

# 2024



## SUSTAINABILITY REPORT



Gelecek Biziz,  
Kararlıyız.

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# About the Report



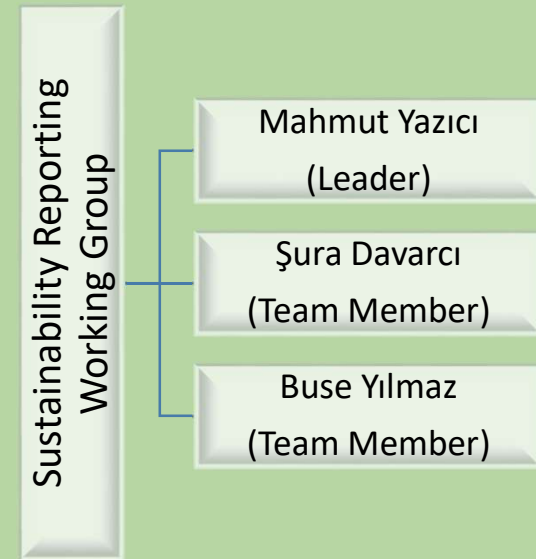
This report has been prepared as part of our commitment to transparently share our performance in environmental, social, and governance (ESG) areas. With over 15 years of experience specializing in plastic injection and parts manufacturing, we continue to add value to the industry through our world-class facilities in Gebze and Sakarya.

The report comprehensively discusses the progress we've made toward our sustainability strategies, the challenges we've encountered, and the successes we've achieved.

The main goal of this report is to provide stakeholders with clear and comprehensive information about Ecoplas Otomotiv's sustainability practices and targets. It covers environmental indicators such as energy management, carbon footprint reduction, waste management, and water consumption, along with social topics like employee rights, social responsibility initiatives, diversity, and inclusion. Our approaches to corporate governance and business ethics also form a significant part of this report.

Prepared in alignment with the Global Reporting Initiative (GRI) Standards by the Ecoplas Sustainability Reporting Working Group using internal data, the report covers the period from January 1, 2024, to December 31, 2024. All data were carefully analyzed, and stakeholder feedback was considered. The data has not undergone external verification, and no previously reported information has been restated.

Our aim is to build a pioneering and trustworthy ecosystem in the industry through the contributions of our employees, business partners, and society. This report clearly demonstrates Ecoplas Otomotiv's commitment to transparency, accountability, and its sustainability vision.



# Message from the Chairperson of the Board

Kemal Yazıcı



Dear Stakeholders,

Together with approximately 900 colleagues at our factories in Gebze and Sakarya, we continue to produce and deliver the parts our customers need—where they need them, in the quantity and quality they expect—both in Türkiye and across six other countries through our export operations. We are fully aware that achieving long-term success and continuity in our core business—the automotive industry—is only possible by embracing a comprehensive approach to sustainability.

Ecoplas, which prioritizes the well-being of individuals, society, and the environment, prepared its Corporate Social Responsibility (CSR) policy in 2014 in alignment with the company’s mission and values, and began implementing it in January 2015.

For us, CSR means that *“every decision made and every task performed by all our employees, including management, is carried out with the assurance that it will contribute to the development of the society in which we operate, be harmless to the environment, and serve the benefit of humanity.”*

This perspective is reflected in our company’s mission, defined as *“a company that creates value for its employees, customers, and country,”* and in our corporate values, which emphasize that *“we respect people and the environment.”* This approach shapes and guides the daily work practices of all our employees.

To ensure effective sustainability management, a “CSR and Sustainability Director” has been appointed under the “Corporate Social Responsibility and Sustainability Board,” which oversees all related processes. Additionally, sub-working groups have been established to focus on the following areas:

- ❑ Responsible and Sustainable Production
- ❑ Energy Efficiency
- ❑ Efficient Resource Use and Continuous Improvement
- ❑ Sustainable Products and Processes
- ❑ Digital Transformation
- ❑ Diversity and Inclusion
- ❑ Social Responsibility and Community Contribution
- ❑ A Continuously Developing Workforce
- ❑ A Sustainable Financial Structure

All our employees, including management, have committed to upholding fundamental principles outlined by the UN, especially within the framework of the UN’s 17 Sustainable Development Goals (SDGs). We analyze global risk trends and opportunities that may impact our operations and shape our strategies accordingly.

In 2024, we aligned our key sustainability initiatives and Hoshin goals with 12 of the 17 UN SDGs.

In line with our values and mission, Ecoplas launched its Corporate Social Responsibility (CSR) Policy in 2014 and began implementation in January 2015. For us, CSR means ensuring that every decision and action taken by our employees contributes positively to society, causes no harm to the environment, and serves humanity.

# Message from the Chairperson of the Board

Kemal Yazıcı



We are committed to a foundation of respect for human dignity. We recognize that human rights are universal and apply to all people regardless of race, nationality, ethnicity, religion, language, or gender and we affirm that everyone is equal in exercising these rights. While respecting individual differences and fundamental human rights, we provide a healthy and safe working environment where all employees have equal rights.

We make special efforts to ensure gender equality both socially and in the workplace, providing equal opportunities in education, social benefits, and all other areas.

Although the proportion of female employees in company management has reached **33%**, and women make up **32%** of the total workforce, we recognize that we are still far from our target of **50%**, and we continue to work towards achieving this goal.

Occupational Health and Safety is our highest priority, and we operate with this principle across all functions. Respect for the environment is also a core value. We've implemented **ISO 14001**, and our teams treat natural resources as borrowed from future generations, striving for minimal loss and maximum efficiency.

With our mission *"Ecoplas is a company that develops and produces electronic and plastic parts/systems for the mobility world, creating value for its employees, customers, country, and the environment"* we prioritize creating social value. We actively contribute beyond our main operations.

Ecoplas is committed to complying with all national and international laws, regulations, and standards, and we prioritize earning the trust of customers, employees, partners, and society.

In the CSR Europe sustainability evaluation, we raised our score from **84% to 88%** in 2024. We outperformed both the Turkish average and the international industry average in all categories, including Governance, Human Rights, Workplace Conditions, OHS, Ethics, Environment, and Responsible Sourcing.

We also increased training hours by **32%**.

In 2024 alone, we provided:

**26.217** hours of Occupational Health and Safety training and  
**967** hours of Sustainability training.

# Message from the Chairperson of the Board

Kemal Yazıcı



In all our operations, we aim to act in line with local traditions, values, and culture. We support the education and cultural development of our employees and their families. Each year, we award **scholarships to around 100 students**, specifically to children of our employees, to help support their futures.

We recognize the severe dangers posed by global warming and climate change to our planet and are striving to take swift action toward solutions. To this end, we aim to achieve **"carbon neutrality" by 2035** and **"net zero carbon emissions" by 2040**. We plan to extend this target to encompass our entire value chain by 2040. Additionally, by reducing our waste, we aim to reach zero waste by 2040.

As a result of our ongoing efforts, the total amount of waste—including plastic waste, hazardous waste, packaging waste such as paper, cardboard, and nylon, as well as domestic waste—relative to our turnover (kg/TRY) has been reduced by approximately **75%** in 2024 compared to 2021.

With the solar power plant (GES) investment we commissioned on the roofs of our Gebze and Sakarya factories in 2021, we were able to meet 16% of our energy needs from solar energy in 2024. Thanks to this investment and energy-saving efforts, we successfully reduced our Scope 1 and Scope 2 emission levels by **31.6%** in 2024 compared to 2021.

By the end of 2027, we aim to reduce our Scope 1 and Scope 2 carbon emissions by **50%** compared to 2022, and transition to 100% clean energy usage through an expanded solar power plant investment. We are also working on alternative solutions to eliminate the ongoing use of natural gas for heating, kitchen operations, and paint shop ovens.

In 2024, we initiated the calculation of our company's Scope 3 emission values. Since approximately **75%** of this carbon footprint calculated at around **24.000 tons** of CO<sub>2</sub>e is attributed to emissions from purchased goods and services, we have started and continue to hold discussions with our existing suppliers aimed at eliminating these emissions.

The remaining 25% includes emissions related to the transportation of purchased materials from suppliers to our factories, delivery of products to customers, employee shuttle services, business travel, and waste. Our working groups continue to carry out efforts in these areas.

Since our establishment, entrepreneurship and creating value for our country have been integral parts of our corporate culture. We are committed to implementing investments that create lasting and positive impact. We contribute to the vision of a better world through our human resources, the products and technologies we develop, and our agile and dynamic management approach.

I would like to extend my gratitude to all our colleagues and their families, our suppliers, customers, and all stakeholders who have worked with great dedication to implement the strategies that will carry our company toward its vision in 2024 and beyond.

With respect and gratitude,

Kemal YAZICI  
Chairperson of the Board

# Message from the General Manager

Yeşim Beyhan



*"Together for the Future, with Sustainable Steps..."*

Dear Stakeholders,

As the world undergoes a profound transformation, the responsibility of the business world to be part of this change grows every day. At Ecoplas, we act with this awareness and place our respect for the environment, people, and society at the heart of our sustainability approach.

We believe in creating value through this responsibility. 2024 was a year where we deepened this belief and took more concrete steps toward our sustainability goals.

For us, sustainability is not a trend or obligation it is an inseparable part of our founding DNA. In plastic part and system manufacturing, we focus not only on quality but also on minimizing environmental impact throughout the product lifecycle.

From the design stage, we prioritize energy efficiency and resource conservation, working to leave a cleaner legacy in every product we create.

Our sustainability approach is shaped by our commitment to international principles and global goals.

We align our efforts with the United Nations Sustainable Development Goals (SDGs) and treat not just financial results but also our contribution to society and the environment as key strategic success indicators.

Guided by the ISO 14001 Environmental Management System, we act with the awareness that natural resources are borrowed from future generations. We strive for continuous improvement in energy efficiency and resource management.

In 2024, we achieved significant progress in **environmental performance**:

- 16% of our energy was supplied through solar energy investments.
- We reduced Scope 1 and 2 carbon emissions by 31.6% compared to 2021.
- We reduced our total waste-to-revenue ratio by 75%, supporting a circular economy.
- We began Scope 3 carbon accounting, calculated emissions at around 24.000 tons CO<sub>2</sub>e, and started supplier collaborations to reduce these emissions.

# Message from the General Manager

Yeşim Beyhan



On the social sustainability front, we view diversity and inclusion not just as targets but as foundations of our corporate culture.

Currently, **32%** of our employees and **33%** of our management team are women. While this is valuable progress, we continue striving toward our **50%** gender equality goal with determination.

We are moving forward with determination to create a work environment where women are more visible in all areas from technical roles to leadership positions and where equal opportunity is embraced.



As a female General Manager, I take pride in representing and championing this vision. I firmly believe that stronger female representation in business contributes not only to corporate success but also to broader societal transformation.

In 2024, we prioritized training activities and organized a total of 26.217 hours of occupational health and safety (OHS) training and 967 hours of sustainability training. Compared to previous years, completing the year with fewer workplace accidents is a concrete result of our ongoing efforts to continuously improve safe and healthy working conditions.

We have set clear targets in our forward-looking vision:

- To become carbon neutral by 2035,
- To achieve net zero emissions by 2040.

What will lead us to these goals is our valuable human capital and our unwavering commitment to sustainability.



With a human-centered, value-based approach grounded in our core values, we will continue working for a fairer, greener, and more inclusive future.

I extend my heartfelt thanks to all our employees, partners, and stakeholders who walk this path with us.

With love and respect,

Yeşim YAZICI BEYHAN  
General Manager

# SUSTAINABILITY

## Ecoplas Sustainability Approach



As a provider of plastic injection solutions in the automotive industry, Ecoplas views sustainability not only as an environmental responsibility but also as a strategic approach that offers a competitive advantage and serves as a cornerstone of corporate development. For us, sustainability is not a temporary goal, but an integral part of long-term success. With this understanding, we continuously improve our production processes, develop projects to enhance energy and resource efficiency, and strive to minimize environmental risks.



However, sustainability is not limited to the environment alone. As a company that sees its human resources as its greatest asset, we support the well-being, development, and equality of our employees through practices grounded in these principles. We build our corporate culture on the foundations of transparency, ethical responsibility, and accountability, and we strive to establish long-term, trust-based relationships with all our stakeholders.

