

Sustainability Report 2025

Reshaping mobility with responsible solutions



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SCOPE OF THE REPORT

We have been a signatory of the United Nations Global Compact (UNGC) since 2012, reaffirming our commitment to conducting business in line with the UNGC Ten Principles covering human rights, labor, environment and anti-corruption. Through our annual Communication on Progress (CoP), we transparently disclose our progress and continuously strengthen our sustainability governance framework. This report represents our 14th Communication on Progress and provides a structured overview of our ESG strategy, climate transition actions, operational sustainability performance and responsible business practices. It reflects our ambition to embed sustainability into our core business processes and value chain while supporting the automotive industry's transition toward low-carbon mobility.

The reporting period covers January 1 to December 31, 2025 and includes Martur (seat systems and textile) and Fompak (interior trim components) manufacturing operations across Türkiye, Romania, Morocco, Slovakia and Italy. Unless otherwise specified, all environmental and social performance data relate to these manufacturing operations. This report has been prepared in accordance with the GRI Standards and reflects our ongoing alignment with evolving global ESG reporting expectations. Our sustainability disclosures aim to provide transparent, decision-useful and comparable information to our stakeholders. ESG data are collected through a globally standardized reporting methodology supported by defined roles and responsibilities at plant and central functions. Environmental data are primarily extracted from SAP-based digital infrastructures and managed through internal review, validation and consolidation processes led by the Sustainability organization. As part of our continuous improvement approach, we are further strengthening our ESG data management practices, internal control environment and sustainability reporting capabilities to support our long-term climate strategy and regulatory readiness.



MESSAGE OF THE EXECUTIVE BOARD



Sustainability is no longer only an environmental responsibility; it has become a key driver of business resilience, innovation and long-term value creation. As climate risks, regulatory expectations and customer requirements continue to reshape the automotive industry, we see sustainability as a strategic priority that guides how we design our products, manage our operations and collaborate with our stakeholders.

As a participant of the United Nations Global Compact since 2012, we remain committed to conducting our business in line with the Ten Principles covering human rights, labor, environment and anti-corruption. Our sustainability approach is built on responsible governance, ethical business conduct and transparent performance management. In line with our ambition to achieve carbon neutrality by 2050, we continue to integrate decarbonization into our business strategy and decision-making processes. We focus on reducing the environmental footprint of our operations, increasing energy efficiency, expanding the use of low-carbon materials and supporting our customers in achieving their climate targets through innovative product solutions.

As a global supplier of automotive seating and interior systems, we recognize our responsibility to contribute to the transformation of the mobility ecosystem. Through our sustainable product development approach, circular material initiatives and life cycle assessment practices, we aim to reduce the carbon footprint of our products while maintaining the highest standards of safety, quality and comfort. Driven by increasing regulatory requirements and stakeholder expectations, we continue to strengthen our ESG management practices and our carbon reduction roadmap across our entire value chain. Through measurable targets, digitalized data management systems and cross-functional collaboration, we are building a more transparent, accountable and future-ready sustainability management structure.

We believe that sustainability transformation is a continuous journey. By investing in our people, processes and technologies, we remain committed to creating long-term value for our customers, employees, society and the environment while contributing to the future of sustainable mobility.

Can Üstünberk



SUSTAINABILITY HIGHLIGHTS 2025

ENVIRONMENT

28% reduction has been achieved in our total Scope 1 and 2 emissions since 2021.

541 tons of CO₂e were prevented through our initiatives.

14 different Life Cycle Assessment (LCA) studies have been completed for various product groups.

SOCIAL

325,128 hours training

7,921 suggestions from employees

31% women employees

GOVERNANCE

220 Project audits

69,006 hours Safety training

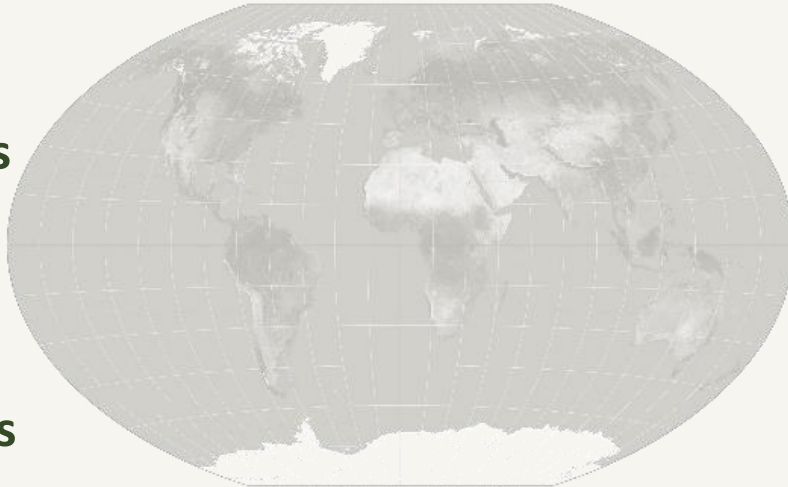


ABOUT US

We are a forward-thinking strategic partner in automotive seating and interior solutions, dedicated to delivering innovative, sustainable, and accessible cockpit systems to leading OEMs. With a presence spanning 3 continents, 6 countries, and 17 sites—including 30 production plants, offices, and our global headquarters—we empower over 9,500 talented employees to set new standards in quality, comfort, and safety across the automotive industry.

3
Continents

6
Countries



17
Sites

9,500+
Employees

We create new technologies for our customers by collaborating with universities in Italy, Spain and Türkiye with 5 R&D and 7 E&D centres in the worldwide.

Our OEM customers are Stellantis, Renault Group, Ford, Toyota, and VW Group (VW, Audi, Skoda) and we are always looking to increase our range of customers and products.

Front and rear seats, headrests, armrests, automotive textile, all types of interiors are in our product range

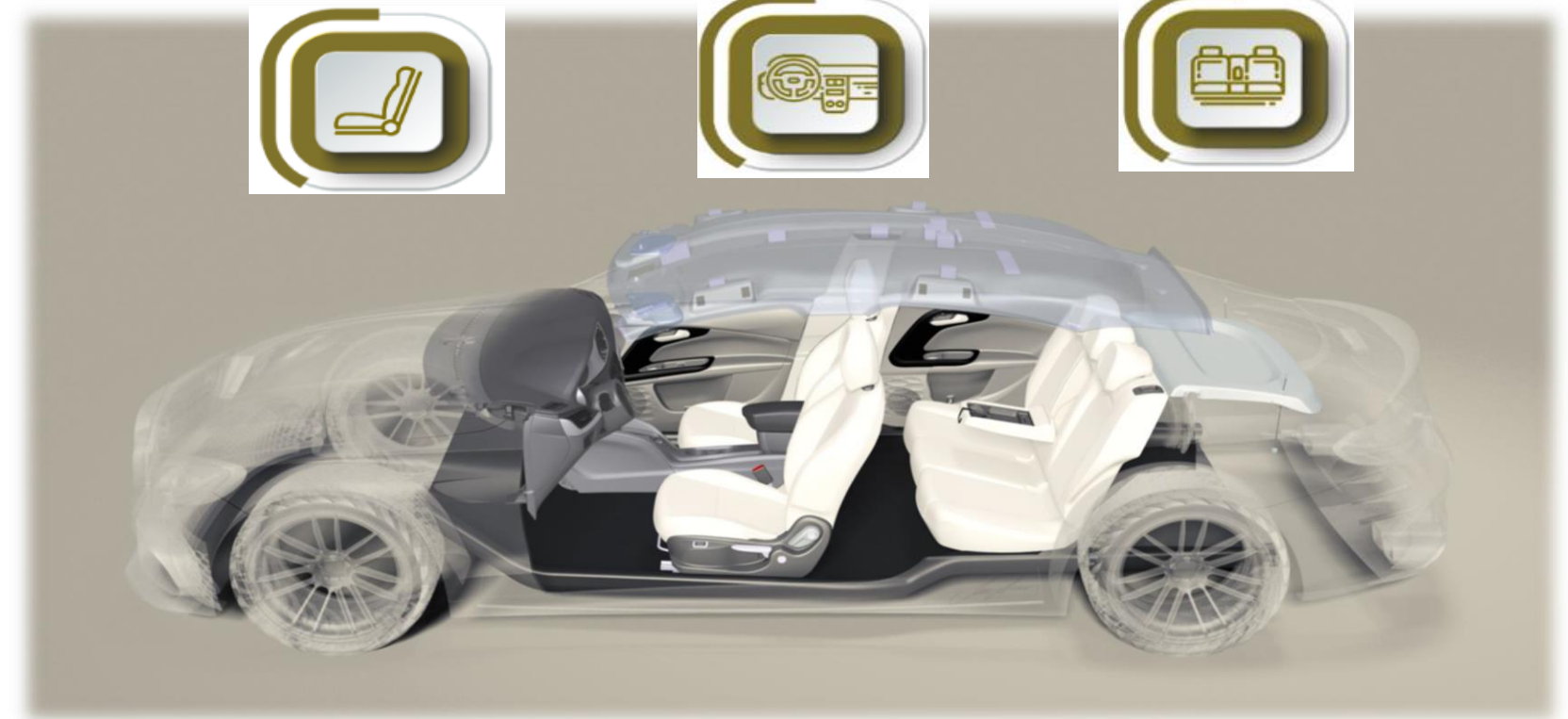
Seat Systems



Interiors



Automotive Textile



The Test Center added H point and backset measurements under the responsibility of the 3D Measurement Center to the ISO/IEC 17025:2017 Accreditation Scope, thus gaining a total of 11 accreditation scopes.

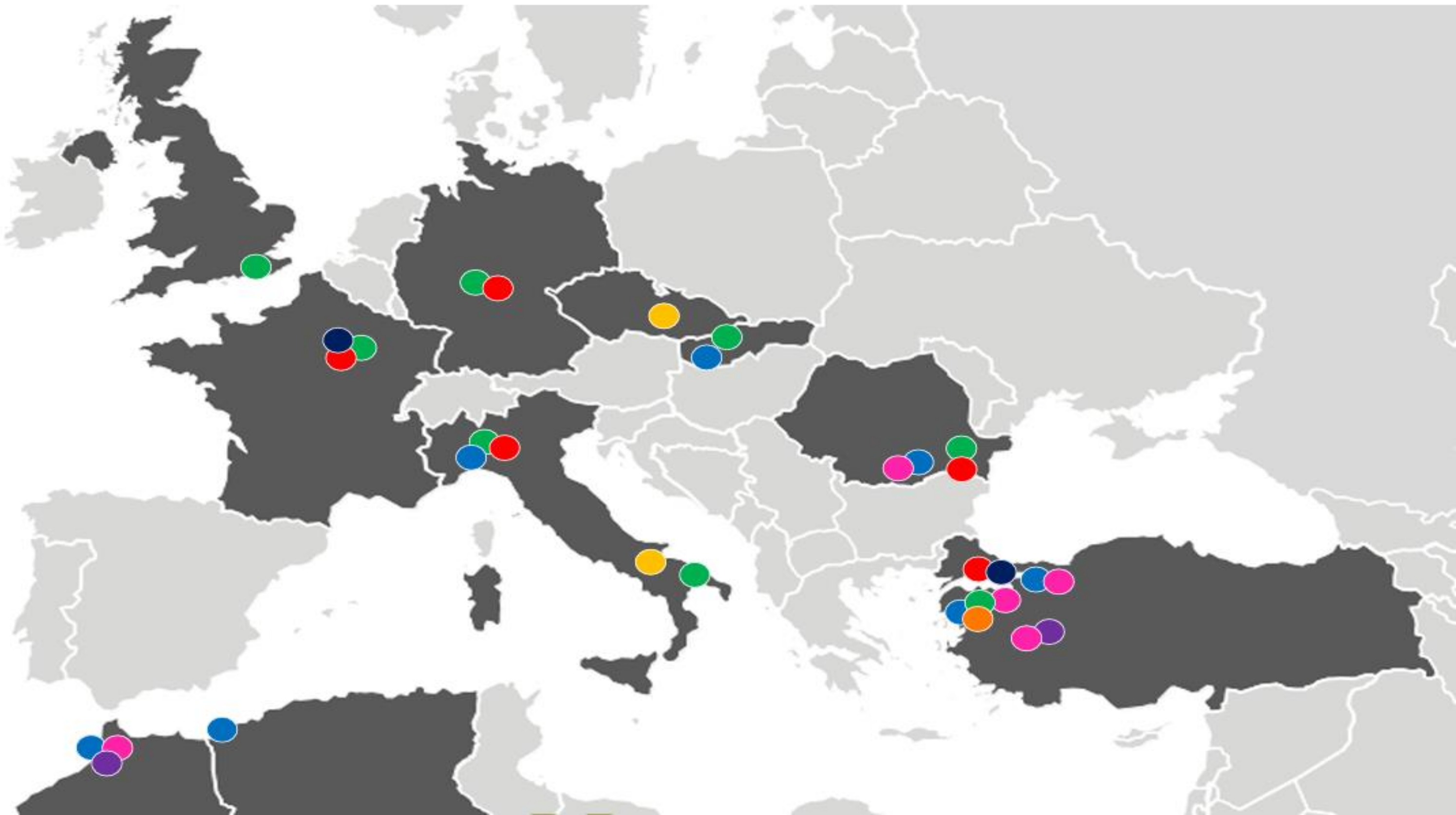
The Test Center Cost analysis & Specification department was established. Test cost processes have been systematized and PYP budget tracking has started via the portal.





GLOBAL LOCATIONS

-  HEADQUARTERS
-  SALES OFFICES
-  E&D - R&D
-  CENTER OF EXPERTISE (Test Center)
-  SEAT SYSTEMS PLANTS
-  INTERIORS PLANTS
-  TEXTILE PLANTS
-  ADVANCED WAREHOUSES





AWARDS 2025



In May 2025, the company was honored with an award at the 28th Doğan Ersöz Awards, organized by the Bursa Industrialists and Businesspeople Association (BUSIAD).



Our Türkiye/Kütahya location has been recognized as «The Company Providing the Most Employment» and «The Company Providing the Most Employment for Women » by the Kütahya Organized Industrial Zone Directorate.



Our innovation project “Shine” leverages SAP AI to revolutionize workforce alignment. By harnessing advanced tools, we identify optimal positions and skill matches, enhancing efficiency and precision. This initiative underscores the transformative power of technology in creating smarter, data-driven decisions for a brighter future.



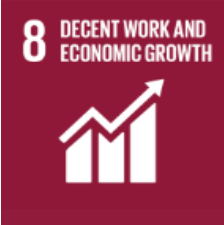
Ayça VAN
Group HR & Communications Director

MARTURFOMPAK
INTERNATIONAL



CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

The most directly engaged UN Sustainable Development Goals (SDGs) for our company's business area and sustainability strategy are shown in the following table.

UN SDG's	Contribution of Martur Fompak International	UN SDG's	Contribution of Martur Fompak International
	We manage a well-established Health and Safety Management System and support all employees to participate into H&S activities. We also support healthy lifestyle and organize webinars to inform our employees.		Through continuous learning, health and wellness programs, employee engagement initiatives, and sports and volunteering activities, we foster productive employment and a positive working culture.
	We foster a strong culture of continuous learning and knowledge sharing across our organization. Beyond the workplace, we also extend our efforts to support learning and development for children and the wider community, reinforcing our commitment to lifelong education and social impact.		We do numerous projects to use resources efficiently and transform new technologies by digitalization and AI solutions.
	We actively support women by promoting equal opportunities, inclusive policies, and a respectful workplace culture across all levels of our organization. By fostering fairness, participation, and shared responsibility, we aim to create a more inclusive and balanced working environment for everyone.		We work to ensure that everyone is respected, heard, and empowered. By creating an environment that values differences and reduces barriers, we strengthen social inclusion and equal outcomes within our organization and beyond.
	We already have water recycling in some processes and have new projects to recycle and reuse almost all of the water which we consume in our production facilities in order to improve water management performance.		Efficient and environmentally friendly technologies are the keys for our production methods. We continue our research to use more sustainable materials in our products by R&D team.
	We aim to source 55% of our energy from renewable resources until 2030 and continue to increase the solar energy usage capacities in our production plants.		We aim to reach carbon neutrality in 2050 and in a short term we would like to transform our energy sources to renewable energies to help limiting the climate change.

