental impacts of products throughout their life cycle.
- Ensuring that products that meet sustainability criteria are developed in line with customer expectations and market trends.
- Digitizing sustainability processes with IT support, increasing traceability and supporting data-based decision processes.

## 3. CORPORATE GOVERNANCE WORKING GROUP

The Corporate Governance Working Group continues its activities in order to develop the company's corporate structure in accordance with sustainability principles and to effectively manage governance processes. With the contribution of representatives from the Board of Directors, Senior Management, Investment and Finance Department and Sustainability Committee, the group focuses on shaping the company's strategic goals with a sustainability perspective.

- Making the organizational structure compatible with sustainability principles.
- Making internal decision-making mechanisms transparent, accountable and effective.
- Developing sustainability-focused business strategies.
- Analyzing sustainability-related risks and taking precautions.
- Conducting financial analysis of sustainable projects and developing appropriate financing models.
- Sharing and reporting information on the company's sustainability performance with all stakeholders in a transparent manner.

## 4. SOCIAL SUSTAINABILITY WORKING GROUP

The Social Sustainability Working Group operates to manage social sustainability goals within the company by addressing occupational health, safety and social responsibility projects. With the contribution of representatives from Occupational Health and Safety, Human Resources, IT and Quality units, the group supports the work of creating employee well-being, social benefit and sustainable business culture.

- Developing policies to ensure employee safety and prevent work accidents.
- Implementing programs that support physical and mental health.
- Executing social responsibility projects that create positive impacts for society.
- Implementing policies that will increase equality and diversity.
- Increasing employees' awareness of social sustainability.
- Following up and improving social sustainability goals.



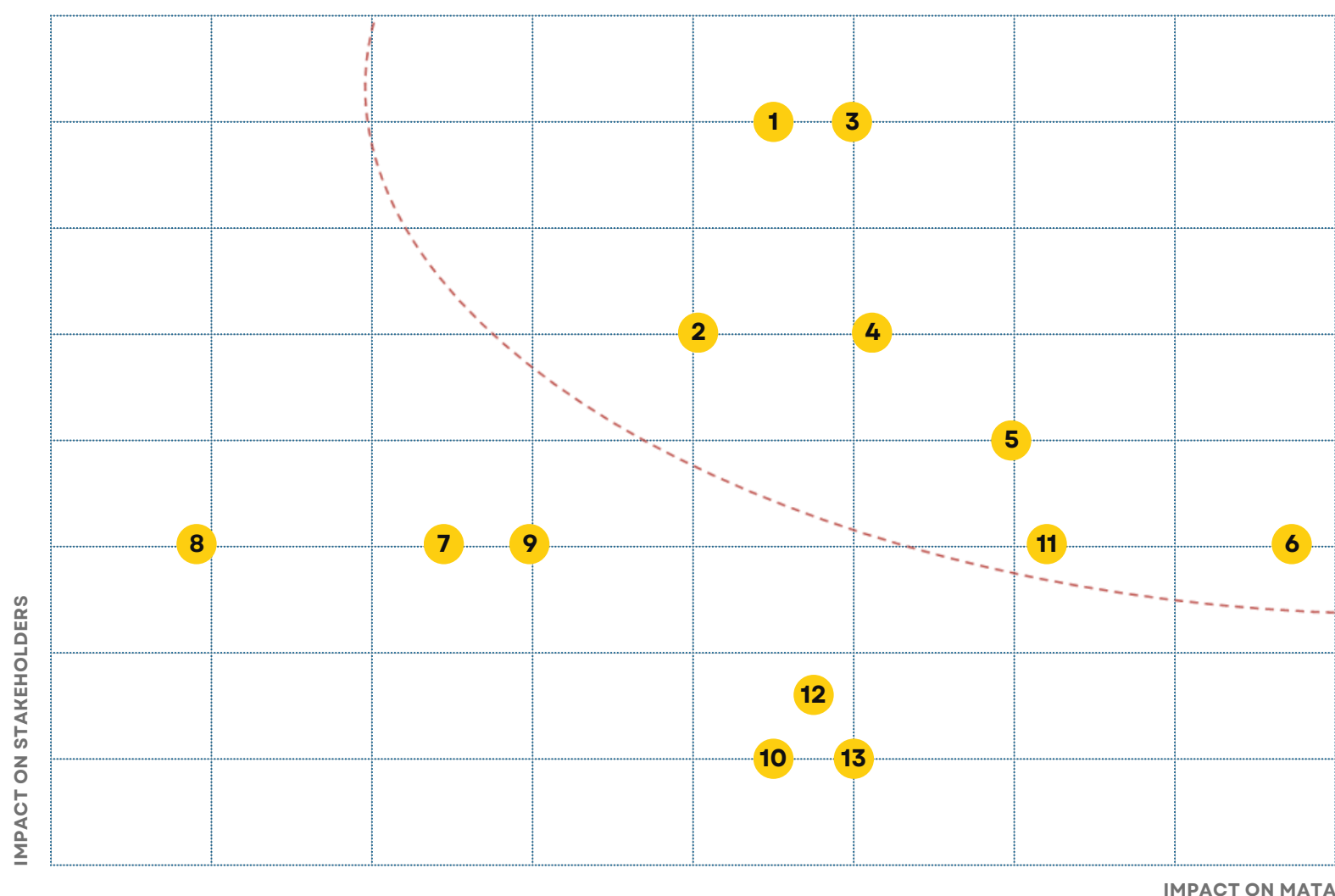
# MATERIALITY ANALYSIS

As Mata Automotive, the basis of our sustainability approach is to understand the expectations of our stakeholders and to act sensitively to these expectations. In this context, the materiality analysis we carry out contributes to increasing the value our company creates in the sector as an important element of our sustainability strategy.

When determining our material issues, we take into account the United Nations Sustainable Development Goals, the European Green Deal, sectoral trends and global sustainability priorities. By analyzing the views of all our stakeholders with an inclusive approach, we shape our sustainability strategy in line with these evaluations. The feedback we receive from our stakeholder groups such as our employees, customers, suppliers, business partners and investors forms the basis of our strategic decisions.

Thanks to our materiality analysis, we aim to ensure that our activities are in line with the needs and demands of our stakeholders and to produce more effective solutions in both environmental and social areas in this direction. These analyses contribute to our long-term value creation vision while progressing in harmony with the dynamic structure of our company.

## MATERIALITY MATRIX



1. Competitive Behavior
2. Corporate Governance
3. Energy Management (Energy Consumption, Electricity Generation)
4. Sustainable Finance, Financial Stability and Systemic Risk
5. Waste and Hazardous Waste Management
6. Occupational Health and Safety Management
7. Diversity and Equal Opportunity (Women Empowerment)
8. Climate Change Mitigation Activities
9. Labor Practice Indicators/Practices
10. Recycling Activities
11. Product Quality and Recall Management
12. Product Design and Life Cycle Analysis
13. Code of Business Conduct





# MATERIAL TOPICS

High Material Topics
Sustainable Finance, Financial Stability and Systematic Risk
Occupational Health and Safety Management
Product Quality and Recall Management
Energy Management (Energy Consumption, Electricity Generation)
Waste and Hazardous Waste Management
Competitive Behavior
Corporate Governance

Material Topics
Labor Practice Indicators/Practices
Diversity and Equal Opportunity (Women Empowerment)
Product Design and Life Cycle Analysis
Climate Change Mitigation Activities
Code of Business Conduct
Recycling Activities



## OUR SUSTAINABILITY STRATEGY

As Mata Automotive, we adopt a sustainable development approach that considers the future and meets today's requirements in line with the increasing world population and changing needs. While prioritizing the protection of natural resources and conscious consumption methods, we work resolutely towards the research and development of alternative resources.

We aim to contribute to the UN Sustainable Development Goals in order to overcome climate change, inequality, resource scarcity, biodiversity loss and other global challenges. We aim to both increase living standards and prosperity by expanding our investments. In this direction, we shape our decision-making processes and operations with a sustainable development perspective.

We constantly update our sustainability approach, which is in full harmony with our mission, vision and business strategies, and put it into practice with the policies we develop. While expanding our investments, we aim to increase our environmental, social and economic impacts positively and optimize our activities in this direction.

In our sustainability reporting, we evaluate the results of the activities in our areas of responsibility using Key Performance Indicators (KPIs) and take improvement actions accordingly. We analyze our processes through both internal and external audits and develop studies that will improve our social, environmental and economic impacts in local areas. In order to meet the expectations of our stakeholders, we follow national and international standards and offer high-quality solutions in accordance with these standards.



# OUR SUSTAINABILITY TARGETS

As Mata Automotive, we have grouped our sustainability goals under four main headings: Environmental Sustainability, Social Sustainability, Corporate Governance and Sustainable Product Management. These headings reflect our company's commitment to contributing to a sustainable future and its compliance with the United Nations Sustainable Development Goals (SDGs).

## ENVIRONMENTAL SUSTAINABILITY

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Responsible chemical and waste management	Establishment and implementation of an environmental-OHS integrated management system policy	2023	2025	Environmental Sustainability Working Group	
Waste reduction	Reduction of scrap rate from 12.1% to below 8% on average per year through process improvements	2023	2026		
Making solar energy investments	Renewable energy production to meet 20% of our electricity needs	2023	2030		
Management System	Establishment of ISO 50001 Energy Management System	2023	2027		
Reducing carbon emissions in the supply chain	Transporting 10% of shipments with electric vehicles	2023	2030		
Supporting access to clean energy research, technology and investments	Increasing the number of product portfolio projects suitable for electric vehicles from 40% to 60%	2023	2028		





## ENVIRONMENTAL SUSTAINABILITY

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Sustainable production and consumption	50% of our direct suppliers comply with sustainability standards	2023	2028	Environmental Sustainability Working Group	 
Use of clean and environmentally friendly resources in production	Increasing the use of water-based chemicals in chemical products used to 20% throughout Mata	2023	2030		
Sustainable management and use of natural resources	20% saving in water consumption by implementing aerators in water taps	2023	2025		
	10% saving from M1 natural gas source by installing thermostatic valves in office heaters	2023	2025		
	Requesting greenhouse gas emission (Scope 1-2) calculations from suppliers for environmental impact assessment of supplied products	2023	2025		 
	Contributing to green forest projects	2023	2026		












## ENVIRONMENTAL SUSTAINABILITY

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Integrating measures related to climate change into policies and plans	Creating and implementing an integrated management system policy for Environment-OHS	2023	2025	Environmental Sustainability Working Group	
	Determining climate risks and preparing for reporting in accordance with TSRS standards	2023	2026		
Developing knowledge and capacity to fight against climate change	Implementing ISO 14064 Awareness Training for employees	2023	2025		
Carbon Footprint Reduction	Net Zero CO2 emissions	2023	2040		





## SOCIAL SUSTAINABILITY

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Achieving Universal Health Insurance	100% coverage of entry and periodic health check expenses	2023	2024	Social Sustainability Working Group	
	Providing occupational disease information training to all employees at least once a year	2023	2025		
	Providing psychological risk factor training to all employees every two years	2023	2026		
"Empowerment of Women Employees"	100% implementation of nursery support for women employees	2023	2024		
	Providing administrative leave to 100% of our women employees on March 8, International Working Women's Day	2023	2024		
Equal Opportunity	100% compliance with the blue collar fixed wage scale without gender discrimination	2023	2024		 
	No gender-based role definition as required by global ethics directive (100%)	2023	2024	 	



## SOCIAL SUSTAINABILITY

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Equal Opportunity	Female employee ratio min. 25%	2023	2030	Social Sustainability Working Group	 
All forms of violence and death rates related to violence are greatly reduced everywhere	Mobbing-related complaint rate is 0	2023	2024		
Implementation of Business Ethics articles	Ethics instruction articles are separated based on content and provided to everyone with training once a year	2023	2024		
Transparency	Sustainability Report and Stakeholder Engagement Plan are published on the company website	2023	2024		
Employee Satisfaction Rate	Employee Satisfaction Rate is min. 85%	2023	2025		














## CORPORATE GOVERNANCE

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Preventing Competitive Behavior Awareness Training	Separating the articles of the ethics instruction based on content and providing everyone with training once a year	2023	2024	Corporate Governance Working Group	
Transparency and Reporting	Publishing the Sustainability report every year	2023	2030		
Transparency	Creating and implementing the Sustainability Committee Bylaw	2023	2024		
	Holding committee meetings at least twice a year	2023	2024		
Sustainability in the supply chain	Requesting our suppliers to participate in sustainability training	2023	2025		 



## SUSTAINABLE PRODUCT MANAGEMENT

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Research, technical development and innovation	Join EU or local incentive programs as a company	2023	2026	Sustainable Product Management Working Group	
Developing academic partnerships	Carrying out academic collaborations with 3 universities	2023	2026		
Sustainability in the supply chain	Collecting and reporting suppliers' sustainability performance data	2023	2026		 
	Creating a life cycle library to track product carbon footprint	2023	2030		
Making the country's industry and economy more sustainable and resilient	Developing, producing and including 10% of raw materials/semi-finished products locally in the supply chain	2023	2028		
Digitalization	Carrying out the Quality Management System in a digital environment to reduce paper waste	2023	2028		 
Reducing the environmental impact of cities	Increasing the product portfolio using recyclable materials, natural materials and bio-based materials from 5% to 25%	2023	2030		



## SUSTAINABLE PRODUCT MANAGEMENT

Metric	Target	Base Year	Target Year	Target Responsible	Relevant SDG
Reducing the environmental impact of cities	Having 10% of the total product portfolio made of recycled materials that support the circular economy	2023	2030	Sustainable Product Management Working Group	
	25% of the raw materials and semi-finished products supplied for production are recyclable and environmentally sustainable.				
Product Recall Rate	Having a 0% Product Recall Rate	2023	2030		





# CORPORATE RISK MANAGEMENT

As Mata Automotive, we adopt a systematic and comprehensive risk management approach in order to ensure the safety of our operations, employees and stakeholders in line with our ISO 9001 Quality Management System Standards Certificate, ISO 14001 Environmental Management System Certificate, IATF 16949 Automotive Quality Management System Certificate, Risk Management Procedure and Emergency Action Plans. In this context, processes based on the principles of identification, analysis, prevention and monitoring have been established to proactively manage potential threats.