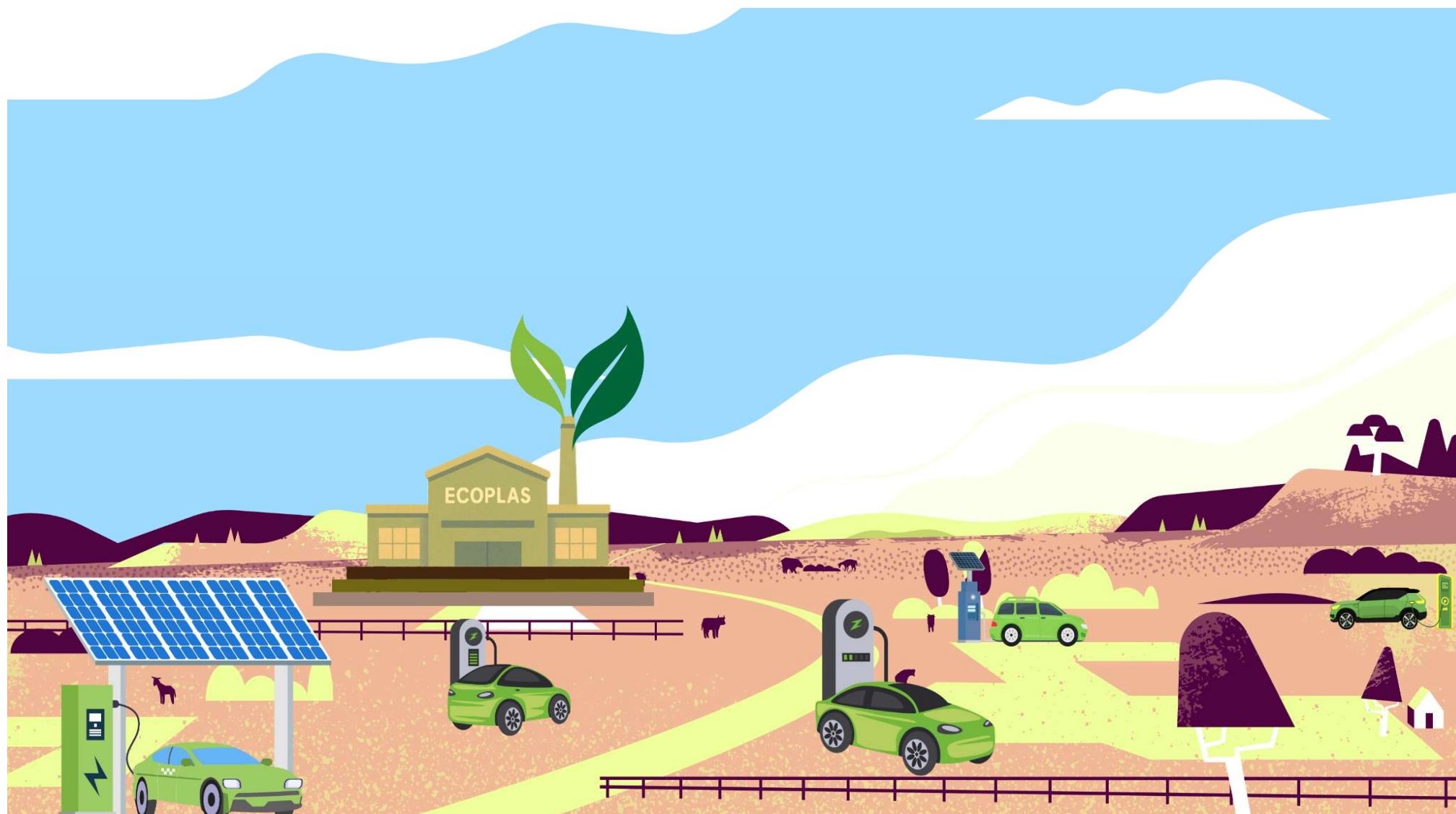
At Ecoplas, we act with an awareness of our responsibility within the industry and continue to create added value for society, the environment, and the economy with a focus on sustainability. As we build the future today, we adopt an approach that considers not only the present but also tomorrow—placing sustainability at the heart of our production, our people, and our corporate culture.

GRI : 2-9,2-22,2-23,2-24,2-25

# GOVERNANCE



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We Are Decisive



# GOVERNANCE

## Mission and Vision



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***Ecoplas will be a "carbon net zero" company ranked among Turkey's top 500 industrial enterprises and the top 100 exporters of automotive products.***

**OUR 2040  
VISION**



**OUR MISSION**

***Ecoplas is a company that develops and manufactures electronic and plastic parts/systems for the world of mobility, creating value for its employees, customers, and country while protecting the environment.***





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# Ecoplas Values

## We respect to People, Our Business, Our Environment

We respect to our employees, our customers and people; we make them feel valuable

We respect to each other, the society, the environment, our country, ethical and moral values.

We spread goodness with social and human sensitivity, we care about social responsibility.

## We Target the Best

We embrace our work with passion.

We work to achieve the best results in all areas.

We work without giving up for sustainable success.

We constantly learn, improve ourselves for the future.

## We are Honest and Reliable

We don't promise what we can't do, we do what we promise.

We communicate openly, sincere and honestly.

Our speakings are consistent with our actions.

we seek the truth with insistence, we always search the real

# GOVERNANCE

## Our Awards (Last 5 Years)



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2020

**Toyota;** Regional Contribution Award  
**Toyota Motor Europe (TME);** Awards for Project Management, Quality, Cost, Maliyet, Smart Standard Activity  
**Toyota Boshoku Türkiye;** Regional Contribution Award  
**Stevies Awards** Gold (Best Employers Category)  
**Automotive Industry Exporters Association;** Bronze Exporter Award

2021

**Toyota Motor Europe (TME);** Awards for Project Management, TEAM Activity Regional Champion – Best TBP Project 2020/21  
**Toyota Boshoku Türkiye;** Cost (Bronze)

2022

**Toyota Motor Europe (TME);** Awards for Project Management, Değer Analizi (VA) Ödülleri  
**Toyota Boshoku Türkiye;** Bronze Delivery Award

2023

**Toyota Motor Europe (TME);** TEAM Activity – Best Group of the Year 2023/24, Regional Champion – Best M&I Project  
**Automotive Industry Exporters Association;** Champions of Export – Contribution to Exports Certificate  
**Automotive Manufacturers Association;** Natural Disaster Awareness and Process Management Award  
**Sakarya Chamber of Commerce and Industry ;** Recognition Award

2024

**Toyota Motor Europe (TME);** Awards for Project Management, Safety, Sustainability, Value Analysis, TMMT Quality Month Participation

# GOVERNANCE

## Our Sustainability Governance Model



Governance for Sustainability is a core agenda item at Ecoplas.

To oversee our CSR and sustainability agenda:

The Director of HR & Administrative Affairs was appointed as the Responsible Director on behalf of the Board of Directors. All Board Members also serve as the Sustainability Governance Committee.

How the governance model functions:

**Strategic Planning:** At the beginning of the year, a sustainability plan aligned with the company's strategic goals, Hoshin planning, and ESG principles is developed.

**Implementation:** Each committee member leads sub-teams throughout the year. Progress is reported monthly to the Responsible Director. In critical areas, specialized working groups are established.

**Monitoring & Reporting:** Every two months, the Responsible Director presents progress to the Board for review. A core working group meets weekly to evaluate current projects. At year-end, the annual sustainability report is published.



GRI: 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-23, 2-24, 2-26, 2-27

# GOVERNANCE

## Sustainability Priorities



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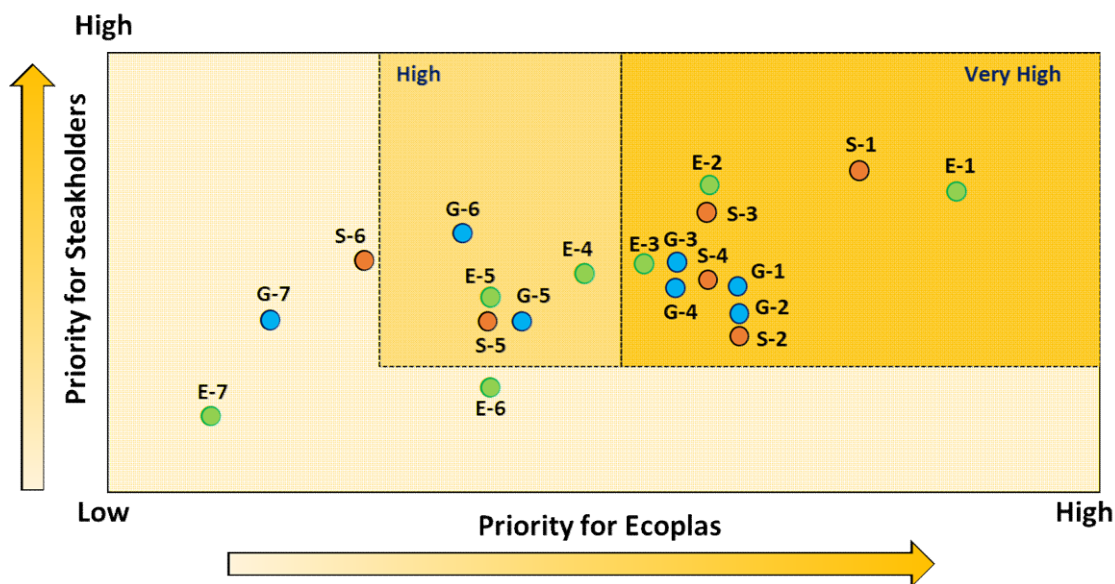
We conducted a prioritization analysis to determine Ecoplas's sustainability priorities.

- First, to carry out the study, we identified our stakeholder group for the sustainability core working group, consisting of Customers, Investors, Board Members, the Board Advisory Committee, Senior Executives, Managers, and Employees.

- We created a comprehensive list of 20 sustainability-related topics for our stakeholders by reviewing literature, relevant national and international reports, and standards (such as UN SDGs, GRI).

- We grouped these 20 subtopics under 3 main categories and asked our stakeholders to respond via an online survey.

- We determined our priorities by collecting the response data we received in a single graph.



### Environment

- E-1: Combating Climate Change and Reducing Our Carbon Footprint
- E-2: Energy Conservation and Energy Efficiency
- E-3: Use of Renewable Energy
- E-4: Responsible Waste Management
- E-5: Water Management and Reducing Our Water Footprint
- E-6: Green Purchasing
- E-7: Biodiversity

### Social

- S-1: Occupational Health and Safety
- S-2: Social Contribution
- S-3: Training and Development
- S-4: Human Rights, Diversity, Inclusion, and Equality
- S-5: Talent Management
- S-6: Employee Engagement and Satisfaction

### Governance

- G-1: Business Ethics and Transparency
- G-2: Responsible Corporate Governance
- G-3: Digital Transformation
- G-4: Risk Management, Compliance with Laws and Standards
- G-5: Information Security
- G-6: R&D and Innovation
- G-7: Supply Chain Management

GRI : 2-29, 3-1, 3-2, 3-3

# GOVERNANCE

## Sustainability Priorities, Hoshin and UN Sustainable Development Goals



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	<b>Environment</b> <span style="color: green;">●</span> E-1 <span style="color: green;">●</span> E-4 <span style="color: green;">●</span> E-2 <span style="color: green;">●</span> E-3 <span style="color: green;">●</span> E-5	<b>Social</b> <span style="color: orange;">●</span> S-1 <span style="color: orange;">●</span> S-4 <span style="color: orange;">●</span> S-2 <span style="color: orange;">●</span> S-3 <span style="color: orange;">●</span> S-5	<b>Governance</b> <span style="color: blue;">●</span> G-1 <span style="color: blue;">●</span> G-3 <span style="color: blue;">●</span> G-5 <span style="color: blue;">●</span> G-2 <span style="color: blue;">●</span> G-4 <span style="color: blue;">●</span> G-6
<b>Hoshin-1</b> Digital Transformation and Smart Investments for an Efficient, Quality Production and Automation			
<b>Hoshin-2</b> Business Development and Increasing Exports			
<b>Hoshin-3</b> Technological Products for Automotive World (Internal Design and Electronics)			
<b>Hoshin-4</b> Competent work, peaceful workplace and social sensitivity			
<b>Hoshin-5</b> Saving aware and zero MUDA			

GRI: 2-22, 3-3, 413-1

# GOVERNANCE

## Collaborations



SAQ 5.0  
B %88

We continue our membership in **Drive+**, which operates under the umbrella of Drive Sustainability and CSR Europe an initiative that includes major automotive OEMs such as Toyota, Ford, BMW, and VW.

We actively participate in events organized under Drive+, which is defined as the Sustainable Supply Chain Platform for automotive Tier-1 suppliers.

Within the CSR Europe framework, we were evaluated at Level **B** with a score of **88%** in the 2024 sustainability assessment. (Our score in the previous year was 84%.)

In this assessment, which includes categories such as Corporate Governance, Human Rights and Working Conditions, Occupational Health and Safety, Business Ethics, Environment, Responsible Supply Chain Management, and Responsible Sourcing of Materials, we were evaluated above both the national average in Turkey and the international industry average, based on a benchmarking study among participating companies across all categories.



In our organization, the Turkish Metal Union is active, and our union-member employees benefit from the rights granted under the collective bargaining agreement between Türk Metal and MESS.

Outside of CSR Europe, we support our sustainability journey through collaborations with the Automotive Industry Exporters' Association (OİB), MEXT—established within MESS and recognized as one of the key centers of digital transformation—and through participation in working groups formed under the Automotive Suppliers Association of Turkey (TAYSAD).

Thanks to these collaboration programs, we not only stay informed about key developments in the field but also contribute to ongoing efforts as Ecoplas wherever we can.

# GOVERNANCE

## Responsible Corporate Governance



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Our approach to **Responsible Corporate Governance** requires management that is **accountable, fair, ethical, transparent, and responsible** toward all stakeholders.

To shape and guide our company strategies and management policies in line with this approach, the **Ecoplas Corporate Social Responsibility (CSR) Policy, Code of Ethics**, and related procedures have been documented.

In 2025, we aim to review and enhance these policies and procedures in line with current conditions.

An ethics committee has been established, and a system has been implemented to report, monitor, and evaluate ethical violations in relevant areas. In the past four years, there have been no reported or processed cases of ethical violations through this channel.



Ethics line



In 2024, an average of 0,88 hours per employee of training was provided to raise awareness and educate our employees about the Ecoplas CSR policy and Code of Conduct.

We continuously monitor both direct and indirect national and international risks specific to the environment and industry in which Ecoplas operates, and we work proactively to prevent these risks from affecting Ecoplas or to minimize their impact.



In all the processes we are involved in, we work to ensure full compliance with all applicable legal requirements, regulations, and relevant standards. We effectively carry out the necessary control, audit, and improvement activities in this area. There have been no identified legal non-compliances, penalties, or reported complaints or violations via communication channel related to CSR or ethical matters. For further details, please refer to the 2024 Due Diligence Report attached to this report.



Internal Audit

The efforts to establish a comprehensive internal audit system evaluating all company processes beyond just quality or financial areas under all aspects of sustainability, and monitoring compliance with national and international standards, legal requirements, customer expectations, and Ecoplas policies on the sustainability journey were not completed in 2024 and have been decided to continue into 2025.

