



Harput
Tekstil

SUSTAINABILITY REPORT **2024**

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ABOUT THE REPORT

In our 2024 Harput Tekstil Sustainability Report, we transparently disclose our environmental, social, and governance achievements to all stakeholders. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and encompasses our Harput 360 strategy, sustainability priorities, and corresponding performance metrics. The report also outlines our contributions to the United Nations Sustainable Development Goals (SDGs).

It presents consolidated data for the reporting period from January 1 to December 31, 2024, covering Harput Tekstil San. ve Tic. A.Ş.'s headquarters (Ovaakça), the Kinteks Branch, the Organize Branch, the Gökçeköy Weaving Branch, the Gökçeköy Embroidery Branch, the Demirtaş Branch, and the Miranlı Branch. The company comprises seven campuses located within Bursa, Türkiye. Detailed information about our company is available on our website (<https://www.harputtekstil.com.tr/en>).

For all your questions and suggestions regarding the report, you can send an e-mail to esg@harputtekstil.com.tr

MESSAGE FROM OUR CHAIRMAN

Dear Stakeholders,

It is with great pleasure that I present Harput Tekstil's 2024 Sustainability Report, which reflects our unwavering commitment to sustainable practices and responsible business operations.

The escalating environmental and social challenges confronting our world are compelling the business community to assume greater responsibility and transition toward more sustainable operational models. At Harput Tekstil, we embrace the responsibility of creating enduring value for both present and future generations.

Since our establishment, our commitment to innovative and environmentally conscious manufacturing has constituted the foundation of our sustainability strategy. The utilization of recycled raw materials, investments in energy efficiency, water conservation initiatives, and dedicated focus on social responsibility represent tangible manifestations of this vision.

This report aims to transparently communicate Harput Tekstil's sustainability journey, documented progress, and strategic future objectives. Grounded in globally recognized standards and certifications, this document transcends a mere summary of activities, serving instead as a reflection of our commitment to generating shared value. We maintain our steadfast commitment to combating climate change, optimizing resource efficiency, and fostering positive social impact.

At Harput Tekstil, sustainability transcends being a mere choice, it represents an integral corporate responsibility. We uphold this responsibility collectively with all stakeholders, demonstrating respect for the environment, people, and future generations throughout every stage of our production processes.

On behalf of Harput Tekstil, I extend sincere appreciation to our employees, business partners, and stakeholders for their unwavering support and valuable contributions.

Sincerely,

RESPECT FOR NATURE AND PEOPLE, INVESTMENT IN THE FUTURE.



Sadi Etkeser
Chairman of the Board



ABOUT US



ABOUT US

Founded on the core values of quality, innovation, and sustainability, Harput Holding has established itself as one of Türkiye's prominent industrial groups with a significant global presence. Operating across nine facilities encompassing a total indoor area of 300,000 square meters, the Group employs over 2,100 professionals who drive its sustained growth and success.

Beyond its strong presence in the textile industry, Harput Holding extends its expertise across diverse sectors through Sadioğulları Gıda. Since 2003, the company has provided comprehensive food services including meal delivery, on-site dining, catering, and school cafeteria operations. Operating from a 12,500 m² facility in Bursa, Türkiye's largest kitchen by capacity, the company combines stringent hygienic standards with the culinary expertise of professional chefs, serving up to 75,000 meals daily under its Limon Catering and PorsiON Food Company brands.

Established in 2005, Maitürk provides a comprehensive portfolio of chemical products, including textile auxiliaries, pool chemicals, cologne, and industrial chemicals, serving diverse industries with reliability and innovative solutions.

With a business network spanning 70 countries, Harput Holding leverages advanced production technologies and a forward-looking vision to deliver high-value products and services to global markets. Generating an impressive \$198 million in annual revenue, Harput Holding continues to strengthen its leadership in textiles and diversified sectors, expanding its influence through strategic investments in innovation, sustainability, and global competitiveness.

Harput Holding

“A Strong Legacy of Unity and Solidarity Since 1958”



Harput
Tekstil

MİRANLI
KONFEKSİYON



limon
catering

porsiON



Maitürk
Chemical Solutions



ABOUT US

As the flagship company of Harput Holding, Harput Tekstil began its journey in 1958 in Elazığ. Since relocating to Bursa in 1980, the company has evolved into a globally respected success story. Having achieved rapid growth, Harput Tekstil has differentiated itself in the sector through its integrated production approach, combining yarn production, weaving, dyeing and printing processes for home textiles under one roof. Today, operating across six facilities with over 195,000 square meters of indoor space and more than 1,000 employees, Harput Tekstil ranks among Europe's leading manufacturers. The company serves the home textiles, furnishing, automotive, clothing, and sportswear industries with innovative and sustainable textile solutions. As a global enterprise, Harput Tekstil takes determined steps to maintain its competitive strength, expand market share, and sustain industry leadership through sustainable practices. The company successfully produces hundreds of textile product types and exports to 70 countries across five continents, with primary markets in North America and the European Union. Strengthening its sector position through continuous investments in R&D, technology, and quality, Harput Tekstil closely monitors global innovations, consistently upgrading its machinery and equipping production processes with state of the art technology.

The company's R&D department, established in 1999, has been operating as an officially approved R&D Center by the Republic of Türkiye Ministry of Industry and Technology since 2016. The center conducts comprehensive research on intellectual and industrial property rights, encompassing trademarks, patents, and utility models. Sustainability forms the foundation of Harput Tekstil's production and management philosophy. Through energy efficiency, eco-friendly production processes, recycling initiatives, and social responsibility projects, the company contributes to a sustainable future. Simultaneously, Harput Tekstil develops sustainable and innovative products with environmental and technological responsibility, offering solutions that add value for future generations.



Harput
Tekstil

TEXTILES FOR TOMORROW



HARPUT TEKSTİL HEADQUARTERS OVAAKÇA, BURSA

Rooted in a rich tradition of textile excellence, Harput Tekstil continues to shape the industry's future through its innovative, sustainable, and fully integrated production approach. Guided by a vision that integrates quality, responsibility, and continuous improvement, the company maintains a robust presence in both Turkish and international markets.

Consistently ranked among Türkiye's Top 500 Industrial Enterprises (ISO 500) since 2017, Harput Tekstil continues to bolster the national economy through its sustained growth performance. Remaining steadfast to its founding principles, the company maintains an unwavering commitment to quality and customer satisfaction, advancing its legacy from its headquarters in Ovaakça, Bursa



LOCATIONS



Miranlı
Polyester Yarn
Facility

Year of Establishment	Monthly Production Capacity	Total Number of Employees
2015	4500 ton	438

Fields of Operation: POY-Spinning Facility, Texturizing ATY Facility, Twisting Facility



Demirtaş
Yarn
Facility

Year of Establishment	Monthly Production Capacity	Total Number of Employees
1995	75 ton	40



Kinteks
Dyehouse
Facility

Year of Establishment	Monthly Production Capacity	Total Number of Employees
1998	4,000,000 meters	503

Fields of Operation: Apparel, Home Textiles Roller Blinds, Drapery & Upholstery, Technical Textiles



Organize
Weaving
Facility

Year of Establishment	Monthly Production Capacity	Total Number of Employees
2003	650,000 meters	174

Fields of Operation: Armure Weaving, Jacquard Weaving



Gökçeköy
Weaving
Facility

Year of Establishment	Monthly Production Capacity	Total Number of Employees
2002	1,800,000 meters	114

Fields of Operation: Air-Jet Weaving, Water-Jet Weaving, Tapered Warp Preparation, Cotton Sizing, Polyester Sizing



VISION

To become a globally leading brand that makes a difference with innovative products and services, earns the trust of all stakeholders through sustainable and profitable growth, and operates with a strong institutional structure.



MISSION

With our strong heritage and entrepreneurial spirit, we produce customer oriented, value added, sustainable, and innovative solutions.





OUR VALUES

● Strong Heritage

We are a company that never forgets where it came from deeply connected to our past and committed to institutional continuity.



● Continuous Improvement

On our journey of growth, we believe that the path to great success tomorrow is paved with small, consistent steps today.



● Participatory Culture

We value the ideas of all our employees growing together in a culture where we think and achieve as one.



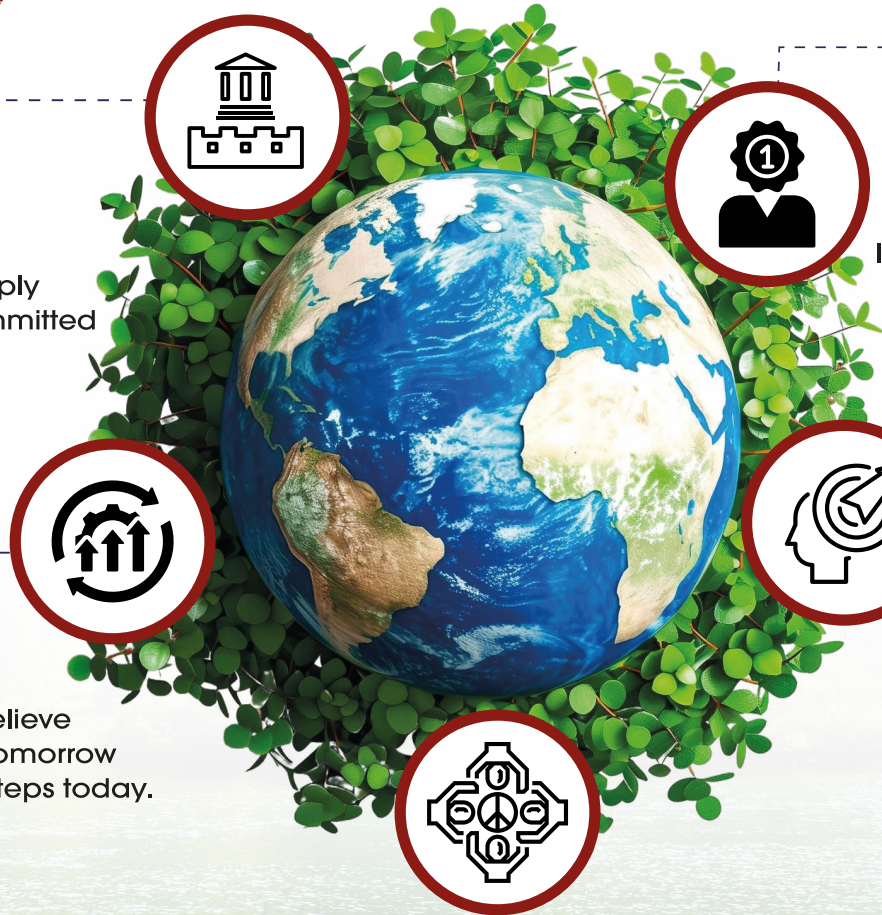
● Customer First

We deeply understand our customers' needs and provide lasting solutions tailored to them.



● Innovative Approach

We reflect our spirit of innovation in everything we do, pushing beyond today's limits to find the solutions of tomorrow.





OUR CERTIFICATES



OUR MEMBERSHIPS



GOVERNANCE





THE HARPUT 360 DEGREE CORPORATE GOVERNANCE SYSTEM

The Harput 360-Degree Corporate Governance System forms the cornerstone of our strategy to build a resilient, future-proof organization aligned with global excellence standards. This comprehensive approach encompasses strategic pillars including Next-Generation HR, Digital Transformation, ESG Integration, Quality Assurance, and Innovation-driven R&D.

Our commitment to operational excellence is demonstrated through the systematic adoption of international best practices across all processes. Continuous investments in our people, technological infrastructure, and innovation ecosystems position us for sustained growth and industry leadership. This dedication was formally recognized in April 2024 with our membership in the Turkish Quality Association (KalDer) and participation in the National Quality Movement. As of 2025, we will initiate the implementation of the IATF 16949 Automotive Quality Management System at our Miranlı facility, continuing to enhance and expand our management systems.

PERSPECTIVES

Financial Performance

Customer Orientation and Branding

Innovation and Technology

Operational Excellence and Internal Processes

Organizational Development



STRATEGY

Corporate Culture with Operational Agility and Adaptability

Strong Brand and Broad Customer Network

Sustainable and Profitable Growth

Differentiation through Innovative Products and Services



SUSTAINABLE DEVELOPMENT GOALS

Harput Tekstil has identified and integrated the following United Nations Sustainable Development Goals (SDGs) as priority areas within our operational and strategic framework:

SDG 6: Clean Water and Sanitation

Commitment to responsible water management and reducing water consumption in dyeing and finishing processes

SDG 7: Affordable and Clean Energy

Investments in energy efficiency, renewable energy sources, and reducing our carbon footprint.