## RISK ANALYSIS PROCESS

### 1. Identification of Risks:

- Potential hazards that may arise from operational processes, materials used, equipment or organizational behaviors are systematically identified.
- Risks are classified as physical, chemical, biological, ergonomic or psychosocial threats.

### 2. Risk Assessment and Scoring:

Each identified risk is calculated based on probability, frequency and severity scores.

### 3. Preventive Strategies:

- Control measures are determined to eliminate risks at source or reduce them to acceptable levels.
- Methods such as replacing hazardous substances, improving engineering controls and implementing collective safety measures instead of individual protective equipment are prioritized.

### 4. Monitoring and Review:

- Risk assessments are reviewed and updated annually, taking into account operational changes, new hazards or legislative updates.
- Corrective and preventive activities are monitored in regular meetings and continuous improvement is ensured.

## MANAGEMENT AND PARTICIPATION

Risk assessments at Mata Automotive are carried out in collaboration:

- Supervision of senior management to ensure compliance with strategic goals.
- Contributions of department managers, quality teams and employees familiar with operational challenges.
- Training programs that ensure employees are informed about risks and preventive measures.



# BUSINESS ETHICS

As Mata Automotive, we adopt commitment to ethical values as a fundamental principle in all our business processes. We accept our business ethics principles as an inseparable part of our corporate culture and as a guiding guide for all our employees, managers and business partners. These principles are based on the values of transparency, honesty and reliability while determining our way of doing business.

In this context, our Business Ethics Policy, which we have created, aims to ensure that our employees and business partners act in accordance with ethical principles. While supporting the applicability of ethical rules in cooperation with Human Resources and relevant units, we raise the awareness of our employees with regular trainings. In addition, we are committed to continuously developing our business ethics culture by taking into account the feedback from our internal and external stakeholders.

In order to prevent conflicts of interest, we ensure that our employees and business partners are aware of situations where personal interests may negatively affect business processes. We provide the necessary information on this issue and take the necessary steps to ensure that everyone acts within the framework of ethical rules.

We have established an Ethics Committee within the company to ensure the implementation of ethical rules and the resolution of possible violations. This committee is responsible for examining, concluding and taking necessary actions regarding ethical violations. The Ethics Committee operates in accordance with the principle of confidentiality and adopts a fair approach in all processes.

## ETHICS LINE

As Mata Automotive, we are committed to providing a work environment where all employees can safely express their concerns and complaints. Our employees can freely convey their concerns and complaints to senior managers, other managers and/or the Human Resources (HR) department verbally or in writing if they need to. The identities of the persons making such notifications are kept confidential and the reported situation is investigated as soon as possible and the relevant process is carried out.



In addition, the e-mail address [etikurul@mataauto.com](mailto:etikurul@mataauto.com) has been created so that employees can report unethical incidents and violations without revealing their identities. Notifications sent to this address can only be viewed by members of the Ethics Board.

Information on which situations will be considered unethical behavior or violation and the methods by which these situations can be reported is explained in detail in the Mata Orientation Handbook. In addition, it is announced to our employees through information boards located throughout the workplace.

For all violations reported via e-mail or verbally via the Ethics Line, the Ethics Board will convene to evaluate these notifications and take the necessary actions. Mata Automotive is committed to ensuring that these processes are managed in a transparent, fair and reliable manner.



# MATA AUTOMOTIVE BUSINESS ETHICS PRINCIPLES

Our company accepts adhering to ethical values and adopting a fair, respectful and responsible approach towards all stakeholders as a fundamental principle while conducting its activities. In this context, comprehensive ethical principles have been developed that guide our way of doing business, our corporate culture and the behavior of our employees.

In our relations with all our stakeholders, from our employees to our customers, from our suppliers to the public, these principles aim to create a sustainable business environment based on transparency and trust.

Our ethical principles ensure that our company acts with a sense of social responsibility, creates a safe and fair workplace for our employees and represents our company in the best possible way by protecting its reputation. The following principles are a reflection of our commitment to our ethical values.

- Principle of Acting in Accordance with Regulations and Principles
- Principle of Responsibility to Report
- Principle of Freedom to Work
- Principle of Not Employing Child and Young Labor
- Principle of Working Hours
- Principle of Wages and Social Assistance
- Principle of Freedom of Assembly and Union
- Principle of Humane Approach
- Principle of Prohibition of Discrimination, Equal Opportunity and Maintenance of Fair Working Environment
- Principle of Zero Tolerance for Physical, Sexual or Emotional Harassment in the Workplace
- Principle of Reporting Incidents of Discrimination and Harassment
- Principle of Confidentiality and Protection Against Retaliation
- Open Door Policy
- Principle of Providing a Healthy and Safe Workplace Environment
- Principle of Respect for Private Life
- Principle of Representing Our Company in the Best Way Outside the Workplace
- Principle of Completeness and Accuracy of Books, Records and Accounts
- Privacy Principle
- Company Information Protection Principle
- Patents, Trademarks and Copyrights Principle
- Employee Personal Information Protection Principle
- Customer and Supplier Information Protection Principle
- Commercial Information Collection Rules Principle
- Conflict of Interest Principle
- Non-Abuse of Office Principle
- Proper Use of Resources Principle
- Media and Public Relations Principle
- Giving and Receiving Gifts, Meals and Hospitality Principle
- Bribery and Corruption Principle
- External Source Complaint Notification Principle
- Competition Law Compliance Principle
- Information Requests and Visits of Official Authorities Principle
- Social Responsibility Principle
- Proper Use of Electronic Media Principle
- Non-Borrowing and Commercial Relationships Between Employees Principle







## INFORMATION SECURITY

Information security is an integral part of Mata Automotive's business ethics policy. Our policy, created within the framework of our ISO 27001 Information Security Management System certificate, aims to protect all information assets of our company.

- **Confidentiality:** We ensure that only authorized persons have access to information.
- **Integrity:** We protect the accuracy and reliability of data.
- **Accessibility:** We ensure that critical information is accessible when needed.

## WORK CONDUCTED WITHIN THE SCOPE OF OUR INFORMATION SECURITY POLICY

1. **Risk Management:** We define, evaluate and minimize information security risks.
2. **Awareness Trainings:** We regularly organize information security awareness trainings for our employees.
3. **Procedures and Guidelines:** We implement detailed procedures covering issues such as data protection, e-mail security, password policies and mobile device usage.
4. **Audits:** We conduct regular audits to ensure the effectiveness and compliance of our information security policies.

## FAIR COMPETITION

### OUR FAIR COMPETITION APPROACH

As Mata Automotive, we conduct our business processes in accordance with the principles of fair competition. We see the protection of competition as a high priority for the healthy functioning of the market and to provide the best service to our customers. We never participate in practices that prevent competition, such as price fixing, market or customer sharing. In addition, we avoid unfair interventions in bidding processes and carry out all our activities in accordance with competition and anti-trust laws.

### TRANSPARENT AND ETHICAL BUSINESS PROCESSES

We act with a transparent and honest business approach. We avoid improper agreements with competitors and collect commercial information only through ethical and legal means. We do not make misleading advertisements or make false statements about our competitors. We provide regular training to our employees and business partners to raise awareness on these issues. At the same time, we constantly improve our internal audit processes to prevent unfair business practices.

### TRUST AND TRANSPARENCY IN THE SECTOR

With our fair competition approach, we continue to promote trust and transparency in the sector. Thanks to this approach, we both fulfill our legal obligations and establish long-term, solid relationships with our customers and business partners. As Mata Automotive, we remain committed to ethical values and continue to exhibit an exemplary stance.



# STAKEHOLDER ENGAGEMENT

As Mata Automotive, we adopt effective, transparent and sustainable communication with all our stakeholders as a basic principle while conducting our activities. Our stakeholder engagement processes provide an important platform to better manage the environmental and social impacts of our facilities, to receive the opinions and feedback of our stakeholders and to shape our sustainability strategies in line with these feedbacks. In this process, we are in constant communication with a wide range of stakeholders such as our employees, customers, suppliers, business partners, local people, government institutions, non-governmental organizations and academic circles.

Our Stakeholder Engagement Plan aims to establish constructive relationships with our stakeholders and to develop these relationships in a sustainable manner. We take into account the impact of local communities on our facilities and receive their contributions to improve our environmental and social performance. We provide easy access to information for our internal and external stakeholders and aim to resolve potential problems quickly and effectively with our suggestion and complaint mechanism. Feedback from our stakeholders plays an important role in determining our sustainability goals and developing our strategies.

The Stakeholder Participation Plan is managed by our Quality System Manager and updated when necessary and shared with all our stakeholders. We adopt a sensitive approach to the expectations and needs of our stakeholders by conducting regular surveys, individual interviews and meetings within the scope of our processes. This participatory approach contributes to achieving our goals in the environmental, social and governance areas.

## OUR STAKEHOLDER ENGAGEMENT TABLE

Stakeholder Groups	Importance of Stakeholder Groups to the Company	Relationship with Stakeholders	Important Issues and Our Responsibilities
<b>Internal</b>	We value the proactive feedback provided by all our colleagues in order to make our work system and the processes we create more sustainable.	Periodically and upon the request of our employees, face-to-face interviews, periodic surveys, employee performance and satisfaction evaluations, e-mail (etikkurul@mataauto.com) Mata Automotive's website and in-plant Request/Suggestion boxes, information boards, in-house announcements, monthly control of Complaint Mechanism applications in the plant area	Continuous improvement of working conditions, ensuring occupational health and safety, supporting the development of employees with in-house and external training and development programs, increasing employee participation, effectively managing the wage policy, effective and efficient management of the complaint mechanism, respecting human rights and ethical values, creating a sense of belonging for employees, carrying out sustainability studies.
<b>Customers</b>	The main reason for our sustainable existence in the sector.	Sharing new project proposals within the framework of sustainable dialogue, constantly reviewing development opportunities in existing projects, meetings, visits, inspections for business development and discussion of new business opportunities	To provide production at the desired quality with our passion for excellence and to provide products and services at the right time and in the right quantity with effective supply planning while maintaining price competitiveness. Having the flexibility to meet changing needs and expectations



Stakeholder Groups	Importance of Stakeholder Groups to the Company	Relationship with Stakeholders	Important Issues and Our Responsibilities
<b>Public</b>	It is important in terms of environmental and social sustainability.	Social Responsibility Projects, Recruitment Projects, Following up on the demands and feedback of neighboring facilities and stakeholder participation	Systematically following up and responding to demands with a fair, ethical and dialogue-oriented approach in social responsibility projects, recruitment processes and our communication with neighboring facilities
<b>Educational Institutions</b>	The development of our company employees and the students we interact with is important in terms of environmental and social sustainability.	Following up stakeholder participation with projects carried out together with schools, alumni associations, NGOs such as Recruitment Project, internship/vocational training programs and Social Responsibility Projects	Planning and implementing recruitment projects, internship/vocational training programs and social responsibility projects to support the professional development of the stakeholder group
<b>Public Administration Units</b>	It is the element that will increase the effectiveness of the company in legal regulations, permits and economic, environmental and social development strategies.	To follow the demands of public institutions and the necessary arrangements within the scope of changing laws and regulations.	To work in full compliance with all relevant laws, laws and regulations, especially labor law, occupational health and safety legislation and environmental legislation, and to keep administrative, managerial and financial records meticulously.
<b>Municipalities</b>	Collaborating with local governments contributes to the sustainability and efficiency of the company.	Following the necessary arrangements within the scope of the demands of local government institutions, changing laws and regulations	Working in full compliance with the legislation and regulations published within the scope of local governments, meticulously keeping administrative, managerial and financial records
<b>Certification Bodies</b>	They help ensure the accuracy, transparency, reliability and legal compliance of the process. They are important in managing reliability and risks.	Following up the accuracy, transparency and reliability of the process through audits. Closely following regulations, identifying developing risks and opportunities and monitoring their improvement with a focus on continuous development.	Working in accordance with relevant standards, meeting the expectations of our customers or certification bodies.