In 2025, the internal audit mechanism will be implemented to also cover corporate social responsibility and sustainability areas.

GRI: 2-12, 2-15, 2-24, 2-25, 2-26, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1, 408-1, 409-1

# GOVERNANCE

## Digital Transformation and Information Security



We pursue digital transformation not because it is a trend, but because we see it as a vital step in our journey toward efficiency and sustainability. With a mindset of continuous improvement, we act with the awareness that this is an ongoing journey.

In collaboration with MEXT, we conducted the Smart Industry Readiness Index assessment to guide our progress based on scientific evaluations.

We are continuing our efforts to implement our MES system integrated with our SAP system in the production area.

To apply visual management, which is also the foundation of the TPS system, more efficiently on the field, we are leveraging technology..

Our digitalization efforts also continue in the office environment with systems such as digital approval workflows and document management systems.



Information security and cybersecurity are now among the top risk factors for Ecoplas, as they are for many businesses. We recognize the importance of being strong in this area to ensure a



In this context, we are continuing our efforts to implement and certify the ISO 27001 information security management system.

In all our activities, we prioritize the security of personal data and the privacy of personal information for all our relevant stakeholders (employees, customers, suppliers, and all related parties) and take the necessary measures to protect this information.



In this context, we carefully conduct compliance efforts primarily related to KVKK (Personal Data Protection Law in TR) as well as other relevant regulations and standards. There have been no complaints or legal penalties in this regard in 2024 or prior years.

# GOVERNANCE

## R&D and Innovation



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In the world of the future design of vehicles and the materials to make them will change. Thus, sustainable solutions are of upmost importance more than ever.

As Ecoplas we are aware of this transformation, and we are actively working towards making the mobility sector more sustainable and participating in the construction of a sustainable future. We have begun working with our suppliers to transition to recycled and bio-based materials.



On our journey under the theme of technological products for the world of mobility (vehicle interior design and electronics), we made a significant step in the electronics field by investing in the design and production of automotive parts with electronic components. We continue to develop our capabilities in this area and work together with our technical partner Kojima to provide solutions to our customers.

We see innovation as the driving force of sustainability and continuously improve our ways of working, products, and processes accordingly. We strive to create lasting value by developing innovative solutions in every field.



All of our products are evaluated from the project's inception in line with applicable legal regulations and customer specifications; they undergo necessary tests and inspections to ensure safety. During the reporting period, there have been no reports or cases related to any adverse health or safety effects of our products.



GRI: 416-1

# ENVIRONMENT



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# ENVIRONMENT

## Our Targets for Carbon Footprint Reduction



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As Ecoplas, we have set our **2040 net zero** target by closely following the expectations of the European Union and our main industrial customers.

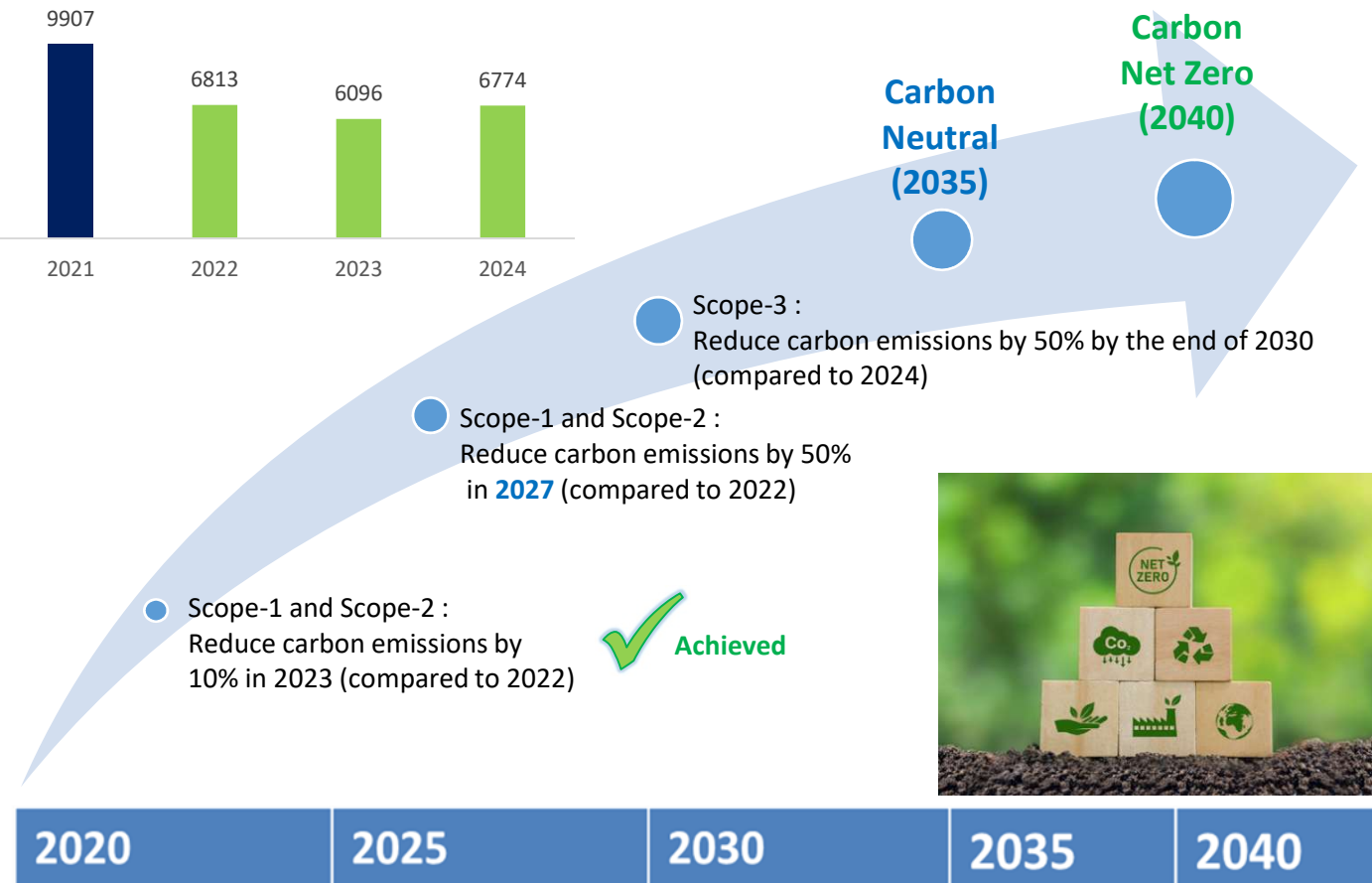
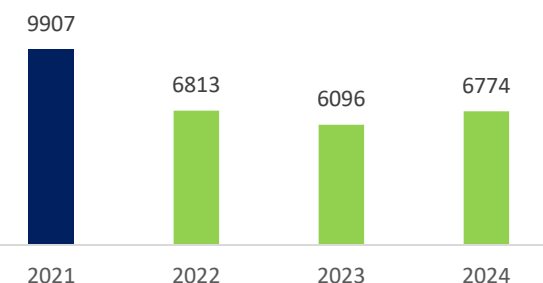
In calculating our carbon footprint, the base year is set as 2021 for Scope 1 and Scope 2 emissions, and 2024 for Scope 3 emissions.

Four interim targets have been defined for the journey from 2021 to 2040.

The first of these was to reduce Scope 1 and Scope 2 emissions by 10% in 2023 compared to 2022, which has been achieved.

However, since no concrete progress was made on the planned renewable energy investments for the second interim target, the original 2025 goal was revised to 2027. The updated target is to reduce Scope 1 and Scope 2 emissions by 50% in 2027 compared to 2022.

Scope-1 and Scope-2 (Ton CO2e)



GRI: 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

# ENVIRONMENT

## Our 2024 Carbon Footprint



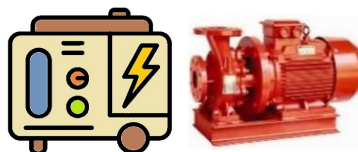
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### Scope-1 and Scope-2 Carbon Footprint



The first group included in Scope 1 under the heading "Stationary Combustion" is natural gas consumption. In our facilities, natural gas is used for production purposes only in the painting process in the paint shops. Other natural gas usage is for kitchens and factory heating systems during winter months.

Other data under "Stationary Combustion" come from fuel consumption of generators and fire pumps, which contribute to the carbon footprint. Fire pumps consumed fuel only for test runs in 2024, and there were no actual fire incidents.



Another group included in Scope 1 is "Refrigerant Gases." This includes emissions from central cooling systems (chillers), all air conditioners, CO2 fire extinguishers, refrigerators, and similar cooling devices, including their annual theoretical leakage amounts.

Under the heading "Mobile Combustion," fuel consumption of all company vehicles (passenger and commercial) is considered.



For Scope 2, "Electricity Consumption" data is considered. This includes all electricity use in the production facility, including auxiliary equipment (compressors, chillers, etc.), as well as electricity consumption in administrative buildings, kitchens, and all other areas.



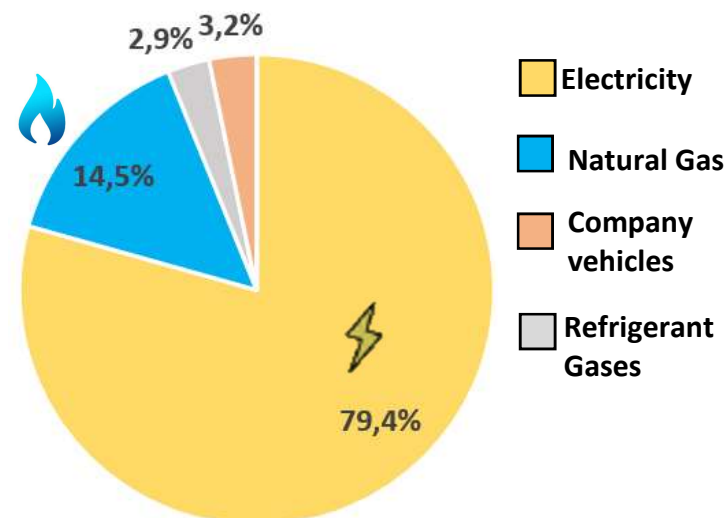
2021



2024

Our scope-1 and scope-2 emissions have been reduced by 31,6% compared to 2021.

### Scope-1 and Scope-2 Carbon Footprint Distribution



GRI : 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

# ENVIRONMENT

## Our 2024 Carbon Footprint



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### Scope-3 Carbon Footprint



We started calculating our Scope 3 emissions for the first time in 2024. Therefore, 2024 has been set as the “base year” for Scope 3.

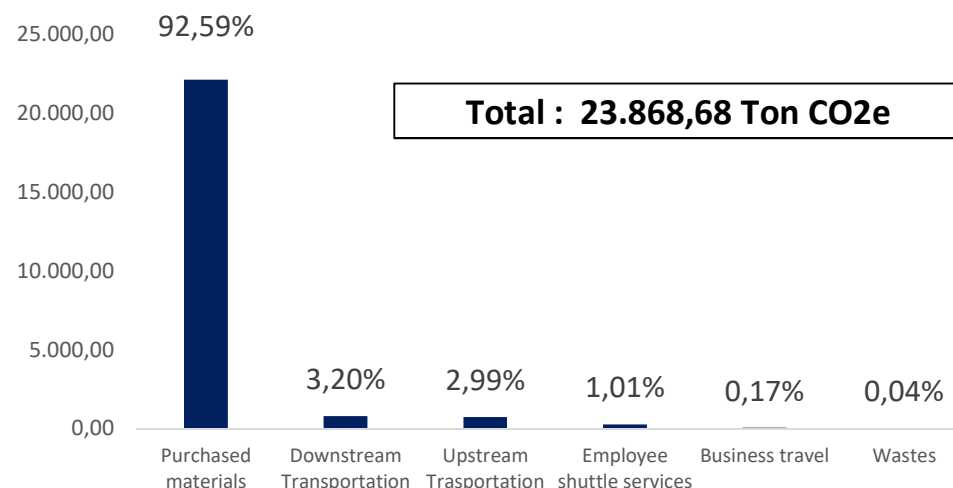
Six main categories are considered in the Scope 3 calculation:

1. Emissions from purchased materials
2. Downstream transportation emissions to Ecoplas
3. Upstream transportation emissions from Ecoplas
4. Emissions related to waste
5. Emissions from business travel
6. Emissions from employee shuttle services

Relevant data were collected to calculate these emissions, and calculations were completed using the "Carbondeck" software. For emission factors not obtained from suppliers, reference databases such as DEFRA 2024 and Ecoinvent were used.

The calculations performed in the "Carbondeck" software reference sources like DEFRA 2024 and IPCC 2006.

### 2024 Scope-3 Carbon Footprint



Emissions from purchased goods are the largest category. Approximately 57% of the emission factors for this category were not provided by suppliers and were estimated using reference databases. Therefore, it is considered that the calculated emission values may be somewhat overestimated compared to actual values.

Starting in 2025, efforts will begin with suppliers to obtain more accurate data and improve emission values. Meanwhile, work will continue to expand the dataset included in the Scope 3 calculation.

For environmental compliance see the Due Diligence 2024 report.

GRI : 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

# ENVIRONMENT

## Energy



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More than 90% of our Scope 1 and 2 carbon footprint comes from electricity and natural gas, meaning it is energy related.

Therefore, we see energy saving and energy efficiency activities as our top priority for reducing our carbon footprint.

We focus on kaizen ideas aimed at consuming less energy in our processes and reducing energy use through more efficient systems.

Compared to 2021, our electricity consumption increased by **5,5%** in 2024, while our natural gas consumption decreased by **35,9%**.

The ratio of total electricity consumption to sales revenue (kWh/TL) decreased by more than **75%**.

In other words, we demonstrated sustainable growth by increasing our sales revenue without increasing energy consumption at the same rate.