For further information regarding Communication Progress (CoP) and various activities and engagements listed on our Participant profile, please refer to the [Global Compact website](#).



SUSTAINABLE STRATEGY

We believe sustainability is not only the key for a carbon neutral future but is also a main contributor for increased financial returns and positive environmental & social benefits with responsible governance.

With this belief we revised our vision, mission, core values, and policies with sustainability at the core.

VISION



MISION



Reshaping mobility with responsible solutions.

CORE VALUES



As an innovative strategic partner, we supply the highest standards of services through sustainable, and accessible cockpit system.

- ❖ Being a Positive Force for Each Other
- ❖ Excellence with a Growth Mindset
- ❖ Leadership that Inspires, Aligns and Enables

Extreme weather conditions, climate change and environmental damages created by humans are highly critical risks globally. For this reason, we put environmental actions in the centre of our decisions. From product design to production, our strategy to circular economy “Less and Green” approach focuses on lighter materials, more efficient processes and increased green energy usage. With this approach, we are committed to become carbon neutral and to produce sustainable products.

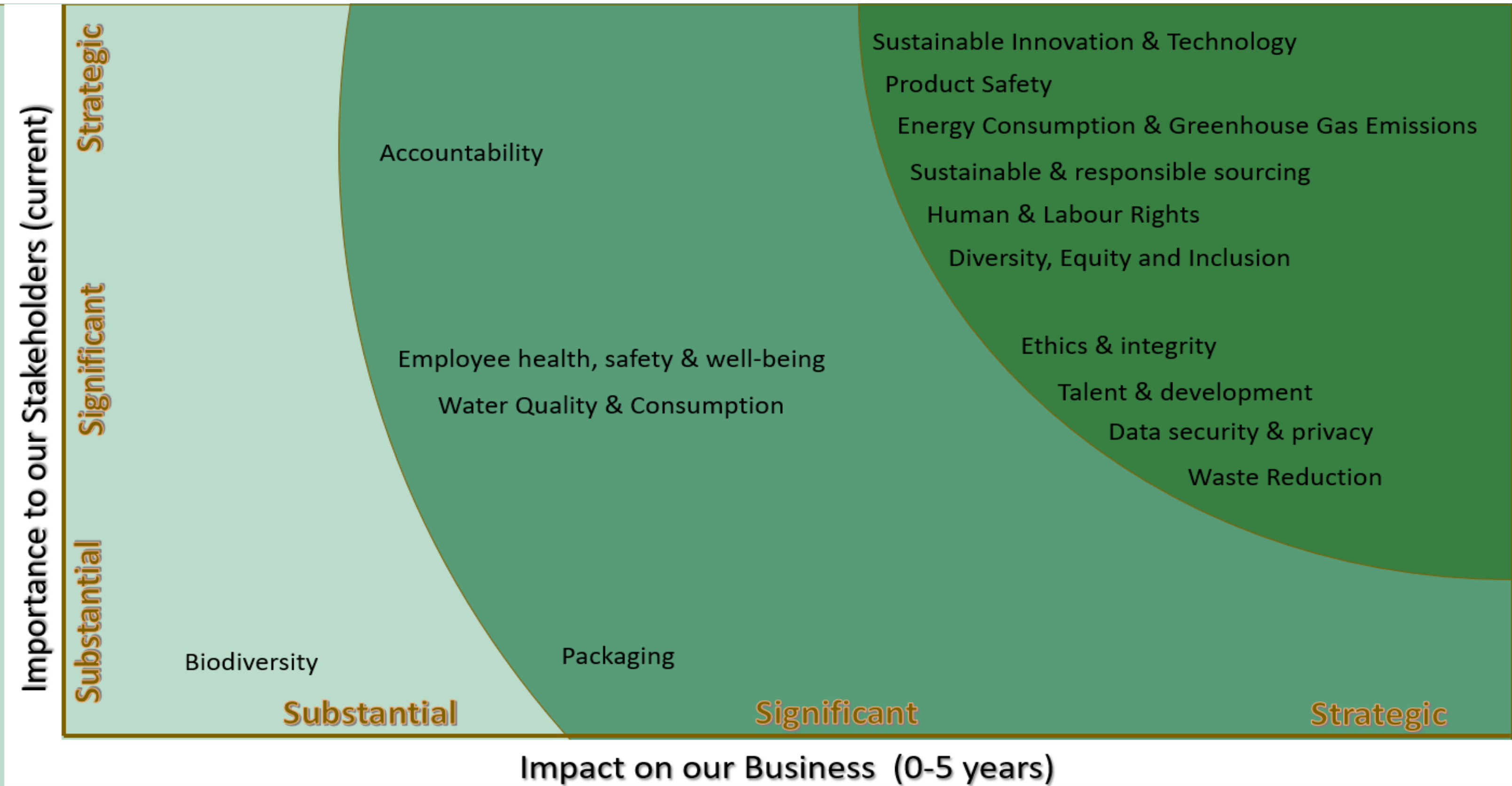


Sustainability is the future for all generations, and we act responsibly by taking short-term, mid-term, and long-term actions.

To ensure a better and safer tomorrow for next generations we rigorously follow human and labour rights. We support the level of welfare by following the living wages closely in the countries where we operate and take actions when required. We also extend our activities to our suppliers with the use of environmental and social evaluations, in which we develop and work with our suppliers on their action plans.



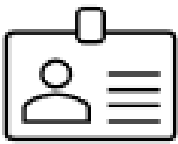
Our priorities are defined according to the global risks and ESG issues for our industry by the contribution of our senior and top management. We prepared an evaluation checklist and get feedbacks from all participants. Materiality analysis is reviewed once in 2 years.





STAKEHOLDER ENGAGEMENT

Employees



Ways of Engagements

- Specific surveys for a subject
- Trainings
- Feedback sessions

Expectations

- Fair wage and benefits according to living cost.
- Respect for human & labour rights
- Work life balance
- Safe and healthy workplace
- Career management
- Training

Our Implementations

- Professional consultancy for wages to compare in the market
- Policies for human and labour rights
- Hybrid working system
- Online webinars and coaching sessions for healthy nutrition, online psychological support
- Online training applications, hybrid leadership programs, internal mentoring programs
- Employee clubs (sports, hobbies, volunteering activities)

Suppliers



Ways of Engagements

- Supplier audits / visits
- Online portal
- Trainings

Expectations

- Technical guidance and support
- More payment options
- Knowledge sharing

Our Implementations

- Supplier development projects
- Supplier portal
- Supplier manual
- Training on quality, environment, and social activities

B2B Customers



Ways of Engagements

- Face to face meetings, site visits
- Trainings and webinars
- Customer scorecards

Expectations

- Safe and sustainable products design
- Low carbon footprint in products
- Collaboration for sustainable materials and innovations
- Good implementations on ESG issues
- High level customer satisfaction

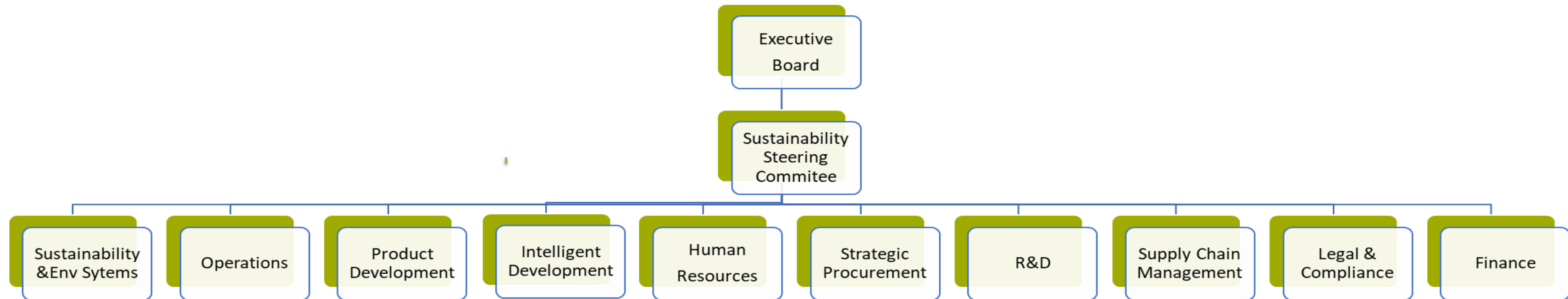
Our Implementations

- Well established and implementing quality system with Build in Quality approach
- Engineering team meetings for product development in parallel within automotive specifications
- Inhouse capability and resource for carbon footprint calculations

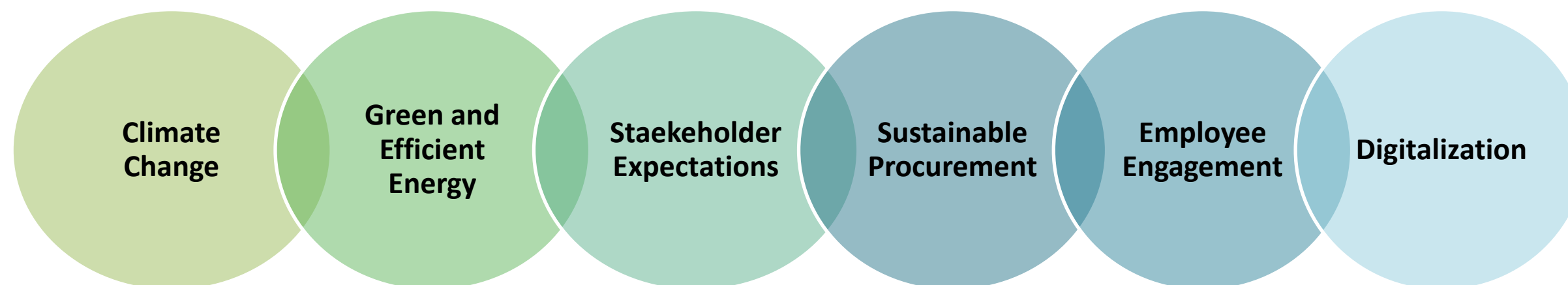


SUSTAINABILITY STEERING COMMITTEE

Starting from 2022, the committee focusing on ESG topics has been established and meet monthly to set our sustainability strategy and targets. The structure of this committee is shown as below.



Strategic Sustainability Highlights



Our strategy is set within the scope of these evaluations.



RISK MANAGEMENT

Starting from 2022, the sustainability steering committee which focus on ESG topics has been established and meet monthly to set our short-term, mid-term and long-term sustainability strategies and targets. The committee is led by the chairman of executive board with the head of departments. Risks related with our ESG are evaluated briefly and general approach are defined.

Environment

The top risk for our planet is climate change and the consequence of this damage on the environment and loss of biodiversity. To limit these negative effects, we already started to generate our electricity from solar energy power plants in our production plants to reduce our greenhouse gas emissions.

Earth’s resources are limited and dwindling. We always look for the opportunities to reduce the consumption and to increase the resource efficiency.

Our R&D team always look for sustainable materials and the products with least environmental impact at the end of life.

Social

We are committed to promoting decent work, protecting human rights, advancing diversity, equity, and inclusion, and contributing positively to the communities in which we operate.

We integrate proactive policies, regular assessments, and continuous engagement with our employees and business partners across our value chain. By embedding fair labor practices, ethical standards, and open dialogue into our daily operations, we work to prevent risks, address issues at an early stage, and ensure responsible business conduct.

This structured and preventive approach enables us to create lasting social value while maintaining trust, transparency, and accountability wherever we operate.

Governance

We place great importance on conducting our business with the highest ethical standards, as this principle is central to everything we do. To ensure that our relationships with all stakeholders consistently reflect these values, we follow the guidance set out in our detailed Global Code of Conduct and Related Policies. By upholding these rules, we work to preserve our reputation with integrity and accountability.

Our AI implementations in several processes improve our process efficiency and capabilities by digital transformation. This supports our Build In Quality approach and processes managed well.



Management Of Climate-related Risks And Opportunities

TCFD (Task Force On Climate Related Financial Disclosures)

The global climate crisis is increasingly affecting businesses, making its impact more evident each day.

According to the World Economic Forum's Global Risks Report 2025, the top four risks over the next decade are all environmental.



Acknowledging this, we are committed to managing climate-related risks and opportunities through a holistic approach while shaping our company strategy.

To prevent climate-related risks from negatively impacting our operations and value chain, we implement an integrated management model in collaboration with our sustainability, corporate risk management, and relevant technical teams. As part of this model, four Internal Sustainability Committee meetings annually to regularly review potential risks.

At the operational level, we monitor our energy and resource consumption (water, electricity, natural gas, steam, etc.) and the associated carbon emissions at the facility level. The collection and tracking of these data are managed by our Maintenance department. The outcomes play a critical role in both internal reporting and climate risk modeling.

To evaluate our transition risks, we refer to the IEA Sustainable Development Scenario (SDS) published by the International Energy Agency. For assessing physical risks, we rely on the climate scenarios RCP 4.5 published by the IPCC. These scenario helps us identify potential future risks related to climate change and guide us in formulating strategies to minimize their possible impacts on our operations. Regarding water risk, we analyze current and future water stress regions using the Aqueduct tool developed by the World Resources Institute (WRI). This tool enables us to map areas facing water stress, floods, or droughts, helping us evaluate potential impacts on our operations. Based on these insights, we develop strategies to address and mitigate the identified risks.

The RCP 4.5 scenario represents a moderate climate path, with emissions stabilizing by mid-century and a projected temperature rise of about 2.4°C by 2100.

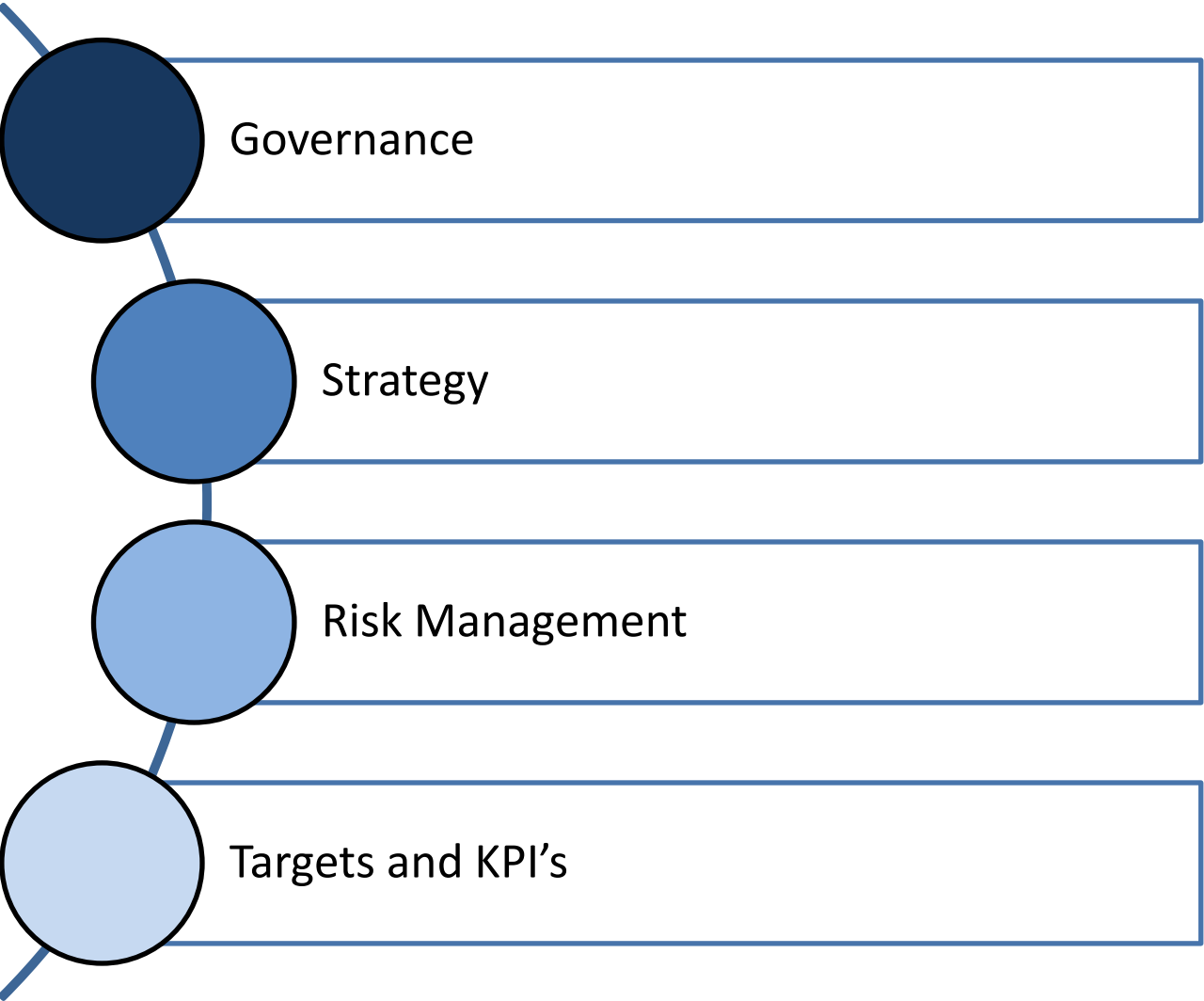
Based on the RCP 4.5 global warming scenario, locations that are expected to be under the "Very High" water stress category are evaluated to face potential production loss. As MFI, we conducted this analysis based on the RCP 4.5 scenario, one of the Representative Concentration Pathways (RCP) provided by the IPCC. Under this moderate emission reduction scenario, we identified our locations that are expected to face "Very High" water stress and evaluated the potential production losses that may occur in these regions.