Stakeholder Groups	Importance of Stakeholder Groups to the Company	Relationship with Stakeholders	Important Issues and Our Responsibilities
<b>Contractors/Subcontractors</b>	They are collaborative institutions that provide products and services that support the main activity.	Obtaining additional services as needed	Making training plans for the development of the stakeholder group, checking their compliance with the relevant laws and legislation
<b>Union</b>	It is the institution that ensures the determination of working conditions within the scope of the collective labor agreement in order to ensure the continuity of work.	Union management units, union representatives and employer communication	Performing union processes in accordance with the law and legislation. Improving working conditions and ensuring their continuity, creating value with a collaborative approach.
<b>Suppliers</b>	Managing risks, maintaining quality standards, controlling costs and executing the project in accordance with social responsibility principles is of critical importance.	Ensuring the flow of materials within the supply chain for uninterrupted production	Monitoring and evaluation of supplier audits and developments. Ensuring continuity in the supply chain with a collaborative approach.
<b>NGOs</b>	Projects to be carried out with NGOs are important in terms of the needs of the environment we are a part of.	Establishing cooperation in social responsibility projects and education projects	Allocating resources for projects carried out with NGOs and contributing to the society we are a part of through these efforts.
<b>Sensitive Groups</b>	Important in terms of social equality, social harmony and sustainable development.	Considering the special needs of our employees and stakeholders who can be considered as sensitive groups, providing an accessible, inclusive, empathetic and egalitarian participation process	Considering the special needs of sensitive groups among our stakeholders, working in an egalitarian and inclusive manner to provide the conditions



Environmental Sustainability

## Innovative Steps **That Raise the Future!**

Mata Automotive aims to raise the future with innovative approaches. With our sustainability-focused projects, we work to increase living standards and fulfill our responsibility towards the environment. Every new step is a step taken for a more sustainable world.



# ENVIRONMENTAL MANAGEMENT APPROACH

As Mata Automotive, we carry out our activities with an environmentally sensitive approach and see environmental sustainability as an integral part of our business processes. Our environmental management strategy, which aims to protect natural resources and minimize environmental impacts, covers innovative and effective applications in many areas such as energy, water, waste and emission management.

We focus on using our resources in the most efficient way. We constantly improve our processes to optimize our energy and water consumption, minimize waste generation and implement applications that support the circular economy. In addition, we control our emissions arising from our production processes and carry out studies to reduce our carbon footprint. By adopting a zero-waste approach in the management of our waste, we strive to increase our recycling rates.

In all our activities, we fully comply with environmental legislation and regularly monitor our environmental performance. In this direction, we set measurable targets in many areas, from water and wastewater management to the protection of biodiversity, and we work resolutely to achieve these targets. Increasing the environmental awareness of our employees and ensuring their active participation in all our processes is one of the cornerstones of our sustainability approach.

Our responsibility towards the environment stems from our goal of shaping not only the present but also the future. In the future, we will continue to develop our environmental management systems, produce innovative solutions and take on a leading role in environmental sustainability in the sector.

# CLIMATE AND ENERGY MANAGEMENT

As Mata Automotive, we see combating climate change and energy efficiency studies as one of the cornerstones of our environmental sustainability strategies. We carry out various improvement and development studies in order to optimize our energy consumption and reduce our carbon footprint in our production processes.

We have carried out comprehensive improvement studies to optimize energy use in our facilities. A new 90 kW compressor with VFD that provides energy saving was put into use instead of the old, inefficient and oversized 180 kW compressor. In addition, a more efficient model was preferred instead of an old and inefficient air dryer. Boiler temperatures are closely monitored in accordance with seasonal transitions and kept at a minimum level. In addition, unnecessary chiller units have been disabled depending on the production intensity with bypass transitions in our chiller systems.

In order to increase energy savings, we renewed our lighting systems and replaced old-type inefficient lighting fixtures with energy-efficient LED lighting. As a result of this change, 20,275 kWh of energy was saved per year. The last remaining inefficient lighting systems in our facilities were also included in the renewal process. In addition, regular checks have been carried out to prevent compressed air leaks and information activities have been carried out to increase the awareness of our employees. All these practices are indicators of our systematic approach to reducing our energy consumption.

Sustainability-focused studies in our R&D processes are carried out in line with our goals of reducing our energy and resource consumption. In particular, water and bio-based systems with low carbon footprints are being developed and integrated into existing systems. These studies support reducing the environmental impacts of our products and achieving our circular economy goals.

## 7 AFFORDABLE AND CLEAN ENERGY



These improvements in our energy management systems not only reduce our energy consumption, but also increase our contribution to the fight against climate change by reducing our carbon emissions. We aim to create a more sustainable production model by continuing our energy efficiency projects in the future. In this direction, we will continuously improve our current systems and support them with new technologies, and we will play a more effective role in the fight against climate change.







# EMISSION MANAGEMENT

## AIR POLLUTANT EMISSIONS

As Mata Automotive, we see emission management as one of our main priorities in line with our environmental sustainability goals. We adopt a systematic approach in order to control emissions from manufacturing processes in our facilities and minimize our environmental impacts.

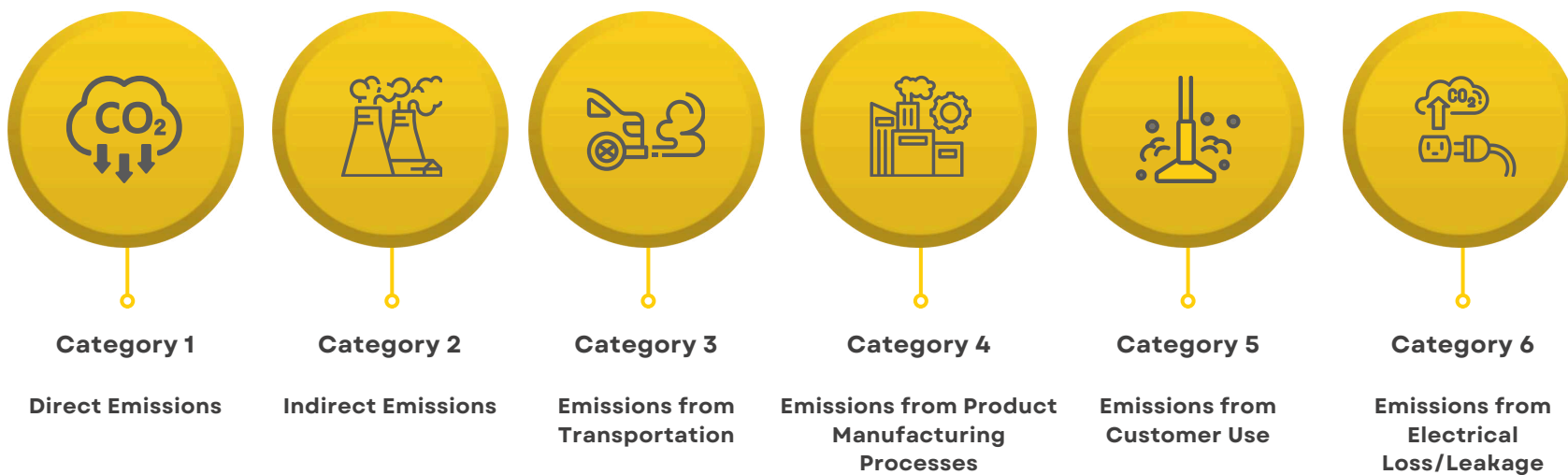
Our facilities are subject to air emission permits within the framework of the relevant environmental legislation. In this context, regular measurements are carried out and the results are reported. In our emission sources such as paint spraying units, drying ovens, cold bonding areas and chemical preparation departments; parameters such as carbon monoxide (CO), nitrogen oxides (NOx), sulfur dioxide (SO2), dust and total organic carbon (TOC) are measured.

These measurements are confirmed by verification studies conducted every two years, and all results have been determined to be below legal limits. The data obtained in 2022 and 2023 show that our emission values are managed in line with our environmental compliance targets.

## GREENHOUSE GAS EMISSIONS

As Mata Automotive, we adopt a comprehensive emission management approach to effectively manage our carbon footprint and achieve our environmental sustainability goals. In line with this, we have analyzed our greenhouse gas emissions in detail as of 2023 in accordance with the ISO 14064 standard and the GHG Protocol according to the categories of scope 1, scope 2 and scope 3. This analysis allows us to better understand the sources of our emissions and develop strategies in line with our goals.

We evaluated our emissions based on six different categories. Category 1, which represents direct emissions, is caused by stationary and mobile combustion, refrigerant use and fire extinguishing gases. Our indirect emissions consist of purchased energy sources (Category 2) and emissions from transportation (Category 3). In particular, emissions from product manufacturing processes (Category 4) constitute a large portion of our total emissions and highlight our improvement opportunities in this area. Emissions from customer use (Category 5) and emissions from electricity loss/leakage (Category 6) contribute less to total emissions.



72% of our emissions in 2023 consist of Category 4 emissions from raw materials, packaging and downstream sources used during product production. However, emissions from purchased energy (Category 2) account for 16% and transportation emissions (Category 3) account for 5%. Categories 1, 5 and 6 constitute a smaller portion of our emissions with a total share of 7%.

Scope 1, Scope 2 and Scope 3 emission measurements for 2023 provide a strategic roadmap to better understand our environmental impacts and achieve our sustainability goals. This comprehensive assessment reveals opportunities to optimize our energy consumption, reduce resource use and improve our supply chain processes, while enabling us to strengthen our reduction strategies. With our determination to reduce our environmental impacts, we will continue our improvement efforts for a more sustainable future.

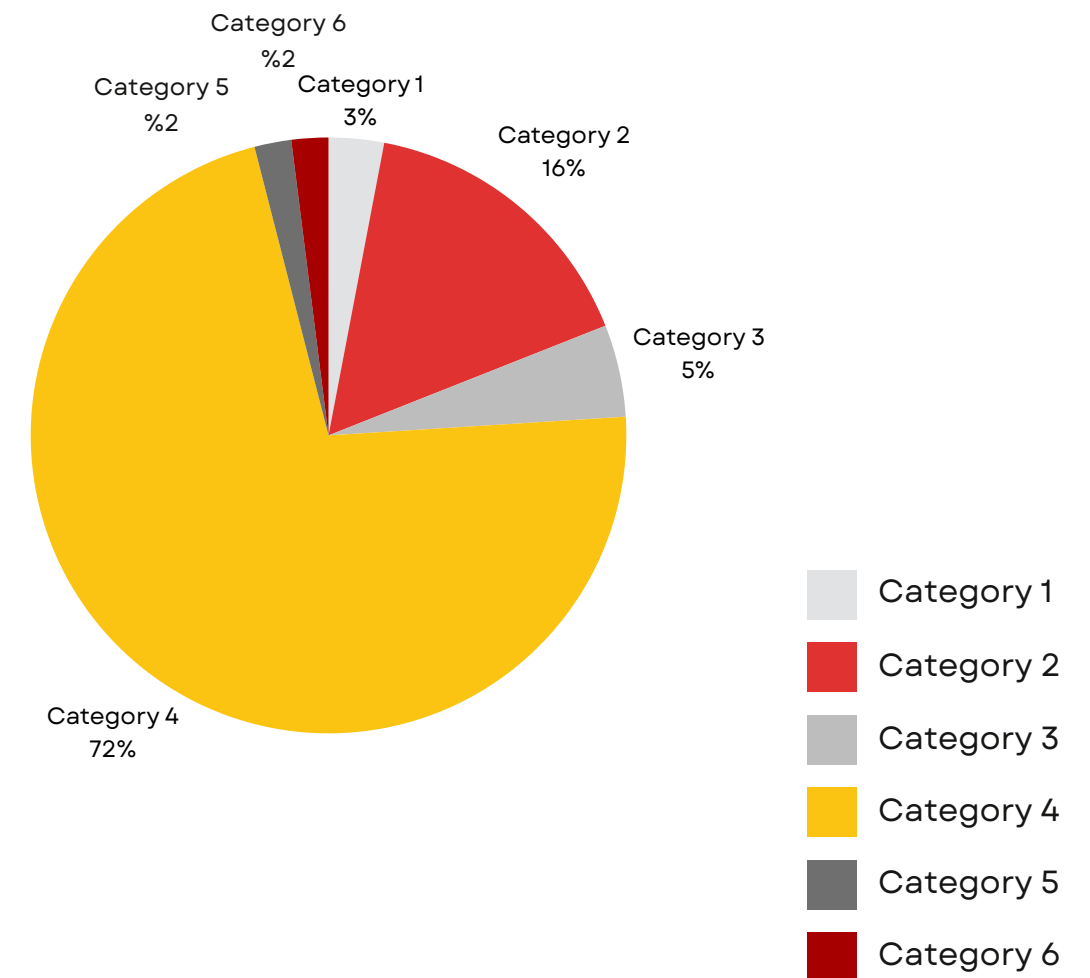


## CATEGORY-BASED EMISSION DISTRIBUTIONS (tCO2e)

The table and graph provide detailed information on our category-based emissions and distributions of these emissions as of 2023.

Category Based Emission Distributions (tCO2e)			
Scopes	Emission Categories	Category Description	Emissions (tCO2e)
Scope 1	Category 1	Direct Emissions (Stationary & Mobile Combustions, Coolant & Fire Extinguishing Gas Usage)	1,520.2
Scope 2	Category 2	Indirect Emissions (Purchased Energy Sources; Electricity-Steam etc.)	6,899.9
Scope 3	Category 3	Emissions Due to Transportation & Freight	2,352.2
	Category 4	Indirect Emissions Due to Production of Products, Raw Materials Used, Packaging & Waste	31,315.2
	Category 5	Emissions Due to Customer Use & Disposal of Products	955.3
	Category 6	Emissions Due to Electricity Loss & Leakage	690.0
Total Emissions of All Categories			43,732.8

### ISO 14064 Category Based Emission Distributions



Our future goals include developing innovative solutions to increase energy efficiency and further reducing our emissions. In order to achieve these goals, we will continue to optimize our processes with technology-oriented approaches and minimize the environmental impacts of our operations. These determined steps in emission management are an indication that we are fulfilling our responsibility in the sector for a more sustainable future.





# WASTE MANAGEMENT

As Mata Automotive, we aim to optimize our resource use and minimize waste generation by integrating our environmental sustainability goals into our business processes. While reducing our water, energy, raw material and chemical resource consumption during our production activities, we minimize our environmental impacts with methods suitable for the circular economy. In this process, we place sustainability at the center of our business with the contributions of our employees and the use of innovative technologies.