SDG 8: Decent Work and Economic Growth

Promoting safe working conditions, fair wages, and continuous professional development for our employees.

SDG 9: Industry, Innovation and Infrastructure

Fostering innovation in sustainable materials and processes, and building resilient infrastructure.

SDG 12: Responsible Consumption and Production

Implementing circular economy principles, reducing waste, and promoting sustainable materials.

SDG 13: Climate Action

Taking urgent action to combat climate change and its impacts through targeted emissions reduction strategies.





OUR SUSTAINABILITY FRAMEWORK

Environment

1.EMISSION REDUCTION & CLIMATE ACTION

- Comprehensive Carbon Footprint Calculation (Scope 1, 2, and 3)
- Development of Targeted Emission Reduction Projects
- Implementation of Green Procurement Practices
- Adoption of Alternative Transportation and Logistics Solutions
- Optimization and Life Extension of Existing Assets

2.ENERGY EFFICIENCY & MANAGEMENT

- Implementation of Advanced Production Techniques for Enhanced Efficiency
- Energy Conservation in Lighting, Heating, and Cooling Systems
- Integration of Renewable Energy Sources
- Continuous Energy Monitoring and Optimization

3.WATER STEWARDSHIP

- Implementation of Comprehensive Water Conservation Criteria
- Establishment of Water Collection and Reuse Systems
- Regular Water Usage Audits and Continuous Improvement Programs
- Detailed Water Footprint Calculation and Monitoring

4.WASTE MANAGEMENT & CIRCULAR ECONOMY

- Systematic Waste Management and Valorization Approaches
- Reduction of Production Scrap and Material Waste
- Comprehensive Recycling and Material Recovery Programs
- Circular Economy Implementation Strategies

5.CHEMICAL MANAGEMENT & COMPLIANCE

- Strict Adherence to Environmental Regulations and Standards
- Implementation of Green Chemistry Principles
- Hazardous Substance Reduction and Elimination
- Chemical Safety and Risk Management Protocols

6.CLIMATE RESILIENCE & RISK MANAGEMENT

- Proactive Assessment and Mitigation of Climate-Related Risks
- Flood, Fire, and Extreme Weather Preparedness Plans
- Climate Adaptation Strategy Development
- Business Continuity Planning for Climate Scenarios

7.GREEN INNOVATION & PRODUCT DESIGN

- Development of Sustainable Process Design Standards
- Implementation of Digital Product Passports
- Green Product Design Criteria and Eco-Label Certifications
- Innovation in Sustainable Material Development

8.BIODIVERSITY

- Assess our environmental impact
- Train employees on biodiversity

9.GREEN BUILDING DESIGNS

- Better Materials: Choose sustainable and safe building products
- Green Upgrades: Improve existing buildings with eco-friendly renovations

People

1.OCCUPATIONAL HEALTH & SAFETY

- Develop strong safety culture and regular audits
- Implement comprehensive health programs
- Ensure employee well-being and safe working conditions

2.EMPLOYEE WELL-BEING & DEVELOPMENT

- Apply fair wage policies and performance management
- Provide competency and career development programs
- Offer recognition, rewards, and team activities
- Deliver psychological support programs

3.SOCIAL ENGAGEMENT & IMPACT

- Conduct corporate social responsibility projects
- Encourage employee community representation
- Support local community initiatives

4.DIVERSITY, EQUITY & INCLUSION

- Implement diversity programs for women and disadvantaged groups
- Promote inclusive workplace practices
- Ensure equitable opportunities for all employees

Governance

1.RISK MANAGEMENT & BUSINESS CONTINUITY

- Sustainability and risk management organization structure
- Corporate risk management (ISO 31000)
- Business continuity planning (ISO 22301)
- Internal audit systems and policies

2.QUALITY & INTEGRATED MANAGEMENT SYSTEMS

- ISO 9001 (Quality Management)
- ISO 14001 (Environmental Management)
- ISO 45001 (Occupational Health & Safety)
- ISO 50001 (Energy Management)

3.ETHICS & TRANSPARENCY

- Employee code of ethics
- Anti-bribery and corruption policies
- Psychological safety promotion
- Tax transparency and independent audit

4.STAKEHOLDER ENGAGEMENT

- Customer, supplier, employee satisfaction surveys
- Stakeholder analysis and engagement
- Compliance with all regulations and requirements

5.DATA SECURITY & COMPLIANCE

- Personal data protection law compliance
- ISO 27001 (Information Security)
- National and international regulation compliance
- Customer requirement adherence



SUSTAINABILITY MANAGEMENT

Our company has embedded sustainability as the foundational principle governing our textile manufacturing operations and entire value chain. Our strategic approach is built upon minimizing environmental impact while fulfilling our social responsibilities and maintaining long-term economic resilience. Guided by Global Reporting Initiative (GRI) standards, we have established measurable targets across critical areas including climate action, water and energy stewardship, circular economy implementation, and ethical supply chain management. Our ultimate objective is to deliver products that combine aesthetic appeal and functionality while generating tangible value for both planetary health and human wellbeing.

Environmental Stewardship

Our environmental commitment begins at the raw material stage, where we prioritize responsible sourcing through GRS-RCS recycled fibers, organic cotton, and certified materials (BCI, GOTS, OCS, Oeko-Tex). In manufacturing, we deploy innovative technologies to enhance energy efficiency, reduce water consumption, and minimize chemical usage. Our comprehensive waste management strategy focuses on production waste reduction and developing fabric recycling initiatives to advance circular economy principles. These efforts are reinforced by systematic carbon emissions measurement and science-based reduction targets.

Social Responsibility

We invest in our workforce through fair working conditions, diversity promotion, and equal opportunity programs. These same ethical standards extend throughout our supply chain, where we advocate for decent working conditions and responsible business practices. Through transparent stakeholder communication, we educate customers and the public about how sustainable textiles contribute to both living comfort and environmental performance. This integrated sustainability strategy transforms our role from traditional textile manufacturer to active partner in building a more sustainable future.





SUSTAINABILITY GOVERNANCE & MANAGEMENT

Our sustainability initiatives are governed by the Sustainability Committee, which operates under the direct supervision of the Board of Directors. Established in the second half of 2024, the Committee has convened twice during the reporting period to drive our environmental, social, and governance agenda.

Sustainability Committee Mandate & Responsibilities

1.Strategic Direction & Oversight

- Align sustainability strategy with corporate vision and long term objectives
- Define, monitor, and evaluate sustainability performance indicators (KPIs)
- Ensure integration of sustainability across all business units

2.Policy Development & Standards Compliance

- Develop and update ESG policies and implementation frameworks
- Monitor and adopt international sustainability standards (GRI, ISO 50001, ISO 14001, etc.)
- Ensure regulatory compliance and industry best practices

3.Risk Assessment & Management

- Identify and assess sustainability related risks (climate, resources, regulatory)
- Review business continuity plans through a sustainability lens
- Develop mitigation strategies for emerging sustainability challenges

4.Resource Allocation & Project Governance

- Approve budgets and resource allocation for sustainability initiatives
- Facilitate cross departmental coordination for strategic projects
- Monitor project implementation and return on sustainability investments

5.Stakeholder Engagement & Reporting

- Evaluate and address sustainability expectations of stakeholders
- Ensure accuracy, transparency, and compliance in sustainability reporting
- Maintain dialogue with customers, suppliers, investors, and communities



RISK MANAGEMENT

Harput Tekstil employs a proactive risk management strategy within our ISO 9001-14001-50001 Integrated Management System framework to achieve sustainable growth and operational excellence objectives. Our approach enables systematic identification, assessment, and mitigation of corporate and operational risks, integrating risk awareness into all processes and decision making mechanisms.

Risk Management Principles & Methodology

Aligned with the requirements of integrated management system, our risk management process encompasses:

Risk Categorization: Strategic, financial, compliance, operational, supply chain, and environmental risks

Risk Assessment: Prioritization based on probability and impact analysis

Risk Response: Mitigation, transfer, acceptance or avoidance strategies

Monitoring & Reporting: Regular evaluation through Management Review Meetings

Key Risk Areas & Mitigation Strategies

1.Environmental & Energy Risks

Identified Risks: Resource depletion, energy cost volatility, regulatory changes, climate impact

Mitigation Strategy: ISO 50001 Energy Management and ISO 14001 Environmental Management implementation, energy efficiency enhancements and sustainable resource utilization.

2. Supply Chain Risks

Identified Risks: Raw material price fluctuations, supplier reliability logistics disruptions

Mitigation Strategy: Supplier diversification, long term partnership agreements, local supplier collaboration

3. Financial Risks

Identified Risks: Exchange rate volatility, cash flow challenges, market demand shifts

Mitigation Strategy: Robust liquidity management, cost control systems, financial contingency planning

4. Strategic Risks

Identified Risks: Competitive pressures, technological disruption, evolving customer preferences

Mitigation Strategy: Strategic R&D investments, customer centric product development, digital transformation initiatives

Oversight & Continuous Improvement

Our risk management system undergoes rigorous evaluation through:

- Annual Management Review Meetings for risk assessment and improvement identification
- Independent audits conducted by TÜRKAK-accredited certification bodies
- Continuous enhancement through environmental and energy management certifications

This comprehensive risk management approach strengthens corporate resilience, ensures sustainable growth, and reinforces our industry leadership position.



ETHICS MANAGEMENT

At Harput Holding, we embrace ethical management as a core principle in all our business processes. Beyond complying with laws, we are committed to universal values such as fairness, integrity, responsibility, and transparency. We aim to build a corporate culture based on trust with all stakeholders and view ethical management not only as a necessity but also as an essential part of our corporate responsibility.

Employees, business partners, customers, and all stakeholders can share their complaints and requests through our official website's contact form, by emailing etik@harputholding.com, or by calling +90 224 241 49 00. All submissions are reviewed and evaluated by the Ethics Committee. No notifications/reports were submitted to the Ethics Committee in 2024.

*Transparency
Builds Confidence*



STAKEHOLDERS

	Stakeholder	Our Expectations	Method	Communication Frequency
1	Municipalities (Bursa Metropolitan, Nilüfer, Mustafakemalpa, Osmangazi)	Ensuring legal compliance, providing guidance for development in areas of collaboration, and offering direction regarding legal obligations.	Official Correspondence, Meetings, E-mail	As needed
2	Ministry of Industry and Technology	Implementing factory inspections, updating relevant information, and ensuring coordination with central and provincial directorates on production and management topics.	E-mail, Online Platforms	As needed
3	Ministry of Labor and Social Security	Establishing Occupational Health and Safety Management Systems and ensuring employee safety through inspections conducted by authorized bodies.	Official Correspondence, E-mail	As needed
4	Ministry of Health	Protecting employee health and ensuring hygiene and safety in common work areas and cafeterias.	Official Correspondence, Reports	As needed
5	Ministry of Interior	Participating in drills and emergency organization procedures to ensure occupational safety and fire preparedness.	Written Applications, Correspondence	As needed
6	Ministry of Treasury and Finance	Fulfilling tax payments and financial reporting obligations in compliance with current regulations.	E-mail, Official Correspondence	As needed
7	Ministry of Trade	Obtaining export documents and permits on time, contributing to the European Green Deal, and supporting the Bursa Sustainability Week activities.	Official Correspondence, Meetings	As needed
8	Ministry of Environment, Urbanization and Climate Change	Complying with environmental regulations and audits regarding waste management and emissions, and submitting environmental declarations and reports.	E-mail, Official Applications, Meetings	As needed / During audit or report periods
9	Ministry of Transport and Infrastructure	Fulfilling legal obligations related to ADR (transportation of dangerous goods) and ensuring safe transport.	Written Application, Official Correspondence	As needed / During annual reporting periods
10	Ministry of Energy and Natural Resources	Increasing energy efficiency and competitiveness, implementing VAP and energy efficiency projects, and ensuring compliance with ISO 50001 and Turkish Energy Efficiency Law requirements.	E-mail, Official Correspondence, Telephone, Meetings	As needed
11	Public Institutions	Providing necessary information and documents during official inspections and audits conducted by public authorities.	E-mail, Meetings	As needed
12	Bursa Provincial Directorate of Disaster and Emergency Management (AFAD)	Ensuring compliance with emergency action plans and participating in joint emergency exercises organized by AFAD.	E-mail, Written Applications, Meetings	As needed
13	Organized Industrial Zone Administration	Providing requested information and documents during audits conducted by the OIZ Management or related authorities.	Official Correspondence, Meetings	As needed
14	Accreditation Organizations	Submitting required information and documents within the framework of audits and inspections related to accreditation.	Official Correspondence, Reports	As needed
15	Banks	Ensuring timely provision of financial assurance and repayment of loans.	E-mail, Telephone, Meetings	As needed
16	Customers	Ensuring customer satisfaction and maintaining effective communication through sustainability and quality strategies.	E-mail, Customer Portals, Meetings	As needed
17	Suppliers	Building long-term relationships based on quality, sustainability, and mutual benefit.	E-mail, Meetings	As needed
18	Subcontractors	Delivering requested products/services on time and with the expected quality by taking full ownership of the work.	E-mail, Telephone, Face-to-face	As needed
19	Community	Participating in environmental and social responsibility projects that benefit the local community.	Social Media, Face-to-face, E-mail	As needed
20	Neighboring Companies	Maintaining uninterrupted communication during emergencies to minimize possible loss or risk.	Face-to-face, Meetings, Phone	As needed