We have comprehensively disclosed the management of climate-related risks and opportunities under the **CDP 2025** Climate Change and Water Program and achieved a **B** score.

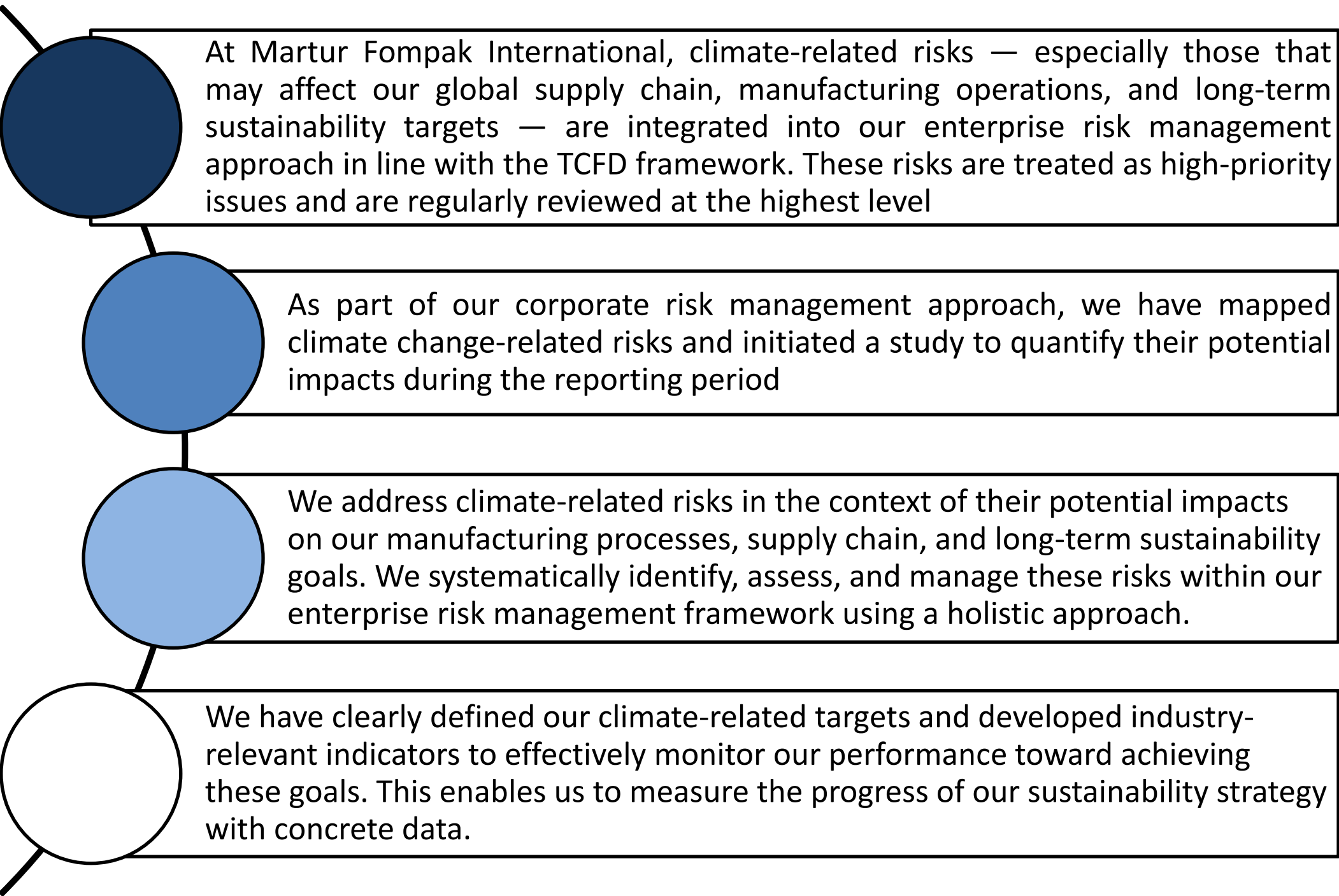


TCFD (Task Force On Climate Related Financial Disclosures)

TCFD Recommendation Areas



Martur Fompak International's Disclosures





OUR TARGETS

Our priorities are defined according to global risks and ESG topics for our industry. Climate risks are the top prioritizes in the next 10 years.

We set clear targets to limit the climate change.

Ambition towards Carbon Neutral Future

In 2030:

Up to 30 % Reduction on Carbon Emission on Scope 1

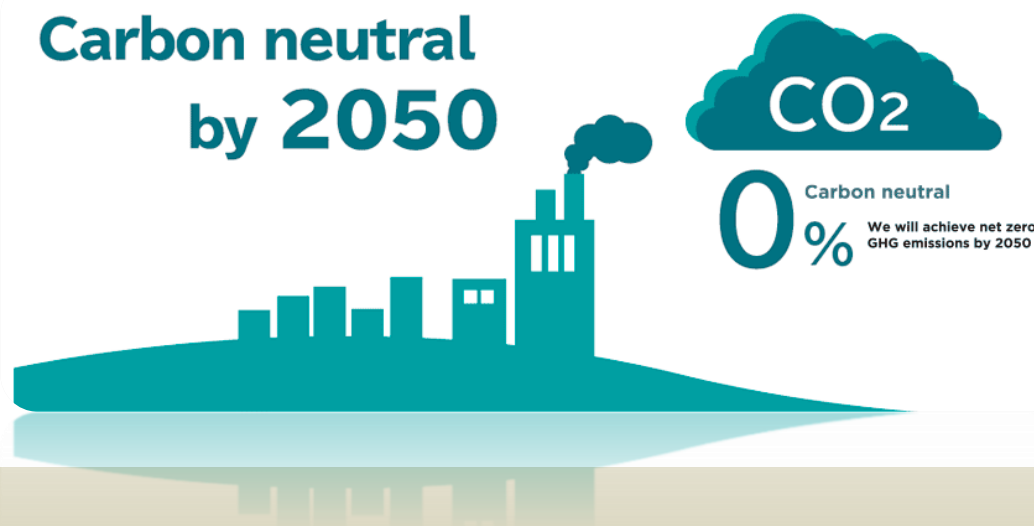
Up to 55% Renewable energy sources usage for Scope 2

In 2040:

Up to 30 % Reduction on Carbon Emission of Scope 3

Until 2050: Carbon Neutral

**Carbon neutral
by 2050**



We have real time carbon emission follow up by SAP for some of our processes and we are extending this application to other processes step by step.

Occupational health and safety have top priority for us and all-important risks and accidents are reported to Executive Board directly. We have zero severe or fatal accident in all our locations in 2025. Our employees and subcontractors participate into all health and safety activities by the representatives or meetings and getting their feedbacks. Our main target is to have zero accident in all our locations.

We maintain zero tolerance for human rights violations, increase female representation and leadership in our workforce, and strengthen diversity, equity, and inclusion initiatives. We also aim to expand our community investment programs to support gender equality and quality education. We strive to create a fair, respectful, and supportive environment for our employees and generate meaningful benefits for the communities in which we operate.

We increase our AI applications to increase process efficiency and get high level customer satisfaction and to meet with their expectations fully.

We would like to develop better mobility for everyone, and we dare to work according to our vision “Reshaping mobility with responsible solutions”.



OUR TARGETS



2026



Implementation of 2 projects with NGOs to support SDG 4-Quality Education.



Implementation of 2 projects with NGOs to support SDG 5-Gender Equality.



Launch of revised global ethics, compliance and human rights training program by October 2026.

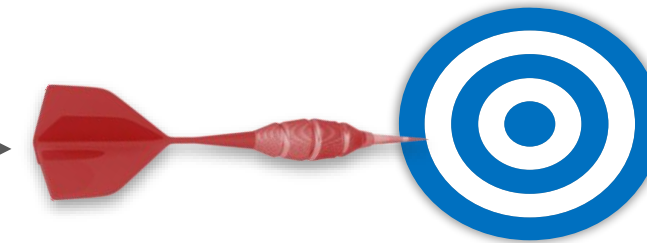


60 % of employees covered by global ethics, compliance and human rights programs.

Expansion of partnerships with NGOs to create measurable social impact, particularly in the areas of education, gender equality and environment.

Monitoring and strengthening ethics and compliance frameworks through ongoing evaluations and regular employee assessments.

Foster a strong culture of employee engagement and social responsibility by increasing voluntary employee participation in social impact initiatives.

Long term ambition
2030

Gender-balanced workforce across operations (between 40%-60%).



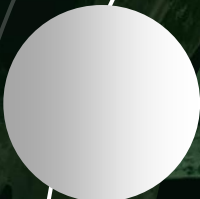
≥2 social impact projects implemented per each operating country per year.



Maintaining 100% workforce coverage in ethics, compliance, and human rights training through mandatory onboarding and regular refresher programs.



Environment



A Pathway to a Greener Future

ENERGY CONSUMPTION & GREENHOUSE GAS EMISSIONS



a key priority within our sustainability strategy and supports our commitment to responsible growth.

In line with the increasing global focus on decarbonization and supply chain emission management in 2025, we continued to strengthen our emission monitoring, reporting and reduction programs.

Climate change remains one of the most critical global challenges affecting ecosystems, economies and supply chains. Scientific assessments emphasize that limiting global temperature increase to **1.5°C** is essential to prevent irreversible environmental impacts. Without significant emission reductions, global warming is expected to exceed this threshold, leading to increased climate risks such as extreme weather events, resource scarcity and supply chain disruptions.

As a global automotive seating and interior systems supplier, we recognize our responsibility to reduce greenhouse gas emissions arising from our operations, energy consumption and value chain activities. Managing our carbon footprint is

Our climate strategy focuses on reducing emissions through energy efficiency improvements, renewable energy transition and material optimization. Key focus areas include:

- Increasing renewable electricity usage
- Improving energy efficiency in production processes
- Reducing Scope 1 and Scope 2 emissions
- Supporting Scope 3 emission reductions through supplier engagement
- Increasing the use of low carbon and circular materials
- Improving carbon data transparency

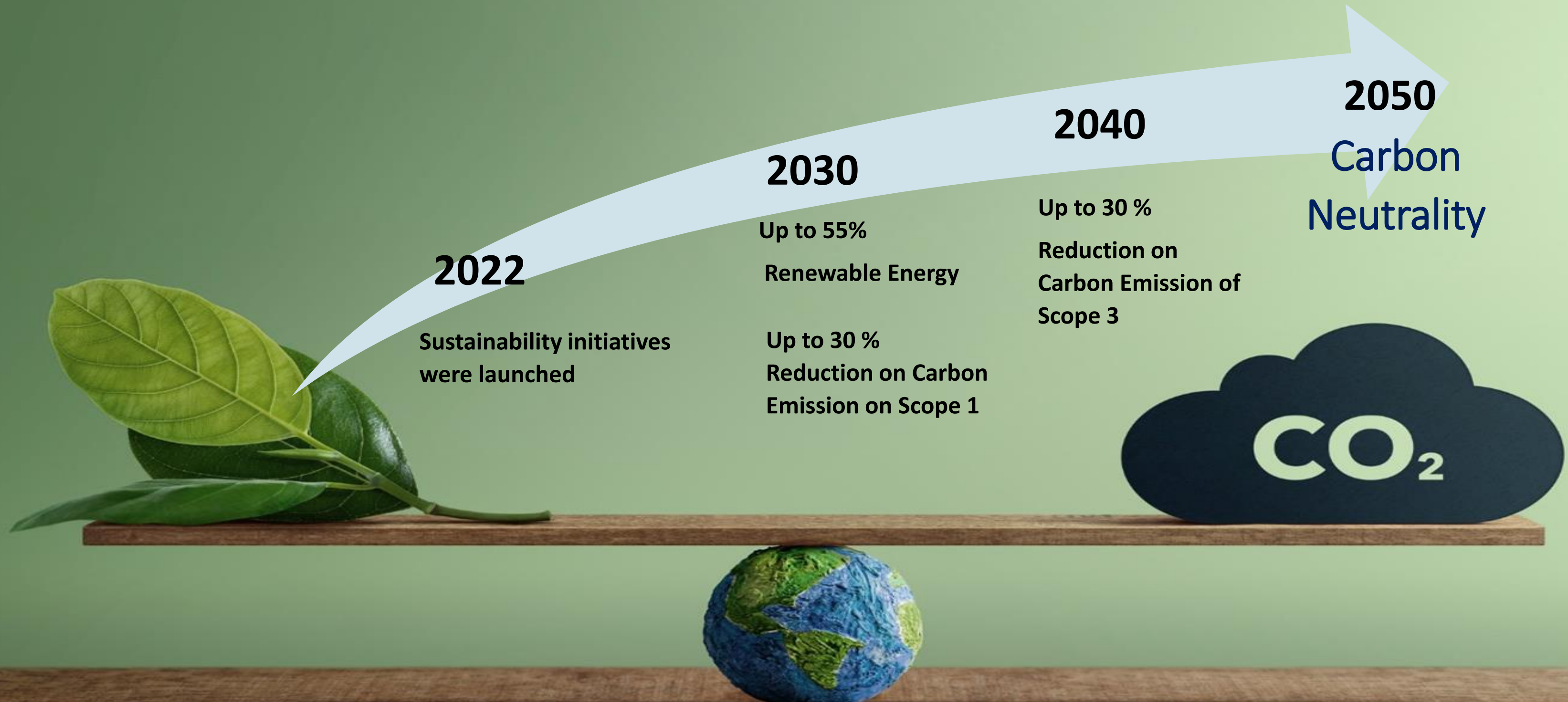
As part of our energy transition roadmap, we aim to progressively increase the share of renewable electricity across our production operations within the next five years.

Our greenhouse gas emissions are calculated in accordance with the **GHG Protocol** and reported under Scope 1, Scope 2 and Scope 3 categories in line with **GRI 305** requirements. Emission performance is regularly monitored to support our continuous improvement approach.

Detailed information regarding our emission performance and reduction initiatives is presented in the following sections.