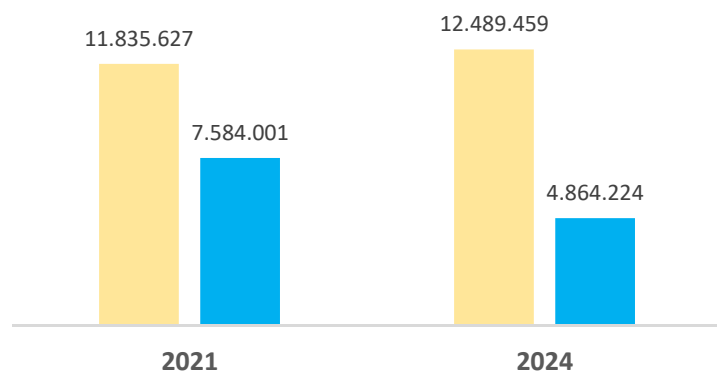
One of the strategic steps considered to reduce or even eliminate the carbon footprint from electricity is investing in renewable energy (for example, offshore solar power systems).

However, the initiative started within the Public professional organization for this purpose did not reach a positive outcome in 2024, so there is not yet a mature renewable energy investment plan ready for implementation.

This issue will continue to be monitored in 2025, including alternative methods.

In addition to investments, to ensure energy-saving and energy-efficiency efforts continue without slowdown, the "Energy Efficiency Working Group," which includes all relevant technical units, remained active in 2024 and will continue with the same discipline in 2025.

Energy Consumption  
(Electricity and Natural Gas) - kWh



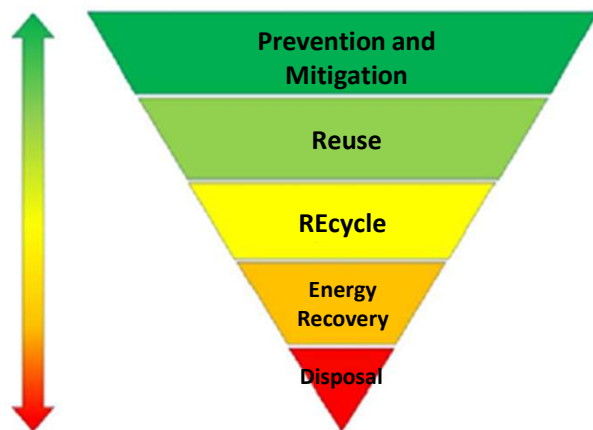
With the rooftop solar power systems (GES) at both of our factories, we met approximately **16%** of our total electricity consumption.

# ENVIRONMENT

## Waste Management



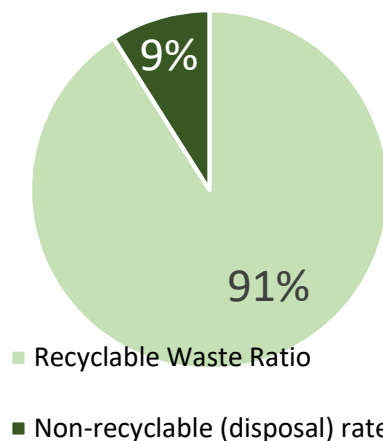
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Ecoplas's waste management strategy is shaped based on the waste management hierarchy.

Primarily, we work to prevent waste generation from the product and process design stages, or if not possible, to minimize waste as much as we can.

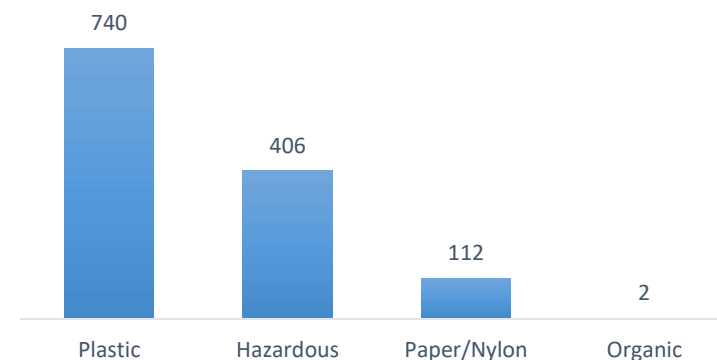
For the waste generated, we first evaluate the option of reuse. For example, we have initiated engineering studies to crush and reuse our plastic waste. We aim to use plastic waste in suitable part groups while maintaining the desired quality.



Waste sent to our suppliers is used for recycling or energy recovery.

Waste that cannot be recycled is disposed of by supplier companies using appropriate methods. Currently, the proportion of waste sent to disposal without recycling is approximately **9%**.

### 2024 Total Waste (Ton)



Although there has been an increase in amounts of plastic waste, hazardous waste, packaging waste (paper-cardboard/plastic), and domestic waste compared to 2021, the ratio of waste amount to turnover (kg/TL) has decreased by **66%** to **75%** across all these waste types.

The total waste amount relative to turnover (kg/TL) has also decreased by approximately **75%** in 2024 compared to 2021.

GRI: 301-2, 301-3, 306-2, 306-4

# ENVIRONMENT

## Water Management



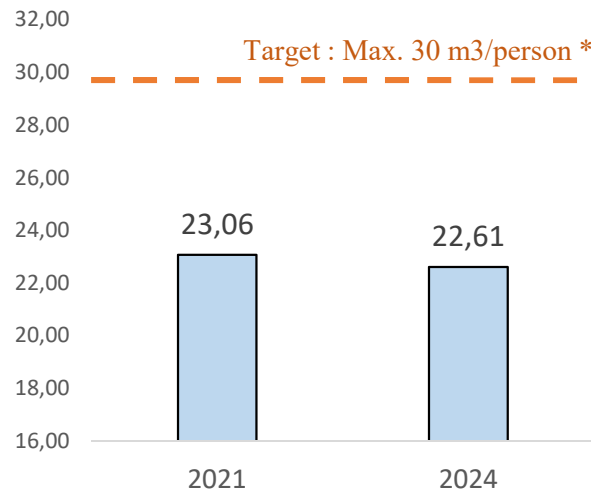
Although water consumption does not constitute a large portion of our processes, we prioritize efforts regarding water use and waste water management.

The main water usage areas in our factories are: closed-loop cooling systems (chillers), cleaning, and personal use by employees.

In all areas where water is used at both factories, we will collect detailed data such as the location, purpose, and amount of use to manage improvement efforts. We began gathering general data in 2024 and will enrich this work with the details mentioned above in 2025.

To raise individual awareness about conscious water consumption, we have started information campaigns that include our employees and their families. These awareness activities will be increased and continued in 2025.

Water Consumption (m3/person)



In 2024, our total water consumption was approximately 24.000 m<sup>3</sup>, which corresponds to about 22,6 m<sup>3</sup> per person. Compared to 2021, which we consider the base year, this is a reduction of about **2%**.

Our target is a maximum of 30 m<sup>3</sup> per person. This target was determined by reviewing the Turkish Ministry of Agriculture and Forestry's Water Efficiency Strategy and Action Plan within the Climate Change Adaptation framework. This reference study considers daily per capita water use between 50 and 100 liters. Assuming 100 liters daily and an average of 25 working days per month, this target was set for 2024. For 2025, the goal is a 25% improvement, reducing consumption to 22,5 m<sup>3</sup> per person.

We discharge network wastewater in accordance with our discharge permits from the authorized local institutions (Gebze OSB and SASKİ).

# SOCIAL



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# SOCIAL

## Our CSR Policy



**Respect for People**



**Respect for Environment**



**Risk Management**



**Occupational Health and Safety**



**Respect for Society**



**Continuous Improvement**

Our corporate social responsibility policy focuses on six main areas: Respect for People, Respect for the Environment, Risk Management, Occupational Safety, Respect for Society, and Continuous Improvement.

Based on our Mission, Vision, and Values, these detailed subheadings guide us to extend and fully implement our policy across all areas of activity.

GRI: 2-20, 2-24, 406-1

# SOCIAL

## Gender Equality

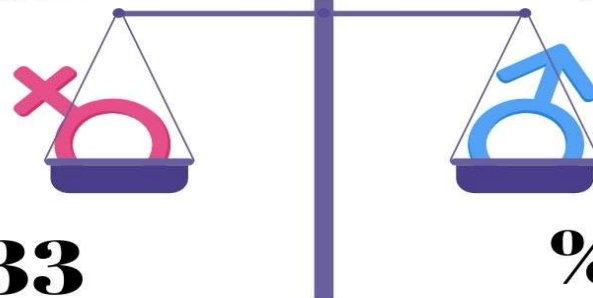


At the core of our corporate culture, we place justice, inclusivity, and equality. In all our human resources processes including recruitment, career development, compensation, and performance management we stand against all forms of discrimination and build a fair work environment by ensuring equal opportunities.

### The Ratio of Women Workers Within Our Total Workforce



**%32**



### The Ratio of Women Workers Within Our Top Management



**%33**

### The Ratio of Women Workers Within Our Production Line



**%33**

**%30**

### The Ratio of Women Workers Within Our Management



GRI: 2-7, 2-19, 2-30, 401-1, 405-1, 405-2



To support gender equality and encourage women to take a more active role in the workplace, we organized an event titled "Gender Diversity Conversations." Our company's first female General Manager, Yeşim Beyhan, led this meaningful event and shared inspiring anecdotes from her career journey. She sincerely spoke about the challenges she faced in life and business, the strategies she developed to overcome them, and her achievements, providing strength and motivation to all participants.

During the event, our female employees had the opportunity to discuss career opportunities at Ecoplas, how to better realize their potential, and ways to overcome challenges. Additionally, strategies for stronger integration of gender equality into our corporate culture and our company's concrete steps on this issue were thoroughly examined. Participants strengthened their sense of solidarity and increased their courage and motivation to achieve greater goals in their careers.

In this context, at the Toyota Europe (TME) DE&I Supplier Conference 2024, Şura Davarcı highlighted Ecoplas's commitment to gender equality and diversity with her presentation titled "Gender Diversity by Ecoplas." The presentation detailed projects supporting women's active roles in business, dedication to providing career opportunities, and strategies to enhance workplace diversity. With this presentation, Ecoplas has become a leading and inspiring company on gender equality and diversity among many of Toyota's European suppliers.



We see increasing workplace diversity and inclusion as a vital part of our sustainability vision and continue to support our efforts in this area with innovative projects. Both the events we organize and our representation on international platforms enable us to demonstrate a leading stance on gender equality. These efforts not only support individual development but also add lasting value to our company culture.



# SOCIAL

## Our Trainings



Ecoplas has established a robust training and development system to support the individual and professional growth of its employees. This system is based on elements such as internal performance evaluations, behavioral analyses, transfer of professional knowledge and experience, and the preservation of corporate culture and institutional memory, while also aiming to prepare our employees for the future.

Designed around a culture of continuous learning and development, our training programs not only increase employee efficiency in work processes but also enrich their personal perspectives. These trainings go beyond imparting knowledge and skills; they enable our employees to unlock their potential and contribute to Ecoplas's corporate goals.

Ecoplas's training and development system not only helps employees achieve their individual career goals but also strengthens the company's institutional memory and builds a solid foundation for the future. Our training programs are supported by professional knowledge transfer, behavioral analysis, and performance evaluation processes, ensuring our employees succeed in today's and tomorrow's business environments.



At Ecoplas, we view employee development as a journey and take pride in supporting them along the way. With our vision of cultivating competent individuals for the future, we will continue to offer continuous learning and growth opportunities.



Training hours increased by **32%** compared to the previous year.

As part of talent retention efforts, we have implemented and continue to run many programs such as compensation and job evaluation studies, employee satisfaction and engagement analyses, and leadership development programs.



GRI: 2-19, 2-20, 404-1, 404-2, 404-3

# SOCIAL

## Our Trainings



At Ecoplas, we approach sustainability not only from an environmental perspective but also considering its economic and social dimensions. To raise our employees' awareness of sustainability, we organized various trainings and workshops throughout the year.

Within this scope, we educated our employees on topics such as:

- Carbon footprint, energy efficiency, waste management,
- Sustainable production, climate change, and
- Environmental responsibility.



**Ecoplas Digital Library:** In today's rapidly digitalizing world, our digital library platform established to support our employees' personal development journeys is actively used.

This platform offers:

- Over 1,200 hours of videos and more than 1,000 pages of content across 11 main categories.
- All employees have 24/7 access to these materials throughout the year.



A total of 967 hours of sustainability training were delivered throughout 2024.

As an institution committed to social responsibility, we prioritize training to increase our employees' social awareness. Our corporate social responsibility (CSR) trainings covered topics including:

- Gender equality,
- Disaster awareness and preparedness, and
- Ethical business practices.

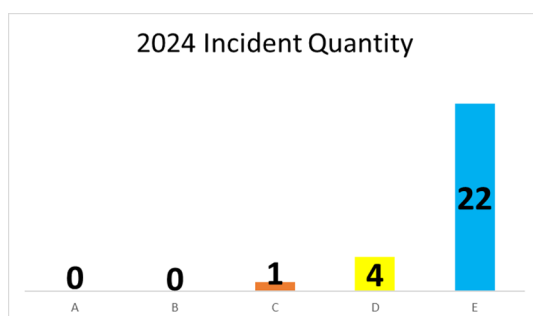
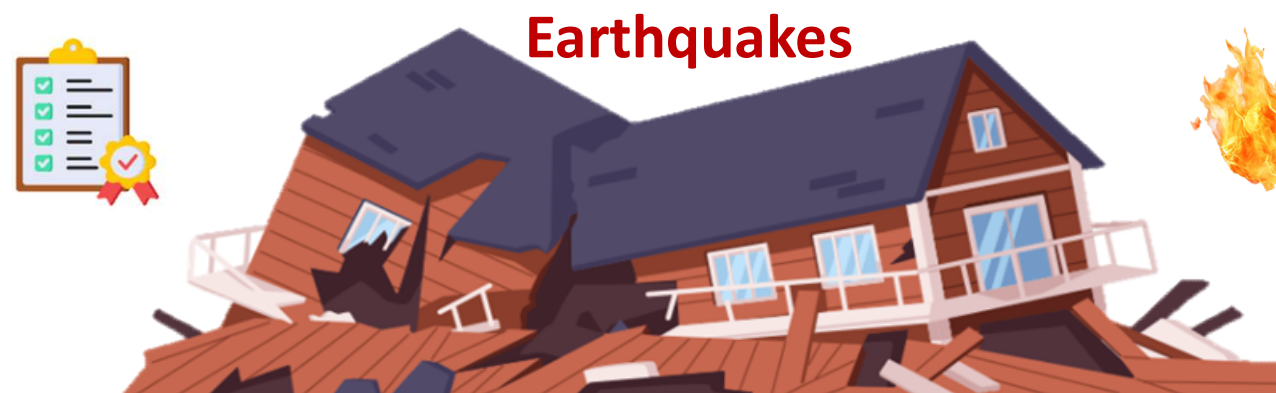
In 2024, participation in CSR-themed trainings increased by **65%**.