STAKEHOLDERS

	Stakeholder	Our Expectations	Method	Communication Frequency
21	Media Organizations	Ensuring accurate information flow during emergencies and protecting the company's public image.	Press Releases, Meetings, Social Media	As needed
22	Calibration Institutions	Ensuring the periodic calibration of measuring devices and submitting calibration certificates to authorities on time.	E-mail, Official Reports, Face-to-face	As needed
23	Customer Audit Firms (Inditex, H&M, Zalando, Decathlon, etc.)	Ensuring compliance with international standards (ISO 9001, ISO 14001, etc.) and sustainability requirements through third-party audits.	E-mail, Meetings, Digital Platforms	As needed
24	Board of Directors	Approving company policies and strategic decisions.	Meetings, Reports, Digital Platforms	As needed
25	Employees	Providing performance feedback, ensuring fair evaluation and continuous improvement of competencies.	E-mail, Meetings, Face-to-face	As needed
26	Universities	Collaborating in R&D projects and providing internship opportunities to students.	E-mail, Meetings, Project-based Communication	As needed
27	Consulting Firms	Receiving consultancy support on financial and technical topics for sustainable growth.	E-mail, Telephone, Meetings	As needed
28	Agencies	Delivering accurate information to the public and ensuring the company's correct representation in the media.	E-mail, Telephone, Digital Platforms	As needed
29	Foundations	Implementing social responsibility projects aligned with the foundation's objectives.	Written Correspondence, Face-to-face	As needed
30	Other Harput Holding Companies	Ensuring efficient information sharing and time savings by strengthening corporate communication infrastructure.	E-mail, Meetings, Face-to-face	As needed
31	Support Companies	Maintaining uninterrupted services such as food, cleaning, and transportation through accurate information exchange.	Meetings, Face-to-face, E-mail	As needed
32	Digital Data Service Providers	Ensuring data security and implementing strategies aligned with digital transformation goals.	Teams, E-mail, Telephone	As needed
33	Insurance Companies	Managing risks effectively and ensuring continuous insurance coverage against potential damages.	E-mail, Meetings, Telephone	As needed
34	Patent Firms	Protecting intellectual property rights and ensuring patent registration of new designs.	E-mail, Telephone, Meetings	As needed
35	TÜBİTAK (The Scientific and Technological Research Council of Türkiye)	Carrying out R&D projects under TÜBİTAK incentives and ensuring proper project management.	Official Correspondence, E-mail	As needed
36	Legal Office	Managing export-related legal processes and ensuring compliance with legal obligations.	E-mail, Telephone, Meetings	As needed
37	Exporters' Association	Contributing to export growth and benefiting from government incentives for international activities.	E-mail, Telephone, Meetings	As needed
38	Local Government and Municipalities	Managing all municipal permit and license procedures efficiently.	Official Correspondence, E-mail	As needed
39	Personal Data Protection Authority	Managing all processes in compliance with data protection regulations.	Official Correspondence, E-mail	As needed
40	Information Technologies Authority	Managing all operations in accordance with legal requirements and avoiding penalties.	Official Correspondence, E-mail	As needed



STRATEGIC APPROACH TO MATERIAL TOPICS

At Harput Tekstil, managing the environmental and social impacts of our operations forms the foundation of our sustainable business model. Aligned with stakeholder expectations, global sustainability challenges, and industry transformation requirements, we utilize GRI Standards to identify and transparently report on our most significant impact areas.

Materiality Assessment Framework

Our materiality assessment focuses on inherently intensive aspects of the textile industry, including:

- Resource utilization and efficiency
- Climate change mitigation and adaptation
- Chemical management and safety
- Circular economy implementation

We address impacts comprehensively across our entire value chain from raw material sourcing through production, logistics, and product end-of-life management. Our identified material topics reflect our ambition not merely for compliance, but for sector leadership through innovation and long term stakeholder value creation.

2024 Strategic Focus Areas

1.Climate Change & Carbon Management

Prioritizing emissions reduction and climate resilience

- Developing comprehensive corporate carbon footprint inventories
- Establishing science based emissions reduction targets
- Enhancing resilience to physical and transition climate risks
- Implementing climate adaptation strategies across operations

2.Circularity & Resource Efficiency

Transforming from linear to circular business models

- Applying Life Cycle Assessment (LCA) methodology across product portfolios
- Reducing water consumption, energy usage, and waste generation
- Promoting recycled and sustainable material integration
- Developing circular design principles and implementation strategies

3.Sustainable Innovation & R&D

Driving environmental performance through technological advancement

- Developing next-generation low carbon materials
- Creating value from wastewater and production waste streams
- Advancing water and energy efficiency in production techniques
- Enhancing competitive positioning through future-ready solutions



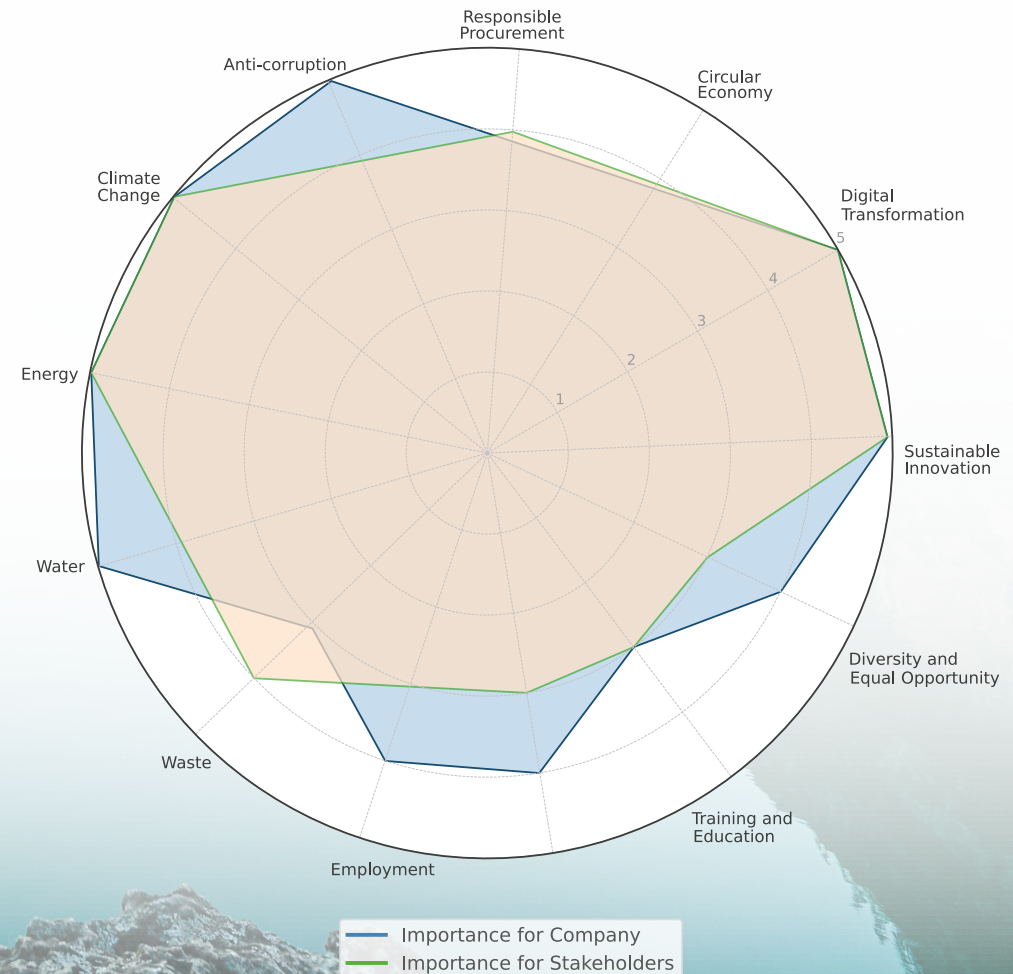
STRATEGIC PRIORITIES AND SUSTAINABLE DEVELOPMENT GOALS

At Harput Tekstil, our sustainability strategy is fundamentally shaped by stakeholder expectations and the environmental, social, and economic impacts of our operations. Through our GRI Standards-aligned Materiality Analysis, we have identified key impact areas and stakeholder priorities that define our strategic focus.

The material topics emerging from this comprehensive assessment have directly informed both our sustainability strategy development and our reporting framework, ensuring alignment with global sustainability priorities and creating meaningful connections to the United Nations Sustainable Development Goals (SDGs).

Material Topics	GRI Topic Standards	Degree of Importance for Harput Tekstil	Degree of Importance for Stakeholders
Anti-corruption	GRI 205 – Anti-corruption	Very high	High
Energy	GRI 302 – Energy	Very high	Very high
Water	GRI 303 – Water and Effluents	Very high	High
Climate Change	GRI 305 – Emissions	Very high	Very high
Sustainable Innovation	None	Very high	Very high
Digital Transformation	None	Very high	Very high
Circular Economy	GRI 301: Materials	High	High
Responsible Procurement	GRI 308 – Supplier Environmental Assessment	High	High
Employment	GRI 401 – Employment	High	Medium
Occupational Health and Safety	GRI 403 – Occupational Health and Safety	High	Medium
Diversity and Equal Opportunity	GRI 405 – Diversity and Equal Opportunity	High	Medium
Waste	GRI 306 – Waste	Medium	High
Training and Education	GRI 404 – Training and Education	Medium	Medium

Materiality Analysis – Harput Tekstil





 ENVIRONMENT



ENVIRONMENTAL APPROACH STEWARDSHIP

At Harput Tekstil, we integrate environmental responsibility into the core of our operations, prioritizing natural resource conservation throughout our production value chain. We implement systematic continuous improvement initiatives across all manufacturing processes to enhance energy and water efficiency, reduce chemical usage, and optimize waste management systems.

Environmental Performance Framework

Aligned with GRI Standards, our environmental management focuses on five strategic pillars:

- Climate Action & Carbon Management
- Sustainable Water Stewardship
- Circular Waste Management
- Responsible Chemical Management
- Energy Efficiency & Optimization

Foundational Commitment & Future Vision

As our inaugural Sustainability Report, this document establishes our environmental baseline while highlighting the foundational practices and improvement projects that have shaped our sustainability journey to date. These initiatives demonstrate our long-term commitment to environmental stewardship and provide the framework for our ongoing pursuit of innovative solutions in sustainable textile manufacturing.



WATER MANAGEMENT

Water represents one of the most vital resources in textile manufacturing. At Harput Tekstil, we are committed to optimizing water consumption and maximizing the reuse of treated water throughout our operations.

Water Sourcing Strategy

Our comprehensive water management approach utilizes multiple sources to minimize freshwater extraction:

- **76.46%** of total consumption sourced from secondary-quality water
- **11.73%** supplied from municipal networks
- Rainwater harvesting systems implemented across our facilities

Advanced Water Treatment & Reuse

The cornerstone of our circular water management is the advanced treatment plant commissioned in 2021 at our Gökçeköy Weaving Facility.