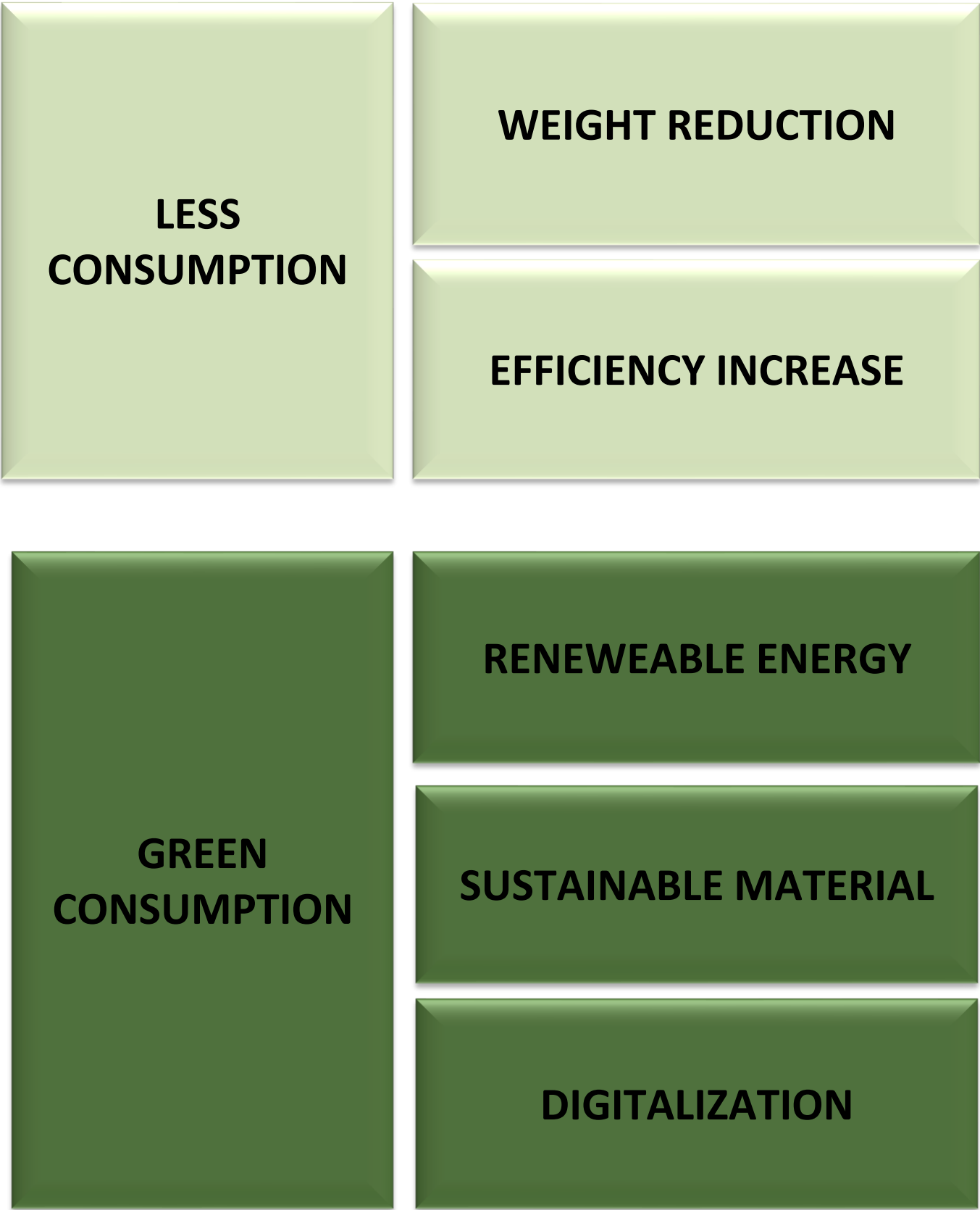
DECARBONIZATION ROAD MAP



Corporate Carbon Footprint Reduction Actions

In line with our sustainability vision, we focus on «*Less Consumption*» and «*Green Consumption*» to improve resource efficiency and reduce our carbon footprint.

Through lightweight designs, process improvements and energy efficiency investments, we reduce resource consumption. At the same time, we increase renewable energy usage and expand the use of recycled and bio-based materials to support our transition towards a low-carbon production model.





GREENHOUSE GAS EMISSIONS

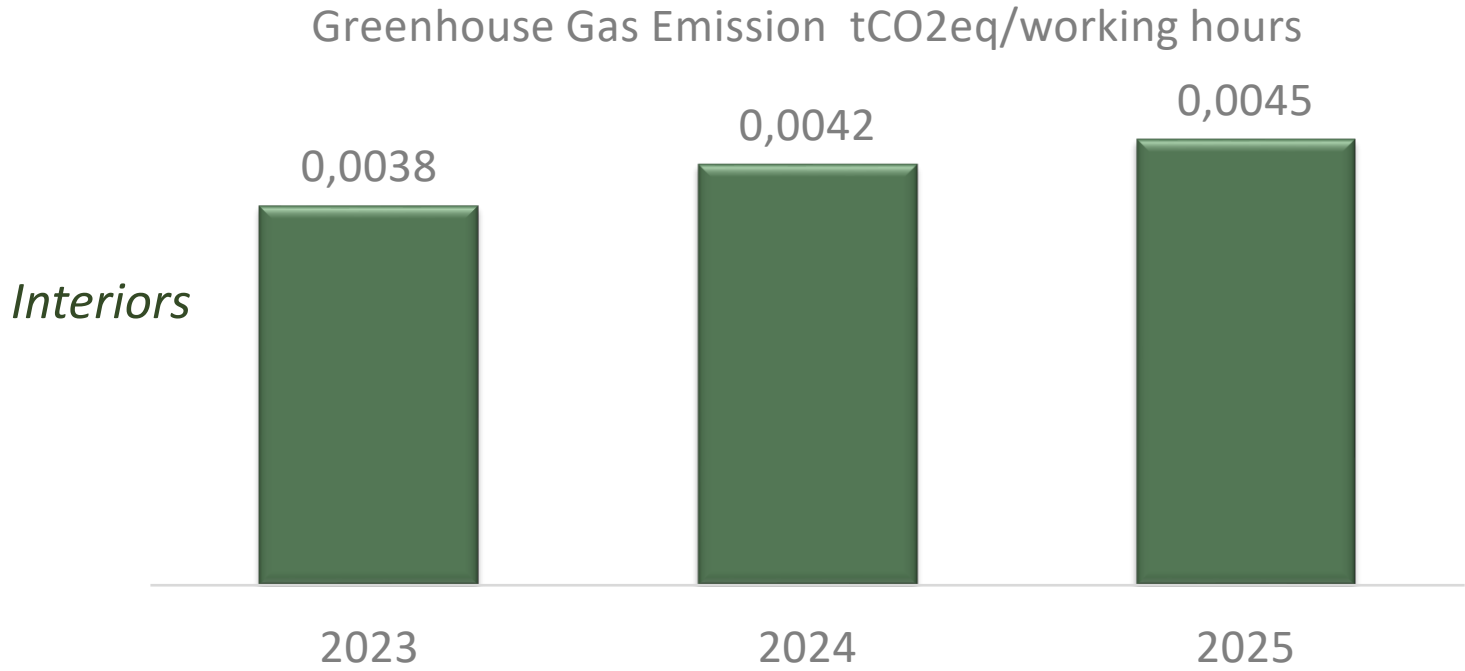
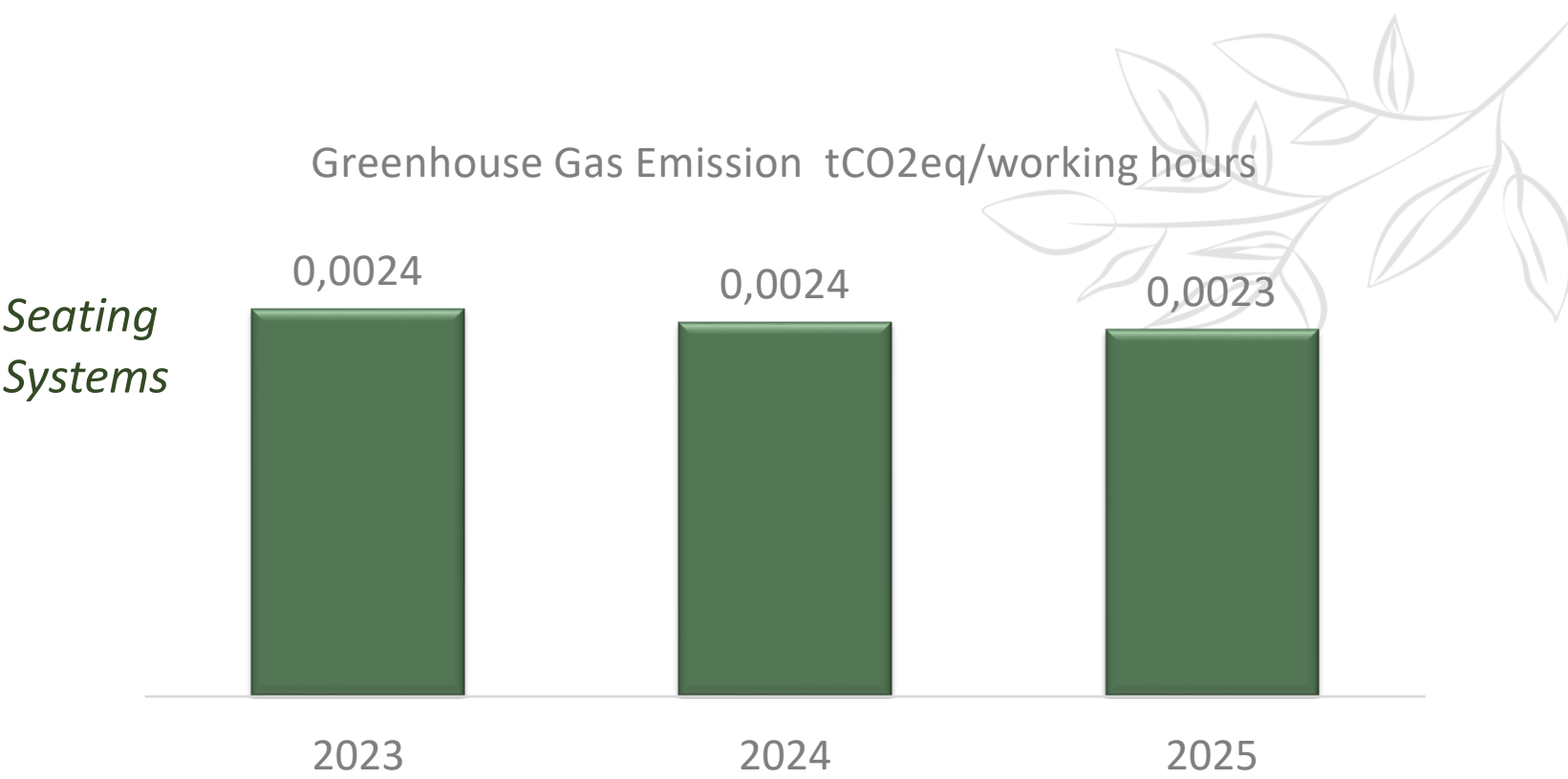
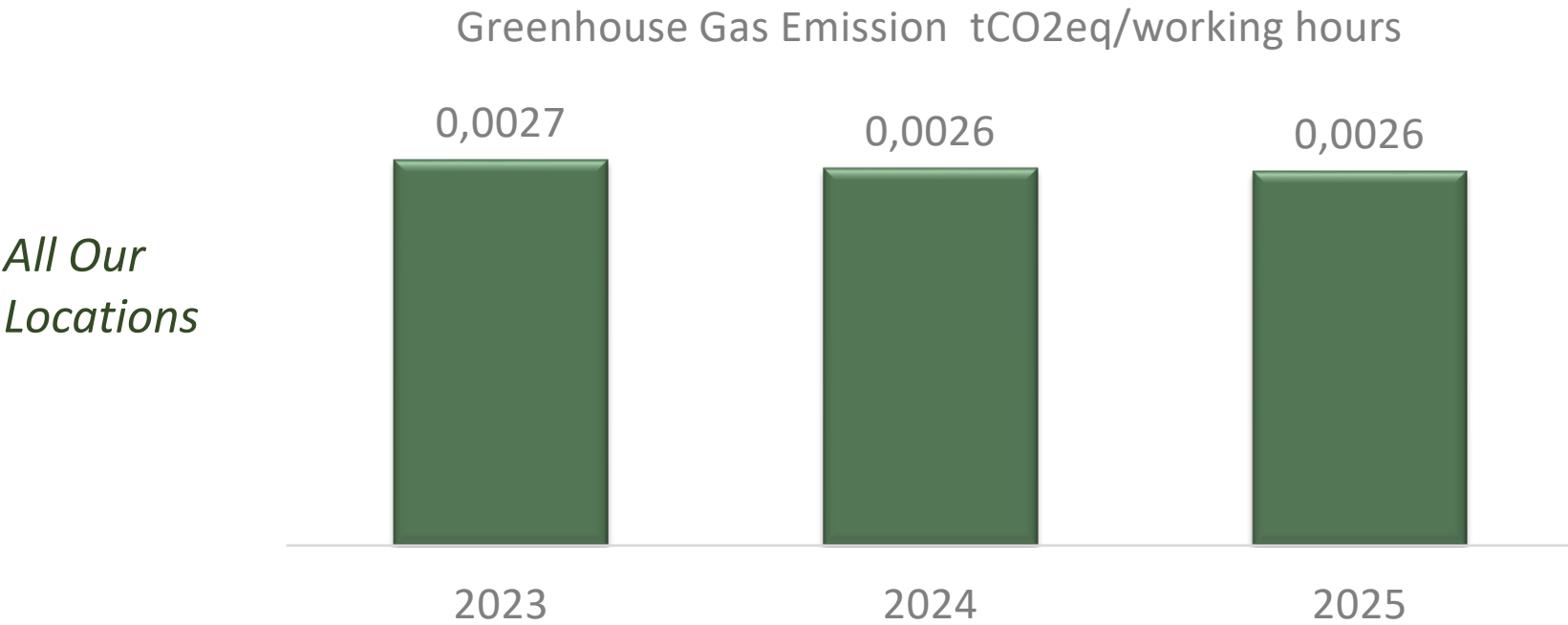


Since 2012, we have been calculating carbon emission for Scope 1 & Scope 2 annually even there is no legislation or other requirements. Our Bursa OSB Seating plant and Martur Kocaeli Assembly Plant are certified with ISO 14064. In addition, we plan to enlarge the certification scope with other production plants in Türkiye, Romania, and Morocco.

Our CDP reporting has been ongoing since 2020, with the 2025 submission successfully completed. We are proud to be rated in category «B» and we improved our decarbonization road map and strategy to increase our level.



The yearly carbon emission changes for last 3 years are as below for Scope 1&2 together.





ENERGY EFFICIENCY



Since 2013, our Bursa OSB Seating Plant has been operating under the ISO 50001 Energy Management System. The principles and practices of this system have been adopted as a standard framework across all our production sites.