At Ecoplas, the health and safety of our employees is a top priority. We conduct all our activities with the goal of zero workplace accidents and full compliance with legal regulations, adopting a systematic approach to promote a strong occupational health and safety (OHS) culture throughout the organization. Regular risk assessments are carried out in all our production and office areas to identify areas for improvement.

Our OHS Specialists conduct field inspections and implement preventive measures in a structured manner. Taking into account our location and processes, we place special emphasis on addressing risks related to "Earthquakes" and "Fires."

We have given **26.217** hours of Occupational Health and Safety training.



In 2024, a total of 22 workplace accidents occurred, the majority of which were classified as "very minor incidents."

Since our establishment, there have been zero accidents in categories A and B.

In category C, there have been two incidents in the last three years. Accidents in categories D, E, and the overall total have decreased compared to the previous year.

A (Fatal work accident)	
B (Majority Incident)	
C (Work accident requiring intervention in a health institution)	
D (Minor work accident)	
E (very minor incident)	

# SOCIAL

## Occupational Health and Safety



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Across all our areas of operation, we regularly review risks and implement preventive measures to ensure a safe, healthy, and sustainable working environment.



Fire is considered a primary threat, especially in areas involving paint and chemical processes. Accordingly:

- We review fire risks and precautions across all our facilities, particularly in areas and processes involving flammable or combustible materials,
- We organize regular training programs and drills,
- We implement technical improvements based on process-specific risk assessments.

At Ecoplas, we carry out comprehensive preparations by considering the earthquake risks in the regions where both of our production facilities are located. We continuously assess both structural and non-structural risks in our workplaces and the related precautions.



To protect our employees and their families before, during, and after an earthquake, we plan supportive and awareness-raising activities. These include:

- Disaster and emergency preparedness training,
- Active participation in search & rescue and social support activities through our Eco+ volunteer team,
- Sharing educational content through digital platforms and in-person training to raise disaster awareness among our employees and inform their family members.

GRI: 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

# SOCIAL

## Social Contribution



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Within the scope of World Environment Day 2024, a sapling planting event and environmental awareness training were held with the participation of the children of our employees in our factories. At the end of this event, which aims to instill a love of nature and environmental awareness in children, certificates were presented to the participants.

EcoSchool is an employee engagement project that has been ongoing since 2015, aimed at promoting our cultural values. Our volunteer white-collar employees teach lessons to the primary school-aged children of our staff on Saturdays.



Through these events, we strengthen social awareness and unity.

These gatherings with our families are not only educational but also an opportunity to have fun together and reinforce our bonds.

At Ecoplas, we place great importance on supporting equal opportunities in education as part of our social responsibility approach.

Through the “Esat Tevfik Yazıcı Scholarship,” we provide financial support each year to students who meet specific criteria.

A key priority of our scholarship program is to help girls continue their education and empower them to contribute to society.

Applicants are required to submit academic records demonstrating their performance, as well as documents related to household income. The evaluation process is carried out with transparency and fairness.

With this scholarship, we aim not only to support individual achievement but also to contribute to social development and a sustainable future.

We value acting in accordance with our social culture and traditions in all our activities.

On religious observance days, simit and sherbet are offered to employees, and traditional pide is shared during Ramadan, helping keep cultural values alive.

These practices not only strengthen employee engagement but also reflect our respect for social values.



*For compliance under the heading of human rights, business ethics and social, please review the due diligence 2024 report.*



GRI: 401-2, 401-3, 413-1

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	2-3 Reporting period, frequency and contact point	About Report	1
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<b>SOCIAL CONTRIBUTION</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability	13-14
<b>GRI 413: Local Communities 2016</b>	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Ecoplas Sustainability Approach - Our Sustainability Priorities, Hoshin and UN Global Development Goals, Gender Equality, Social Contribution	14-29-34
<b>TALENT MANAGEMENT</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability	13-14
<b>GRI 404: Training and Education 2016</b>	GRI 404-1 Average hours of training per year per employee	Our Trainings	30-31
	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Our Trainings	30-31
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	Our Trainings	30-31

<b>Declaration of Use</b>	Ecoplas Otomotiv has prepared its Sustainability Report in accordance with the requirements of the GRI Standards for the period between Jan 1 and Dec 31, 2024.		
<b>GRI used</b>	GRI 1: Foundation 2021		
<b>GRI Standard</b>	<b>Standard Definition</b>	<b>Ecoplas Report Content</b>	<b>Page</b>
<b>DIGITAL TRANSFORMATION AND INFORMATION SECURITY</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our Sustainability Priorities, Hoshin and UN Global Development Goals	13-14
<b>R&amp;D and INNOVATION</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our Sustainability Priorities, Hoshin and UN Global Development Goals	13-14
<b>CUSTOMER HEALTH, SAFETY AND PRIVACY</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our Sustainability Priorities, Hoshin and UN Global Development Goals	13-14
<b>GRI 416: Customer Health and Safety 2016</b>	GRI 416-1 Assessment of the health and safety impacts of product and service categories	R&D and Innovation	18
<b>GRI 418: Customer Privacy 2016</b>	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital transformation and information security	17

## **Legal Disclaimer:**

**The Ecoplas Automotive 2024 Sustainability Report** has been carefully prepared by the sustainability team in accordance with the GRI Standards. The content of the report is based on data and feedback obtained from Ecoplas Automotive and its relevant stakeholders. This report is prepared for informational purposes only and should not be used as the sole reference for any commercial, strategic, or operational decisions. The information contained within the report has not undergone an external independent verification process.

Ecoplas Automotive makes no guarantees, commitments, or representations regarding the accuracy, completeness, or timeliness of the information presented in this report. Ecoplas Automotive and its relevant stakeholders shall not be held liable for any direct or indirect damages or losses arising from decisions made based on the information included or excluded in the report.



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



### **Ecoplas Gebze**

Gebze OSB Mahallesi  
3100. Cadde 1 Blok No: 3129  
Gebze-Kocaeli



### **Ecoplas Sakarya**

Sakarya 1. OSB,  
12. Cadde No:7  
Arifiye-Sakarya



ENTEĞRE YÖNETİM SİSTEMİ DOKÜMANTASYONU

**CARBON FOOTPRINT ANNUAL REPORT**  
**(SCOPE 1 and SCOPE 2)**

Dök.No: Ek-5/PRS-ISGCEV-003  
Rev.No: 0  
Sayfa : 1 / 3  
Tarih : 14.12.2023

**GENERAL INFORMATION**

YEAR :	2024	LOCATIONS:	Ecoplas Gebze Plant , Ecoplas Sakarya Plant
SCOPE :	Acc. to GHG Protocol Scope 1 Direct Carbon Footprint Emissions Scope 2 Carbon Energy Indirect Carbon Footprint Emissions		Method : IPCC Tier 1
Base Year:	2021	Base Year Scope	GHG Protocol; Scope 1 and Scope 2

**Main Calculation Formula :**

Greenhouse Gas Emission (CO<sub>2</sub>e) = (Consumption Amount) x (Emission Factor)

Uncertainty Confidence Interval: %95, Referans: IPCC, Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories  
Uncertainty Method: GHG Uncertainty Tool  
Confidence Level: Reasonable

**GENERAL RESULTS**

**Carbon Footprint (tonCO<sub>2</sub>e)**

Year	GEBZE			SAKARYA			ALL		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
2021 (Base Year)	1696	4094	5790	1429	2688	4117	3125	6782	9907
2024	538	2897	3435	858	2480	3338	1396	5377	6773
Change Rate (%)	-68,3%	-29,2%	-40,7%	-40,0%	-7,7%	-18,9%	-55,3%	-20,7%	-31,6%

**DETAIL DATAS**

**1. Natural Gas Consumption Amount (kwh)**

	2021	2024	Change Rate (%)
Gebze	4.121.321	1.789.853	-56,6%
Sakarya	3.462.680	3.074.371	-11,2%
All	7.584.001	4.864.224	-35,9%

EF : 0,20215872 kgCO<sub>2</sub>e/kWh (IPCC 2006)

- More efficient layout with new Gebze plant. Production was concentrated in a single hall (the heating area was reduced).

- Structural measures were taken to prevent heat leaks at both factories.

- Compressors at both factories were put into use during the winter months for waste heat reheating.

**2. Electricity Consumption Amount (kwh)**

	2021	2024	Change Rate (%)
Gebze	7.219.397	6.853.031	-5,1%
Sakarya	4.616.229	5.636.429	22,1%
All	11.835.627	12.489.459	5,5%

EF : 0,44200 kgCO<sub>2</sub>e/kWh (Türkiye National Inventory 2022)

- Although there have been improvements in energy efficiency, energy consumption due to the production capacity increase at the Sakarya factory has increased compared to 2021.

**CARBON FOOTPRINT ANNUAL REPORT  
(SCOPE 1 and SCOPE 2)****3. Other Fixed Combustions (Generator and Fire Pump Fuel kg)**

	Generator	
	Gebze	Sakarya
Fuel Volume (m3)	0,88	-
Diesel Density (kg/m3)	838,223	-
Fuel Consumed in 2021 (kg)	737,64	-

Gebze Fire Pump	
Fuel Consumption (L/hour)	24,00
Hours Worked (hours)	4,00
Diesel Density (kg/L)	0,838223
Fuel Consumed in 2021 (kg)	80,47

Sakarya Fire Pump	
Fuel Volume (m3)	0,0565
Diesel Density (kg/m3)	838,223
Fuel Consumed in 2021 (kg)	47,40

Kg = liter x 0,82

Location	2021	2024	Change Rate (%)
Gebze	998	35	-96,5%
Sakarya	58	0	-100,0%
All	1.055	35	-96,7%

EF: 2,6552684548 kgCO<sub>2</sub>e/liter (IPCC 2006)**4. On Road Vehicles Fuel (Liter)**

		2021	2024	Change Rate (%)
Gebze	Gasoline(L)	21.987,45	33.166,25	50,8%
	Diesel(L)	34.529,78	29.894,80	-13,4%
Sakarya	Gasoline(L)	14.977,32	20.973,22	40,0%
	Diesel(L)	3.666,08	4.644,99	26,7%
All	Gasoline(L)	36.964,77	54.139,47	46,5%
	Diesel(L)	38.195,86	34.539,79	-9,6%

Emisyon Faktörleri (IPCC 2006)

Gasoline : 2,3503574169848 kgCO<sub>2</sub>e/literDiesel : 2,68834034182545 kgCO<sub>2</sub>e/liter**5. Refrigerant Gases (kg)**

GEBZE						
Device Type	Gas Type	Leakage	Refrigerant Capacity, kg	2024 Gas Filling, kg	2024 Activity Data	Leakage Amount Reference
Chiller	R 134A	2,00%	216	0	4,32	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Central Cooling System Mitsubishi	R 410A	2,00%	12	0	0,24	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Air conditioning	R 410A	1,00%	61	4,9	5,51	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Refrigerator	R600A	0,10%	0,06	0	0,00006	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
TOTAL					10,07006	

SAKARYA						
Device Type	Gas Type	Leakage	Refrigerant Capacity, kg	2024 Gas Filling, kg	2024 Activity Data	Leakage Amount Reference
Chiller	R 134A	2,00%	216	110	114,32	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Central Cooling System	R 410A	2,00%	180	0	3,6	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Refrigerator	R600A	0,10%	0,067	0	0,000067	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
Air conditioning	R 410A	2,00%	26,625	1,8	2,3325	IPCC (2006), Vol 3, Chapter 7, Tablo 7.9
TOTAL					120,25257	

**6. Refrigerant Gases - Fire Extinguishers (kg)**

	Device	Leakage	Capacity, kg	Gas Filling, kg	Activity Data, kg
Gebze	CO2 YSC	4,00%	235	110	119,40
Sakarya	CO2 YSC	4,00%	265	105	115,60
Tümü	CO2 YSC	4,00%	500	215	235,00

**CARBON FOOTPRINT ANNUAL REPORT  
(SCOPE 1 and SCOPE 2)****OTHER DATAS****7. Water Consumption Data (m3)**

	2021	2024	Change Rate (%)
Gebze	11.905	13.501	13,4%
Sakarya	9.196	11.234	22,2%
All	21.101	24.735	17,2%

Although total water consumption (m3) increased, per capita consumption rate decreased from 23,06 to 22,61

**8. Wastes (kg)**

Waste Type	2021	2024	Change Rate (%)
Wood	196	97.330	
Organic	978	2.036	
Paper/Nylon	88.180	111.730	
Metal	50.610	26.010	
Plastic	484.770	740.116	
Hazardous	276.764	405.914	
TOTAL	901.498	1.383.136	53,4%

Waste Amount to Turnover Ratio (Kg/TL)

Year 2021 : 0,21%

Year 2024 : 0,05% (↓)

**9. Production Quantity Data (Pieces)**

	2021	2024	Change Rate (%)
Gebze	54.189.537	63.088.028	16,4%
Sakarya	27.205.694	42.307.180	55,5%
All	81.395.231	105.395.208	29,5%

Only the number of parts that are in good condition (OK) is included in the production quantity data. Quantities defined as waste/scrap are not included in these quantities.