Environmental & Economic Impact

This initiative delivers substantial dual benefits:

- **Environmental Preservation:** Significant reduction in pressure on natural water resources
- **Operational Efficiency:** Meaningful cost savings through circular water utilization
- **Sustainability Contribution:** Direct support for our environmental sustainability objectives.

The successful operation of this system demonstrates our commitment to innovative water stewardship and establishes a benchmark for circular water management in the textile industry.



Gökçeköy Weaving Facility /wastewater treatment plant



WATER MANAGEMENT

Water Efficiency Innovations At Kinteks Facility

At our Kinteks facility, we have implemented a comprehensive suite of projects to address process-related water consumption, demonstrating our commitment to "producing more with less water" through technological innovation and process optimization.

1. Advanced Dyeing Technology

Air Jet Dyeing Machines: Commissioned low liquor ratio systems

Water Savings: Significant reduction through optimized dyeing processes

Efficiency Gain: Enhanced resource utilization without compromising quality

2. Process Optimization Systems

Pre-washing Tanks: Installed at stenter machine inlets

Multi-dimensional Savings: Reduced chemical, labor, and energy costs

Environmental Benefit: Decreased oil vapor emissions for cleaner operations

3. Automated Water Management

Automatic Inlet Systems: Implemented in continuous washing machines

Precision Control: Optimized water usage through automated regulation

Consistency: Maintained quality standards with reduced resource input

4. Digital Transformation

Digital Printing Machine: Operational with inherent water efficiency advantages

Technology Upgrade: Transition from conventional to digital processes

Resource Optimization: Reduced water consumption in printing operations

5. Monitoring & Continuous Improvement

Machine-level Monitoring: Process water tracking per equipment

Data-driven Optimization: Efficiency improvement studies based on performance data

Proactive Management: Real-time water consumption awareness and control

Strategic Impact & Industry Leadership

These integrated initiatives reinforce Harput Tekstil's core principle of maximizing output while minimizing water input, establishing our position as an industry pioneer in sustainable textile manufacturing. The cumulative effect of these measures demonstrates our commitment to technological leadership and environmental responsibility.



Air jet dyeing machines



Pre-washing tanks



ENERGY MANAGEMENT

Energy efficiency and renewable energy transition form the cornerstone of our sustainability strategy. We are committed to reducing our carbon footprint while optimizing energy consumption across all operations.

Renewable Energy Integration

Solar Power Generation Milestones:

- **Gökçeköy Weaving Facility:** Solar power plant (SPP) operational since July 2022
- **Miranlı Facility:** Solar power plant (SPP) operational since June 2023
- **2024 Achievement:** 10.6% of total electricity consumption supplied from renewable sources
- **2025 Expansion:** New SPP investments planned for Kinteks and Organize facilities

Heat Recovery Innovation at Miranli and Kinteks Facility

Our advanced energy efficiency system utilizes waste heat recovery from industrial processes: At Miranlı, the inverter-driven screw compressor (with a 720 kW motor) produces water at 50–75°C from its cooling system, depending on the compressor's operating percentage (minimum 46%, maximum 80%). This water passes through a plate heat exchanger: one side of the exchanger sends the water to the cooling towers for cooling, while the water circulating on the other side is used in the heating system. This system provides approximately 350/kW (301,000/kcal/h) of heating capacity. In cases where this capacity is insufficient, a buffer tank with electric heating elements can be adjusted to the desired temperature to meet additional heating requirements.

In the dyeing department of the Kinteks facility, energy savings are achieved through a heat recovery system that increases the process water temperature from 20°C to 45°C.

Strategic Impact

These initiatives demonstrate our comprehensive approach to energy management, combining renewable energy adoption with innovative efficiency technologies to reduce environmental impact while maintaining operational excellence.



Gökçeköy Weaving Facility



Miranlı Polyester Yarn Facility



Miranlı Polyester Yarn Facility



Kinteks Facility



WASTE MANAGEMENT & CIRCULAR ECONOMY

Harput Tekstil's waste profile is predominantly composed of non-hazardous materials, representing relatively low environmental risk. Our waste management strategy focuses on source reduction, recycling enhancement, and continuous improvement across all operational facilities.

Facility-Specific Waste Management Approach

Kinteks Facility - Priority Improvement Site

- **Profile:** Highest contributor to both hazardous and non-hazardous waste generation
- **Focus Areas:** Waste minimization and chemical management optimization
- **Strategy:** Targeted reduction initiatives and enhanced handling protocols

Miranlı Facility - Capacity-Optimized Operations

- **Profile:** Higher production capacity with significant non-hazardous waste streams
- **Focus Areas:** Source reduction and recycling rate improvement
- **Strategy:** Circular economy implementation and waste valorization

Strategic Objectives & Performance Targets

Through these focused initiatives, Harput Tekstil is committed to:

- **Source Reduction:** Minimizing waste generation at the point of origin
- **Recycling Enhancement:** Increasing material recovery and reuse rates
- **Performance Improvement:** Continuously advancing waste management metrics
- **Circular Transition:** Progressing toward circular economy business models



CHEMICAL MANAGEMENT

Harput Tekstil has established comprehensive chemical management procedures and instructions to minimize harmful impacts and reduce associated risks. A centralized Chemical Inventory List is maintained at all locations, ensuring that every substance including samples is recorded and its potential risks are systematically analyzed.

We ensure compliance with ZDHC (Zero Discharge of Hazardous Chemicals) requirements and implement appropriate occupational health and safety measures based on the specific classification of each chemical.

Advanced Management and Verification

At our Kinteks facility, where chemical usage is more intensive, we utilize BVE3 an online chemical inventory management tool recognized by ZDHC. This system allows us to assess our supplier's chemical inventory against Restricted Substance Lists (RSLs), Manufacturing Restricted Substance Lists (MRSLs), and other relevant regulations, thereby guaranteeing chemical transparency and safe sourcing.

Through our automated chemical management system in dyeing department, we also optimize processes to minimize chemical consumption, contributing to safer production and improved environmental performance.

Furthermore, our Chemical Management System undergoes an independent, annual verification through the Higg Facility Environment Module (FEM) assessment, conducted by an accredited third-party body. This process ensures transparency and drives continuous improvement.

Training and Preparedness

In line with our commitment to chemical safety, all relevant employees receive regular "Safe Handling of Chemicals" training. To ensure operational readiness, at least one Chemical Spill Drill is conducted annually across our facilities, preparing our teams to respond effectively to potential incidents such as leaks or spills.



R&D SUSTAINABILITY PROJECTS

In line with our sustainable production goals, we prioritize innovative technologies that reduce environmental impact. Within this scope, our Miranlı Yarn facility has implemented dope dyed (solution dyed) POY production technology, which enables coloration without any water use, with a daily capacity of 30 tons. Through dope dyed technology, color is added directly into the polymer during yarn production using the masterbatch method. As a result, dyeing and subsequent wet processes are completely eliminated. This approach leads to zero water consumption, energy savings, and no chemical discharge. Since the color is integrated into the yarn structure, color fastness and consistency are significantly improved, and the final product quality remains stable.

Dope dyed production represents one of the most effective clean process approaches in sustainable textile manufacturing. By adopting this method, we contribute to natural resource conservation and carbon footprint reduction, while promoting a more sustainable and efficient production model. Through our continuous investments in environmentally responsible technologies, Harput Tekstil aims to be among the leaders driving sustainability transformation in the textile industry.





R&D SUSTAINABILITY PROJECTS

At Harput Tekstil, we are dedicated to creating added value by recycling dusty textile waste collected from air conditioning units and production machinery. Research on air conditioning dust has shown that through bleaching with mercerization wastewater, clean and reusable materials can be effectively obtained. As part of our initiative titled “Projects to Ensure Recovery and Efficiency by Creating Sustainable Processes in the Business,” we have successfully established a composite production line using cleaned air conditioning dust and waste pigment paste. This innovation has led to the filing of two patent applications.

Masterbatch Additive Technology for Biodegradable Polyester (PES) Yarn Production

We are developing various methods to enhance the biodegradability of PET-based textile products. One key approach involves incorporating biodegradable additives such as enzymatic agents and organic degradation accelerators directly into the PET polymer during production. These additives help the fiber break down more rapidly under natural environmental conditions, including exposure to light, moisture, and microorganisms, thereby reducing its ecological footprint at the end of its life cycle. Additionally, they streamline PET recycling by improving waste separation and process efficiency. At Harput Tekstil's R&D Center, we have successfully formulated a masterbatch from commercially available biodegradable additives and processed it with molten polyester to produce biodegradable yarns. To date, two variants of biodegradable yarn meeting strength standards have been manufactured and sent for testing, with the project still ongoing.

Development of Halogen-Free Flame-Retardant Polyester Yarns and Process Optimization

We are also advancing the development of halogen-free flame-retardant (FR) polyester yarns. This project focuses on embedding flame retardant properties directly into polyethylene terephthalate (PET) fibers during manufacturing. Selected FR additives are incorporated into a granular masterbatch compatible with PET, which is then used to produce POY yarns. These yarns undergo drawing to enhance strength and are subsequently woven into fabric for comprehensive testing. Key performance indicators include flame resistance, durability, wearer comfort, wash-fastness of FR properties, and mechanical stability under high temperatures. These criteria are essential to ensuring the product's technical viability and market readiness.



OUR SUSTAINABLE PRODUCTS

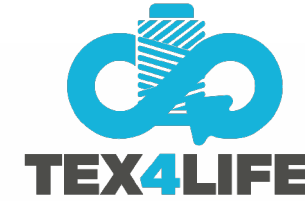
TEX4LIFE: Textile to Textile Recycled

At Harput Tekstil, we prioritize waste sorting at the source, minimizing contamination risks, and maintaining optimal conditions for physical and mechanical recycling. This systematic approach supports the adoption of circular economy principles within the textile industry contributing not only to environmental sustainability but also to improved production efficiency and cost optimization.

In line with this vision, Harput Tekstil has established an internal recycling policy aimed at creating a pioneering sectoral model. This initiative focuses on converting our own waste into reusable raw materials and reintegrating them into the production cycle.

As part of our future-oriented strategy, we are actively developing the infrastructure for a dedicated waste recycling facility. Preliminary testing has been completed, and to ensure consistent quality, we have initiated trademark registration for our recycled product line. The brand TEX4LIFE has already been registered in Türkiye, and an international registration application has been submitted and is currently pending approval.

This effort underscores our commitment to closing the loop in textile manufacturing and advancing sustainable innovation.



Textile to Textile Recycled



OUR SUSTAINABLE PRODUCTS

ReVivo: Our Commitment to Sustainable Polyester Production

ReVivo is Harput Tekstil's recycled polyester brand, created in response to the textile industry's increasing need for sustainable raw materials. Sourced from post-consumer PET bottles, ReVivo helps reduce plastic waste and conserves natural resources. Each ton of ReVivo polyester enables the recycling of approximately 60,000 plastic bottles, significantly decreasing landfill waste and reducing reliance on virgin polyester.

ReVivo proves that sustainability does not come at the expense of quality. It offers strength, durability, and softness comparable to conventional polyester, while meeting high performance standards. Moreover, the production process for ReVivo consumes less energy and water, helping to lower our overall environmental footprint.

Available in both DTY and POY forms, ReVivo supports a wide array of applications from home textiles to technical textiles—advancing our vision of a circular and responsible textile industry. Through ReVivo, Harput Tekstil reaffirms its commitment to a sustainable future, supporting global environmental goals and the principles of responsible production and consumption.

ReVivo



Recycled Polyester Yarns



MATERIALS THE ROLE AND QUANTITATIVE CONTRIBUTION OF CERTIFIED RAW MATERIALS IN PRODUCTION

This report outlines Harput Tekstil's use of globally recognized certified raw materials as part of our sustainable sourcing and management strategy. It reflects the volumetric share of these materials in our production and underscores our commitment to reducing environmental impact and enhancing supply chain transparency. In the 2024 fiscal year, certified raw materials accounted for approximately **5.5%** of dyed/printed fabrics and approximately **15.5%** of yarn materials by weight. These figures are based on supplier certification data and our internal procurement records.

We utilize the following categories of certified materials:

- **Organically Sourced Raw Materials (GOTS & OCS)**
- **Raw Materials with Recycled Content (GRS & RCS)**

The use of certified materials directly supports our material efficiency and responsible sourcing goals under **GRI 301**:

Traceability and Verification: OCS and GRS certifications ensure the reliability of data required by GRI 301-1 by tracking the flow of organic and recycled materials throughout the supply chain.