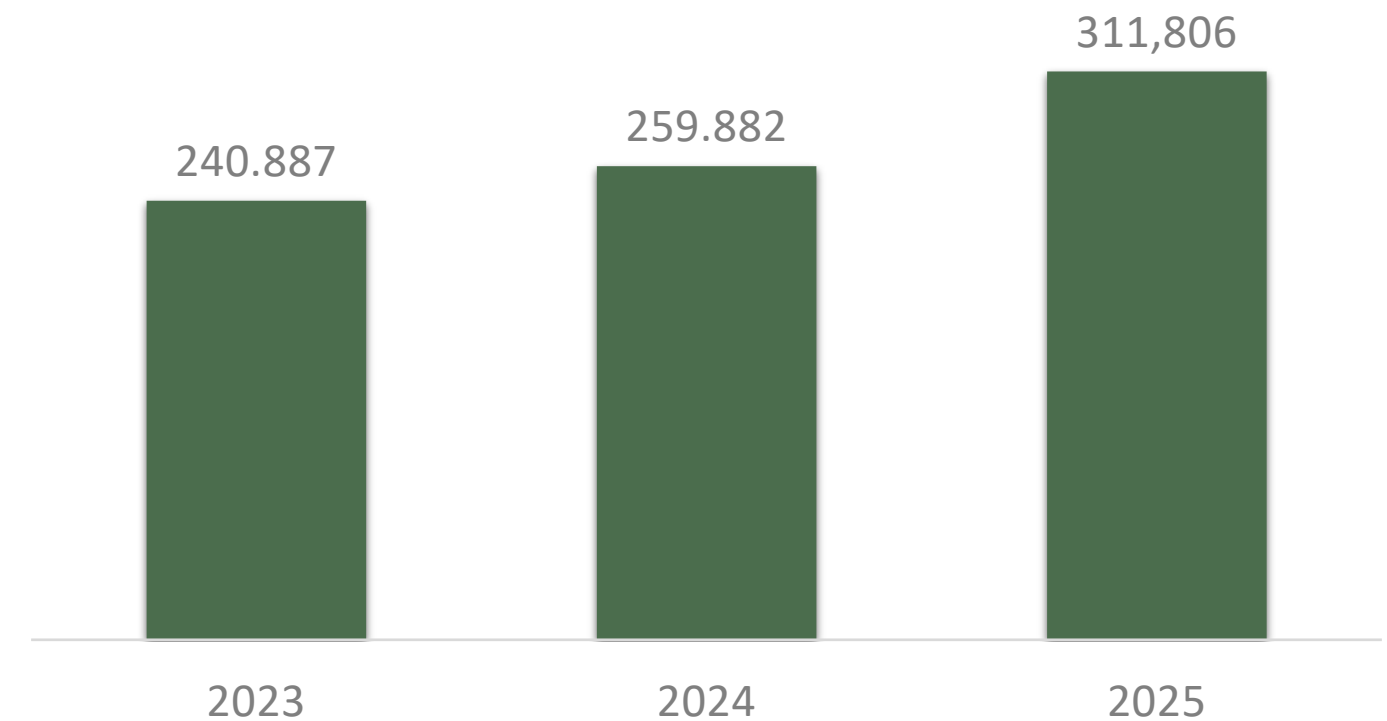


The best practices developed and proven effective in our Bursa OSB facility have been rolled out to other locations as part of our continuous improvement efforts.

As of 2025, our Fompak NOSAB, Martur OSB and Martur Kütahya locations has also successfully completed internal and external ISO 50001 Energy Management System audits. This marks an important step in expanding our energy efficiency-oriented management approach across more of our operations.

With the launch of new projects, our production volume continues to grow, leading to increased overall energy consumption. To address this, we are focusing on improving energy efficiency at the process level. Specific Key Performance Indicators (KPIs) have been defined for each process to monitor energy consumption. These KPIs are tracked monthly and reviewed quarterly by plant management. This structured approach enables us to move steadily toward our energy management goals.

Electricity Consumption (GJ)*



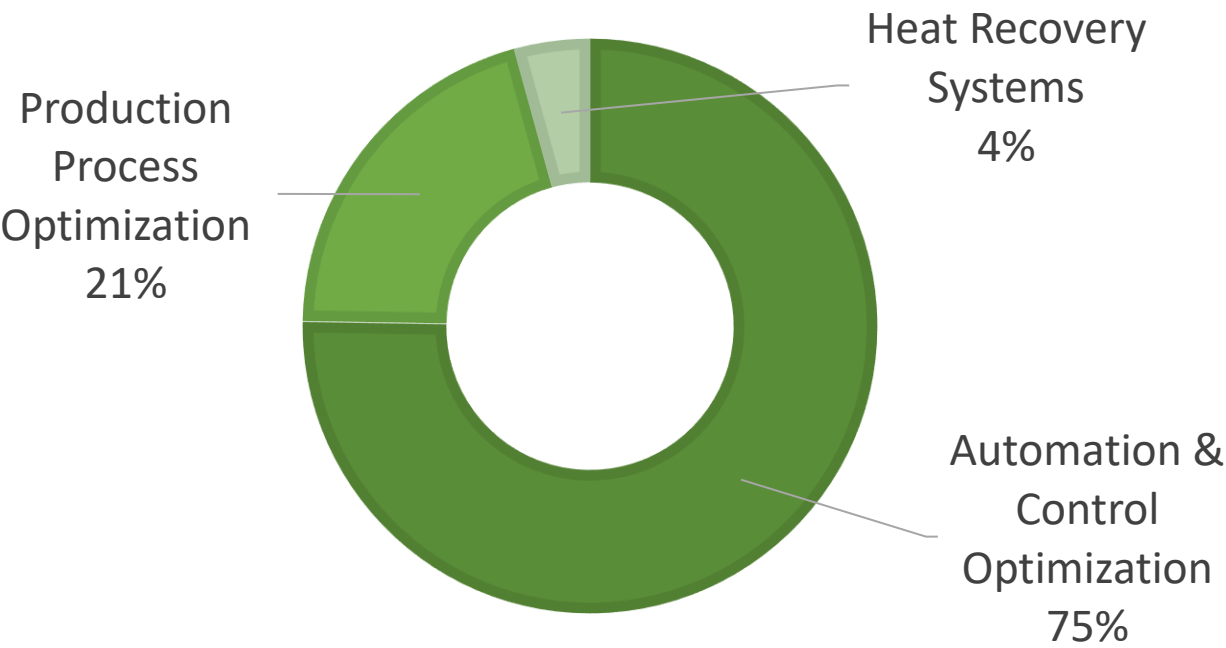
* All locations



ENERGY EFFICIENCY

We invest in improvement and better alternatives for energy efficiency. We continue our work in areas such as energy efficiency, insulation, heat recovery, energy efficient motor transition and process optimization in compressed air, heating, and lighting systems

We implemented **8** energy-efficiency projects at our production facilities within the scope of this report and saved approximately **4,599 GJ** of energy. Thanks to this increase in efficiency, we prevented **541 tons of CO2e** emissions.



We are transforming our energy supply sources into renewable ones. **1,231,493 kWh** energy is saved yearly with the solar panel installation in our Bursa OSB Seating plant. We prevented **715 tons of CO2** emissions.

Our renewable energy generation in 2025 **18%** in Bursa plant.





ENVIRONMENTAL MANAGEMENT

According to our policy,

we are committed;

- To provide all necessary information and resources to achieve the goals and the objectives set for environmental protection and energy efficiency.
- To comply with all relevant national and international legal requirements, as well as the compliance obligations of interested parties.
- To ensure the continuous improvement of our environmental and energy management system by enhancing the effectiveness of our activities through employee participation and consultation.
- To prevent any living organism from being negatively affected by our products and activities.

Our Environmental and Energy Management Approach

We carry out our activities during the product life cycle with the environmentally friendly and energy efficiency perspective. All processes are evaluated on their environmental impacts, and we do activities according to prioritization to reduce our negative impact on the environment.

We support to the sustainability by committing Sustainable Development Goals. We develop our management systems under the light of SDGs and put them into our corporate policies.

We have integrated management system, which is certified by the accredited certification body, TUV Rheinland.

 [Please see ANNEX 2 for the complete list of our Certificates.](#)



We sustain and maintain the certificate ISO 14001 Environmental Management System since 2004. It is a mature system, and all our new production sites are established according to these standards.

We have well established EMS system since 2004. By 2025, with the certification of our Slovakia facility, all of our production plants will be certified in accordance with ISO 14001.

We have no nonconformity (**Zero NC** in external audits) on Environment and Energy Management System over 8 years. During the external audits, we always receive positive feedbacks from the auditors, and they use as benchmark for our sector.

At all of our production facilities, our employees receive training on environmental issues as part of our annual refresher and new employee orientation programs.

Training Name	2023	2024	2025
Environmental Accident Emergency Conditions and Waste Management (Employee*hours)	339	1220	1030
14001 Env. Management System Information (Employee*hours)	551	375	308



ENVIRONMENTAL MANAGEMENT

Environmental Accidents

Environmental emergency may have an effect on large areas and many people according to its type. We prepared a detailed emergency plan for our production plants which store and use chemicals. We have 7 different scenarios, and we practice or review them every year.



For the year 2025, Kütahya plant had a practice of chemical leakage simulation with the SAFETY & SU department and the reaction times and the intervention of the personnel in the area.



We manage emergencies in the production plants with a trained team and emergency trolley are put in several different areas which is evaluated as risk. When environmental accident or near emergency is occurred, it is reported by the responsible.

There is NO environment accident in any of our locations in 2025. And we need to underline that we do not have any environmental accident which has any impact on environment in the last 8 years.

Additionally, we conduct our environmental risk assessments every year, covering 100% of our locations.

Air Emissions

Air pollution due to our production plants is evaluated as low impact. Air emission measurements are done every year or once in two years according to local legal requirements and World Bank standards.

There is no exceeding the legal limit of air emissions in all of our production plants.

Just for a reference, the highest PM, VOC, CO, SO_x parameters are put in the following table from the latest air emission measurement report of operations in Romania in 2025.

Parameters	Legal Limits (mg/Nm3)	Measurement Result (mg/Nm3)
PM	5	2,84
VOC	100	16,8
NO ₂	350	144,67
CO	100	43,95



Please see ANNEX 4 for the complete list of Environmental Performance Indicators for our locations.



CHEMICAL MANAGEMENT

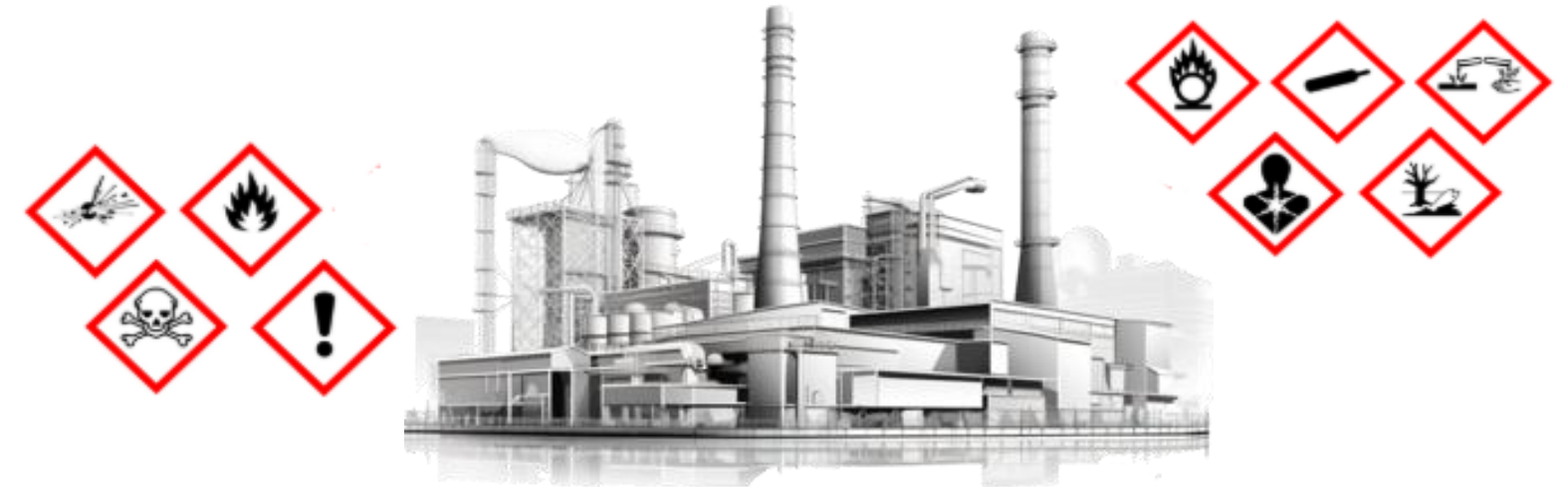
All chemicals are evaluated with SDS forms during purchasing decision.

Chemicals are categorized according to the dangerous categories and non-dangerous ones are preferred. If there is no other chose to use the least dangerous one, the effect on the environment and public health are analyzed and proper controls are set before purchasing. The system is clearly defined and managed with the coordination of related parties. The most used chemical in our processes is in the cataphoresis process.

Water-based chemicals are preferred and used in this process. Chemical uses are monitored monthly and reported to the operation management in the Monthly Environment Performance Report. Alternative chemicals are searched to reduce the usage amount of paints and the usage of less chemicals is supported by projects.

The chemicals are selected and used in all processes in line with the REACH regulation and IMDS system. In this context, there is no possibility to use any prohibited/restricted substances.

Chemicals are stored in the new chemical storage area according to the storage matrix. This area is closed for unauthorized entrance and away from the plant to prevent fire risk. The proper personal protective equipment is determined by the work safety specialist and ensured to use. MSDS and emergency kits are available in chemical usage and storage areas. And there is a detailed procedures for the chemical management.



Our public information for our Romania, Akçalar and Kütahya locations have been provided on our website. You can access it through the link below.

Kütahya Plant

https://www.marturfompak.com/files/belgelerimiz/martur_kamu_bilgilendirmesi_ktahya.pdf

Akçalar Plant

https://www.marturfompak.com/files/belgelerimiz/martur_kamu_bilgilendirmesi_akalar.pdf

Romania Plant

marturpdf.netlify.app/informare_publica_martur_automotive_nov_2023



WASTE REDUCTION

We manage all activities to reduce the amount of the generated waste. It is our goal to maximize resource usage by optimization project in each process. Therefore, both the economy and the environment will win.



Waste generated at the production plants is collected separately at the source in accordance with the type of waste and legal requirements. It is classified according to waste type and sent to recycling, energy recovery or disposal firms. Except domestic waste, all type of wastes is sent to the recycling or energy recovery firms. Only domestic wastes are sent to the landfill for disposal.

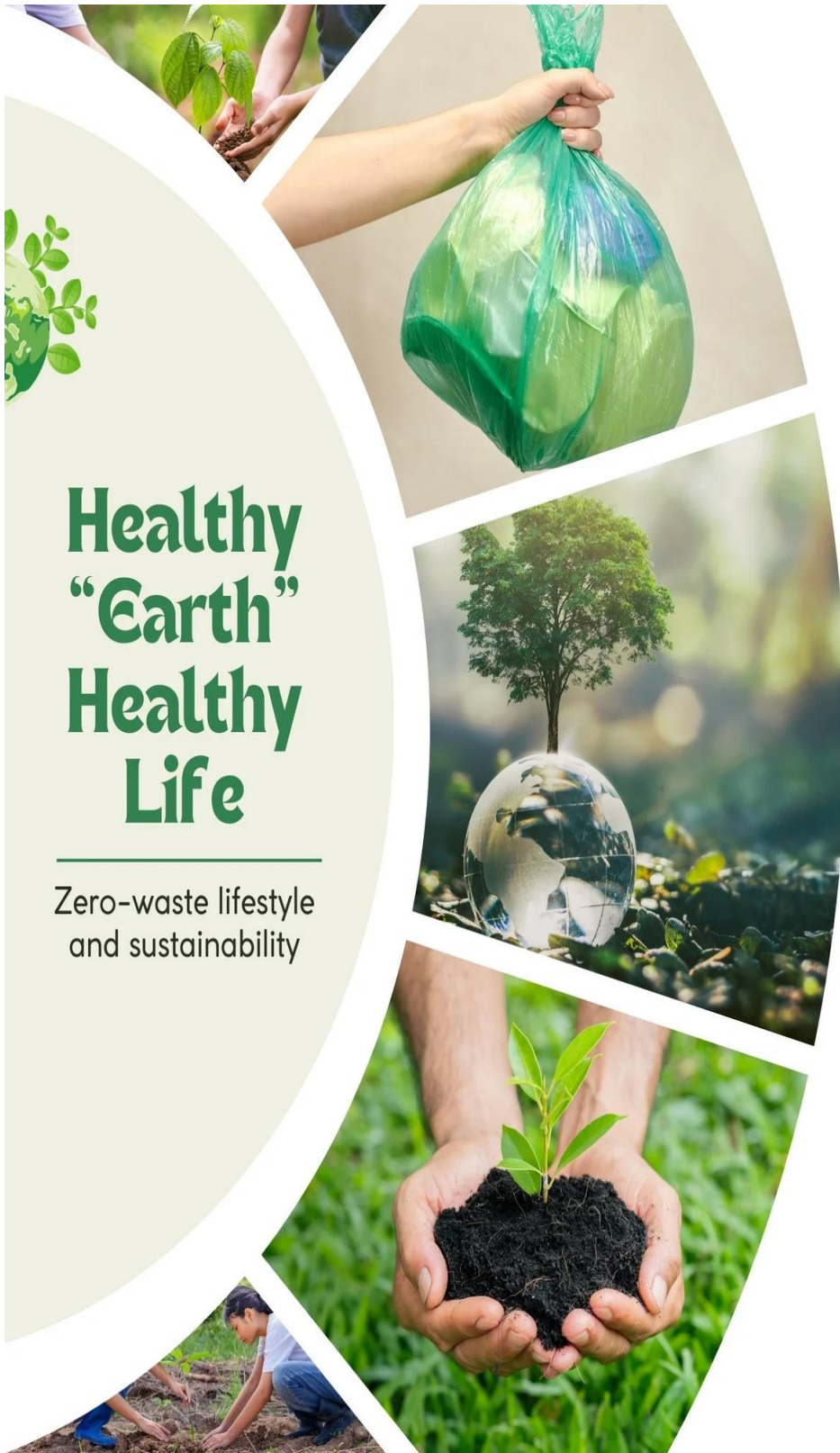
All wastes are stored at the waste site in accordance with legal requirements.