Our Environmental Protection Procedure, which shapes our waste management processes, provides a systematic approach for the classification, transportation, storage and disposal of waste. This procedure is designed to prevent waste from harming the environment and to ensure that it is managed in accordance with legal requirements. Our procedure also aims to increase awareness and create a more effective waste management system by involving our employees in waste management processes. In this context, our employees contribute to the separation of waste at the source by using color-coded waste bins and separation instructions.

Our Environmental Policy demonstrates our commitment to reducing natural resource consumption and integrating the circular economy into our business processes by adopting an environmentally sensitive approach in all our operations. This policy enables us to develop strategies to reduce water consumption and environmental impacts, raise awareness among our employees and business partners, and prevent environmental accidents. You can access our Environmental Policy.

Our Zero Waste Management System is an important part of our environmentally sensitive business processes. The Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change is an indicator of our commitment to our sustainability goals. Thanks to this system, all our wastes are separated at their source according to their types and included in recycling or disposal processes without harming the environment. Our Zero Waste Management System is an important tool that ensures both compliance with legal requirements and contribution to our circular economy goals. In addition, we are moving towards our zero waste goal by systematically including our employees in the processes.

Our hazardous wastes are stored in temporary storage areas in accordance with environmental and legal standards and are regularly directed to licensed disposal facilities. We use digital tracking systems to minimize environmental risks, especially in waste types such as paint sludge, carbon-based primers and sandpapers. We monitor these processes with MOTAT (Mobile Waste Tracking System) and ensure transparent management. Our digital tracking system enables us to reduce the environmental impacts of waste and manage our processes more efficiently.

We separate our recyclable wastes such as plastic, metal, glass and paper and contribute to the circular economy. We support our employees to easily adapt to the process with color-coded waste bins that we place in our work areas. This application increases the effectiveness in waste management and aims to create environmental awareness in our employees. Our recycling processes not only ensure the disposal of wastes, but also the recovery of valuable resources into the economy. In addition, we fully comply with legal processes by declaring our packaging wastes within the scope of Recovery Contribution Share (GEKAP).

This systematic approach to waste management and our zero waste goal not only reduce our environmental impacts, but also enable us to contribute to a sustainable future. With the active participation of our employees and our systematic management processes, we aim to set an exemplary model in the sector. In the future, we will continue to develop innovative solutions to achieve our zero waste goal and contribute to the circular economy.





## IMPORTANT STEPS IN ENVIRONMENTAL SUSTAINABILITY WITH WASTE REDUCTION

As Mata Automotive, thanks to our continuous improvement approach in our waste management processes, we have achieved a significant reduction in both hazardous and non-hazardous waste amounts in 2023. This achievement is an important step towards achieving our sustainability goals.

While our hazardous waste amounts were 1,399 tons in 2022, this amount decreased by 11% to 1,243 tons in 2023. This reduction is a result of the efficiency of our recycling processes and our optimizations in resource use. Recycling operations played a major role in this reduction, allowing us to minimize our negative impacts on the environment.



These achievements clearly demonstrate Mata Automotive's commitment to environmental sustainability goals and the importance it attaches to the circular economy. We aim to develop innovative approaches to waste reduction and increase our recycling rates in the coming years. The experiences we have gained in this process not only reduce our environmental impacts, but also contribute to creating an exemplary model in the sector.



# WATER MANAGEMENT

As Mata Automotive, we see the efficient use of water resources as a fundamental part of our environmental sustainability goals. Water is used in our facilities both to meet personnel needs and in production processes. Our total water consumption in 2023 decreased compared to the previous year. Our total water consumption, which was 22,120 m<sup>3</sup> in 2022, decreased by 2.4% in 2023 to 21,590 m<sup>3</sup>. This decrease is a result of the processes we have developed to optimize our water consumption and our innovative applications for the efficient use of water.

The wastewater generated in our facilities is divided into two as domestic and industrial and disposed of in accordance with their qualities. While domestic wastewater is discharged into the sewage system, our industrial wastewater is sent to DESBAŞ's (Istanbul Industry and Trade Free Zone) and Istanbul Leather Organized Industrial Zone's advanced treatment facility and disposed of without harming the environment. In the management of industrial wastewater, we ensure environmental compliance and fully fulfill the legislative requirements by transferring the treatment processes to DESBAŞ's (Istanbul Industry and Trade Free Zone) and Istanbul Leather Organized Industrial Zone's licensed facilities.

The wastewater formed in our aqueous filter systems is used by circulating until it reaches the consistency of sludge, and then these sludge-like wastes are sent to licensed disposal companies. This system ensures both the efficient use of water and the control of the amount of wastewater. All water and wastewater processes in our facilities are carried out within the framework of Quality Control Permit Certificates approved by the industrial management. These documents show that our activities are carried out in accordance with our environmental sustainability goals and legal requirements.

This success achieved in reducing our water consumption is an indicator of our commitment to the protection of water resources. This approach in our water and wastewater management supports our goal of minimizing our environmental impacts and contributes to the protection of resources. Within the framework of our sustainability approach, we are committed to continuously improving our existing systems, implementing more efficient technologies and contributing to the water cycle.

# BIODIVERSITY

As Mata Automotive, we attach great importance to the protection of natural life and the support of biodiversity in line with our environmental sustainability goals. We take the necessary measures to minimize our impacts on the ecosystem in the areas of activity of our facilities and fulfill our environmental responsibilities. This approach is an indicator of our determination to not only fulfill our legal obligations but also to ensure the sustainability of natural resources.

We conduct environmental impact assessments to ensure the protection of ecosystems during our activities and continuously improve our processes in this direction. The efficient use of natural resources is among our main priorities in terms of protecting biodiversity. In this context, we organize our environmental management practices in a way that encourages the sustainable use of resources.

Our strategies regarding biodiversity are based on the design of our facilities in a way that is sensitive to the environment in which they are located and the evaluation of the impacts of our activities on nature. In addition, we act with an understanding that aims not to harm local ecosystems for the protection of natural life. In this context, we regularly monitor the environmental impacts of our areas of activity and take the necessary actions to reduce these impacts.

Mata Automotive recognizes that the protection of natural life is a long-term environmental responsibility and integrates this responsibility into its business processes. In the future, we will continue our work to support biodiversity and achieve our environmental sustainability goals. With these efforts, we aim to both reduce our environmental impact and contribute to the sustainability of natural ecosystems.



Sustainable Product Management

## Eco-Friendly Vehicles **for a Clean Future**

By keeping consumer thinking at the forefront, we develop tools that minimize environmental impacts. With our sustainable product management, we consider both safety and the environment. We make the dream of a future in harmony with nature a reality.





# SUSTAINABLE PRODUCT APPROACH



As Mata Automotive, we adopt sustainability as a fundamental principle in all our activities from product design to production processes. In order to minimize our environmental impacts, we aim to develop energy-efficient and long-lasting products that leave a low carbon footprint. By using recycled and environmentally friendly materials in our products, we integrate circular economy principles into our business processes. While working in close cooperation with our business partners for sustainable material supply, we offer solutions that exceed industry standards in terms of waste management and resource efficiency.

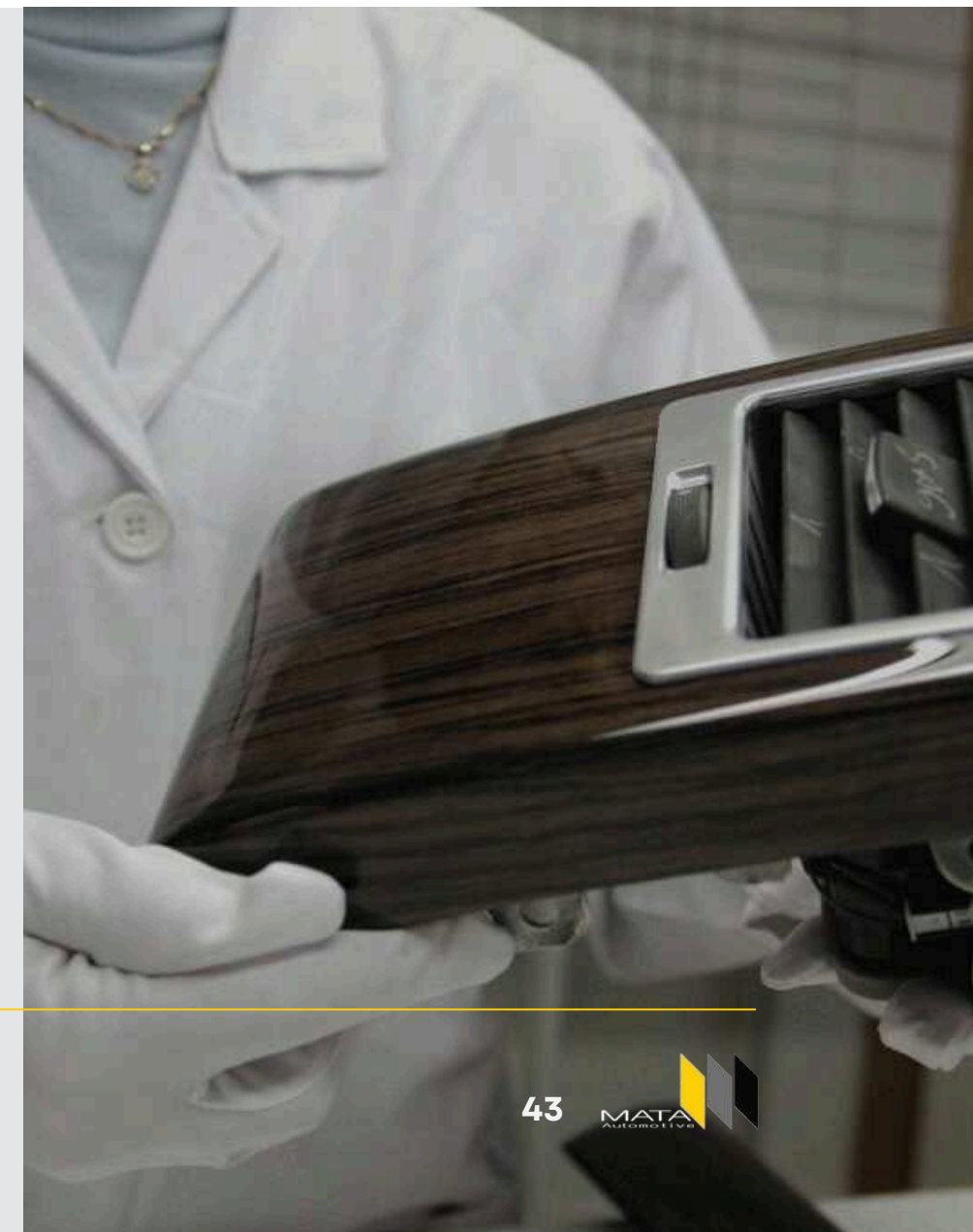
In our design processes, we adopt the life cycle analysis (LCA) approach to increase the environmental performance of our products and invest in innovative technologies. Thanks to this analysis, we measure the environmental impacts of our products from production to the end of their life cycle and create more sustainable designs. In addition, we use energy-efficient technologies to reduce our energy consumption and emissions during the production phase. In this way, we both reduce our burden on the environment and offer our customers products that add value in terms of sustainability.

We do not limit our sustainable product development goals only to environmental benefits, but also contribute to social and economic sustainability. By offering our customers environmentally friendly product options, we encourage conscious consumption habits and set an example for other companies in the sector. With this approach, we operate in line with the United Nations Sustainable Development Goals and are committed to both meeting today's needs and leaving a livable world for future generations.

## QUALITY MANAGEMENT

As Mata Automotive, we work on sustainable product management and continue our work. We carry out these works within the framework of our quality vision and mission, and contribute to the circular economy model with our quality management system.

- Our company has the ISO 9001 quality management system and the automotive sector-specific quality certificate IATF 16949, and production; innovation, R&D & P&D studies are carried out in the light of these quality management systems.
- As Mata Automotive, we work to convey the outputs of this management system to our employees and to indicate our company's vision on this subject. We inform our employees on this subject with our quality manual and quality trainings, and we expect them to contribute to this vision we offer.
- The most important document we refer to in our manual and trainings is our quality policy. Our quality policy is the point where all quality activities and actions within Mata Automotive come together. We use policy outputs in our business processes and expect compliance from our stakeholders in this regard.
- With an understanding that accepts customer satisfaction as an unconditional priority, we undertake to deliver the right product on time and in accordance with national and international standards. With the support of our senior management, we continuously develop our quality management system and aim for the right production the first time with lean production principles. We encourage our suppliers in this direction by using environmentally and socially sensitive, harmless raw materials, and make it a philosophy to develop supplier products and quality systems with a continuous improvement approach. We aim to continuously increase employer and employee satisfaction by providing vocational training to our employees and to make a difference in the sector with the principle of fast delivery and flawless sales.





# INNOVATION

As Mata Automotive, we act with a continuous innovation approach in our sector and we also emphasize innovation in our production processes. Innovation studies are carried out on the basis of our customers in the products we produce. Our expert R&D team manages the innovation processes and carries out the projects.

As Mata Automotive, within the framework of our quality vision; we invest in innovation and will increase these investments in the coming years.

Innovation studies are essential for our company and are a vision that we believe will lead us to our long-term goals.

The year 2023 was quite productive for innovation and Kaizen studies at Mata Automotive, and our company made progress with the studies carried out.