Environmental Impact Reduction: Organic cotton (GOTS/OCS) significantly reduces water and pesticide use compared to conventional cotton. GRS-certified materials support the circular economy by minimizing waste and virgin resource consumption.

Chemical Management: GOTS and GRS restrict the use of hazardous chemicals in production through MRSL (Manufacturing Restricted Substances List), enhancing environmental performance and ensuring end-product safety.

While GRI 301 focuses on raw materials, Oeko-Tex Standard 100 certifies the final product's safety for human health. In 2024, 100% of our manufactured products were Oeko-Tex Standard 100 certified, providing independent verification that all materials and chemicals used are free from harmful substances. Additionally, over 90% of our manufacturing output holds ZDHC Level 3 status, demonstrating advanced chemical management and wastewater stewardship. At Harput Tekstil, we recognize the management of environmental and social impacts of raw materials as a core responsibility under GRI 301. We are committed to increasing the proportion of certified raw materials used annually and to sharing our progress transparently with all stakeholders. This report marks a meaningful step in our ongoing journey toward a fully sustainable supply chain.



CARBON MANAGEMENT

Harput Tekstil's ESG approach establishes the company as a forward- looking textile manufacturer that integrates economic growth with environmental stewardship and social responsibility. We are committed to achieving measurable progress toward a carbon-neutral and energy-efficient future. Our materiality assessment has identified high priority topics central to our environmental sustainability strategy. Among these, Energy (GRI 302), Emissions (GRI 305), and Water and Effluents (GRI 303) are the most critical in meeting our decarbonization and operational efficiency goals. These are supported by Materials and Circular Economy (GRI301) and Supplier Environmental Assessment (GRI 308), which extend sustainability across our value chain. These topics were evaluated based on their significance to both Harput Tekstil and our stakeholders, as illustrated in the materiality matrix within this report.

Material topics apply across both internal operations and the external value chain:

- **Internal boundaries** include production facilities, energy use, water consumption, and waste management systems.
- **External boundaries** encompass suppliers, logistics partners, and customers, particularly through sustainable sourcing and circular product design initiatives.

Environmental impacts such as greenhouse gas emissions, water usage, and waste generation are systematically monitored and mitigated through technological innovation, process optimization, and resource efficiency measures. Governance practices, including transparency, compliance, and responsible supply chain management, ensure that sustainability is embedded in all business decisions.

In line with these priorities, Harput Tekstil has prepared and disclosed its greenhouse gas (GHG) emissions inventory under operational control for the reporting periods of 1 January – 31 December 2023 and 1 January – 31 December 2024 The inventory covers Category 1, 2, 3, 4, 5, and 6 emissions and has been developed in accordance with ISO 14064-1:2018 and the GHG Protocol Corporate Accounting and Reporting Standard.

2023 greenhouse gas emissions by GHG Scope 1, 2 and 3:

Scope (GHG)	Emission (tons CO ₂ eq)	%
Scope 1	27,131,57	7.3%
Scope 2	30,521,35	8.2%
Scope 3	315,204,87	84.5%
Total Emission	372,857,79	100%

2024 greenhouse gas emissions by GHG Scope 1, 2 and 3:

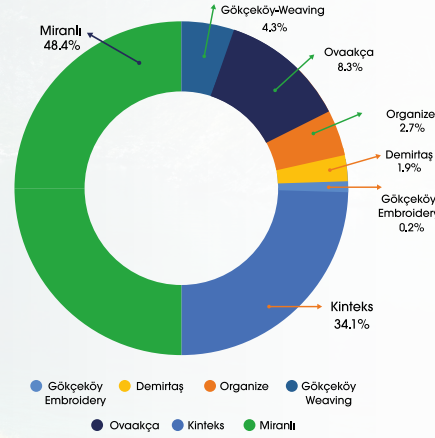
Scope (GHG)	Emission (tons CO ₂ eq)	%
Scope 1	28,325,26	7,1%
Scope 2	31,348,14	7,8%
Scope 3	340,360,94	85,1%
Total Emission	400,034,33	100%



CORPORATE CARBON FOOTPRINT (CCF)

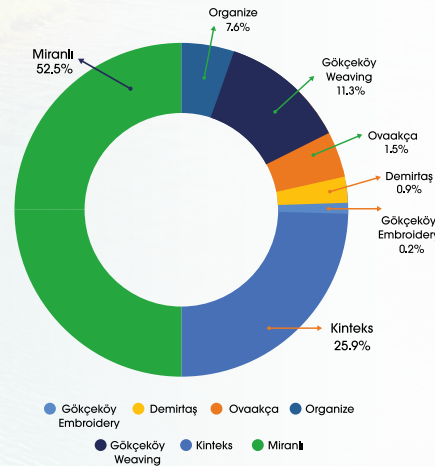
2023 Greenhouse gas emission inventory by production facility

Production Facility	Total Emissions (tons CO ₂ e)	Emission Share (%)
Gökçeköy- Embroidery	763,27	0.2%
Demirtaş	7.232,11	1.9%
Organize	10.214,71	2.7%
Gökçeköy-Weaving	16.036,06	4.3%
Ovaakça	30.983,10	8.3%
Kinteks	127.106,40	34.1%
Miranlı	180.522,14	48.4%
Total Emissions	372.857,79	100%

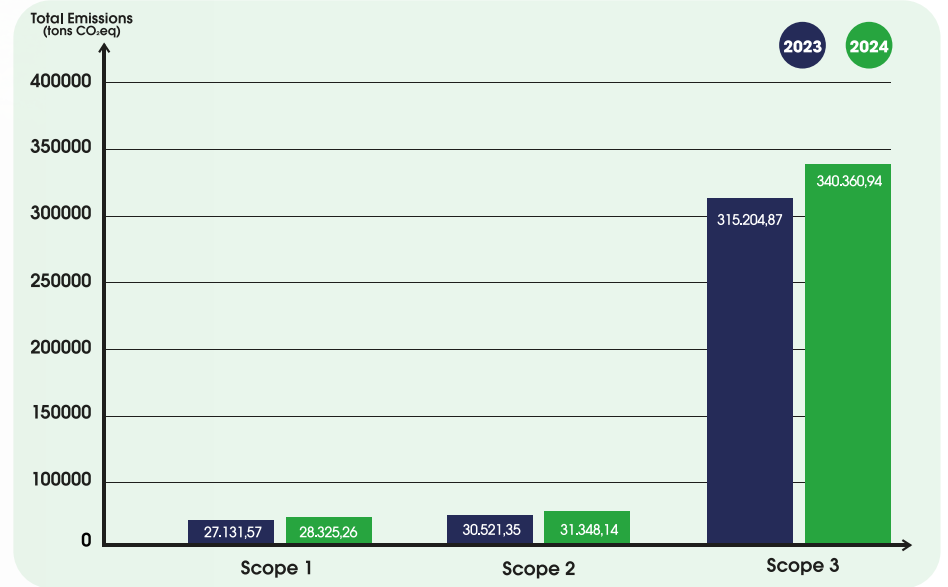


2024 Greenhouse gas emission inventory by production facility

Production Facility	Total Emissions (tons CO ₂ e)	Emission Share (%)
Gökçeköy- Embroidery	690,59	0.2%
Demirtaş	3.548,32	0.9%
Ovaakça	6.118,07	1.5%
Organize	30.598,97	7.6%
Gökçeköy-Weaving	45.318,42	11.3%
Kinteks	103.551,57	25.9%
Miranlı	210.208,38	52.5%
Total Emissions	400.034,33	100%



2023-2024 CCF COMPARISON





EMISSION REDUCTION STRATEGY

In response to growing customer expectations and global climate imperatives, Harput Tekstil has committed to achieving climate neutrality by 2050. The development of our emission reduction strategy has been guided by a comprehensive and forward-looking approach, incorporating the following key elements:

Market Analysis: We conducted a detailed assessment of the brands we serve, target sales countries, customer affiliations with trade unions, and competitor positioning. This analysis helps anticipate future market demands and potential risks related to climate accountability.

Sectoral and Global Projections: Our strategy is informed by future energy and emission scenarios published by the International Energy Agency (IEA), as well as global textile industry growth trends. This ensures alignment with international climate pathways and sectoral benchmarks.

National Energy Policies: In accordance with Türkiye's national energy plan, we have integrated projected annual emission factors for electricity consumption through 2050. This allows us to accurately model our carbon footprint under evolving grid conditions.

Internal Projects: We systematically evaluated both current and planned investments and efficiency initiatives for their carbon reduction potential. This includes upgrades in energy efficiency, adoption of renewable energy, and optimization of production processes.

All emission forecasts have been prepared in alignment with **ISO 14064** and the **GHG Protocol Corporate Accounting and Reporting Standard**, ensuring methodological rigor, transparency, and international comparability.



GREENHOUSE
GAS PROTOCOL



OUR GOAL CARBON NEUTRAL BY 2050

At Harput Tekstil, we believe that true progress is achieved by harmonizing industrial growth with environmental stewardship and social responsibility. Our commitment to Respect for Nature and People is embedded in every aspect of our operations—from sustainable sourcing and ethical production to fostering a safe, inclusive, and empowering workplace.

We recognize that protecting natural resources and valuing human dignity are not just moral imperatives, but foundational to long-term business resilience. Through cleaner production methods, circular initiatives, and meaningful stakeholder engagement, we strive to leave a positive legacy for both the planet and the communities we serve.

Aligned with this vision, our Investment in the Future reflects a strategic dedication to innovation, education, and sustainable growth. We channel resources into advanced technologies, R&D for eco-friendly materials, and employee development—ensuring we remain at the forefront of the textile industry's green transformation. By uniting respect with forward-looking investment, we are not only responding to today's challenges but also shaping a more sustainable, equitable, and prosperous tomorrow.

RESPECT FOR NATURE AND PEOPLE, INVESTMENT IN THE FUTURE.



LIFE CYCLE ASSESSMENT (LCA)

Building on our commitment to transparency and environmental stewardship, we are adopting a data driven approach to further understand and mitigate our ecological footprint. As a next step in quantifying and optimizing the sustainability of our operations, we are proud to introduce our Life Cycle Assessment (LCA) initiative a systematic framework designed to evaluate the full environmental impact of our products from cradle to grave.

Life Cycle Assessment (LCA) is a systematic method used to evaluate the environmental impacts associated with all stages of a product's life cycle from raw material extraction and production to use and end of life disposal. It provides a comprehensive understanding of how products influence the environment, helping identify opportunities to reduce impacts and improve sustainability performance. As part of our sustainability initiatives, we are going to conduct LCA studies for three of our products. The aim of the study is to assess and compare the life cycle environmental impacts associated with "polyester (PET) yarns" which are produced by Miranli.

The parameters to be evaluated within the scope of the LCA are listed below:

- Acidification
- Climate change
- Climate change - Biogenic
- Climate change - Fossil
- Climate change - Land use and LU change
- Ecotoxicity, freshwater
- Ecotoxicity, freshwater - inorganics
- Ecotoxicity, freshwater - organics
- Particulate matter
- Eutrophication, marine
- Eutrophication, freshwater
- Eutrophication, terrestrial
- Human toxicity, cancer
- Human toxicity, cancer - inorganics
- Human toxicity, cancer - organics
- Human toxicity, non-cancer
- Human toxicity, non-cancer - inorganics
- Human toxicity, non-cancer - organics
- Ionising radiation
- Land use
- Ozone depletion
- Photochemical ozone formation
- Resource use, fossils
- Resource use, minerals and metals
- Water use



 PEOPLE



HUMAN RESOURCES POLICY

At Harput Tekstil, we believe sustainability begins with people. We consider our employees our most valuable asset and recognize that their development, well-being, and engagement form the foundation of our long-term success. Across our seven locations, all Human Resources processes are guided by principles of equal opportunity, ethical values, transparent communication, and inclusiveness. Within this framework, our Human Resources Policy is built on the following commitments:

- **Equal Opportunity and Fairness:** We provide a fair, respectful, and discrimination-free workplace, offering equal opportunities for recruitment, development, and advancement.
- **Employee Development:** We support continuous learning and professional growth through tailored training, skill-building programs, and career development opportunities.
- **Health, Safety, and Well-being:** We prioritize physical and mental well-being by ensuring a safe working environment and promoting work-life balance.
- **Inclusion and Diversity:** We value diverse perspectives and foster a collaborative, inclusive culture where every employee feels they belong.
- **Ethics and Transparency:** We uphold the highest ethical standards and maintain open communication with our employees at all levels.
- **Performance and Recognition:** We recognize and reward achievements and contributions through fair and motivating performance systems.
- **Dialogue and Engagement:** We encourage constructive feedback and active participation, strengthening organizational trust and unity.