Waste by Type (tonnes)	2023	2024	2025
Hazardous Waste (Tonnes) (Energy Recovery)	509	476	943
Non-hazardous Wastes (Tonnes) (Recycled)	10,692	21,955	23,022

Towards to Zero Waste

We aim to achieve the zero-waste target by focusing on the following activities:

- ❖ To prefers technology that does not generate waste.
- ❖ To use of waste as raw material when possible
- ❖ To decompose food wastes to prevent from landfill.
- ❖ To organize trainings to increase the awareness on zero waste



Please see **ANNEX 4** for the complete list of Environmental Performance Indicators for our locations.

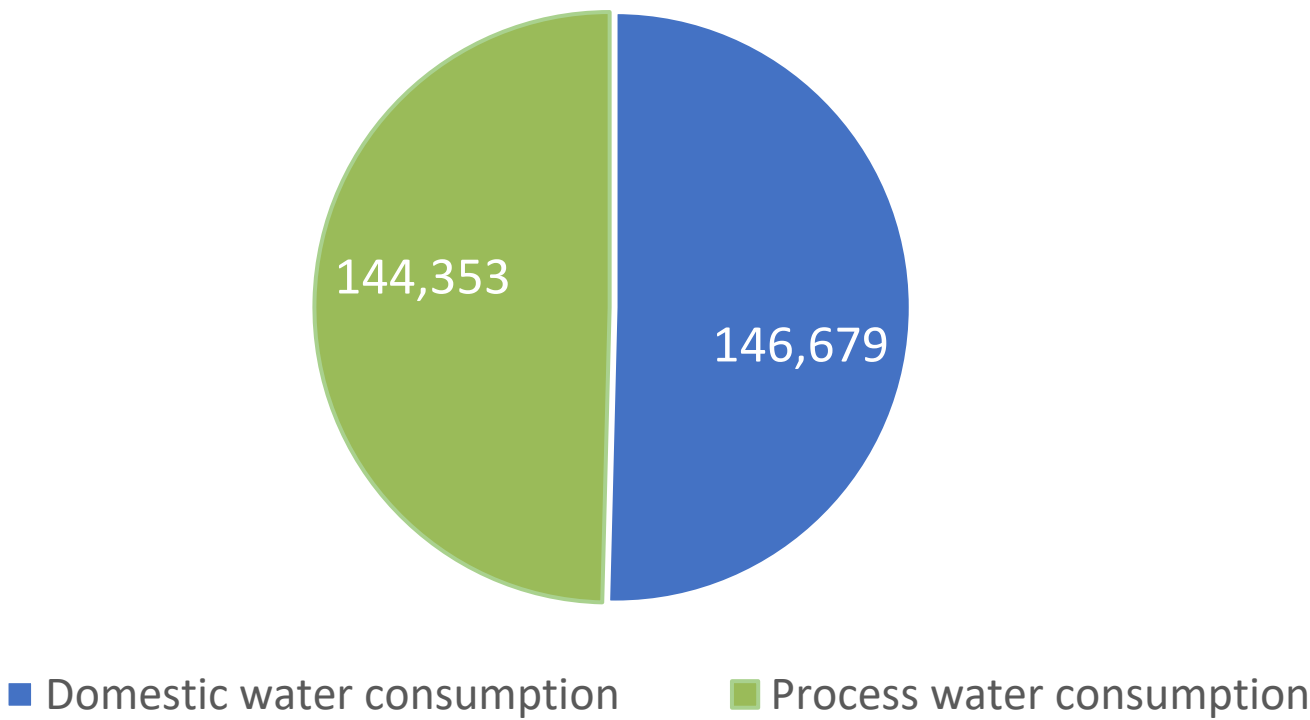


WATER QUALITY & CONSUMPTION

In the coming years due to the disruption to the balance of rainfall caused by climate change, we will be affected by water scarcity significantly. We are managing our water and wastewater processes in the most efficient manner while trying to carry out operations with minimum consumption of water.

Total water consumption of all of our production plant is in 2025 as follows.

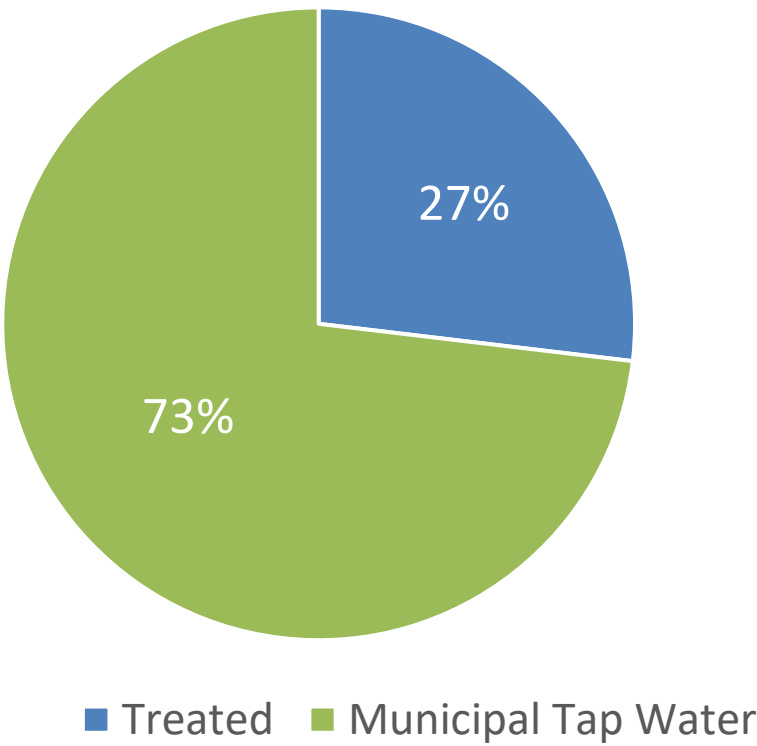
Total Water Consumption(tonnes) in 2025



If possible, we always prefer to use treated water instead of tap/fresh water. We only have this possibility in Türkiye, Bursa Organized Industrial Zone.

Mostly treated water is used in the cataphoresis process in Martur Bursa seat plant. The proportion of municipal and treated water usage is summarized in 2025 at Martur Bursa plant as below. We aim to do it for all our plant if available.

Total process water withdrawal by resource for Martur Bursa OSB plant (2025)



Please see ANNEX 4 for the complete list of Environmental Performance Indicators of our locations.



In the last 12 years **22,902 saplings** have been planted and **504 ton of CO2 emissions** have been **reduced**.

SUSTAINABLE PRODUCT

We have a well organized R&D team, and there is a dedicated team that studies material innovation

Our products are seat, seat components and plastic interior parts. Their main materials are metal, textile, plastic, and foam. And they are recyclable or reusable. We have several R&D projects to reduce our products negative environmental impacts by using sustainable materials.

The main consumption ratio in raw materials belongs to sheet metal. And we have several studies to reduce the weight, technical scrap rate and to choose green material to reduce carbon footprint and negative environmental impact.

We are working in parallel with new CO₂ emission regulations and customer targets.

Our main focus is to decrease carbon emission of our products. For this reason, we are implementing our sustainable design guidelines for all of our products which consist of recycled and biobased raw materials, mono materials, lighter products and more simple processes.

The life cycle evaluation of our products at the end of its life cycle is below.

Metarials	Status
Metals	100% recyclable
Foam	100% reuse
Cover	100% recovery
Plastic	60% recyclable 100% recovery

Life Cycle Analysis of our Products

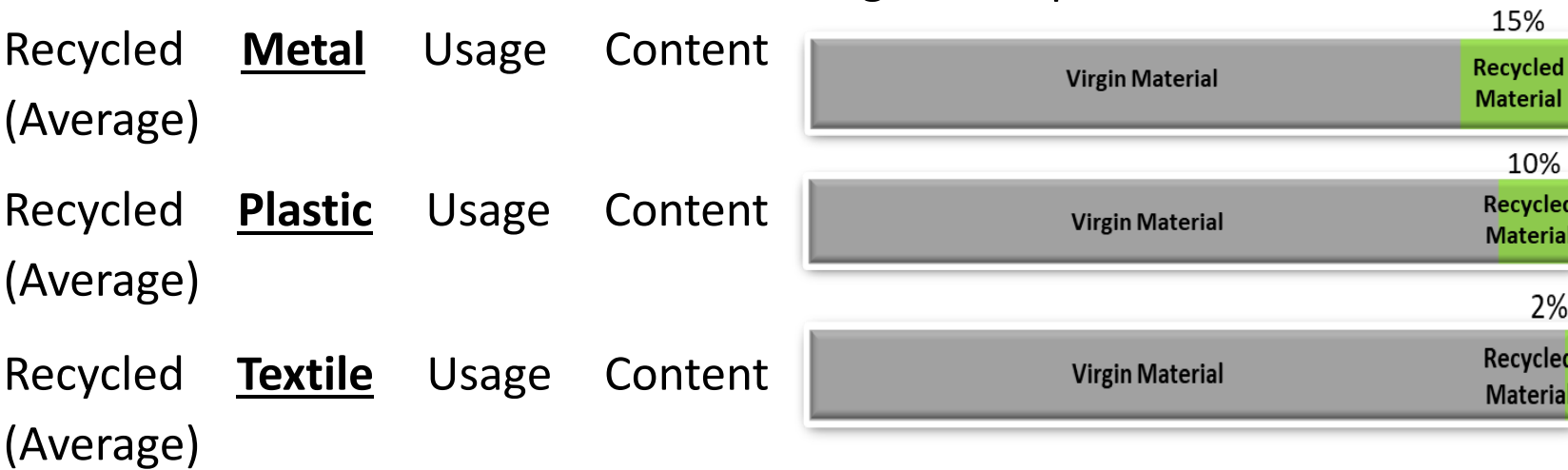
SimaPro

We analyse the environmental impact of our activities and products with the life cycle

perspective. We have an internal resource to calculate LCA of our existing and developed product. We have a good collaboration between R&D and Environment & Sustainability team.



In 2025, we completed LCA analysis for 10 projects and 4 internal studies. Our analysis showed that raw material contribution in the total carbon footprint has the highest portion. We have been started to integrate our selected supplier to reduce the ecological footprint.





Social



RESPECT FOR HUMAN AND LABOR RIGHTS

Martur Fompak International is committed to the principles of the Universal Declaration of Human Rights and integrates respect for human rights into all relationships with its stakeholders. One of the company’s fundamental values is fostering a positive, safe, and professional working environment for its employees. Across all processes—including recruitment, training, promotion, career development, compensation, benefits—Martur Fompak International operates in line with global ethical standards. Employees are free to establish or join civil society organizations of their own choosing.



The company maintains a zero-tolerance approach toward forced labor, child labor, discrimination, and harassment. In addition, Martur Fompak International recognizes its responsibility to uphold and promote human and labor rights throughout its value chain.

This commitment extends to suppliers and contractors, who are expected to comply with applicable environmental, health, safety, and labor regulations.

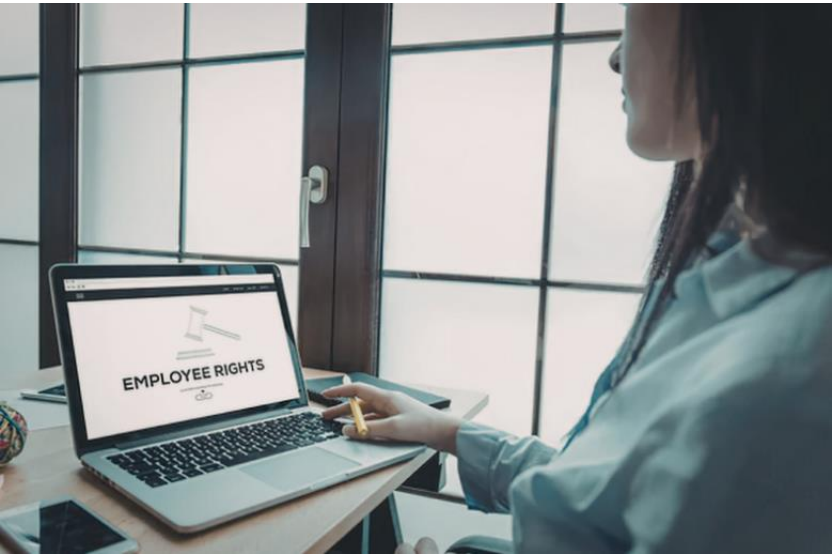
In this report, we provide an overview of our practices, and initiatives under the social pillar.

We communicate our principles to employees through internal channels and request their acknowledgement. We also share these principles with all business partners via the Supplier Portal, Supplier Handbook, and company contracts, and with the wider community through our website.

Company policies

SOCIAL DIALOGUE

We recognize the right of our employees to freedom of association and collective bargaining. In all our operations, we respect employees’ rights to join or not join labor unions, and we engage constructively with unions and employee representatives. We maintain open and regular dialogue to ensure that employee voices are heard and considered in decision-making processes.





Currently, in Türkiye, 100% of hourly-paid employees are members of a union, whereas in Italy, 100 % of employees, including both monthly and hourly-paid employees are unionized. In locations where there are no labor unions, an employee representative system is in place to facilitate communication between management and employees. Employee representatives are elected in line with the local regulations and company practices, offering a structured forum for employees to voice concerns, provide feedback, and contribute to workplace improvements. In Romania and Slovakia, employee representatives act on behalf of all employees, including both hourly and monthly paid employees.



Employee representatives are responsible for ensuring that employees' rights are respected in accordance with applicable legislation, the collective labor agreement, individual employment contracts, and internal regulations. They participate in the development of internal regulations and promote employees' interests related to salaries, working conditions, working hours and rest periods, health and safety, and other professional, economic, and social matters concerning employment relations.

We continue to strengthen our human and labor rights practices through training and awareness programs, as well as effective grievance mechanisms—key components of workplace rights. These efforts reinforce our commitment to fostering a respectful, fair, and inclusive working environment.

DIVERSITY, EQUITY, AND INCLUSION

At Martur Fompak International, gender equality is a fundamental value that underpins our corporate success and long-term sustainability. Addressing and transforming structural inequalities and entrenched stereotypes are among our primary goals in fully advancing gender equality. In line with this commitment, gender-based principles have been integrated across all our policies.

In line with this commitment, we have developed and published our corporate Gender Equality Guide and Manifest, reinforcing our dedication to gender equality and inclusive leadership.