An important part of our innovation studies are improvement, corrective and preventive activities. Although the word innovation evokes innovations, as the Mata Automotive R&D team, we also work on the improvement, correction and provision of preventive activities of existing processes, and we act with a vision of continuous improvement. Our Improvement, Corrective and Preventive Activities procedure reflects the vision we have set in this regard and the flow of the processes.

“As Mata Automotive, we are proud to present and complete our 2023 Kaizen and innovation projects and we will carry this vision further in 2024.”

- WL Steering Wheel Sanding Nail Breakage Prevention Study
- WL Steering Wheel CNC Nail Breakage Prevention Study
- Plotter Waste Reduction Study
- Improvement of Bentley Autoclave Die Cutting Programs
- Sandblasting Department Ergonomic Work Improvement
- Study on Improving the Heavy Load Carrying Problem in Membrane Press Console Presses
- Improvement of Console Cycle Durations
- Periodic Cleaning of the Yaskawa Robot
- Real Wood Smart Surface



Periodic Cleaning of Yaskawa Robot



# AUTOMATION

Mata Automotive has adopted advanced technology-based production processes in the automotive sector and placed automation at the center of its business processes. The company uses production lines integrated with robotics and digital technologies to offer high-quality automotive interior solutions. These automation studies both increase production efficiency and ensure the continuity of quality standards by reducing the manual load on the workforce. Mata Automotive optimizes production processes with its innovation-oriented approach, while minimizing error rates and prioritizing energy and material savings.

The company's vision is to develop sustainable and innovative solutions suitable for the mobility needs of the future. Automation studies support the goals of responding to rapidly changing customer expectations in line with this vision and strengthening its leadership position in the sector. Mata Automotive aims to make a difference not only in production technologies but also in environmental responsibility and social sustainability. In order to gain a competitive position in the global market, it adopts a technology-focused growth model by continuously developing its automation strategies.

In 2023, we increased the share of robot use in almost all of our production processes and made significant progress in automating processes. One of the most important digitalization moves of our company is the smart and capacitive surface development projects carried out within the scope of digital transformation of wood and decorative trims.



Lesta Paint Robot

**Number in Mata:** 5

**Purpose of use:** It is used to apply to the surface of the part according to the program prepared for each part geometry in production.



UM Paint Robot

**Number in Mata:** 2

**Purpose of use:** It is used to apply to the surface of the part according to the program prepared for each part geometry in production.



Cold Bonding Robot

**Number in Mata:** 4

**Purpose of use:** It is used to apply special adhesive to the lower surface of the part for bonding the part and the base material according to the program prepared for each part geometry in production.



Ultrasonic Welding Robot

**Number in Mata:** 1

**Purpose of use:** It is used to apply welding (melting) of the part and the base material according to the program prepared for each part geometry in production.



Foam Machines

**Number in Mata:** 2

**Purpose of use:** It is used to prepare and pour the chemical mixture that will form the filling material into the part according to the program prepared for each part geometry in production.



Cutting Robot

**Number in Mata:** 7

**Purpose of use:** It is used to cut the part to take the desired shape according to the program prepared for each part geometry in production.





# R&D AND P&D



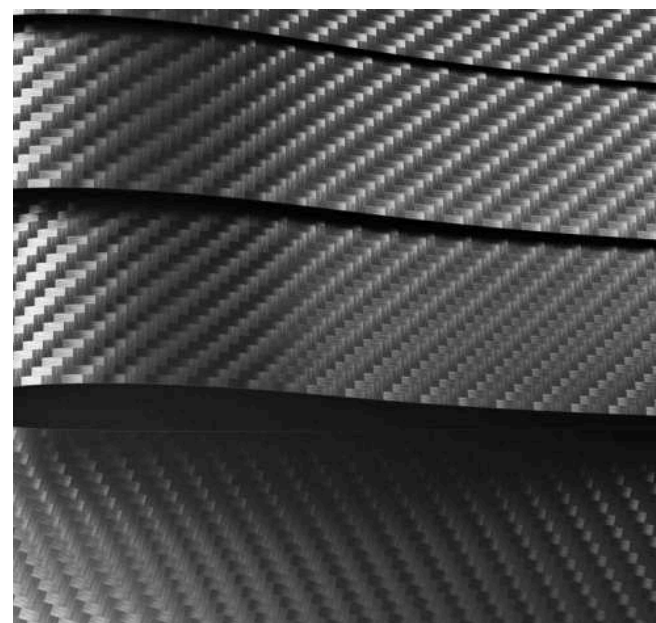
As Mata Automotive, we carry out a significant portion of our sustainability work together with R&D and P&D studies, and we see the impact of R&D undeniably on our roadmap to achieve our sustainability goals. Together with the work of our expert R&D team and engineers, we both improve existing products, produce more sustainably; and work to reduce our product footprint.

The year 2023 was quite intense and productive for our company and group's R&D team. We have placed the principle of sustainability at the center of our R&D studies, and the main theme of our studies throughout 2023 was sustainability. The main element of these studies is to use water-based, bio-based systems instead of the current system and to introduce materials with a lower carbon footprint. Within the scope of these studies, our R&D studies conducted during the year contributed to our vision and helped us look to our goals in the coming years with hope.

Our products designed with 100% environmentally friendly materials have managed to create positive effects in every dimension of sustainability. These products have been effective on economic and social sustainability as well as environmental sustainability and have reduced the negative impacts in these areas.

The use of these products supports the goal of reducing the carbon footprint. In addition, the use of water-based systems prevents the formation of toxic residues and protects both human health and the environment. Their 100% environmentally friendly features also offer significant benefits in waste management processes.

## R&D PROJECTS



### Sustainable Synthetic Carbon Fiber “dECOrative trim”

Sustainable Synthetic Carbon Fiber filaments/fabrics/materials offer a solution that enables more efficient use of carbon fiber. These materials contribute to the circular economy and create an opportunity for an environmentally friendly material in life cycle analysis.

#### Benefits

- ✓ CO2 Friendly
- ✓ Lighter
- ✓ Stronger
- ✓ New and Original Visual Appearance
- ✓ Improved Environmental Performance
- ✓ Increased Electrical Functionality
- ✓ 100% Recyclable
- ✓ Customizable Features





### Using Bio-Based Polymers

Bio-based plastics are on their way to becoming an indispensable part of the vehicles of the future by combining environmental benefits and functionality.

#### Benefits

- ✔ CO2 Friendly
- ✔ Lighter
- ✔ Stronger
- ✔ New and Original Visual Appearance
- ✔ Improved Environmental Performance
- ✔ Increased Electrical Functionality
- ✔ 100% Recyclable
- ✔ Customizable Features

### Using Recycled Carbon Fiber

Recycled carbon fiber stands out as an environmentally friendly and innovative option in the automotive sector. While providing less energy consumption and lower carbon emissions in production processes, the conservation of natural resources by reusing waste contributes and supports the circular economy.

### R&D Development Studies

- Water-Based Adhesive Development Studies
- Water-Based Coating - Varnish Systems Development Studies
- Water-Based Paint Development Studies



One of the important criteria for our R&D team is that the sustainable products we use have life cycle analyses and the outputs of these life cycle analyses. Our team changes the products used according to the outputs of the analyses. LCA documents are requested by the R&D team in supplier and material development studies. Our team follows the process with a very sensitive mentality in this regard.

As Mata Automotive, another important part of our R&D vision that we believe will grow from year to year is the R&D collaborations with universities, suppliers and academies. As of 2023, our work with selected universities continues. In the coming years, we want to expand our network even further and carry out our R&D studies with a larger segment.





# SUSTAINABLE SUPPLY CHAIN

As Mata Automotive, we want to create a sustainable and green supply chain and create an environment together with our suppliers by protecting our environmental footprint. In this context, we have taken serious steps in this regard with the work we have done in 2023 and will increase our work with the policies we aim to create in the coming years.

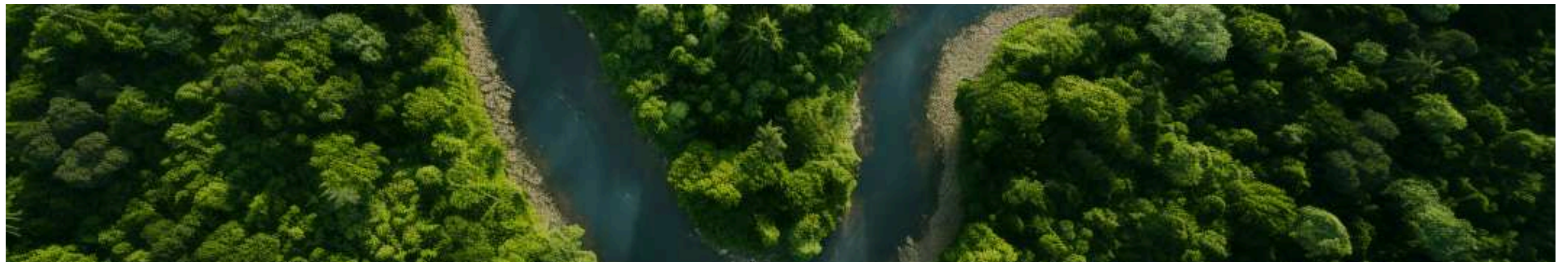
We observe sustainability conditions and sustainability principles in our supply chain and suppliers and keep these issues at the forefront when choosing our suppliers. With our Supplier Sustainability Policy, we question the actions our suppliers take in the field of sustainability and specify the rules of conduct they must comply with. With the outputs of our policy, we are moving forward with sure steps towards creating a sustainable supply chain and we will take surer steps in this regard with the sustainability governance and committee we have established during the year.

- Our suppliers must comply with the Mata Automotive business ethics instruction 100% and have a code of conduct within their own organization.
- Our suppliers must comply with Occupational Health and Safety laws and rules.
- Our suppliers should be ideal institutions that provide sustainable growth, create value, offer equal opportunities without discrimination and provide an environment where everyone can work in harmony.
- Our suppliers should never compromise on harassment, discrimination and child labor.
- Our suppliers should take action on information security and data protection.

In light of these main principles, we are creating our sustainable supply chain. One of the important components of this chain is supplier selection and evaluation. As Mata Automotive, we focus on certain criteria when selecting our supplier candidates and suppliers and score our suppliers. As of 2023, sustainability and environmental compliance conditions have been added to these conditions. Our goal in the coming years is to increase the impact of sustainability contribution on our scoring.

We evaluate our suppliers on the following issues and score and classify our suppliers based on these criteria. We communicate this information through our supplier evaluation forms.

- Quality
- Price
- Payment Term
- Due Date
- References
- Financial Structure and Stability
- Communication
- Business Order / Capacity
- Compatibility with the Environment
- Sustainability Certificates





# CUSTOMER SATISFACTION

As Mata Automotive, we see customer relations as the cornerstone of our company's success. In order to provide fast and effective solutions to our customers' demands, we adopt a "customer-focused approach" that all our employees focus on. Knowing that opinions and feedback are a guide for us, we carry out our interactions in a transparent, fast and structured manner. This strategy allows us to align ourselves harmoniously not only with today's but also with future business goals.

Customer satisfaction plays a vital role in Mata Automotive's continuity and growing global network. Satisfied customers not only create loyalty, but also have a critical impact on new customer acquisition. We hold regular meetings with our customers before and after each project to collect their feedback and develop our business processes and products according to these outputs. As a result, we strengthen not only product and service quality, but also our sector leadership position.

Mata Automotive sees customer satisfaction as an integral part of its sustainability strategy and adopts innovative approaches with this understanding. We increase both our environmental and operational efficiency by developing systemic solutions based on individual feedback. Our long-term goal is to contribute to the social, economic and environmental success of our company by strengthening the partnership relationship we have established with our customers. This vision also supports our mission to contribute to a more sustainable future together with all our stakeholders.

**During our reporting year, all complaints from our customers have been resolved.**

An important part of our Customer Satisfaction vision is our regulatory and remedial activities following the feedback given by our customers. After the feedback and complaints received from our customers, the necessary arrangements are made according to the regulatory and remedial activities procedure and the steps implemented after the feedback are shared with the relevant customer after these arrangements.



## GREEN LOGISTICS

As Mata Automotive, we aim to reduce our carbon footprint by prioritizing environmental sustainability in our logistics operations. We prefer low-emission vehicles and fuel-saving transportation methods in material and product transportation, and make our processes more efficient with route optimization software. In this way, we prevent unnecessary energy consumption.

By integrating circular economy principles into our logistics processes, we encourage the use of recyclable packaging materials and aim to minimize the waste that may occur during transportation. We create a sustainable ecosystem by requiring our logistics partners to comply with ESG standards. We continuously improve our environmental impacts with our investments in innovative technologies and assume a pioneering role in sustainable logistics practices in the sector.

In this context, we monitor our logistics operations together with our logistics procedure and use green logistics practices when possible. We carry out our import, export and shipment processes in accordance with our procedures and aim to be a pioneer in Türkiye and our sector in this field.



SOCIAL SUSTAINABILITY

# Sustainable Change **for People and Society**

With our understanding of social sustainability, we aim to create a working environment where every individual is safe and happy. With social projects, we strengthen local communities and contribute to progress. We take responsibility at every step to be part of the change.





# OUR SOCIAL SUSTAINABILITY APPROACH

As Mata Automotive, we consider providing social benefits and supporting sustainable development as one of the most important components of our corporate strategy. By developing projects to increase the quality of life of our employees and communities, we aim to create a wide range of impacts from education to the environment, from health services to social equality. Our social responsibility projects are an important tool not only in the business world but also to contribute to the strengthening of social values. This approach lays the foundations of a sustainable vision that aims to provide permanent benefits to all our stakeholders.