**10. Personnel Quantity (Person)**

	2021	2024	Change Rate (%)
Gebze	551	571	3,6%
Sakarya	364	523	43,7%
All	915	1.094	19,6%



ENTEGRE YÖNETİM SİSTEMİ DOKÜMANTASYONU

**CARBON FOOTPRINT ANNUAL REPORT  
(SCOPE 3)**

Dök.No:	Ek-5/PRS-ISGCEV-003
Rev.No:	0
Sayfa :	1 / 2
Tarih :	14.12.2023

**GENERAL INFORMATION**

<b>YEAR :</b>	<b>2024</b>	<b>LOCATIONS:</b>	Ecoplas Gebze Plant , Ecoplas Sakarya Plant
<b>SCOPE :</b>	Acc. to GHG Protocol Scope 3 Corporate Value Chain (Indirect Carbon Footprint) Emissions		<b>Method :</b> IPCC Tier 1
<b>Base Year:</b>	<b>2024</b>	<b>Base Year Scope</b>	GHG Protocol; Scope 3

**GENERAL RESULTS**

**Carbon Footprint (TonCO<sub>2</sub>e)**

Emission Source	TonCO <sub>2</sub> e	Ratio(%)
Purchased Goods	22.099,55	92,59%
Upstream Transportation and Distribution	712,92	2,99%
Downstream Transportation and Distribution	764,62	3,20%
Waste Generated in Operations	10,14	0,04%
Business Travel	40,613	0,17%
Employee Commuting	240,8361	1,01%
<b>TOTAL</b>	<b>23.868,68</b>	

Capital Goods, Fuel and Energy Related Activities, Upstream Leases Assets, Investments are excluded from the calculation because they are estimated to be of low value for 2024. Efforts will be made to include them in the 2025 calculation.

Capital Goods, Fuel and Energy Related Activities, Upstream Leases Assets, Investments are excluded from the calculation because they are estimated to be of low value for 2024. Efforts will be made to include them in the 2025 calculation.

Since the end-of-life process of the product is managed directly by the OEM, End of Life Treatment of Sold Products is excluded from the calculation scope.

Since it is outside our franchise business model, it is not included in the calculation. (not applicable for us)

## DETAIL DATAS

## 1. Purchased Goods

Emission Source	TonCO <sub>2</sub> e	Ratio(%)
Raw Material (plastic)	19.786,84	89,5%
Sub components and materials	1.717,58	7,8%
Paint and related chemicals	376,20	1,7%
Packaging materials	109,49	0,5%
Electronic PCB materials	109,44	0,5%
<b>TOTAL</b>	<b>22.099,55</b>	

In the calculation of emissions associated with purchased goods, DEFRA 2024 and similar emission factor databases were utilized for specific materials. Emissions calculated using this method accounted for **55%** of the total emissions from purchased goods. Starting in 2025, efforts will be undertaken to reduce this ratio and enhance the accuracy of supply chain emissions by engaging with suppliers to obtain directly measured or supplier-specific emission factor data.

## 2. Upstream Transportation and Distribution

Emission Source	TonCO <sub>2</sub> e	Ratio(%)
Road Freight HGV (all diesel)-Rigid (>17 tonnes) - Average Laden	541,44	75,9%
Road Freight HGV (all diesel)-Rigid (>7.5 tonnes-17 tonnes) - Average Laden	75,34	10,6%
Sea Freight Cargo ship Container ship 5000–7999 TEU	68,84	9,7%
Road Freight HGV (all diesel)-Rigid (>3.5 - 7.5 tonnes) - Average Laden	9,72	1,4%
Road Freight HGV (all diesel)-Articulated (>3.5 - 33t) - Average Laden	7,66	1,1%
Road Freight HGV (all diesel)-Articulated (>33t)	3,76	0,5%
Road Freight Vans-Class I (up to 1.305 tonnes)	3,29	0,5%
Road Freight Vans-Average (up to 3.5 tonnes)	2,40	0,3%
Freight flights International, to/from non-UK With RF	0,47	0,1%
<b>TOTAL</b>	<b>712,92</b>	

## 3. Downstream Transportation and Distribution

Emission Source	TonCO <sub>2</sub> e	Ratio(%)
Road Freight HGV (all diesel)-Rigid (>7.5 tonnes-17 tonnes) - Average Laden	171,42	22,4%
Sea Freight Cargo ship Container ship Average	593,20	77,6%
<b>TOTAL</b>	<b>764,62</b>	

## 4. Waste Generated in Operations

Please see waste details in scope 1 and scope 2 report Item 8 (waste)


## 5. Business Travel

Total km : 279.276,82 km      Used total km : 301.618,9656 km

In the calculation of emissions from business travel, a buffer of 8% was applied to the total distance traveled to account for potential route deviations. The emission factor used was "DEFRA – 2024: Air Travel International, to/from non-UK Economy Class Flights With RF."

## 6. Employee Commuting

The total travel distance was determined to be 995.394 km, with all vehicles powered by diesel fuel. While the average fuel consumption is 8,5 L/100 km, a conservative value of 9 L/100 km was used for safety margin. IPCC 2006 Emission Factor (kg CO<sub>2</sub>e/L) for diesel fuel was employed for the emissions calculations.

	ENTEGRE YÖNETİM SİSTEMİ DOKÜMANTASYONU		Dök.No.:	Ek-5/PRS-IK-007
	CSR and Sustainability Due Diligence Report		Rev.No.:	0
			Sayfa :	1/12
			Tarih :	2.05.2023
Company Name :	ECOPLAS OTOMOTİV SAN. Ve TİC. A.Ş.	Reporting Period :	01.01.2024 - 31.12.2024	
1. INTRODUCTION				
<p>Bu rapor, Ecoplas Otomotiv San. ve Tic. A.Ş. (bundan sonra Ecoplas olarak anılacaktır) olarak yerel ve uluslararası müşterilerimize tedarik sağlarken çevresel, sosyal ve yönetsimsel riskleri nasıl tespit ettiğimizi ve yönettiğimizi açıklamaktadır. Üretim faaliyetlerimiz Türkiye’de yürütölmekte olup, müşterilerimiz arasında hem Türkiye’deki otomotiv ana sanayi (OEM) firmaları hem de Avrupa’da faaliyet gösteren OEM firmaları ile bunların birinci seviyesi konumundaki (Tier 1) tedarikçileri bulunmaktadır.</p> <p>Türkiye dışına ihraç ettiğimiz ürünler; Fransa, Belçika, Çekya, İngiltere, Romanya, Japonya, ABD, Polonya ve Güney Afrika ölkelerine gönderilmektedir.</p>				
2. PURPOSE AND SCOPE				
<p>Bu raporun amacı, şirketimizin "İnsan Hakları ve Çalışma Koşulları", "Çevre", "İş Sağlığı ve İş Güvenliği" ve "İş Etiği", gibi alanlarda yasal yükümlölüklerini yerine getirme düzeyini değerlendirmek; aynı zamanda kurumsal sosyal sorumluluk ve sürdürülebilirlik çerçevesinde Avrupa Birliği’nin (AB) özellikle otomotiv sektörü için öngördüğü güncel beklentilere ve düzenleyici standartlara uyum durumunu ortaya koymak amacıyla hazırlanmıştır.</p> <p>Rapor, şirketin mevcut politika, uygulama ve prosedürlerini kapsamlı bir “durum tespiti (due diligence)” perspektifiyle ele almaktadır.</p> <p>Bu doğrultuda raporun kapsamı belirtilen alanlara kendi bünyemizdeki ve tedarik zincirimizdeki yürütölen faaliyetlerin değerlendirilmesini ve gelişim alanlarının tespit edilmesini içermektedir.</p>				
3. ASSESSMENT AND FINDINGS				
3.1. RESPECT FOR PEOPLE (HUMAN RIGHTS AND WORKING CONDITIONS)				
<p>Ecoplas’s fundamental approach and principles on this matter are outlined primarily in the <b>Ecoplas Corporate Social Responsibility and Sustainability Procedure numbered PRS-IK-007</b>, as well as in the appendices to this procedure and other related documents and attachments included in the integrated management system documentation.</p> <p>In addition, the company’s policy and commitments on this subject are also stated within the company policy, which can be accessed through the "<b>Company Policy</b>" menu on the company’s website.</p>				
3.1.1. Child Labor and Young Workers:				
<p>Ecoplas is strictly against employing child labor, and this commitment is stated under Article 1 of PRS-IK-007. Additionally, a clear rule regarding the prohibition of child labor is specified under Article 4.4 of PRS-IK-001-1 Human Resources – Recruitment Procedure. Therefore, as in previous years, no child labor employment occurred in 2024. <i>(Full compliance with SA 8000 IV. 1. CHILD LABOR clause)</i></p> <p>Ecoplas may employ interns and apprentices for the period specified by the relevant official institution (school) in accordance with the legal definition of young workers. Apart from this, there is no employment of young workers.</p> <p>Ecoplas also requires that this rule be applied within the supply chain in accordance with legal provisions. However, it has been identified that there is no audit mechanism in place to verify this across the entire supply chain, and it has been decided to work on implementing such a mechanism</p>				
Data Summary :	Number of child laborers employed by Ecoplas: 0 , Number of child laborers employed under any type of contract in any of Ecoplas’s operational areas: 0 , Number of apprentices employed by Ecoplas in 2024 (aged over 15 and under 18): 1 and Number of interns (aged over 15 and under 18) employed by Ecoplas: 14			

**3.1.2. Modern Slavery, Forced or Compulsory Labor, and Human Trafficking**

Ecoplas does not permit, under any circumstances, forced labor described as modern slavery, recruitment through coercion, working in exchange for debt, withholding of documents, or similar practices. All employees must participate in the employment relationship of their own free will. This commitment is stated under Article 1 of PRS-IK-007 and within Article 4.4 of PRS-IK-001-1 Human Resources – Recruitment Procedure, under Ethical Recruitment Principles. During the reporting period, no non-compliance or incidents were detected, as in previous years. (*Full compliance with SA 8000 IV. 2. FORCED OR COMPULSORY LABOR clause*)

Ecoplas, tedarik zincirinde de bu kuralın yasanın öngördüğü biçimde uygulanmasını talep etmektedir. Ancak tüm tedarik zincirinde bunun doğrulanması ile ilgili bir denetim mekanizması olmadığı tespit edilmiş olup bunun eklenmesi için çalışma yapılmasına karar verilmiştir.

**3.1.3. Etik İşe Alım :**

Ecoplas requires that this rule be implemented throughout the supply chain in accordance with legal requirements. However, it has been identified that there is no audit mechanism to verify compliance across the entire supply chain, and it has been decided to work on establishing such a mechanism.

<b>Data Summary:</b>	Number of ethical recruitment principle violations identified in Ecoplas internal audits: 0 , Number of ethical recruitment violation cases reported to Ecoplas through ethical reporting channels: 0
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**3.1.4. Working Hours:**

Working hours are applied within legal limits, and employees' work-life balance is maintained in a balanced manner. All Ecoplas employees have the right to rest and leisure time; this includes reasonable limitations on working hours and the right to paid leave at regular intervals.

The related commitment is stated under Article 1 of PRS-IK-007 and under the heading of working hours in PRS-IK-001-2 Personnel Registry and Personnel Affairs Procedure. During the reporting period, no non-compliance regarding working hours was detected in internal audits, and there were no legal audits or penalties. No notifications or complaints regarding non-compliance with working hours were made either through ethical reporting channels or directly to the Human Resources department.

In cases of technical errors such as timesheet mistakes, or incomplete/incorrect submission or processing of leave or medical reports, investigations were promptly completed after notification, and necessary corrections, if any, were made no later than the next payroll. It has been decided to establish a record-keeping and tracking system to document such incidents and actions. (*Full compliance with SA 8000 IV. 7. WORKING HOURS clause*)

<b>Data Summary:</b>	Number of legal inspections or penalties related to working hours imposed on Ecoplas: 0 , Number of cases reported to Ecoplas through ethical channels regarding working hours non-compliance: 0
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**3.1.5. Wages and Benefits:**

All financial and social rights of employees (Wages and Benefits) are determined based on market conditions, legal requirements, and, where applicable, collective labor agreements (CLA), taking into account the rules of the CLA. Everyone has the right to equal pay for equal work without any discrimination, considering seniority and position. All wage payments are made 100% through bank transfer on designated payment dates (e.g., the 5th and 20th of each month).

No criterion other than skills/qualifications related to the nature of the job (e.g., gender) can be used as a valid factor in determining wages and benefits. During the reporting period, no non-compliance was detected in relevant internal audits, and there were no legal inspections or penalties. No notifications or complaints related to non-compliance in wages and benefits were made either through ethical reporting channels or directly to the Human Resources department. (*Full compliance with SA 8000 IV. 8. WAGES clause*)

**3.1.6. Diversity, Equity, and Inclusion; Non-Discrimination and Harassment Prohibition :**

Non-discrimination is a fundamental principle of our human rights approach. Human rights are the same for all people regardless of race, nationality, ethnic origin, religion, language, gender, sexual orientation, physical and mental abilities, political views, or any other distinction. According to the Ecoplas CSR Policy, everyone is equal in exercising these rights.

Ecoplas is committed to promoting, developing, and maintaining a culture of diversity, equity, and inclusion.