5 GENDER
EQUALITY



To further strengthen a gender-equal organizational culture, we organized an internal webinar series on gender equality and unconscious bias, aimed at promoting gender-sensitive language in corporate communication and raising awareness across the organization. We believe that creating a work environment that offers equal opportunities and ensures every individual feels respected and valued is not merely an aspiration, but a necessity.



We are a corporate member of TÜMKAD – All Engineer Women Association, actively supporting its initiatives and collaborating on projects that empower women in engineering. One of our key collaborations is the “My North Star” Project, designed to help strengthen the presence of women in the field of engineering and to support them in building a better career throughout their professional lives.

Through this project, women engineers in our company mentor female engineering students, helping them navigate challenges, build confidence, and gain insights into real world industry expectations.

In addition to mentorship, we provided training programs aimed at enhancing their professional and social skills, ultimately contributing to a more inclusive and equitable engineering workforce.

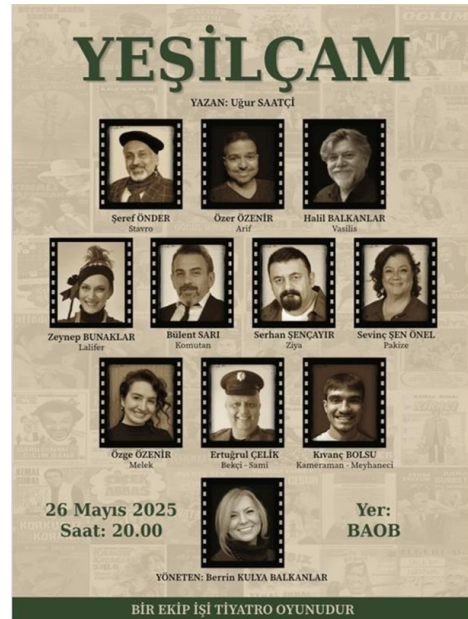


On 23 June 2025, we participated in an event organized by TÜMKAD-All Engineer Women Association- in celebration of International Women in Engineering Day.

As a supporting sponsor of the day, we reaffirmed our commitment to empowering women in STEM fields.

We do not only inspire future women engineers but also to walk alongside them on their journey, helping bring our shared vision of equal opportunity to life.





As part of this initiative, complimentary theater tickets were provided to employees and their families to promote social inclusion and employee well-being. In addition, the proceeds from this performance were directed to a scholarship fund supporting women pursuing engineering education, contributing to equal access to education and the advancement of gender equality.

As part of International Women’s Day on March 8, bamboo thermoses were gifted to all our women employees, and a donation was made to the Mor Çatı Women’s Shelter Foundation. This foundation works to combat violence against women.



Recognizing that access to reliable childcare is a critical enabler for women’s participation in the workforce, we have been providing free childcare services since our investment in Türkiye in 2017 at our Kütahya location. These services include complimentary transportation, aimed at reducing structural barriers to women’s employment and supporting work–life balance.



We regularly assess satisfaction levels with the childcare centers and implement improvements as needed to ensure service quality and accessibility. Currently, we maintain agreements with three childcare centers located in different areas of the city, enabling broader access for our employees.

In 2025, 62 employees benefited from the childcare support program. Since the establishment of the Kütahya plant in 2017, a total of 568 employees have benefited from this support, demonstrating the long-term and sustained nature of the company’s commitment to facilitating women’s participation in the workforce. This initiative has not only increased the recruitment of female employees but also reduced absenteeism and enhanced productivity.

The repeated recognition of our Kütahya plant for female employment performance evidences our alignment with GRI 405 and directly contributes to SDG 5 by advancing equal opportunity, inclusive employment practices, and the long-term empowerment of women in industrial employment.



In addition, we systematically monitor the representation of women across different divisions to ensure targeted and measurable progress. During the reporting period, the share of women in STEM and IT functions decreased slightly, while female representation in managerial roles showed a modest increase. These trends indicate both progress and areas for further improvement, and we remain committed to strengthening targeted initiatives that support women’s participation and advancement across all functions and leadership levels.



	2022	2023	2024	2025
Women in Board of Directors	25%	25%	25%	25%
Women in senior management positions	11.9%	13.4%	15.1%	15.7%
Women in managerial positions	16.3%	20.8%	22.9%	23.0%
Women in non-managerial positions	32.8%	33.6%	34.2%	34.8%
Women employees in STEM-related positions	22.2%	23.8%	24.7%	24.4%
Women employees in IT positions	23.1%	23.0%	26.2%	24.1%

We are committed to fostering the inclusion of individuals with disabilities as an integral component of our social responsibility approach. Within our operations, roles and tasks suitable for employees with disabilities are identified by the Workplace Occupational Health and Safety (OHS) units, considering the specific type and nature of each disability. Upon onboarding, these employees are included in the Prioritized Employees List to ensure structured follow-up, tailored support, and ongoing monitoring. Their shift supervisors are designated as the primary responsible persons, while a substitute companion from the same team is appointed to provide additional support when required. This structured approach aims to promote a safe, inclusive, and supportive working environment for employees with disabilities.



As of the reporting period, employees with disabilities represent approximately 2% of our global workforce.

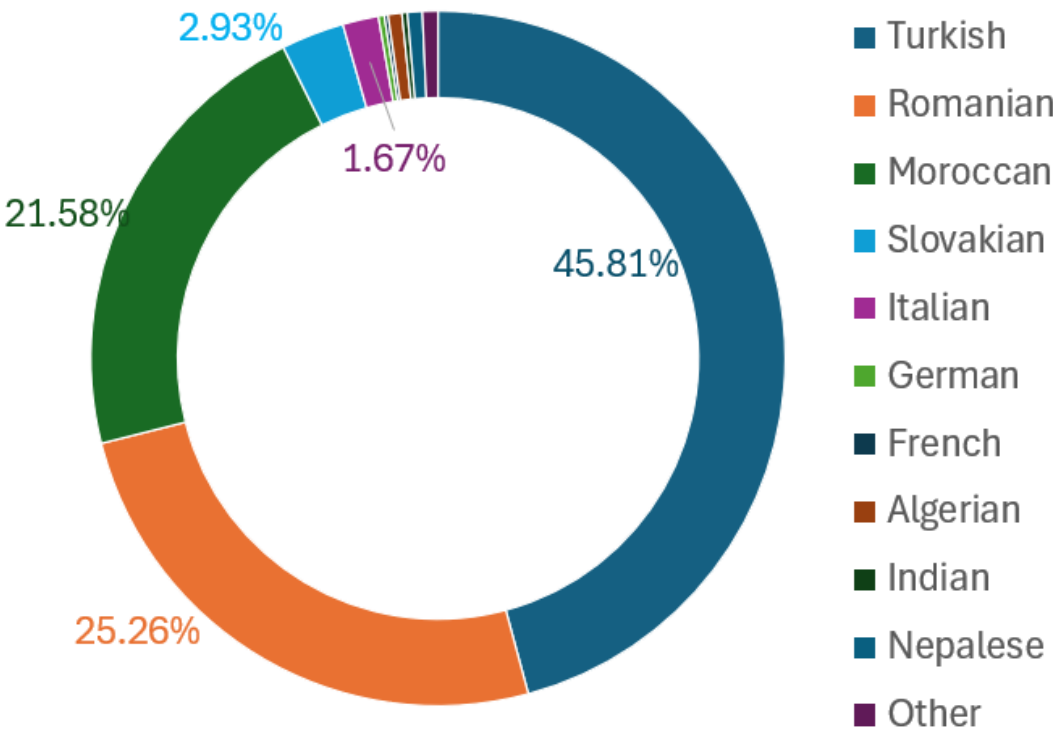
In line with our commitment to diversity, equity, and inclusion, our Plant Health and Safety Units, in close collaboration with Human Resources teams, are actively reviewing operational areas to identify suitable and accessible workstations. These efforts aim to further expand employment opportunities for individuals with disabilities and strengthen inclusive workforce participation across our operations.



In Romania, we collaborate with an Authorized Protected Unit by sourcing personal protective equipment (PPE), specifically textile products, manufactured for our operations. Approximately 50% of our disability fund is allocated to the procurement of these products, contributing to the operational continuity and financial sustainability of the Authorized Protected Unit, while supporting inclusive employment for individuals with disabilities.

Our workforce comprises individuals from a wide range of nationalities. As a multicultural organization, we benefit from a rich diversity of ideas and perspectives. It provides opportunities to collaborate with colleagues from different countries, fostering creativity, innovation, and broader problem-solving approaches and enhances our cultural awareness, adaptability, and communication skills.

This environment fosters a global mindset among our employees, enabling them to perform more effectively, adapt to diverse contexts, and remain competitive throughout their careers.



TALENT ACQUISITION AND DEVELOPMENT

Supporting Young Talent and Building Our Future Workforce

We actively collaborate with local vocational high schools and universities to attract young talent and contribute to the development of future professionals. Through online webinars and on-campus sessions, we share industry knowledge, provide real-world insights, and support students' academic and professional growth. These engagements reflect our strong sense of responsibility toward youth development and our commitment to bridging the gap between education and industry.

Internship programs are a key pillar of our talent acquisition and development strategy. By offering both short-term and long-term internship opportunities, we enable students to gain practical experience, apply their academic knowledge in real business contexts, and develop essential professional skills. In the reporting year, we provided internship opportunities to around 230 students globally across a wide range of functions, including intelligent technologies, human resources, production, quality, project management, maintenance, logistics, engineering, and research and development (R&D).

Throughout the summer of 2025, we had the opportunity to work closely with interns across our operations, supporting their learning while benefiting from their fresh perspectives.





We strive to offer interns a meaningful and immersive experience in an innovative and forward-looking industry. Interns work alongside experienced professionals, expand their professional networks, and actively contribute to business activities within a dynamic corporate environment. Through this approach, we prepare young talents to become potential future employees of Martur Fompak International, strengthening our long-term talent pipeline after graduation.



In addition to internships, we regularly host student visits from local universities. During these visits, students explore our advanced production facilities, gain first-hand insight into our operational processes, and observe how engineering solutions are implemented on the shop floor. Knowledge-sharing sessions with our experienced engineers enable students to engage directly with industry professionals and deepen their understanding of applied manufacturing and engineering practices.

To further strengthen academia–industry collaboration, we signed an applied education and internship protocol with a local university. Within the scope of this partnership, a series of technical visits, seminars, and knowledge-sharing activities will be organized, with the aim of transforming academic knowledge into practical experience. These collaborations allow students to work with real operational data while providing our teams with innovative ideas and new perspectives that contribute to continuous improvement in production and operations.

As part of our commitment to skills development, we also deliver targeted training programs for interns. In 2025, Project Management, Fundamentals of Resume Writing and Artificial Intelligence trainings were conducted for our interns at our seating systems plant in Bursa, Türkiye.

The program was enriched by the active involvement of experienced employees who participated as internal trainers, sharing practical insights and real-life experiences with young talents.

We believe that empowering the next generation by sharing knowledge, fostering curiosity, and providing hands-on experience is essential, as today's students are tomorrow's innovators in mobility. Through sustained engagement with educational institutions, structured internship programs, and continuous knowledge exchange, we remain committed to nurturing young talent and building a future-ready workforce.

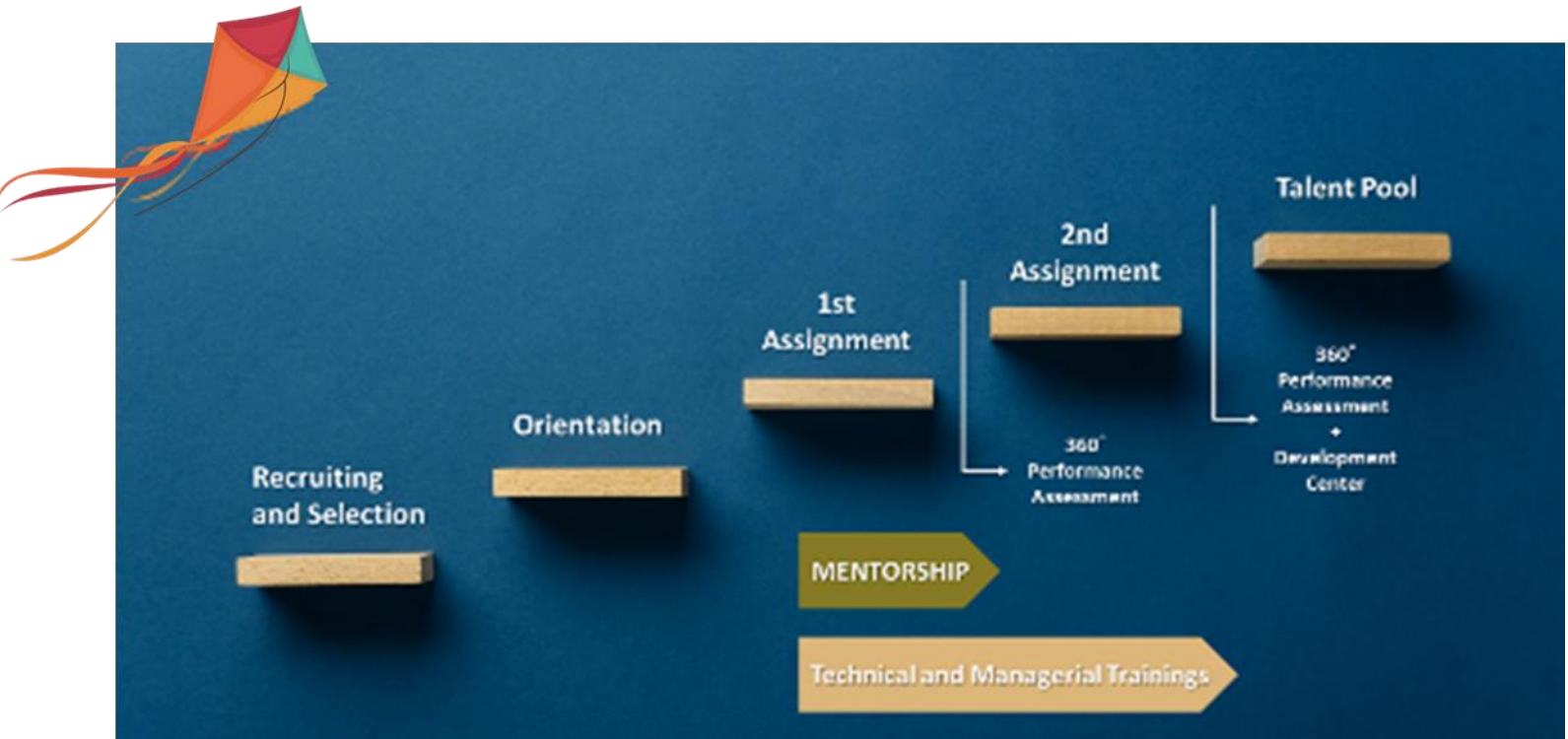
All our plants participate in local human resources and career fairs to attract potential candidates, collect job applications, and strengthen our employer brand within the regions in which we operate.



*Job fair in
Trnava
Slovakia*



Martur Fompak International has launched a global talent acquisition and development program, KITE, designed to identify and develop high-potential, self-motivated trainees. The program aims to prepare future leaders for managerial roles by equipping them with the skills and experience required to operate across different functions and countries, while fostering alignment with the company’s corporate culture and vision.



KITE participants are developed through a comprehensive and structured approach that includes a buddy system, mentoring, classroom and digital training programs, cross-functional and international project assignments, job rotations, and 360-degree performance evaluation and feedback mechanisms. Each year, the program attracts a high number of applications, and new KITE participants are selected through a rigorous and merit-based assessment process to ensure a strong future leadership pipeline.

Our approach to attracting and retaining talent is guided by our Global Code of Conduct and Human Rights Policy, which form the foundation for all human resources procedures and practices. These policies ensure that HR instructions are developed and implemented consistently in line with the principle of equal opportunity and non-discrimination.

We clearly communicate our core values in all job postings and recruitment activities and seek to attract candidates who align with these values, supporting a values-driven, inclusive, and sustainable organizational culture.

To support the career development and internal mobility of our employees, all job vacancies are first published internally for a period of 20 days before being advertised externally. This practice ensures that employees are given priority access to career advancement opportunities within the company.