## OUR OCCUPATIONAL HEALTH AND SAFETY APPROACH

As Mata Automotive, the health and safety of our employees are considered the most fundamental element of our company's sustainable growth goals. Creating a safe working environment is not only a legal obligation, but also an integral part of our business culture. With this understanding, we structure our occupational health and safety (OHS) processes in full compliance with national and international standards and are committed to creating a work culture where safety is prioritized at every step, prioritizing the well-being of our employees at every level. Our employees working in a healthy and safe environment is also the guarantee of our company's sustainable success.



### Our Comprehensive OHS Management System

Mata Automotive comprehensively manages its OHS processes in accordance with the regulations determined by the Ministry of Labor and Social Security. In all work environments, potential hazards are identified with a proactive approach, risk assessments and analyses are carried out, and the identified hazards are eliminated with up-to-date methods. By prioritizing safety at every stage of our processes, we ensure that the safety standards in our work environment reach the highest level with regular inspections and monitoring.

### Emergency Action Plans and Drills

In order to ensure safety in the workplace, we prepare detailed action plans for possible emergencies. By conducting regular drills in line with these plans, we ensure that all our employees can intervene quickly and effectively in the face of emergencies. In addition to establishing a safety culture, we offer each of our employees the opportunity to contribute to safety by adopting the Kaizen philosophy.

**For example, special solutions have been developed for our employees with special conditions (disabled) in the form of light warning systems to be used in emergencies such as fire.**

Our emergency action plans are regularly reviewed and continuously monitored. Our employees are trained about possible emergencies and each employee is informed in detail about what to do.





## OHS Training and Personal Protective Equipment

We organize continuous trainings to increase the safety awareness of our employees. While basic OHS trainings are provided to all our personnel, the effectiveness of the trainings is evaluated with exams and performance measurements. In addition, regular technical checks of the equipment used are carried out, the effective use of personal protective equipment is encouraged and these processes are systematically recorded. Our employees perform their jobs safely by using their protective equipment in safe working conditions.

## OHS Risk Analysis Procedure and Development of Safety Culture

As Mata Automotive, our OHS Risk Analysis Procedure has been meticulously prepared in order to identify, analyze and control all risks that may threaten the health and safety of our employees in the workplace. This procedure is fully compliant with the Occupational Health and Safety Law No. 6331 and includes the stages of identifying hazards, conducting risk analysis, determining and implementing control measures. By adopting the concept of continuous improvement, we regularly review the risks and take the necessary preventive measures. Establishing a safety culture in our workplace and providing strong support from the management in this regard form the basis of an effective OHS system.

## ISO 45001 Certificate Goal and Continuous Improvement

As Mata Automotive, we aim to obtain ISO 45001 certification in order to continuously improve our occupational health and safety management systems. This international standard provides a comprehensive framework for increasing safety in the workplace and creating a healthy working environment. By obtaining ISO 45001 certification, we will not only strengthen our internal security measures, but also guarantee the occupational health and safety of our employees at an international level.

## Health Education

Our health training program offers comprehensive content that aims to increase the health and safety awareness of our employees and create a healthy working environment in the workplace. Within the scope of the program, awareness is created regarding the causes of occupational diseases and information is provided on the principles of protection from these diseases and the application of protection techniques. In addition, the recognition of biological and psychosocial risk factors and the precautions that can be taken against these factors are discussed in detail. The program is supported with basic first aid training in order to ensure that our employees can make the right interventions in emergency situations; the importance of occupational hygiene practices is emphasized and the necessary steps are presented to create hygienic working environments. This training has a holistic approach that aims to increase the personal and professional awareness of our employees by prioritizing their health and safety.





# OUR HUMAN RIGHTS APPROACH

As Mata Automotive, we carry out all our activities in accordance with universal human rights principles. With our commitment to human rights, which is an integral part of our business ethics policy, we aim to ensure that the rights of our employees and business partners are protected, respected and that they work in a fair working environment.



## Freedom of Work

Our company adopts the principle that each employee works with their free will as a fundamental principle. No employee can be forced to work directly or indirectly, or be subjected to unethical practices such as threats, violence or indebtedness. All our business relations are carried out in accordance with national and international legal regulations.



## Fighting against Child Labor

Child labor is not accepted or supported under any circumstances. In accordance with this principle, age appropriateness is carefully checked in all recruitment processes. In the event of detection of child labor, necessary steps are taken to support the child's continuation of education and the relevant authorities are informed.



## Policies Against Discrimination and Harassment

Mata Automotive strictly rejects any discrimination, harassment or mistreatment in the workplace. Equal opportunities are provided in recruitment, promotion, compensation and other human resources practices; discrimination based on gender, age, religion, ethnicity, political views or any other difference is not allowed. Respecting the rights of our employees, providing a fair work environment and creating an inclusive work culture are our main priorities.



## Union Rights and Freedom of Association

All our employees' rights to become a member of a union, elect a representative or participate in collective bargaining processes are protected in accordance with local laws and regulations. It is ensured that our employees will not be subjected to any pressure or discrimination due to the use of these rights.

# HUMAN RESOURCES MANAGEMENT

As Mata Automotive, we conduct all our activities in accordance with universal human rights principles. With our commitment to human rights, which is an integral part of our business ethics policy, we aim to ensure that the rights of our employees and business partners are protected, respected and that they work in a fair working environment.

## Recruitment and Placement Processes

We conduct a comprehensive recruitment and placement process to include the right candidates and to evaluate the competencies of our existing human resources in the most efficient way. In this process, the suitability of our employee candidates is meticulously evaluated with candidate procurement, recruitment criteria, health status examinations, determination of information accuracy and orientation processes. Our processes are designed in accordance with national and international standards, relevant laws and regulations, especially the IATF 16949:2016 Automotive Quality Management System. Thus, we aim for our new talents to adapt to our corporate culture and contribute quickly and effectively.

## Training and Development Programs

We adopt a comprehensive approach to continuously support our employees in the field of training and development and to reveal their individual potential. We determine training needs through our regularly updated competency matrices and polyvalence tables; we offer planned and target-oriented training programs that are suitable for the needs of our departments. We measure training performance, evaluate its effectiveness and guide our employees' career planning according to the results. In this way, we aim to raise not only today's but also the leaders of the future.

As of 2023, an average of 30.5 hours of training per person has been provided to our employees, and this investment has been an important step towards further strengthening the knowledge and competencies of our employees.

## Our Suggestion System That Encourages Participation

Our suggestion system, which aims for organizational excellence, supports the creative ideas of our employees and enables the implementation of projects they develop as a team or individually. With this system, we strengthen both employee loyalty and participatory culture; we encourage innovative solutions that will create long-term value for our company.

## Employee Loyalty and Ethical Values

We regularly operate feedback mechanisms to increase the happiness and loyalty of our employees and show that we value the opinions of all our employees with our open-door policy. In line with the principle of equal opportunity, we strictly reject discrimination in our work environment and build a business culture based on ethical values. The diversity of our human resources stands out as an indicator of our strength and inclusiveness.

## Human Resources for a Sustainable Future

Our human resources policies are carried out with an approach that supports our company's sustainability goals while developing the competencies of our employees. We invest in the future of both our company and our employees with all our human resources activities, from our training programs to our suggestion system, from our recruitment processes to our ethical values.

*"With our human resources management, we work to shape not only today's but also tomorrow's success."*





# EMPLOYEE ENGAGEMENT AND TALENT MANAGEMENT

## *"Stronger Together, Safer for the Future"*

As Mata Automotive, we see our employees not only as a part of the workforce but also as the cornerstone of success. With this understanding, we implement comprehensive applications and programs to increase loyalty, develop talents and improve the quality of life of our employees.

## Education and Development

### *"Strengthen with Knowledge, Be Ready for the Future"*

In order to continuously support the professional and personal development of our employees, we increase their technical and professional competencies through comprehensive and qualified training programs within the framework of our annually updated training plan. This planned development approach contributes to the competence development of our employees and the sustainable success of our company.

## Social Support and Diversity

### *"Equality for All, Respect for All"*

We aim to enrich the social lives of our employees with our policies that encourage diversity and inclusiveness.

**December 3rd International Day of People with Disabilities:** By declaring this special day as a holiday, we raise awareness and support our disabled employees to be more visible in social life.

**March 8th International Women's Day:** We celebrate this special day as a holiday by appreciating the value of our female employees.



## Open Door Sessions

### *"We Listen, We Change, We Strengthen"*

Open Door Sessions offer a platform where our employees can freely share their opinions. Each back The statement guides us towards creating a better work environment and employee experience.

## Fringe Benefits Offered to Employees

### *"More for Our Employees"*

We ensure that our employees are supported in every field with our extensive benefits and social support packages that prioritize employee satisfaction.

Holidays and Leaves: We offer annual leave assistance, extra annual leave entitlement applications and socially supportive special day holidays.

### *"The Power of Our Employees, the Key to Our Success"*

## Employee Satisfaction

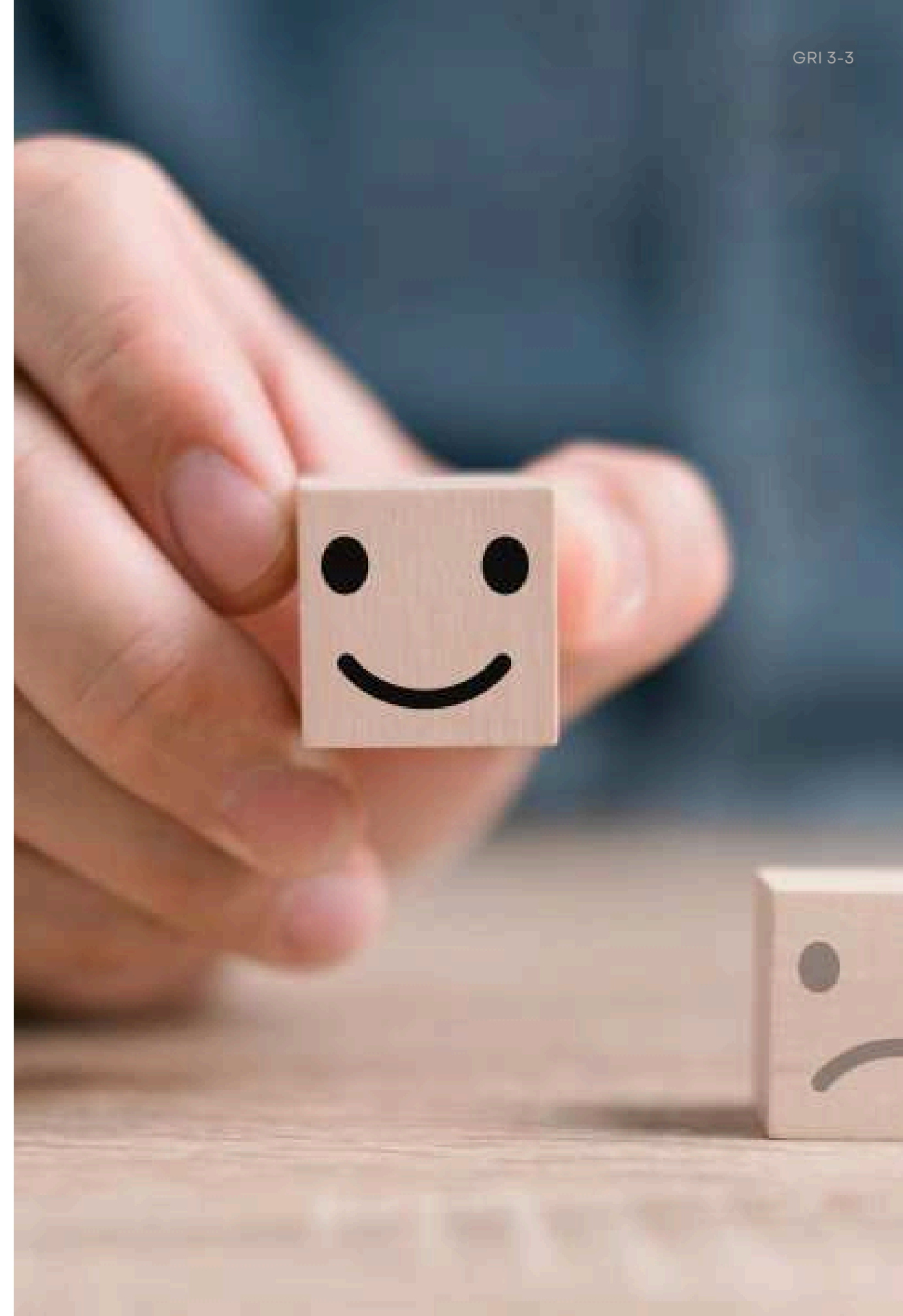
The employee satisfaction surveys we conduct regularly every year reflect the overall satisfaction within the company.

It allows us to better understand the level and experiences of our employees in the workplace. year 2023 As a result of the surveys conducted as of today, the satisfaction rate has been determined as 80%.

By carefully analyzing the survey results, we clearly reveal our strengths and development opportunities. we put it. Our employees' performance in matters such as leadership, working conditions and benefits provided

Satisfaction provides us with valuable information and guides us to make stronger improvements in these areas. In addition, we create action plans in line with the identified development opportunities and aim to further improve employee satisfaction by implementing these plans.

As Mata Automotive, we aim to support the career development of our employees and improve their social lives. We always prioritize our efforts to enrich people and establish work-life balance.