The principles of non-discrimination, equality, and fairness are strictly applied in all relevant processes, especially in recruitment, determination and payment of wages and benefits, inclusion in training and development programs, performance and promotion systems, leave systems, termination of employment, and retirement.

The related commitment is stated under Article 1 of PRS-IK-007. Principles related to non-discrimination, equity, and inclusion in the recruitment process are specified under Article 4.4 of PRS-IK-001-1 Human Resources – Recruitment Procedure, within the Ethical Recruitment Principles. Our principles related to work arrangements are included in PRS-IK-001-2 Personnel Registry and Personnel Affairs Procedure.

We do not tolerate any form of harassment, including sexual harassment, abuse of power (misuse of authority), peer pressure, or any harassment that damages an individual's reputation. Our policy on this matter is stated under Article 1 of PRS-IK-007. Additionally, within the scope of disciplinary management, any violations detected internally regarding this issue are addressed with a "zero tolerance" principle.

Within this scope, no non-compliance has been detected in internal audits, and there have been no legal inspections or penalties. No notifications or complaints related to non-compliance in this area have been made either through ethical reporting channels or by direct application to the Human Resources department. (*Full compliance with SA 8000 IV. 5. NON-DISCRIMINATION clause*)

**Data****Summary:**

Number of systematic non-compliances\* identified in internal audits related to wages and benefits: 0  
Number of systematic non-compliances reported directly to the Human Resources department related to wages and benefits: 0 , Number of legal inspections or penalties imposed related to wages and benefits: 0 , Number of complaints or cases reported through ethical reporting channels related to wages and benefits: 0

*\*Systematic non-compliance: This concept excludes isolated, single errors. These technical errors include timesheet mistakes, incomplete or incorrect submission or processing of leave or medical reports. In such cases, investigations are promptly completed after notification, and necessary corrections, if any, are made no later than the next payroll.*

Number of non-compliances related to discrimination, harassment, etc., identified in internal audits: 0

Number of legal inspections or penalties related to these issues: 0

Number of complaints or cases reported through ethical reporting channels related to these issues: 0

**3.1.7. Gender Equality:**

Ecoplas regards gender equality as a fundamental human right. The company implements supportive policies to promote women's participation in the workforce, access to equal opportunities, attainment of leadership roles, and work-life balance. Gender-based discrimination is rejected in all processes (recruitment, compensation, performance evaluation, promotion, training, etc.). A zero-tolerance approach is adopted towards all forms of violence and discrimination against women. Ecoplas also takes a holistic approach to equality by developing practices that support men in their caregiving responsibilities.

The related commitment is stated under Article 1 of PRS-IK-007. Principles related to the recruitment process are specified under Article 4.4 of PRS-IK-001-1 Human Resources – Recruitment Procedure within the Ethical Recruitment Principles. Our principles regarding work arrangements are included in PRS-IK-001-2 Personnel Registry and Personnel Affairs Procedure. Similarly, relevant principles are incorporated in training and performance evaluation processes.

**ENTEGRE YÖNETİM SİSTEMİ DOKÜMANTASYONU**

Dök.No.:

Ek-5/PRS-IK-007

Rev.No.:

0

**CSR and Sustainability Due Diligence Report**

Sayfa :

4/12

Tarih :

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Within this scope, there have been no legal inspections or penalties. No notifications or complaints related to non-compliance in this area have been made either through ethical reporting channels or by direct application to the Human Resources department. Additionally, Ecoplas had the honor of delivering a "Best Practices" presentation in the DE&I event organized by our customer in Europe, which involved participation from their suppliers, setting an example for other companies. (*Full compliance with SA 8000 IV. 5. NON-DISCRIMINATION clause*)

According to the special internal audit checklist created for this area, Ecoplas was evaluated with a score of 70.3%. Relevant improvement actions have been identified.

<b>Data Summary:</b>	Core obtained in the internal system audit prepared specifically for this subject: 70.3% , Number of cases reported to Ecoplas through ethical reporting channels: 0 , Number of legal inspections or penalties: 0
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**3.1.8. Rights of Minorities and Indigenous Peoples:**

Ecoplas respects not only individual rights but also the cultural and social fabric of communities in its operations in the Kocaeli and Sakarya provinces. Within the framework of international norms, the rights of minorities and indigenous peoples encompass not only equal employment policies but also sensitivity to the social structure of communities. Our "Respect for People" approach includes respect for the rights of minorities and indigenous peoples, as well as people's rights to land, forest, and water. The related commitment is stated under Article 1 of PRS-IK-007.

It has been identified that there is no audit mechanism in the supply chain to verify compliance with this, and it has been decided to work on adding such a mechanism.

<b>Data Summary:</b>	Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0 Number of legal inspections or penalties related to this matter: 0
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**3.1.9. Use of Private or Public Security Forces:**

To ensure the safety of its facilities, Ecoplas has entered into service agreements with legally licensed private security firms. Security personnel are responsible solely for maintaining internal facility security, and there have been no findings of excessive use of force, harassment, or discriminatory practices.

Security staff receive regular training regarding their duties and act in accordance with the legal framework. The company does not maintain a direct or ongoing collaboration with public security forces; contact with law enforcement may only occur in cases of legal obligation or extraordinary circumstances.

No negative impact of security practices has been observed in relations with communities or employees. The company's policy on this matter is outlined under Article 1 of PRS-IK-007.

<b>Data Summary:</b>	Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0 Number of legal inspections or penalties related to this matter: 0
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**3.1.10. Freedom of Association and the Right to Collective Bargaining:**

Ecoplas respects employees' rights to join trade unions, organize, and engage in collective bargaining. In this context, the legally recognized trade union "Türk Metal Union," elected by the employees, is actively organized at the workplace and continues its operations without interruption. There are regular channels of dialogue between company management and the union, and transparent, constructive communication is maintained with employee representatives. Collective bargaining processes are conducted based on mutual negotiations between the employers' union MESS and the workers' union Türk Metal. No findings of discrimination or pressure against employees participating in union activities have been identified. This situation is a positive indicator of compliance with national legislation and ILO Conventions No. 87 (Freedom of Association) and No. 98 (Right to Collective Bargaining). (*Full compliance with SA 8000 IV. 4. FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING clause*)

**In this section, potential and actual human rights risks identified by our company have been evaluated, and overall, no actual risk situations have been encountered. To manage our human rights risks more effectively, it is planned to increase awareness-raising efforts and expand audit and control activities, particularly within our supply chain in the upcoming period. In addition, the follow-up of the actions defined based on the results of our internal audit conducted within the scope of gender equality will be ensured.**



### 3.2. ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY

Ecoplas's fundamental approach and principles regarding this topic are primarily outlined in the **Corporate Social Responsibility and Sustainability Procedure (PRS-İK-007)**, its annexes, and other relevant documents and attachments included within the integrated management system documentation.

Additionally, the company's policy and commitments on this matter are also stated in the Company Policy, which is accessible via the "Company Policy" section on the Ecoplas website.

Key indicators related to environment, occupational health, and safety are also included in the Ecoplas 2024 Sustainability Report. Furthermore, Ecoplas manages its processes in compliance with ISO 14001 and ISO 45001 management system certifications. (*Full compliance with SA 8000 IV. 3. HEALTH AND SAFETY clause*)

#### 3.2.1. Occupational Health and Safety:

Ecoplas considers the protection of employee health and safety a fundamental priority and operates in full compliance with national legislation (Occupational Health and Safety Law No. 6331). Preventive and corrective practices are implemented to ensure a safe working environment.

In addition, the Occupational Health and Safety Management System is certified under ISO 45001, and no major or minor non-conformities were reported during the third-party audit conducted in 2024.

All employees receive occupational health and safety training prior to starting work and at regular intervals. Risk assessments are carried out periodically, and field practices are regularly inspected. The company employs a full-time occupational safety specialist and on-site physician.

Audits are conducted to ensure the provision and use of Personal Protective Equipment (PPE), and reporting and analysis systems are implemented to prevent occupational accidents and diseases.

The Occupational Health and Safety Committee is actively engaged, and health and safety risks in the workplace are periodically reviewed with the participation of employee representatives.

As of 2024, no serious accidents (e.g., involving limb loss or permanent disability) or fatal incidents have occurred. Improvement processes have been initiated for minor and medium-scale incidents. (Accident figures are provided in the Sustainability Report.)

#### 3.2.2. Greenhouse Gas Emissions and Decarbonization:

As outlined in the "Environmental Sustainability" section of our Sustainability Report, Ecoplas prioritizes identifying and reducing its carbon footprint, with a primary focus on greenhouse gas (GHG) emissions. In alignment with the EU Green Deal, we have set long-term goals for achieving carbon neutrality and ultimately reaching net-zero emissions. In addition to these long-term objectives, interim targets have been established to enable a more structured and measurable progress along this path.

Using 2021 as the base year, we calculate both direct emissions (Scope 1) and indirect emissions from energy consumption (Scope 2) resulting from our operations. Efforts to reduce these emissions are actively underway, primarily through energy savings and efficiency improvements.

To broaden our impact, we have also initiated efforts to quantify our indirect emissions across the value chain (Scope 3), using 2024 as the base year for this extended scope. The initial calculation has been completed, and collaborative initiatives with suppliers are ongoing to refine the data and develop emission reduction strategies in the supply chain.

In line with our decarbonization targets, we continue to implement initiatives such as energy efficiency projects, a transition to renewable energy sources, and waste management improvements. At the same time, we are also working closely with our engineering team, suppliers, and customers to promote the use of recycled raw materials and bio-based materials. These efforts are critical not only for reducing our environmental impact, but also for ensuring compliance with the EU Green Deal and similar global regulatory frameworks.

**3.2.3. Energy Efficiency and Renewable Energy**

We initiated the use of renewable energy through solar power systems (PV systems) installed on the rooftops of both our Gebze and Sakarya facilities. Although monthly generation capacities vary depending on seasonal weather conditions, we currently meet approximately 20% of our annual electricity consumption from renewable energy via these solar systems. Ultimately, our goal is to transition to 100% renewable electricity consumption, and to this end, we are exploring and monitoring all options, including ground-mounted solar farm investments.

Electricity consumption ranks first among the contributors to our energy-related carbon footprint, followed by natural gas usage. Natural gas is used in paint shop ovens, space heating systems during winter months, and in kitchen operations. In the long term, alongside our transition to 100% renewable electricity, we aim to completely eliminate natural gas usage by implementing alternative solutions—an effort that is currently ongoing.

We are also actively pursuing energy saving and energy efficiency improvements across all processes involving electricity and natural gas consumption. A dedicated working group is in place to develop and implement innovative ideas aimed at reducing energy use and improving efficiency. Our current energy consumption data are reported in our 2024 Sustainability Report.

These efforts also support our alignment with international frameworks such as the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM).

**3.2.4. Air, Soil, and Water Quality – Water Management**

Ecoplas aims to minimize the environmental impacts arising from its production activities and places great importance on preserving air, soil, and water quality.

Emissions that may result from processes at our production facilities are monitored and controlled in compliance with both national and international regulations, such as the Regulation on the Control of Industrial Air Pollution. Compliance is ensured with established limit values for VOC (volatile organic compounds), particulate matter, and other potentially harmful emissions.

Periodic emission measurements are conducted by independent accredited organizations, and no exceedances of the regulatory limits have been identified. During the reporting period, no environmental penalties were issued, and no complaints related to air, soil, or water quality were reported.

In the facility areas where production activities take place, practices that could directly or indirectly harm the soil are avoided, and potential pollution risks are managed systematically. Temporary hazardous waste storage areas are equipped with infrastructure compliant with environmental legislation. Emergency response plans (such as spill control and soil contamination prevention) are regularly updated. No historical contamination has been detected in the lands where our facilities are established, and environmental impact assessment (EIA) processes have been completed smoothly for any situations that could pose pollution risks.

The water used in our facility is utilized in closed-loop systems within the cooling (chiller) units. Water is only drained and replenished during periodic maintenance or in the event of a malfunction. In our painting process, water is used for cleaning equipment such as jigs. Additionally, water is used for daily cleaning and other routine uses by employees. Wastewater is discharged into the Organized Industrial Zone's (OSB) system, where it undergoes treatment. Apart from the process water mentioned above, the chiller system and paint washing water combined account for approximately 1% of our total water usage. Information about our total water consumption and per capita usage is provided in our sustainability report.

Our efforts to develop the water management system and to more accurately identify and manage our water impact will be intensified starting next year.

During the reporting period, there have been no legal penalties or complaints related to water management.

<b>Data</b>	Number of legal inspections or penalties applied to Ecoplas regarding air, soil, and water pollution: 0
<b>Summary:</b>	Number of complaints received by Ecoplas in this regard: 0

**3.2.5. Waste Management, Reuse, and Recycling:**

We manage the waste generated from our production activities with an environmentally conscious, compliant, and circular economy-supporting approach. Our waste management strategy is structured according to the waste management hierarchy of "prevention – reduction – reuse – recycling – disposal."

All hazardous and non-hazardous wastes generated in all production units are classified in accordance with the Environmental Law and Waste Management Regulation, stored under compliant conditions in temporary storage areas, and sent to licensed disposal/recovery companies.

Improvement activities are conducted to reduce waste generated from defective production, scraps, and rejects.

Additionally, during engineering activities, greener approaches are sought in product and process design stages to identify opportunities for improvement. For example, the cancellation of a planned production process through design changes eliminates waste that would have otherwise been generated from that process.

As detailed in the sustainability report, wastes such as paper, cardboard, and plastic are recycled in cooperation with our suppliers, contributing to the circular economy. (For detailed data, see the 2024 sustainability report.)

**Data** Number of legal inspections or penalties imposed on Ecoplas regarding waste management: 0

**Summary:** Number of complaints received by Ecoplas in this context: 0

**3.2.6. Responsible Chemical Management:**

ecoplas adopts the principle of responsible chemical management to minimize the environmental impacts of chemicals used in production processes and to protect employee health. All stages from procurement, usage, storage, to disposal of chemicals are controlled within an integrated environmental and occupational safety management system structured according to ISO 14001 and ISO 45001 standards.