Through this policy, we aim not only to enhance the employee experience but also to contribute positively to our communities and build a sustainable future together.





Human Resources Policy

Harput Tekstil builds its Human Resources processes on the principles of equal opportunity, ethical conduct, transparency, inclusiveness, and legal compliance. We provide equal employment opportunities without discrimination based on gender, age, ethnicity, belief, or special needs, maintaining zero tolerance for discrimination. We uphold professional conduct and ethical values, promoting open and honest communication while regularly sharing key developments. Believing in the power of diversity, we see creating an inclusive workplace as an integral part of our corporate responsibility.

Performance Evaluation Policy

Our performance evaluation process is designed to be transparent, fair, and objective for all employees. Using measurable goals and competency based assessment criteria, we aim to promote continuous improvement. Feedback sessions are not limited to annual reviews but are supported by periodic meetings. Evaluation results serve as the foundation for promotion opportunities and career development planning.

Recruitment Policy

During the recruitment process, we ensure transparent communication with candidates and provide clear information. For all positions, the required qualifications, experience, and skills are defined to ensure a fair evaluation process. Our goal is to attract the right talents to Harput Tekstil while offering a positive experience for all candidates.

Compensation Policy

We ensure that all employees are fairly compensated based on their contributions. Our compensation structure is determined by performance, competency, experience, tenure, industry standards, and national benchmarks. Market research and sector analyses are regularly conducted to maintain competitiveness and alignment with regional pay levels.

Career Planning and Succession Policy

We provide training and development programs to help employees advance in their careers by improving required competencies. Both vertical (promotion) and horizontal (departmental change) career paths are clearly defined. Critical positions are identified to ensure continuity through succession planning. High performing employees are given accelerated career opportunities, while high potential employees are included in leadership development programs.

Orientation and Onboarding Policy

To support the adaptation of new employees, a comprehensive orientation program is implemented. This program introduces our company culture, policies, occupational safety rules, confidentiality protocols, and job descriptions. From the very first day, employees are guided toward their defined goals, their performance is monitored during the probation period, and they are supported with the necessary training.

Benefits Policy

We offer a comprehensive benefits package to enhance and protect the well-being of our employees. Both financial and non financial incentives are provided to those who meet performance targets. The benefits package is regularly reviewed and updated based on employee needs and market conditions.

Training and Development Policy

Training needs are identified by analyzing the gap between employees' skills and job requirements. Customized annual training plans are created for each department, aligned with strategic goals and supported by feedback from managers and employees. Harput Tekstil fosters a culture of continuous learning by offering professional development opportunities and regularly updating training content in line with industry trends.

Workforce Planning and Staffing Policy

Job descriptions, responsibilities, and required competencies are clearly defined for all positions to determine optimal staffing levels. Based on strategic goals and operational needs, the adequacy of the current workforce is evaluated to forecast future requirements. Considering technological and sectoral developments, we identify emerging competencies and skills. Workload and productivity analyses are also conducted to ensure balanced task distribution.



Recognition and Reward Policy

Employees are encouraged to share innovative ideas that improve processes and increase efficiency. Accepted suggestions are rewarded, and regular feedback is provided. Both individual and team achievements are recognized, and outstanding performers are honored with awards. This approach aims to make employees feel valued, enhance motivation, and cultivate a positive workplace culture.

Employee Engagement and Satisfaction Policy

To understand employees' experiences and suggestions, regular satisfaction surveys are conducted anonymously, encouraging participation from all staff. The data collected is used to identify areas for improvement and guide action plans. Results are shared with management, and feedback sessions are organized to ensure employees' opinions are heard. This process is continuously improved to strengthen our corporate culture and make employees feel appreciated.

Separation Policy

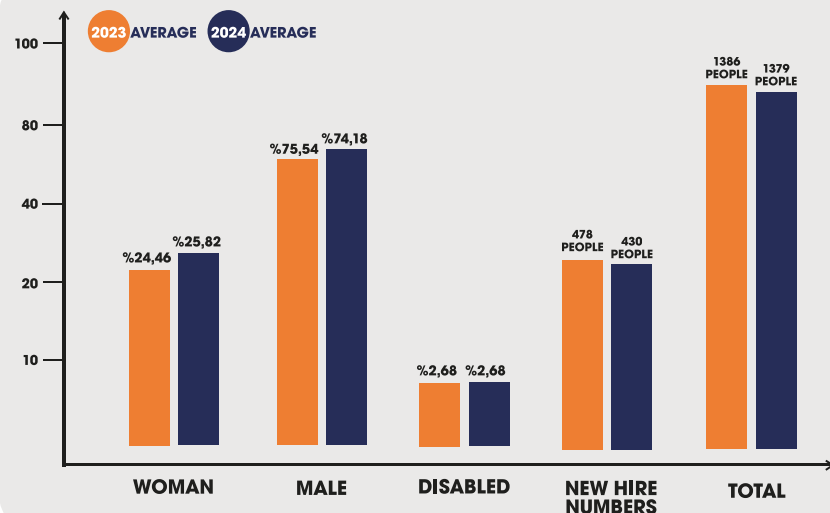
Resignation, termination, and retirement processes are carried out according to predefined procedures, ensuring fairness and compliance with labor laws and employment contracts. We handle all separations professionally to protect the reputation of both Harput Tekstil and the employee. Causes of termination are analyzed to identify improvement areas, and employees are encouraged to complete handover processes before departure. In cases of performance issues, feedback and improvement opportunities are provided before termination decisions are made.

Diversity & Inclusion Commitment

In line with our overarching Human Resources Policy, we embrace diversity and inclusiveness as fundamental pillars of our corporate culture. We regularly analyze the demographic composition of our workforce and transparently share relevant data to ensure that all employees work in a fair, safe, and supportive environment.

Key Human Resources Indicators

The following data reflects Harput Tekstil's workforce composition as of the reporting period, including gender distribution, age profile, female representation in management, and other essential workforce metrics.



In line with our Human Resources Policy, we embrace diversity and inclusiveness as key components of our corporate culture. We regularly analyze our demographic structure and share these data transparently to ensure all employees work in a fair, safe, and supportive environment. Below are the key Human Resources indicators within Harput Tekstil, including gender distribution, age profile, female representation in management, and other essential workforce metrics.



We value not only numerical diversity within our workforce but also the cultural richness that our employees bring. The collaboration of individuals from varied backgrounds, experiences, and perspectives adds meaningful depth and continuous value to our corporate culture, fostering an environment of innovation, mutual learning, and shared success.



OUR HR VALUES

Equality and Justice

We provide all employees and candidates equal rights and opportunities, irrespective of gender, age, ethnicity, belief, disability, or any other individual characteristic. Decisions are based solely on competence, merit, and performance.

Legal Compliance and Responsibility

We uphold full compliance with national laws and international human rights standards. Protecting employee rights is a fundamental organizational responsibility.

Transparency and Open Communication

We ensure fairness in access to information and maintain clear, timely, and open communication. Transparency and accountability form the basis of our decision making processes.

Employee Well-being and Psychological Safety

We prioritize the physical, emotional, and mental well-being of our employees. Fostering a safe, supportive, and respectful work environment is central to our corporate ethos.



Ethical Values and Professionalism

We act with integrity, impartiality, and respect while maintaining confidentiality in all interactions. Adherence to ethical principles is expected from every member of our organization, and moral accountability guides all decisions.

Our Commitment to Ethics and Integrity

We act with integrity, impartiality, confidentiality, and respect. We adhere to ethical principles in all our processes and expect the same responsibility from our employees. Moral accountability is a key consideration in our decision-making processes.

Development and Learning Culture

We support the continuous professional and personal growth of our employees. By encouraging lifelong learning and skill development, we aim to achieve both individual fulfillment and organizational excellence.



START POINT PROGRAM

At Harput Tekstil, we recognize that the continuity and growth of our organization depend on investing in the next generation of talent. Through our **Start Point Program**, we identify and nurture future professionals who will carry forward our values, culture, and vision.

More than a short-term internship, the Start Point Program offers young talents meaningful exposure to the professional world. Participants gain hands-on experience by contributing to real projects, developing practical skills, and integrating into our corporate culture from day one.

- In **2023**, we hosted **82 students**
- In **2024**, we provided opportunities for another **82 students**

By offering a supportive and immersive environment, we aim to be more than a workplace—we strive to be a turning point in the careers of young professionals. Through Start Point, we invest not only in individual growth but also in the long-term sustainability and innovation of Harput Tekstil

start



HARPUT ACADEMY

We believe that investing in people is the most valuable commitment we can make toward a sustainable future. Guided by this principle, we established Harput Academy, not merely as a training program, but as a strategic development center dedicated to shaping our culture, strengthening our leadership, and building our future.

Harput Academy is designed to help every employee realize their potential and enhance their competencies. Through mandatory core modules, we create a shared corporate foundation, while elective programs empower individuals to pursue personalized development paths.

More than a platform for knowledge transfer, Harput Academy fosters a transformative environment changing mindsets, broadening vision, and inspiring change from within. Each team member who grows here contributes not only to their own career but also to Harput Tekstil's sustainable growth journey. To further our commitment to employee development, we have planned the following training topics at Harput Academy:

- Sustainability & Environmental Responsibility
- Leadership and Management Skills
- Innovation and Digital Transformation
- Operational Excellence & Process Improvement
- Health, Safety and Well-being at Work
- Effective Communication & Collaboration
- Customer-Centric Service & Sales Training
- Diversity, Equity and Inclusion
- Ethical Decision-Making & Compliance
- Technical & Vocational Skill Development

We continue to increase our training hours annually to ensure ongoing growth and capability-building across the organization.



AVERAGE TRAINING HOURS PER EMPLOYEE PER YEAR

2023				
EDUCATION CATEGORY	NUMBER OF PARTICIPANTS	DURATION (HOUR)	MAN HOUR	AVERAGE MAN HOURS PER PERSON
COMPULSORY	2009	82	13606	3,91
NON-MANDATORY	1469	26	2283	0,66
TOTAL	3478	108	15889	4,57

2024				
EDUCATION CATEGORY	NUMBER OF PARTICIPANTS	DURATION (HOUR)	MAN HOUR	AVERAGE MAN HOURS PER PERSON
COMPULSORY	1533	97	10927	6,04
NON-MANDATORY	276	18	656	0,36
TOTAL	3478	108	11583	6,40



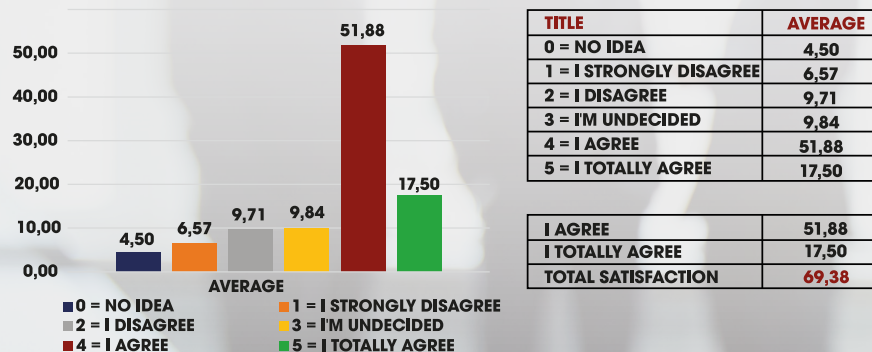
EMPLOYEE LOYALTY AND SATISFACTION MEASUREMENT

At Harput Tekstil, measuring and enhancing employee satisfaction and engagement are among our highest priorities. We conduct regular assessments to gain meaningful insights into our employees' experiences, needs, and expectations.