# SOCIAL INVESTMENTS AND CORPORATE SOCIAL RESPONSIBILITY

As Mata Automotive, we see adding value to society and supporting sustainable development as an integral part of our corporate strategy. Corporate Social Responsibility (CSR) projects, which aim to create a lasting impact on local communities while strengthening our principles of accountability and transparency in our interactions with our stakeholders, are one of the most powerful tools we use to bring this vision to life.

The projects we have implemented so far are a concrete indicator of our contribution not only to the business world but also to society:

## **Colours of the Republic Painting Competition Through the Eyes of Our Children from Mata:**

We have provided art material support to the children of our employees under the age of 15 to discover and develop their artistic talents, and on this occasion, a platform that encourages creativity has been provided.

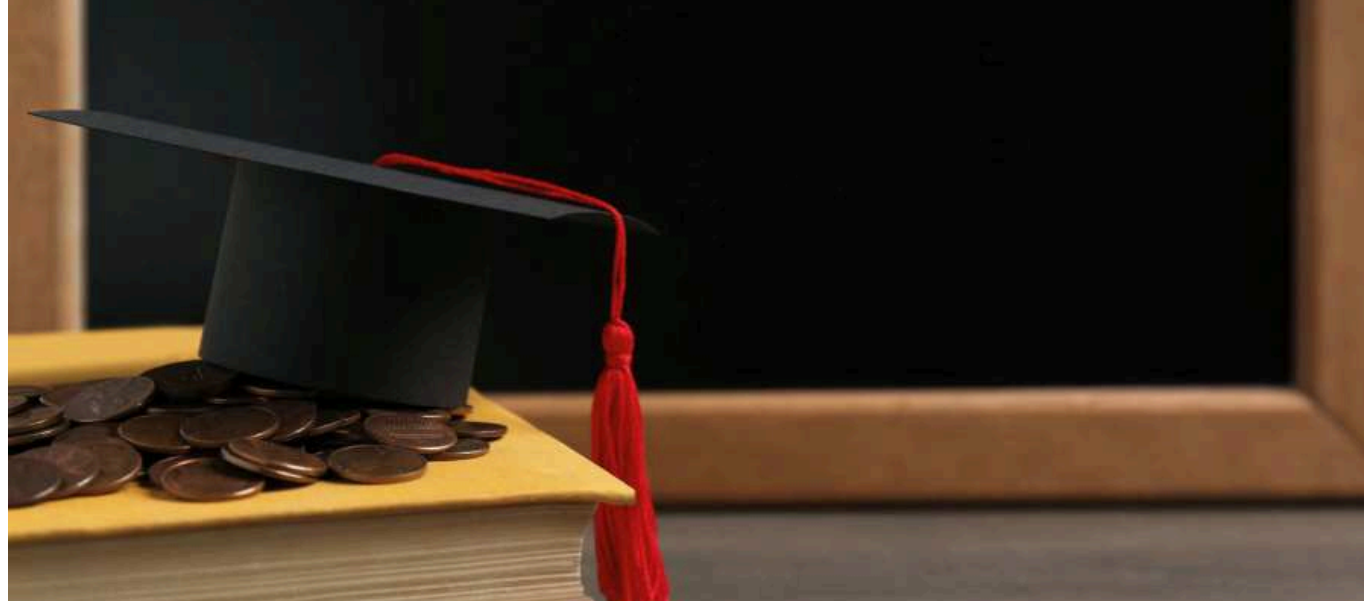
## **Let Girls Study, Let Türkiye Develop:**

In cooperation with the Association for Supporting Contemporary Life, we contributed to the education of young female students by covering their higher education expenses. In addition, we support gender equality by giving priority to female students in our internship programs.

## **My Mind is at Work, My Child is Safe:**

We provided nursery support to ensure that our female employees can take part in both business and family life in a balanced way. This practice facilitates the adaptation process of working mothers to business life and allows their children to grow up safely.





## Scholarship for Law Students in Memory of Lawyer İsmail Kaşlıoğlu:

In order to keep the memory of Lawyer İsmail Kaşlıoğlu, our valuable stakeholder, alive, we support the future of law faculty students by covering their educational expenses.

*We aim to increase these impacts with our future projects:*

## TEMA Foundation Sapling Donation:

In order to crown Mata Automotive's 20th anniversary with a meaningful contribution to nature, it is planned to donate saplings to the TEMA Foundation on behalf of our employees. Each donated sapling will both symbolize our sensitivity to the environment and remain as a souvenir presented to our employees.

With our understanding of corporate social responsibility, we continue to deliver the impact we create in the business world to every segment of society; and to make a difference in the fields of education, environment and social welfare. Believing that the future is about building a more livable world, we will continue to prioritize both social benefit and sustainable value creation.



Performance Indicators

Key to Success:  
**Strengthening  
with Measurement  
and Data.**

Our performance indicators show how close we are to our sustainability goals. We meticulously follow our measurements to achieve better results at every step. We shape our future success with today's data.



# KEY PERFORMANCE INDICATORS

## EMISSIONS

Scope-1 GHG Emissions (tCO2e)		
2021	2022	2023
-	1015.6	1517.2

Scope-2 GHG Emissions (tCO2e)		
2021	2022	2023
-	6740.0	6884.2

Scope-3 GHG Emissions (tCO2e)		
2021	2022	2023
-	-	28324

Total GHG Emission Intensity (Scope 1+2) (tCO2e/ton product)		
2021	2022	2023
-	9.78	12.10

\*Greenhouse gas calculations started as of 2022.

## ENERGY

Energy Consumption in the Organization (kWh)				
		2021	2022	2023
Non-renewable Resources	Natural Gas (kw/h)	8,846.60	13,191.93	11,156.62
	Diesel (lt)	-	5,790.30	5,044.22
	Gasoline (lt)	-	2,985	4,154
	Total	8,846.60	21,967.00	20,354.79

GRI 302-1

		2021	2022	2023
Electricity Consumption	kw/h	45,880.28	56,257.63	56,453.41
Total Energy Consumption	(GJ)	45,880.28	56,257.63	56,453.41

GRI 302-1

		2021	2022	2023
Energy Intensity	(GJ/ton product)		70.96	81.33

GRI 302-3





# KEY PERFORMANCE INDICATORS

## WATER AND WASTEWATER

Water Withdrawn by Sources (m <sup>3</sup> )			
	2021	2022	2023
Municipal Water	-	22,116.94	21,585.50
Total Amount of Water Withdrawn	-	22,116.94	21,585.50

Water Discharge Amount by Discharge Points (m <sup>3</sup> )			
	2021	2022	2023
Third party water (DESBAŞ (Istanbul Industry and Trade Free Zone))	-	22,116.94	21,585.50
Total Amount of Discharge	-	22,116.94	21,585.50

## MATERIALS

Raw materials by type (kg)		
	Raw material type	2023
Recyclable raw material	Product (Recycling)	411,347.87
	Plastic Packaging (Recycling)	24,246.97
	Cardboard Packaging (Recycling)	47,865.36
Non-recyclable raw material	Product (Landfill)	424,091.43
	Plastic Packaging (Landfill)	10,813.80
	Cardboard Packaging (Landfill)	36,973.11

GRI 301-1, GRI 302-1

Recycled packaging materials (kg)			
Recyclable packaging materials	2021	2022	2023
150106-mixed packaging	36,150.00	31,980.00	10,500.00
150101-paper packaging	-	-	21,960.00
150102-plastic packaging	-	-	2,475.00

GRI 301-2, GRI 301-3, GRI 302-1



# KEY PERFORMANCE INDICATORS

## AIR POLLUTANT EMISSIONS

Air Pollutant Emissions (kg/hr)			
	2021	2022	2023
Dust Emission Amounts	-	0.6033	0.5139
SO2	-	0.0353	0.026
NO2	-	0.6717	0.296
NO	-	0.4166	0.193
Total	-	1.7269	1.0289

## WASTE

Hazardous Waste Amounts (ton)			
	2021	2022	2023
Storage	214,278.00	276,788.00	204,821.00
Recycled	702,500.00	1,122,188.00	1,038,416.00
Total (kg)	916,778.00	1,398,976.00	1,243,237.00

GRI 306-3, GRI 306-4, GRI 306-5

Non-Hazardous Waste Quantities (tons)			
	2021	2022	2023
Recycled	117,830.00	145,340.00	100,005.00
Total	117,830.00	145,340.00	100,005.00

GRI 306-3, GRI 306-4, GRI 306-5



# KEY PERFORMANCE INDICATORS

## NUMBER OF EMPLOYEES BY WORK CATEGORIES

Percentage of those in the board of directors and senior management by gender (%)				
	2020	2021	2022	2023
Women	25%	25%	35%	25%
Men	75%	75%	75%	75%

Percentage of those in the board of directors and senior management by age distribution (%)				
	2020	2021	2022	2023
< 30 age	0	0	0	0
30 - 50 age	64%	58%	46%	55%
> 50 age	36%	42%	54%	45%

## NUMBER OF EMPLOYEES BY WORK CATEGORIES

Percentage of personnel in the employee category by gender (%)				
	2020	2021	2022	2023
Women	21%	17%	16%	17%
Men	79%	83%	84%	83%

Percentage of personnel in the employee category according to age distribution (%)				
	2020	2021	2022	2023
< 30 age	31%	43%	39%	40%
30 - 50 age	64%	54%	57%	57%
> 50 age	6%	3%	4%	3%





# KEY PERFORMANCE INDICATORS

## NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

Percentage of personnel in the employee category by employment type (%)					
		2020	2021	2022	2023
Total	Full-time	100%	100%	100%	100%
	Part-time	0	0	0	0
Specialist and above	Full-time	100%	100%	100%	100%
	Part-time	0	0	0	0
Operational level	Full-time	100%	100%	100%	100%
	Part-time	0	0	0	0

## NUMBER OF CONTRACTOR (SUBCONTRACTOR) EMPLOYEES

Number of personnel and subcontractors under occupational health and safety					
		2020	2021	2022	2023
Those under occupational health and safety	Personnel	753	1,347	1,349	1,114
	Subcontractor	37	38	59	56
Those under occupational health and safety that have undergone an internal audit	Personnel	753	1,347	1,349	1,114
	Subcontractor	37	38	59	56
Those under occupational health and safety that have been audited or certified by a third party	Personnel	753	1,347	1,349	1,114
	Subcontractor	37	38	59	56



# KEY PERFORMANCE INDICATORS

## NEW EMPLOYEES HIRED DURING THE YEAR BY GENDER AND AGE

Number and rate of newly hired personnel by age and gender (%)

		2020		2021		2022		2023	
		Head Count	Ratio	Head Count	Ratio	Head Count	Ratio	Head Count	Ratio
< 30 age	Women	6	3%	44	5%	5	3%	69	7%
	Men	69	29%	359	45%	79	49%	491	47%
30 - 50 age	Women	26	11%	60	7%	6	4%	76	7%
	Men	129	54%	339	42%	70	43%	393	38%
> 50 age	Women	1	0.42%	1	0.42%	0	0%	0	0%
	Men	6	3%	2	1%	2	1%	7	1%
Total	Women	33	14%	105	13%	11	7%	145	14%
	Men	204	86%	700	87%	151	93%	891	86%

GRI 401-1

## NUMBER OF EMPLOYEES WHO LEFT WORK BY GENDER AND AGE

Number and rate of personnel leaving work by age and gender (%)

		2020		2021		2022		2023	
		Head Count	Ratio	Head Count	Ratio	Head Count	Ratio	Head Count	Ratio
< 30 age	Women	2	5%	11	5%	15	9%	34	5%
	Men	15	39%	94	44%	69	43%	211	33%
30 - 50 age	Women	4	11%	11	5%	11	7%	56	9%
	Men	15	39%	92	43%	60	38%	310	48%
> 50 age	Women	0	0%	2	1%	0	0%	11	2%
	Men	2	5%	4	2%	5	3%	21	3%
Total	Women	6	16%	24	11%	26	16%	101	16%
	Men	32	84%	190	89%	134	84%	542	84%



# KEY PERFORMANCE INDICATORS

## NUMBER OF EMPLOYEES LEAVING WORK BY GENDER AND AGE

Number and rate of employees leaving work by age and gender (%)									
		2020		2021		2022		2023	
		Head Count	Ratio	Head Count	Ratio	Head Count	Ratio	Head Count	Ratio
Those leaving the job voluntarily (employee turnover rate)	Women	5	20%	7	5%	13	13%	23	15%
	Men	20	80%	44	95%	59	87%	62	85%
Number of positions filled by rotation	Women	0	0%	0	0%	0	0%	0	0%
	Men	0	0%	2	4%	6	8%	6	7%

## NUMBER OF EMPLOYEES BY SENIORITY

Number of employees by seniority year					
		2020	2021	2022	2023
0-5 years	Women	84	161	137	148
	Men	362	869	844	776
5-10 years	Women	66	68	74	33
	Men	210	205	232	98
10 years and above	Women	4	5	8	11
	Men	27	39	54	48





# KEY PERFORMANCE INDICATORS

## MATERNITY LEAVE

		Maternity leave			
		2020	2021	2022	2023
Number of employees taking maternity/parental leave	Female	1	5	1	4
	Male	8	43	16	50
Number of employees returning to work after maternity/parental leave	Female	1	5	1	3
	Male	8	43	16	50

GRI 401-3

## EMPLOYEE TRAINING (HOURS)

Training time given to personnel				
	2020	2021	2022	2023
Average (personnel/hour)	15.82	26.38	19.8	34.06
Total (hour)	9,174	30,922	26,339	42,120