Up-to-date Material Safety Data Sheets (MSDS/SDS) for all chemicals are maintained on-site, and the health, safety, and environmental risks associated with chemicals are periodically assessed to implement appropriate protective measures. Chemicals are procured in compliance with national and international regulations such as REACH and CLP.

hemical storage areas are equipped with leak-proof features, proper ventilation, and safety measures against fire, explosion, and leakage risks. In this context, the chemical warehouse and hazardous waste area at our Gebze production facility have been reorganized and improved.

Digitalization and improvement efforts to integrate our chemical management system more comprehensively with systems like SAP will be initiated starting next year.

**Data** Number of legal inspections or penalties applied to Ecoplas regarding chemical management: 0

**Summary:** Number of complaints received by Ecoplas in this context: 0

**3.2.7. Biodiversity, Land Use, Deforestation, and Animal Welfare :**

Ecoplas is committed to conducting its operations in accordance with environmental sustainability principles, including responsibilities related to biodiversity, protection of natural habitats, and animal welfare. The regions where our facilities are located are organized industrial zones that do not pose a direct threat to local flora and fauna. Our production activities are carried out with a principle of minimal impact on existing ecosystems. For both facilities, Environmental Impact Assessment (EIA) processes have been completed prior to any land use decisions related to new construction and infrastructure projects.



Our facilities are not located on forested or sensitive natural areas, and our operations do not cause deforestation. Although we do not have direct animal production activities, preventive measures are implemented to ensure that our environmental impacts do not affect wildlife. Measures such as open area waste management, chemical storage and spill control, and noise level monitoring are also applied to protect local animal populations from harm.

Ecoplas has identified that there is no audit mechanism currently in place within the supply chain to assess the status and manage sustainability issues related to chemical management, biodiversity, land use, deforestation, and animal welfare. Therefore, a decision has been made to develop and implement such a mechanism.

<b>Data</b>	Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0
<b>Summary:</b>	Number of legal inspections or penalties related to this matter: 0

### 3.2.8. Sustainable Resource Management:

Ecoplas, in line with its vision for sustainable production, prioritizes the efficient, conscious, and environmentally responsible use of all natural resources, making sustainable resource management a core part of its operational decision-making processes. Continuous improvement efforts are ongoing to reduce waste rates, optimize the use of raw materials, and prevent inefficiencies in inventory management.

As outlined in previous sections, efforts are also being made to enhance energy efficiency and the efficient use of water resources. Digital monitoring systems have been implemented for detailed tracking of our main energy source, electricity. As mentioned in the waste management section, practices to prevent waste generation, reduce waste quantities, reuse waste as a resource, and increase in-process recycling applications are being expanded. These initiatives help decrease resource consumption while improving waste management performance.

### 3.2.9. Noise Emissions:

Ecoplas meticulously manages noise emissions resulting from production activities, considering both employee health and environmental impact. In this context, practices are implemented in compliance with the Environmental Noise Assessment and Management Regulation and relevant occupational health and safety (OHS) legislation.

Noise levels to which employees are exposed in the production area are periodically measured, and necessary precautions are taken by observing the 85 dB limit. The noise level emitted to the surrounding environment is also monitored with regard to nearby residents and other industrial facilities, ensuring compliance through measurements taken at the facility boundary.

<b>Data</b>	Number of legal inspections or penalties related to this matter: 0
<b>Summary:</b>	Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0

### 3.2.10. Climate Change Risks and Adaptation:

Ecoplas recognizes that climate change is not only an environmental issue but also a critical matter involving economic, operational, and strategic risks. Accordingly, we have integrated climate risk management into our corporate strategy to both enhance our resilience against physical climate risks and adapt to the transition process (decarbonization and green transformation).

Physical risks such as heavy rainfall, flooding, and heatwaves, as well as transition risks related to the automotive supply chain—such as the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), and sectoral emission targets—are addressed within this scope. An internal assessment concluded that this risk analysis and action plan should be expanded and developed to cover the entire supply chain.

**3.3. BUSINESS ETHICS****3.3.1. Ethical Business Practices and Compliance:**

Ecoplas bases all its activities on compliance with laws, international norms, and high ethical standards; building a corporate culture committed to principles of integrity, transparency, and fair competition. Within this framework, a zero-tolerance policy is adopted against corruption, money laundering, antitrust violations, and adherence to international sanctions. Our company absolutely rejects bribery, embezzlement, profiteering, illegal payments, or any other form of corrupt activity.

Our fundamental approach on this matter is defined in the **PRS-IK-007 Ecoplas Corporate Social Responsibility and Sustainability Procedure** and **Code of Conduct**, as well as within **Ecoplas company policies**.

Confidential and secure whistleblowing mechanisms (ethical reporting system) are in place for reporting suspicious situations. This system is designed and operated to prevent retaliation, discrimination, and labeling.

The company's financial transactions are recorded in accordance with principles of **transparency** and **traceability**, ensuring financial **accuracy** and **consistency**.

Practices that restrict competition, such as price-fixing, market sharing, or bid coordination with competitors, are strictly avoided. As part of international trade, our company operates with full compliance to national and international export licenses, restrictions, and economic sanctions.

**Data** Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0

**Summary:** Number of legal inspections or penalties related to this matter: 0

**3.3.2. Conflict of Interest:**

Ecoplas expects all its employees and managers to perform their duties with honesty, impartiality, and in consideration of the company's interests; the company adopts a zero-tolerance policy toward any potential conflicts of interest that may arise between personal gain and corporate responsibilities. Similarly, gifts, hospitality, and similar practices in business relations are restricted within the principles of transparency and reasonableness. Our fundamental approach on this matter is defined in the PRS-IK-007 Ecoplas Corporate Social Responsibility and Sustainability Procedure and the Code of Conduct.

**Data** Number of legal inspections or penalties related to this matter: 0

**Summary:** Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0

**3.3.3. Combating Counterfeit/Parallel Products and Protecting Intellectual Property Right**

Ecoplas places great importance on protecting its own intellectual property rights as well as respecting the rights of third parties throughout the design, production, and sales processes. The presence of counterfeit (imitative) and parallel (unauthorized) products, which are frequently encountered in the industry, threatens not only competition but also customer safety, product quality, and legal responsibilities.

Our company uses licensed and legally acquired sources for outsourced technologies, software, and product designs. Any infringement of intellectual property rights such as patents, trademarks, and copyrights belonging to third parties is strictly unacceptable.

**Data** Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0

**Summary:** Number of legal inspections or penalties related to this matter: 0

**3.3.4. Data Protection, Data Security, and Information Transparency:**

Our company acts in accordance with both legal compliance and corporate ethical principles in the areas of personal data protection, commercial data security, and transparent information sharing, in line with increasingly digitalized business processes. Employee, customer, and supplier information, as well as trade secrets related to production, are considered strategic assets of our company, and all access and processing activities related to these data are managed in a controlled manner.

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Ecoplas complies with the relevant legislation, primarily the Personal Data Protection Law No. 6698 (KVKK), regarding the protection of personal data.

As Ecoplas, we consider the protection of all commercial, technical, and strategic information against unauthorized access, loss, leakage, or cyber threats as a top priority responsibility. Efforts initiated in this regard are ongoing, and it has been decided to advance the process with ISO 27001 management system certification in the coming year.

In line with the principle of **transparency**, a fundamental element of corporate trust, our company has adopted an open, timely, and verifiable communication model for sharing information with both employees and external stakeholders. Accordingly, it has been decided to publish the 2024 sustainability report on the Ecoplas website.

**Data** Number of cases reported to Ecoplas through ethical reporting channels in this scope: 0

**Summary:** Number of legal inspections or penalties related to this matter: 0

**3.4. GENERAL IMPLEMENTATION PRINCIPLES****3.4.1 Management Involvement and Audit:**

Ecoplas adopts as a fundamental management principle the integration of corporate sustainability and ethical compliance not only into operational processes but also into all decision-making mechanisms. In this context, senior management actively participates in the strategy determination, policy creation, and implementation processes related to all issues in the environmental, social, and governance (ESG) areas; ensuring the monitoring, auditing, and continuous improvement of the relevant practices.

The Board of Directors and senior executives actively participate in all processes related to corporate sustainability, corporate social responsibility, and ethical compliance, especially those main topics outlined in this report. They play a role in monitoring, auditing, and continuously improving the implementations.

Policies, procedures, and targets have been established within the company for all these areas; the realization level of these targets is reviewed at least once a year by the management, and action plans are developed as needed. (Some relevant KPIs are also addressed in monthly management meetings.)

**3.4.2 Training and Awareness:**

Ecoplas adopts a training approach that aims not only at procedural compliance but also at increasing corporate awareness and individual responsibility in key areas.

Within this scope, training and awareness activities are conducted to ensure that employees and managers correctly understand the company's policies and practices and can integrate them into their daily work processes.

To facilitate and expand access to training, Ecoplas actively utilizes digital solutions and platforms such as the Ecoplas Digital Library, MESS Academy, and TİSK Academy.

In 2024, the average training time per person on sustainability topics exceeded one hour. It has been decided to increase this duration with diversified training programs in the coming year.

**3.4.3 Compliance and Regulatory Management:**

Ecoplas considers full compliance with local, national, and international legal regulations in all its areas of operation as a fundamental corporate responsibility and operates a systematic compliance management mechanism accordingly. Legal compliance is viewed not only as an obligation but also as a cornerstone of stakeholder trust and long-term sustainability.

To monitor current legal developments and legislation, a digital platform subscription is used, and external expert support is obtained particularly in specific areas such as labor law, taxation, and financial management.

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Within the scope of Law No. 6331 on Occupational Health and Safety, risk assessments, training programs, emergency plans, and field inspections are conducted. Compliance is ensured with all obligations such as Law No. 2872 on Environment, Zero Waste Regulation, Emission Permits, and Waste Management regulations; declarations, measurements, and reporting are performed regularly.

Full compliance is maintained with labor rights, remuneration, social security obligations, and working hours regulations in accordance with labor and social security legislation and collective labor agreements (CLA).

Data collection, processing, storage, and destruction processes are carried out in compliance with Law No. 6698 on the Protection of Personal Data (KVKK), and employees are provided with information and awareness training.

In addition to these, relevant legislation and regulations in areas such as ethical compliance, anti-corruption, export, and trade regulations are monitored and complied with accordingly.

As previously stated, our processes are managed and certified in compliance with ISO 9001, IATF 16949, ISO 14001, and ISO 45001 management system standards, in addition to legal regulations.

Preparations have been initiated for the ISO 27001 certification process concerning information security.

In the field of corporate social responsibility, an internal management system has been established and is managed with reference to ISO 26000 and SA 8000 standards. (There is no third-party audit or certification for ISO 26000 or SA 8000)

**4. AREAS FOR IMPROVEMENT AND DEVELOPMENT PLAN****4.1. Policy and Procedure Updates:**

All policies and procedures within this scope will be updated in compliance with sectoral developments and regulatory changes. In particular, necessary adjustments and additions will be made in the information security area, where work has already begun.

Since this is an ongoing process, it is also necessary to identify gaps related to newly issued regulations (e.g., CBAM, KVKK, ESG reporting standards) and to prepare compliance roadmaps.

The development of our water management system and the integration of our chemical management system with digital platforms such as SAP to increase digitalization will also be addressed within this scope.

A registration and tracking system will be established to record and follow up on errors and actions related to timekeeping errors, payroll calculation errors, or incorrect determination of wages/benefits.

**4.2. Deepening of Trainings:**

Efforts will be made to expand the scope of trainings, utilize techniques such as e-learning and microlearning, and increase the training hours per person.

**4.3. Strengthening Supply Chain Compliance:**

It has been identified that there is currently no audit mechanism in place to assess the current status and manage the sustainability approach across all topics covered in this report within the supply chain. Work will be undertaken to establish such a mechanism. This effort will include sub-activities such as informing suppliers about these topics, conducting self-audits, and performing remote or on-site inspections.

Additionally, work will be carried out to integrate these topics into supplier selection and performance evaluation processes.

**5. MONITORING, REPORTING, AND ACCOUNTABILITY**

Ecoplas acknowledges that the principles and targets it sets in the fields of ethics, environmental, and social responsibility are not merely commitments but also measurable, monitorable, and assessable performance indicators. Accordingly, all implemented policies and improvement plans are regularly monitored, their results evaluated, and transparently shared with relevant internal and external stakeholders.

**5.1. Performance Monitoring Mechanism:**

Progress in the areas of environment, occupational health and safety, human rights, and ethics is periodically tracked using defined indicators (KPIs).

Data such as greenhouse gas emissions, energy consumption, workplace accidents, and violation reports are monitored monthly. Other data, including waste recycling rates and training hours, are reported to the management board either upon request or at least once a year.

**5.2. Internal and External Audits:**

Internal audit activities are conducted according to established plans, and corrective and preventive actions are created and monitored based on audit findings.

External audits carried out by certification bodies and relevant public authorities are regarded as opportunities for improvement, and scheduled action plans are developed to address any deficiencies.

**5.3. Reporting and Transparency:**

We publish the key indicators and developments related to our sustainability performance in the annual **Corporate Sustainability Report** prepared in accordance with the GRI standards, as well as in this report (**Corporate Social Responsibility and Sustainability Due Diligence Report**). These reports are publicly available on our website. (Our sustainability reporting has not undergone third-party verification.)

**5.4. Whistleblowing Mechanism and Feedback:**

A secure whistleblowing mechanism is in place for reporting ethical violations, environmental issues, or human rights concerns (including a dedicated email communication channel and a CSR ethical reporting form on the website).

The confidentiality of whistleblowers is guaranteed, and protections against labeling and retaliation are committed.