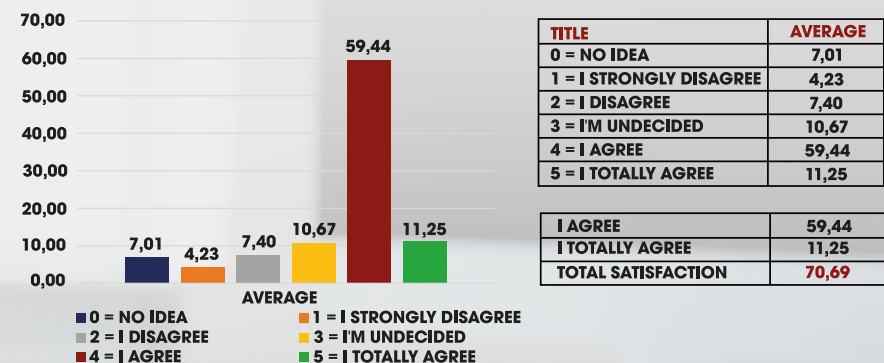
The feedback we collect enables us to evaluate our current practices and guides us in making informed, people-centered decisions. This ongoing process supports the continuous improvement of our workplace environment and HR practices.

Below, we present the most recent findings and data related to employee satisfaction, gathered through structured surveys and evaluation studies. These metrics help us track progress, identify opportunities for growth, and strengthen our commitment to fostering a supportive and engaging workplace.

SATISFACTION RATES 2023



SATISFACTION RATES 2024





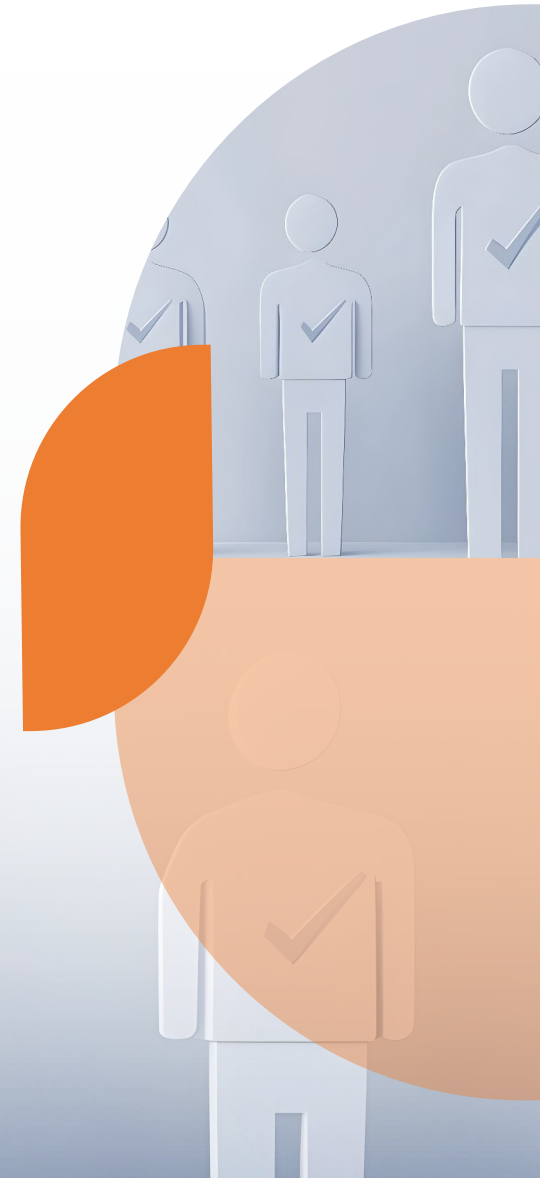
REQUEST AND COMPLAINT MANAGEMENT

At Harput Tekstil, we maintain a structured and transparent system for managing employee requests and complaints. This system enables us to regularly gather valuable feedback, address concerns in a timely manner, and drive continuous improvement across all business processes.

To ensure every voice is heard, we hold monthly meetings with employee representatives and factory managers. These sessions provide a formal platform for discussing feedback and collaboratively developing solutions.

Additionally, we operate monthly suggestion and complaint boxes—both physical and digital to encourage all employees to freely share their ideas and concerns. All submissions are carefully reviewed, and the resulting actions or responses are communicated transparently to the entire workforce.

This ongoing practice strengthens trust, promotes open dialogue, and reinforces a corporate culture built on respect, responsiveness, and inclusive engagement.







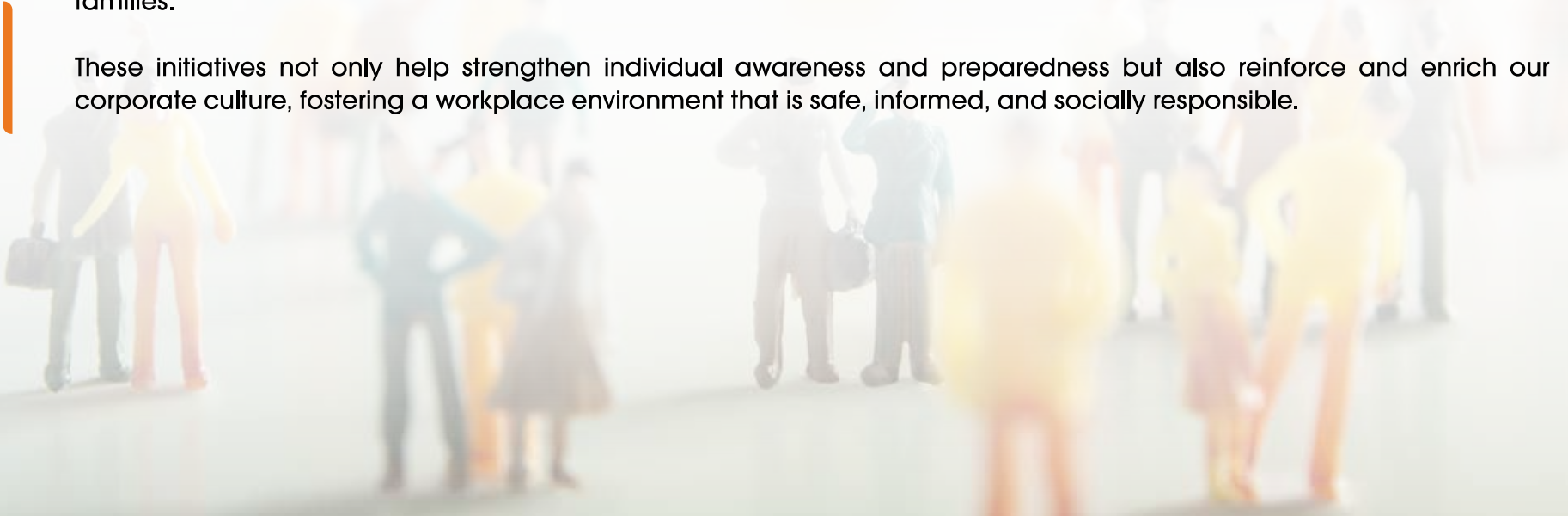
EMPLOYEE DEVELOPMENT & SOCIAL AWARENESS ACTIVITIES

At Harput Tekstil, we are dedicated to supporting not only the professional growth of our employees but also their development as socially aware and responsible individuals. To this end, we organize a range of training programs and activities designed to raise awareness on important societal issues and ensure access to reliable information.

Throughout 2023 and 2024, we collaborated with the **Association for Social Development and Solidarity (SGDD-ASAM)** to deliver training aimed at improving communication between our local and international employees and addressing common misconceptions.

In partnership with the **Kemalpaşa Organized Industrial Zone Gendarmerie Unit**, we provided guidance on the use of the **KADES application** for use in emergency situations. The gendarmerie unit also delivered informative training on the risks associated with drugs and addictive substances, aimed at increasing awareness among our employees and their families.

These initiatives not only help strengthen individual awareness and preparedness but also reinforce and enrich our corporate culture, fostering a workplace environment that is safe, informed, and socially responsible.





SOCIAL RESPONSIBILITY

Harput Tekstil is deeply committed to the social dimension of sustainability, recognizing that our responsibility extends beyond environmental stewardship to meaningful societal engagement. Central to this approach is the Miranlı Foundation, which serves as a vehicle for creating lasting value through targeted initiatives in education, culture, and community support.

Guided by the belief that education is the cornerstone of social progress, the Foundation provides scholarships and a range of support programs designed to offer equal opportunities to young people. These efforts help cultivate skilled and empowered future generations while contributing to the development of a qualified and conscious workforce.

In parallel, the Miranlı Foundation carries out social aid and cultural projects to support vulnerable groups, reinforcing social solidarity and fostering inclusive community development. These activities align closely with the United Nations Sustainable Development Goals (SDGs), underscoring our active role in advancing social equity and sustainable development.



Miranlı
Eğitim ve Sosyal Yardım Vakfı

SOCIAL PROJECTS AND SPONSORSHIPS

Harput Tekstil actively engages in social responsibility initiatives and sponsorships that contribute to societal well-being. Through these programs, we aim to support education, culture, sports, and community development while fostering a positive impact in the regions where we operate.

Our social projects and sponsorships are designed to:

- Promote access to education and lifelong learning opportunities
- Support cultural, artistic, and sporting activities
- Encourage environmental awareness and sustainable practices
- Strengthen community engagement and social solidarity

These efforts reflect our commitment to creating shared value for our employees and the broader community.





OUR OCCUPATIONAL HEALTH AND SAFETY APPROACH

At Harput Tekstil, our Occupational Health and Safety (OHS) management is founded on the principle of providing a safe and healthy work environment for all employees. We are committed to proactively minimizing OHS risks through a holistic and systematically implemented approach across all our locations.

Our OHS structure is supported by four dedicated Occupational Health and Safety Committees, comprising 34 employees and 4 employee representatives. To ensure uninterrupted oversight, alternate representatives participate when primary members are unavailable. Furthermore, we hold monthly meetings with employee representatives outside the formal committee structure to foster the continuous improvement of our OHS systems.

Dedicated Expertise and Proactive Monitoring

To manage OHS services effectively, Harput Tekstil employs a dedicated team, including:

- 2 full-time and 3 part-time occupational safety specialists
- 1 full-time and 2 part-time workplace physicians
- 1 additional health personnel

Our safety specialists and department managers conduct regular field inspections, with resulting action lists shared with relevant managers. This systematic process enables us to identify potential risks in advance and implement necessary corrective measures.

Risk Assessment and Employee Involvement

A cross functional Risk Assessment Group of approximately 120 employees has been established to identify workplace hazards. We have conducted machine based risk analyses, ensuring that employee feedback is integral to the process and that operators can directly contribute insights on the equipment they use.

Technical Controls and Preventive Measures

Based on these risk assessments, we have implemented equipment adjustments to establish more ergonomic and safe working conditions. Regular environmental measurements are taken for noise, lighting, vibration, dust, and Volatile Organic Compounds (VOCs), with corrective actions and re-measurements performed as needed. Periodic inspections of work equipment are carried out by accredited organizations, and appropriate preventive measures are implemented.



OUR OCCUPATIONAL HEALTH AND SAFETY APPROACH

Personal Protective Equipment (PPE)

Personal Protective Equipment (PPE) matrices have been developed for all employees based on their specific job roles, ensuring the provision of appropriate protective gear. Employee feedback is considered during the selection process to guarantee both safety and comfort. The proper and effective use of PPE is monitored through regular field inspections.

OHS Awareness, Performance Monitoring, and Statistics

To further enhance OHS awareness, Harput Tekstil organizes supplemental training programs beyond mandatory legal requirements in collaboration with expert organizations.

We foster a participatory safety culture by providing multiple channels for employees to share opinions, suggestions, and complaints, including:

- Suggestion boxes
- Employee representative meetings
- OHS Committees
- Other established communication lines

Accident Analysis and Performance Monitoring

Despite all preventive measures, any workplace accidents that occur are thoroughly investigated by our safety specialists and department managers. Root cause analyses are conducted, and effective corrective actions are implemented to prevent recurrence.

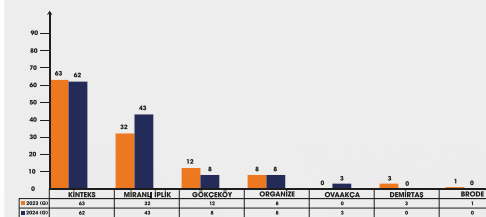
To systematically monitor our safety performance, a comprehensive Occupational Safety Statistics Report is prepared quarterly and shared with senior factory management. This report includes data on:

- Number of accidents
- Lost days
- Accident frequency and severity rates
- Status of corrective actions

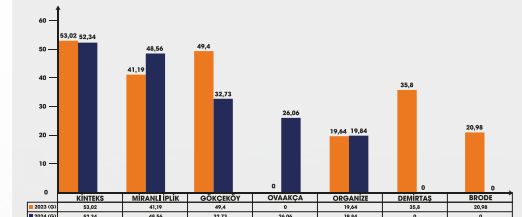
Furthermore, a monthly Occupational Safety Bulletin is published and distributed to all employees via email and the Human Resources portal. This bulletin is designed to raise awareness, share lessons learned, and reinforce a culture of safety.