Training time given to personnel				
	2020	2021	2022	2023
Total training hours (excluding OHS training)	8,860	26,070	21,513	35,905
Average annual training time per employee (hours)	12.24	22.96	19.52	37.81
OHS training	314	4,852	4,826	6,215
Other training	840	880	518	676



# KEY PERFORMANCE INDICATORS

## PERSONNEL TRAININGS (HOUR)

Training Duration for Women Employees				
	2020	2021	2022	2023
Average (hour/personnel)	11.58	26.27	17.96	36.19
Total (hour)	1,784	6,122	3,898	6,949

Training Duration for Men Employees				
	2020	2021	2022	2023
Average (hour/personnel)	12.57	22.50	20.24	38.15
Total (hour)	7,390	24,800	22,441	35,171

Training Duration by Employment Type				
	2020	2021	2022	2023
Technical	2,018	12,326	8,957	9,141
Administrative	1,876	2,650	2,940	11,218
Manufacturing	5,280	14,976	14,442	21,761

## NUMBER OF EXECUTIVES BY GENDER AND YEAR

Percentage of those on the board of directors and executive management by gender (%)				
	2020	2021	2022	2023
Women	15%	15%	15%	15%
Men	85%	85%	85%	85%

Percentage of those on the board of directors and executive management by age distribution (%)				
	2020	2021	2022	2023
< 30 age	0%	0%	0%	0%
30 - 50 age	64%	58%	46%	55%
> 50 age	36%	42%	54%	45%



# KEY PERFORMANCE INDICATORS

## NUMBER OF EXECUTIVES BY GENDER AND YEAR

Percentage of personnel in the employee category according to gender (%)				
	2020	2021	2022	2023
Women	20%	17%	16%	17%
Men	80%	83%	84%	83%

Percentage of personnel in the employee category according to age distribution (%)				
	2020	2021	2022	2023
< 30 age	31%	44%	39%	40%
30 - 50 age	64%	53%	57%	56%
> 50 age	6%	3%	4%	3%

## OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

Number of deaths from work-related injuries				
	2020	2021	2022	2023
Employee	0	0	0	0
Subcontracted personnel	0	0	0	0

GRI 403-8, GRI 403-9

Number of serious work-related injuries				
	2020	2021	2022	2023
Employee	0	0	0	0
Subcontracted personnel	0	0	0	0

GRI 403-8, GRI 403-9

Rate of recordable work related injuries(%) TRC)								
	2020		2021		2022		2023	
	Number	Rate (200,000 hours)	Number	Rate (200,000 hours)	Number	Rate (200,000 hours)	Number	Rate (200,000 hours)
Employee	38	5.92	117	9.48	123	6.90	98	5.97
Subcontracted personnel	7	22.22	10	28.73	3	3.85	16	19.4

GRI 403-8, GRI 403-9





# KEY PERFORMANCE INDICATORS

## OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

### Major types of work-related injuries

1- Hitting a fixed object or person

2- Stuck between two objects

3- Being cut by an object

GRI 403-8, GRI 403-10

### Major types of work-related illnesses

Hand cuts

Chemical splashes

GRI 403-8, GRI 403-10

### The number of fatalities of work related diseases

	2020	2021	2022	2023
Personnel	0	0	0	0

GRI 403-8, GRI 403-10

### Recordable work related injuries

	2020	2021	2022	2023
Personnel	0	0	0	0
Subcontracted personnel	0	0	0	0

GRI 403-8, GRI 403-10

## OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE (SUBCONTRACTOR)

### OHS Performance (Subcontractors)

	2020	2021	2022	2023
Accident Number	7	10	3	16
Fatality Number	0	0	0	0
Absence (number of lost days)	26.00	48.00	47.00	13.00
Lost days due to work related injuries (LTI)	26.00	48.00	47.00	13.00
Accident Frequency Ratio (LTIF)	8.09	11.25	2.17	12.21
Occupational disease rate (ODR)	0	0	0	0

GRI 403-8, GRI 403-10



GRI Content Index

# Accurate Information, **Strong Future**

The GRI Content Index demonstrates our transparency principle while fulfilling our commitments. This index shows how far we have come towards achieving our sustainability goals. We continue to inform our stakeholders with enlightening information.



# GRI CONTENT INDEX

Mata Automotive has reported in accordance with GRI Standards for the period January-December 2023.

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 1: Foundation 2021</b>		
GENERAL DISCLOSURES		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<ul style="list-style-type: none"> <li>About the Company p. 6</li> </ul>
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>About the Report p. 1</li> </ul>
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>About the Report p. 1</li> </ul>
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>There is no restated statement.</li> </ul>
	2-5 External assurance	<ul style="list-style-type: none"> <li>For the reporting period, external assurance has not been conducted.</li> </ul>
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>Products and Services p. 10, 11</li> <li>Stakeholder Engagement p. 32-34</li> </ul>
	2-7 Employees	<ul style="list-style-type: none"> <li>Human Resources Management p. 54</li> </ul>
	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>Human Resources Management p. 54</li> </ul>
	2-9 Governance structure and composition	<ul style="list-style-type: none"> <li>Governance Structure p. 14, 15</li> <li>Sustainability Committee p. 16, 17</li> </ul>





# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 2: General Disclosures 2021</b>	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> </ul>
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> </ul>
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> <li>• Sustainability Committee p. 16, 17</li> </ul>
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>• Sustainability Committee p. 16, 17</li> </ul>
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>• Sustainability Committee p. 16, 17</li> </ul>
	2-15 Conflicts of interest	<ul style="list-style-type: none"> <li>• Business Ethics p. 29</li> </ul>
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> </ul>
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> </ul>
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• Governance Structure p. 14, 15</li> </ul>
	2-19 Remuneration policies	<ul style="list-style-type: none"> <li>• Policies Against Discrimination and Harassment p. 53</li> </ul>
2-20 Process to determine remuneration	<ul style="list-style-type: none"> <li>• Policies Against Discrimination and Harassment p. 53</li> </ul>	



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 2: General Disclosures 2021</b>	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> <li>Confidentially Constraints: Not Public Information</li> </ul>
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>Sustainability Governance p. 16</li> <li>Sustainability Committee p. 16, 17</li> </ul>
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>Our Sustainability Strategy p. 19</li> <li>Our Sustainability Targets p. 20-27</li> </ul>
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>Our Sustainability Strategy p. 19</li> <li>Our Sustainability Targets p. 20-27</li> </ul>
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>Environmental Management Approach p. 36</li> <li>Climate and Energy Management p. 36</li> <li>Sustainable Product Approach p. 43</li> </ul>
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>Our Stakeholder Engagement Table p. 32-34</li> </ul>
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>There were no developments that were not in compliance with the law during the reporting period, and no administrative penalties were imposed for non-compliance with laws and regulations.</li> </ul>
	2-28 Membership associations	<ul style="list-style-type: none"> <li>TÜBİTAK</li> </ul>
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>Stakeholder Engagement p. 32</li> <li>Our Stakeholder Engagement Table p. 32-34</li> </ul>
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>Union Rights and Freedom of Association p. 53</li> </ul>



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<ul style="list-style-type: none"> <li>• Materiality Analysis p. 18</li> <li>• Materiality Matrix p. 18</li> </ul>
	3-2 List of material topics	<ul style="list-style-type: none"> <li>• Material Topics p. 19</li> </ul>
ENERGY MANAGEMENT (ENERGY CONSUMPTION, ELECTRICITY GENERATION)		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Climate and Energy Management p. 36</li> </ul>
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 60</li> </ul>
	302-3 Energy intensity	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 60</li> </ul>
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> <li>• Climate and Energy Management p. 36</li> </ul>
	302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>• Sustainable Product Approach p. 43</li> <li>• R&amp;D Projects p. 46, 47</li> </ul>
COMPETITIVE BEHAVIOR		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Fair Competition p. 31</li> </ul>
<b>GRI 206: Anti-Competitive Behavior 2016</b>	206-1 Legal actions regarding anti-competitive behavior, anti-trust and monopoly practices	<ul style="list-style-type: none"> <li>• During the reporting period, no legal action was taken regarding anti-competitive behavior, anti-trust or monopoly practices.</li> </ul>





# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
SUSTAINABLE FINANCE, FINANCIAL STABILITY AND SYSTEMATIC RISK		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Products and Services p. 10, 11</li> <li>• Corporate Risk Management p. 28</li> </ul>
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>• Products and Services p. 10, 11</li> </ul>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers screened using environmental criteria	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain p. 48</li> </ul>
	308-2 Negative environmental impacts in the supply chain and measures taken	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain p. 48</li> </ul>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers screened using social criteria	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain p. 48</li> </ul>
	414-2 Negative social impacts in the supply chain and measures taken	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain p. 48</li> </ul>
CORPORATE GOVERNANCE		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Our Corporate Governance Approach p. 13</li> <li>• Governance Structure p. 14, 15</li> </ul>
WASTE AND HAZARDOUS WASTE MANAGEMENT		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> </ul>



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant impacts from waste	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> </ul>
	306-2 Management of significant impacts from waste	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> </ul>
	306-3 Waste generation	<ul style="list-style-type: none"> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> <li>• Key Performance Indicators p. 62</li> </ul>
	306-4 Waste removed from disposal	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 62</li> </ul>
	306-5 Waste disposed of	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 62</li> </ul>
<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Our Occupational Health and Safety Approach p. 51, 52</li> </ul>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>• Our Comprehensive OHS Management System p. 51</li> <li>• ISO 45001 Certificate Goal and Continuous Improvement p. 52</li> </ul>
	403-2 Hazard identification, risk assessment and incident investigation	<ul style="list-style-type: none"> <li>• OHS Risk Analysis Procedure and Development of Safety Culture p. 52</li> <li>• Emergency Action Plans and Drills p. 51</li> </ul>
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>• Health Education p. 52</li> </ul>
	403-4 Worker participation, consultation and communication on occupational health and safety	<ul style="list-style-type: none"> <li>• Our Occupational Health and Safety Approach p. 51, 52</li> </ul>



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5 Training of workers in occupational health and safety	<ul style="list-style-type: none"> <li>• OHS Training and Personal Protective Equipment p. 52</li> <li>• Key Performance Indicators p. 67</li> </ul>
	403-6 Promotion of occupational health	<ul style="list-style-type: none"> <li>• Health Education p. 52</li> </ul>
	403-7 Prevention and reduction of occupational health and safety effects directly related to work relations	<ul style="list-style-type: none"> <li>• Health Education p. 52</li> </ul>
	403-8 Workers covered by occupational health and safety management system	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 69, 70</li> </ul>
	403-9 Work-related injuries	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 69</li> </ul>
	403-10 Work-related diseases	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 70</li> </ul>
<b>PRODUCT QUALITY AND RECALL MANAGEMENT</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Quality Management p. 43</li> <li>• Customer Satisfaction p. 49</li> </ul>
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> <li>• Quality Management p. 43</li> <li>• Customer Satisfaction p. 49</li> </ul>
	417-2 Incidents of non-compliance with product and service information and labeling	<ul style="list-style-type: none"> <li>• No non-compliance incidents occurred during the reporting period.</li> </ul>
<b>LABOR PRACTICE INDICATORS/PRACTICES</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Employee Engagement and Talent Management p. 55, 56</li> </ul>





# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
<b>GRI 401: Employment 2016</b>	401-1 New employee hiring and employee turnover	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 65</li> </ul>
	401-3 Parental Leave	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 67</li> </ul>
DIVERSITY AND EQUAL OPPORTUNITY (WOMEN EMPOWERMENT)		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Employee Loyalty and Ethical Values p. 54</li> <li>• Policies Against Discrimination and Harassment p. 53</li> </ul>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of management bodies and employees	<ul style="list-style-type: none"> <li>• Board of Directors p. 15</li> </ul>
	405-2 Ratio of basic salary and wages of women to men	<ul style="list-style-type: none"> <li>• There is no gender based salary difference at Mata Automotive. The principle of equal pay for equal work is applied.</li> </ul>
<b>GRI 406: Non-Discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>• There were no cases of discrimination during the reporting period.</li> </ul>
PRODUCT DESIGN AND LIFE CYCLE ANALYSIS		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Sustainable Product Approach p. 43</li> <li>• R&amp;D Projects p. 46, 47</li> </ul>
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 61</li> </ul>
	301-2 Use of recycled input materials	<ul style="list-style-type: none"> <li>• R&amp;D Projects p. 46, 47</li> <li>• Key Performance Indicators p. 61</li> </ul>
	301-3 Recovered products and packaging materials	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 61</li> </ul>



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
CLIMATE CHANGE MITIGATION ACTIVITIES		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Environmental Management Approach p. 36</li> <li>• Climate and Energy Management p. 36</li> <li>• Emission Management p. 37, 38</li> </ul>
CODE OF BUSINESS CONDUCT		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Business Ethics p. 29</li> </ul>
RECYCLING ACTIVITIES		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> <li>• Sustainable Product Approach p. 43</li> <li>• R&amp;D Projects p. 46, 47</li> </ul>
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant impacts from waste	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> </ul>
	306-2 Management of significant impacts from waste	<ul style="list-style-type: none"> <li>• Waste Management p. 39</li> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> </ul>
	306-3 Waste generation	<ul style="list-style-type: none"> <li>• Important Steps in Environmental Sustainability with Waste Reduction p. 40</li> <li>• Key Performance Indicators p. 62</li> </ul>
	306-4 Waste removed from disposal	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 62</li> </ul>
	306-5 Waste disposed of	<ul style="list-style-type: none"> <li>• Key Performance Indicators p. 62</li> </ul>





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