Our workplace accident statistics for 2023 and 2024 are presented in the accompanying table.

NUMBER OF WORK ACCIDENTS

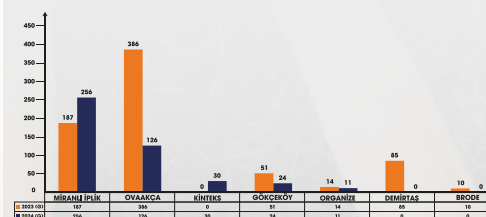


WORK ACCIDENT FREQUENCY RATE (AFR)

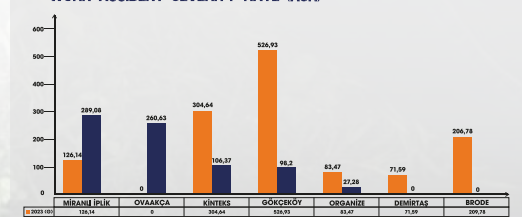


Accident Frequency Rate (AFR) = (Total Number of Accidents in a Year / Total Working Hours) × 1,000,000

LOST DAY



WORK ACCIDENT SEVERITY RATE (ASR)



Accident Severity Rate (ASR) = (Total Number of Lost Workdays in a Year / Total Working Hours) × 1,000,000

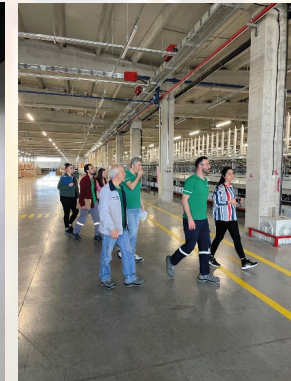


CULTURAL TRANSFORMATION PROJECT IN OCCUPATIONAL SAFETY

As part of our commitment to proactive risk management and continuous improvement, Harput Tekstil launched the "Safety Culture Transformation Project" as a pilot program at our Miranlı İplik facility in February 2025. This strategic initiative is designed to systematically reduce risks, strengthen safe working conditions, and prevent workplace accidents by fundamentally enhancing OHS awareness among production floor employees.

The project focuses on embedding safe behaviors as core habits and increasing frontline participation through the following key initiatives:

- **OHS Patrols:** Regular, structured walk-throughs to identify and address hazards in real-time.
- **OHS Captain Practices:** Designating and empowering selected employees to champion safety within their teams.
- **Employee Monitoring and Inspection Systems:** Implementing processes for employees to actively participate in safety oversight.
- **Near-Miss Reporting Incentive Mechanisms:** Encouraging the reporting of near-miss incidents to proactively identify and mitigate potential risks before they result in harm.





EMERGENCY MANAGEMENT

Harput Tekstil has implemented a robust Emergency Management system across all locations to ensure employee safety and business continuity. This system is coordinated by dedicated Emergency Managers at each factory, who oversee all emergency preparedness and response activities within their areas of responsibility.

Our emergency response organization consists of specialized Firefighting, Rescue, Protection, and First Aid Teams. These teams operate in a coordinated manner under the supervision of the Emergency Managers. The number of trained team members exceeds the minimum legal requirements.

Training and Awareness

To maintain a high level of preparedness, we conduct targeted training programs:

- In 2024, specialized "Fire Safety in Welding Operations" training was provided to welding operators and relevant managers, detailing precautions for high-risk activities.
- Drawing from experiences with earthquakes in Türkiye, we have organized comprehensive disaster awareness training in collaboration with non-governmental organizations. A significant majority of our employees have successfully completed these programs.

Drills

We conduct regular emergency drills to enhance practical readiness. These drills are scheduled more frequently than legally required and include at least one drill during night shifts to ensure all employees are prepared. The primary objectives are to raise awareness, improve response to potential risks, and minimize the impact of emergencies on our operations.

The number of emergency drills conducted demonstrates our commitment:

- **15 drills** were conducted in **2023**.
- **16 drills** were conducted in **2024**.

Through these comprehensive initiatives, Harput Tekstil fosters a prepared, conscious, and resilient workplace culture capable of responding effectively to emergencies.



APPENDICES





ENVIRONMENT PERFORMANCE INDICATORS

WASTE CONSUMPTION

Waste Treatment Method	Waste Classification	Kinteks	Miranlı	Gökçeköy Dokuma	Organize	Dosab	Gökçeköy Brode	Ovaakça	Total Waste kg/year)	%
Recovery / Recycling	Non-Hazardous Waste	25.21%	39.46%	17.07%	16.55%	1.53%	0.10%	0,07%	2.773.980	99,9998%
	Hazardous Waste	91,98%	1.16%	5.60%	1.12%	0.15%	0.00%	0,00%	79.705	
Disposal	Hazardous Waste	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0,00%	6	0,0002%

ENERGY CONSUMPTION

Energy Type	Energy Source	Kinteks	Miranlı	Gökçeköy Weaving	Organize	Demirtaş	Gökçeköy Brode	Ovaakça	Total Consumption	Ratio of Solar Energy to Total Electricity Consumption (%)
Grid Electricity	Electricity Consumption (kWh/year)	20,78%	60.69%	6.82%	9.28%	1.73%	0.43%	0.26%	65.499.757,41	10,60%
Renewable Energy	Solar Power Plant (kWh/year)	-	66.56%	33.44%	-	-	-	-	7.768.415,84	
Fossil Energy (Conventional)	Natural Gas Consumption (\$m³/year)	95.07%	0.51%	2.32%	0.20%	-	-	-	12.320.263,05	

WATER CONSUMPTION

Water Resource	Kinteks	Miranlı	Gökçeköy Weaving	Organize	Demirtaş	Ovaakça	Total Consumption (m³)	Share in Total Water Consumption (%)
1. Quality Water (Tap Water)	46.21%	51.63%	-	0.71%	0.63%	0.82%	142.946	11,73%
2. Quality Water	100.00%	-	-	-	-	-	931.894	76,46%
Rain Water	100.00%	-	-	-	-	-	28.023	2,30%
Well Water	-	-	100.00%	-	-	-	18.000	1,48%
Reuse from Wastewater Treatment Plant	-	-	100.00%	-	-	-	97.906	8,03%



PEOPLE PERFORMANCE INDICATORS

NUMBER OF EMPLOYEES	2023	2024
FEMALE	346	361
MALE	1053	1030

NUMBER OF DISABLED EMPLOYEES	2023	2024
FEMALE	5	5
MALE	32	33

NUMBER OF EMPLOYEES	2023		2024	
	FEMALE	MALE	FEMALE	MALE
WHITE COLLAR	79	127	86	124
BLUE COLLAR	268	925	275	906

NUMBER OF EMPLOYEES	2023		2024	
	FULL TIME	PART TIME	FULL TIME	PART TIME
WHITE COLLAR	206	0	210	0
BLUE COLLAR	1193	0	1181	0

NUMBER OF EMPLOYEES	2023	2024
18-30 AGE	285	280
30-50 AGE	917	884
OVER 50	197	227

EMPLOYEES BY LENGTH OF SERVICE	2023	2024
0-5 YEARS	887	994
5-10 YEARS	385	284
MORE THAN 10 YEARS	127	113

NEWLY HIRED EMPLOYEES	2023	2024
18-30 AGE GROUP	183	281
30-50 AGE GROUP	407	410
ABOVE 50 AGE GROUP	87	77

NUMBER OF EMPLOYEES	2023		2024	
EMPLOYEES TAKING PARENTAL LEAVE	WOMAN	MALE	WOMAN	MALE
	9	24	5	25



GRI CONTENT INDEX

GRI Standard	Note	
GRI 1 Foundation 2021	Statement of use	Harput Tekstil has reported the information cited in this GRI content index for the period 01/2024-12/2024 with reference to the GRI Standards.
	GRI 1 used	GRI 1: Foundation 2021
	Applicable sector standard	A GRI standard has not yet been published for the sector in which Harput Tekstil operates.
GRI Standard	Disclosure	Page Numbers
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	1,2
	2-2 Entities included in the organization's sustainability reporting	4,5,6,7
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	There is no revised information.
	2-5 External assurance	Harput Tekstil's 2024 financial statements and activity report were audited by the ACR Independent Auditing firm. The 2024 independent audit report is available.
	2-6 Activities, value chain and other business relationships	4, 5, 8, 9, 10, 19, 20
	2-7 Employees	43, 47, 60
	2-8 Workers who are not employees	There are no workers who are not employees.
	2-9 Governance structure and composition	12, 14, 15
	2-10 Nomination and selection of the highest governance body	15, 16
	2-11 Chair of the highest governance body	2
	2-12 Role of the highest governance body in overseeing the management of impacts	15, 16
	2-13 Delegation of responsibility for managing impacts	15, 16



GRI CONTENT INDEX

GRI Standard	Disclosure	Page Numbers
GENERAL DISCLOSURES		
	2-14 Role of the highest governance body in sustainability reporting	15, 16
	2-15 Conflicts of interest	18. <i>There are no recorded cases of violation of conflicts of interest in the reporting period.</i>
	2-16 Communication of critical concerns	17
	2-17 Collective knowledge of the highest governance body	2
	2-18 Evaluation of the performance of the highest governance body	<i>No assessment has been conducted for this matter</i>
	2-19 Remuneration policies	<i>This information is not disclosed as Harput Tekstil is not a publicly listed company.</i>
	2-20 Process to determine remuneration	<i>This information is not disclosed as Harput Tekstil is not a publicly listed company.</i>
	2-21 Annual total compensation ratio	<i>The annual total compensation ratio is not calculated.</i>
	2-22 Statement on sustainable development strategy	2, 12, 13, 14
	2-23 Policy commitments	18, 29, 41, 42, 43, 44, 48, 53, 54, 55, 56
	2-24 Embedding policy commitments	17, 18
	2-25 Processes to remediate negative impacts	18, 48
	2-26 Mechanisms for seeking advice and raising concerns	17, 18
	2-27 Compliance with laws and regulations	17, 18. <i>There is no recorded case. - There is no recorded number of significant instances of non-compliance with laws and regulations and the total number of fines for non-compliance with laws and regulations paid during the reporting period</i>
	2-28 Membership associations	10
	2-29 Approach to stakeholder engagement	19, 20
	2-30 Collective bargaining agreements	<i>Harput Tekstil has no collective bargaining agreements.</i>

GRI 2: General Disclosures 2021



GRI CONTENT INDEX

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	21, 22
	3-2 List of material topics	22
	3-3 Management of material topics	21

Circular Economy

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 301: Materials 2016	301-1 Materials used by weight or volume	34
	301-2 Recycled input materials used	32, 33, 34

Responsible Procurement

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	29, 34, 35

Anti Corruption

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	17, 18

Climate Change

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	35, 36, 59
	305-2 Energy indirect (Scope 2) GHG emissions	35, 36, 59
	305-3 Other indirect (Scope 3) GHG emissions	35, 36, 59



GRI CONTENT INDEX

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 302: Energy 2016	302-1 Energy consumption within the organization	27, 58

Water

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	25, 26, 58

Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	28, 31, 32, 33, 58

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	21,22
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	7, 43, 47, 60

Occupational Health and Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	53, 54
	403-4 Worker participation, consultation, and communication on occupational health and safety	46, 55

Training and Education

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	46
	404-2 Programs for upgrading employee skills and transition assistance programs	45, 46, 50

Diversity and Equal Opportunity

GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	43



Harput
Tekstil

SUSTAINABILITY REPORT 2024

This report may contain general information or forward-looking statements, estimates, and projections only, and is not intended as advice on legal matters or any investment decisions. The information provided herein has been disclosed in good faith and for informational purposes only, as of the period covered by the report. This information is provided 'as is' without any guarantee, warranty, or representation regarding its completeness, validity, or accuracy. Harput Tekstil, its employees, directors, and other persons or organizations involved in the reporting process shall not be held liable for any damages arising from the use of the information presented in this report.

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