In addition, employees are encouraged to recommend qualified candidates from their professional networks through our internal referral approach. This not only supports our talent acquisition efforts but also contributes to cultural alignment and strengthens employee engagement by involving our workforce directly in the recruitment process.





Onboarding

A strong onboarding process plays a critical role in fostering a sense of connection while delivering tangible value to the organization through improved employee retention and faster productivity. At Martur Fompak International, we are committed to providing every new employee with a strong start through a well-structured and thoughtfully designed onboarding program.

We ensure an inclusive and consistent onboarding experience for all new hires, regardless of their location, supported by our digital HR platforms.



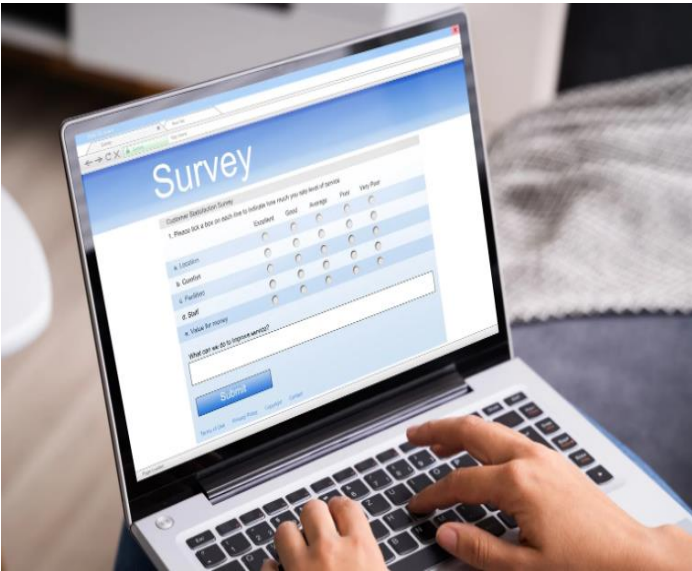
Each employee participates in a structured induction program that facilitates effective integration into the company’s culture and values, while enabling them to quickly adapt to their specific roles and responsibilities.

EMPLOYEE EXPERIENCE

Investing in a positive employee experience is essential to building an engaged and motivated workforce. To effectively capture employee feedback and listen to our employees’ voices, we utilize SAP Qualtrics as a dedicated employee survey tool. Integrated with our global employee database, this platform enables us to efficiently distribute surveys across the organization or target specific employee groups as needed.

This tool enables us to capture insights across the entire employee lifecycle, allowing us to better listen to and understand our workforce and continuously enhance the employee experience. By systematically analyzing employee feedback, we identify areas for improvement and implement targeted actions to address employee needs and strengthen engagement.

We utilize dynamic onboarding surveys that are automatically triggered for every new employee at the end of their first week and first month. The first-week survey focuses primarily on newcomers’ initial impressions, assessing how welcomed, integrated, and supported they feel during their early days. The first-month survey evaluates role



clarity, alignment with expectations, and the level of support received to enable long-term success. To better understand and enhance the intern experience, we regularly measure intern satisfaction through dedicated experience surveys. In addition to onboarding surveys, we deploy performance management surveys, culture surveys, exit surveys, and structured exit interviews as essential tools for gathering comprehensive employee feedback throughout the employee lifecycle. By systematically analyzing both quantitative survey results and qualitative interview insights, we generate actionable findings that support continuous improvement. This integrated approach enables HR and management teams to identify recurring themes, pinpoint areas requiring attention, and inform data-driven strategic decisions, ultimately contributing to a more positive, engaging, and sustainable employee experience for both current and future employees.



TRAINING AND DEVELOPMENT

We aim to become a learning organization by building a structured internal knowledge base and continuously developing, retaining, and sharing our corporate knowledge. To sustain proactive development and long-term capability growth, we focus on three key drivers: Corporate Development, Functional Development, and Individual Development.



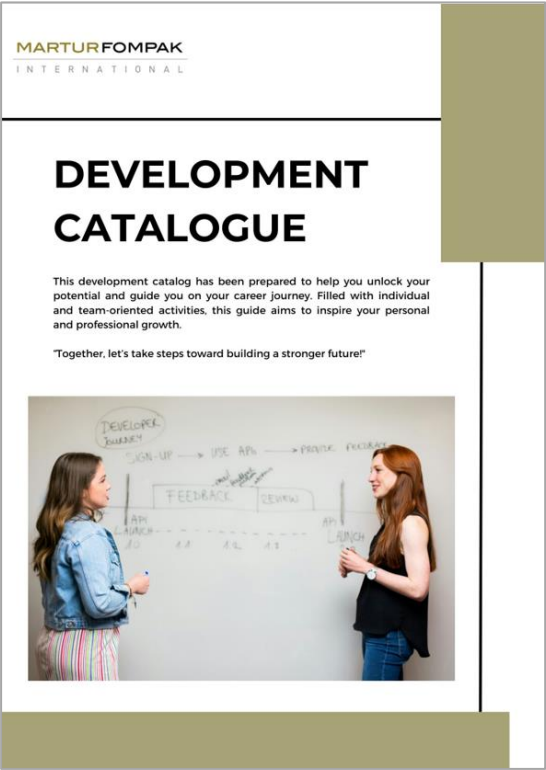
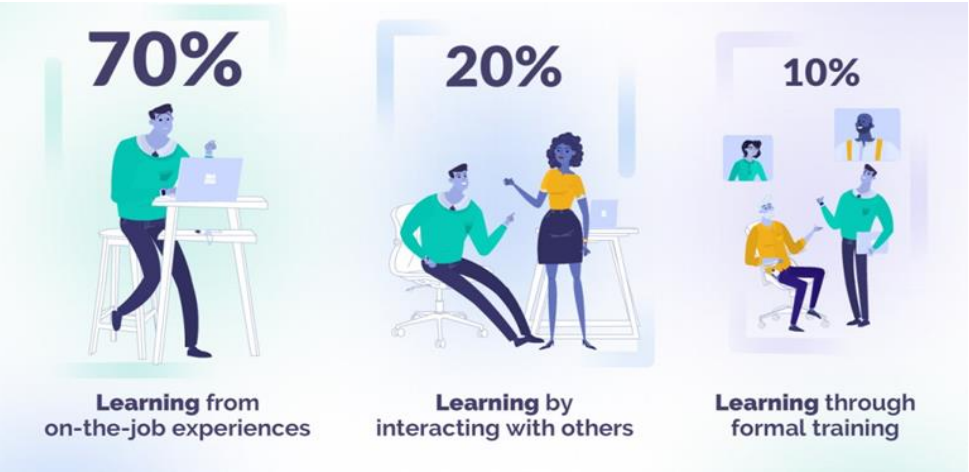
In 2025, Martur Fompak International launched its new Core Values and Behaviors to strengthen organizational culture and ensure alignment between strategy, leadership, and day-to-day ways of working. The values and behaviors were developed through company-wide data analysis, including HR-led workshops and employee surveys across all levels. Insights gathered from HR professionals were consolidated and translated into a five-phase Culture Activation Action Plan.

As part of this plan, targeted learning and development initiatives—referred to as the **MFI Thrive Program**—including leadership development and training programs, were designed to embed the new culture framework and to foster ownership, accountability, and consistent behaviors across all locations and roles.



In order to reshape MFI’s culture and support the rollout of the MFI Thrive Program, a series of 28 training sessions were organized to introduce the new core values and behaviors, as well as the “Playback Conversations” concept. In alignment with the newly defined behaviors, the training catalogue was comprehensively updated, with more than 130 e-learning modules and over 20 classroom training programs mapped directly to the expected behaviors.

Employees can access all e-learning content through the internal learning platform, ensuring broad and consistent reach. In addition, a structured development catalogue was developed by the Organizational Development team based on the 70-20-10 learning and development model, providing a holistic framework that supports continuous learning through experience, collaboration, and formal training.



CONTENTS

MFI Behaviors Trainings

*How can reach the training details by clicking on the training types related to behaviors.

BEHAVIORS	TRAINING TYPES
CARE & CONNECTION	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
CANDOR	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
COLLABORATION	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
ACCOUNTABILITY	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
AGILE DELIVERY	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
QUALITY ORIENTATION	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS

BEHAVIORS	TRAINING TYPES
OPERATIONAL EFFICIENCY & SUSTAINABILITY	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
INDIVIDUAL EXPERTISE & GROWTH	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
COLLECTIVE INTELLIGENCE & GROWTH	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
AUTHENTIC LEADERSHIP	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS
TEAM CATALYST	CLASSROOM / VIRTUAL CLASS TRAININGS E-LEARNING TRAININGS

MARTHY FOMPAR
- INTERNATIONAL -

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Leader's Club

Alan O'Neill
Speaker on Change Management,
Corporate Culture and Customer Experience

Alan is a Consultant, Author and Keynote Speaker specialising in Change Management, Organisation Culture and Customer Experience. He is a visiting professor with ESA Beirut. For more than 30 years, he has worked with some of the most amazing companies around the world. He has supported iconic brands like Toyota, Getty Images, Harrod's of London, the United Nations, Dubai Duty Free, Primark, Intel, Moët Chandon with the 7-Steps to Profit.

Known for his relentless focus on putting people first, Alan truly understands the direct link between a thriving company culture and improved commercial results. Alan can help your team to embrace your unique culture as a company and use this to give you maximum competitive advantage.

A seasoned expert in facilitating organisational change in culture and strategy, Alan can help your team to navigate any stormy waters and overcome resistance. His tried-and-tested formula will help you transform your business to deliver the meaningful experiences your customers crave.

Practical and empathic, Alan's refreshing and passionate style will inspire and challenge your organisation to embrace change and grow, using real-life business models and memorable success stories.

June 17th, 2025

14:00 - 15:30 (CET Time)

MARTURFOMPAK

INTERNATIONAL

Building on these initiatives, additional training and development activities were implemented to support the internalization and consistent application of MFI’s core values and behaviors.

In parallel, a keynote session on Organizational Culture and Change Management was delivered to raise awareness and support cultural transformation across the organization.

To further promote a growth-mindset culture, 14 e-learning modules were assigned to all employees. In addition, the Manager Mentor Training Program, an e-learning initiative supporting the gamification of desired behaviors, and various Leadership Development Programs have either been launched or are scheduled to commence, reinforcing leadership capabilities and sustained behavioral change.

As part of its digitalization journey, MFI Academy initiated the Grovie Project, an AI-powered learning assistant designed to provide 24/7, personalized learning and development support across all locations. Grovie strengthens the Academy’s strategic role by enabling faster, more data-driven, and consistent learning and development management, while ensuring more efficient use of L&D resources. By recommending tailored learning pathways based on individual competency gaps, Grovie enhances employee motivation, provides quick and easy access to development needs, and makes competency development more visible, measurable, and trackable.

At the organizational level, the project supports a more predictable and sustainable development strategy, improves speed and efficiency through significant time savings in data preparation and analysis, and ensures that learning investments deliver consistent value across the company.

GROVIE
AI Learning Assistant

The project was recognized with the
“AI People Experience Award” at
the 2025 MFI AI Days.

MFI Academy has designed a suite of tailor-made training programs to support the development of leaders and talents at every level of the organization.

LEADclass is dedicated to strengthening the strategic and leadership capabilities of directors, while **ThriveQuest** empowers managers to grow as effective, people-centered leaders. For young talents, the **EMBRACE** program focuses on personal growth, self-awareness, and building a strong foundation for future leadership. Additionally, the **Understanding the Shopfloor** program equips team leaders with the knowledge and perspective needed to connect operations with people management, ensuring strong leadership close to the heart of the business.

EMBRACE

Embrace your future at MFI

EMBRACE
your strengths

EMBRACE
your potential

EMBRACE
your future



These development journeys are further strengthened by our Corporate Mentorship and Reverse Mentoring Programs, which foster a culture of learning through experience sharing and collaboration. The Corporate Mentorship Program creates a supportive environment where selected mentors share their knowledge, insights, and real-life experiences with mentees, helping them accelerate their integration and personal development within the organization.



Complementing this, RE'xperience - the Reverse Mentoring Program builds synergy by encouraging mutual learning across generations, bringing together X and Y generations with Z. By sharing perspectives on key topics such as sustainability, innovation, and digitalization, the program creates a dynamic platform for idea exchange, fresh thinking, and cross-generational collaboration.



In addition to leadership and talent development initiatives, a wide range of internal and external training programs were delivered to strengthen safety, quality, and operational excellence across the organization.

The Safer Together Program, organized in five groups, empowered office employees to actively contribute to the safety culture by recognizing safe practices, giving constructive feedback, and supporting continuous improvement in daily operations.



The Quality School focused on strengthening technical quality competencies by standardizing knowledge, developing skills, and ensuring consistent application of quality practices company-wide. FMEA training was organized for 13 groups to ensure the effective application of the 7-step DFMEA and PFMEA approach, supporting continuous improvement and knowledge management in line with the MFI FMEA Standard Procedure. TBP Problem Solving training was delivered to enhance structured problem-solving capabilities, enabling root cause analysis, logical thinking, and sustainable solutions aligned with continuous improvement principles. For team leaders, the 4-Step Method training aimed to standardize operational training by transferring the methodology to those responsible for delivering training, supported by SOPs, procedures, and instructions. Additionally, 9 groups from relevant departments attended the Requirement Management Process introduction training, designed to improve MFI project KPIs through effective management of product technical requirements.



The Quality School focused on strengthening technical quality competencies by standardizing knowledge, developing skills, and ensuring consistent application of quality practices company-wide. FMEA training was organized for 13 groups to ensure the effective application of the 7-step DFMEA and PFMEA approach, supporting continuous improvement and knowledge management in line with the MFI FMEA Standard Procedure. TBP Problem Solving training was delivered to enhance structured problem-solving capabilities, enabling root cause analysis, logical thinking, and sustainable solutions aligned with continuous improvement principles. For team leaders, the 4-Step Method training aimed to standardize operational training by transferring the methodology to those responsible for delivering training, supported by SOPs, procedures, and instructions. Additionally, 9 groups from relevant departments attended the Requirement Management Process introduction training, designed to improve MFI project KPIs through effective management of product technical requirements.

Comprehensive learning journeys such as the Maintenance School and SAP Schools for finance, logistics, production, and quality professionals are also implemented to strengthen employees’ functional and technical capabilities.

These targeted programs are designed to deepen practical knowledge, enhance system proficiency, and support cross-functional understanding, empowering employees to perform their roles with greater confidence, efficiency, and consistency while contributing to operational excellence and continuous improvement.

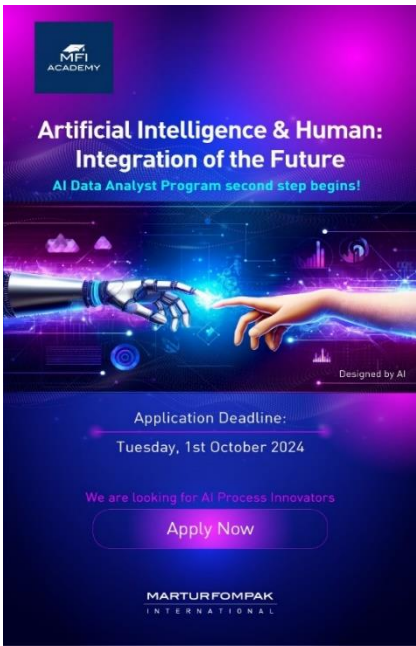


Since June 2024, the Intelligent Technologies Department has been leading the AI Data Analyst Development Program in collaboration with MFI Academy, with the goal of strengthening and transferring employees’ capabilities in Machine Learning, Artificial Intelligence, and advanced problem-solving across digital and cloud-based platforms.



Currently, the program is advancing into its implementation stage, with 10 AI-driven projects actively in progress and 70 participants applying their newly acquired skills to real business use cases, fostering practical learning and enterprise-wide impact.

Following these comprehensive development efforts, the 2025 Training KPIs demonstrate a strong organizational impact. Overall, 89% of employees have



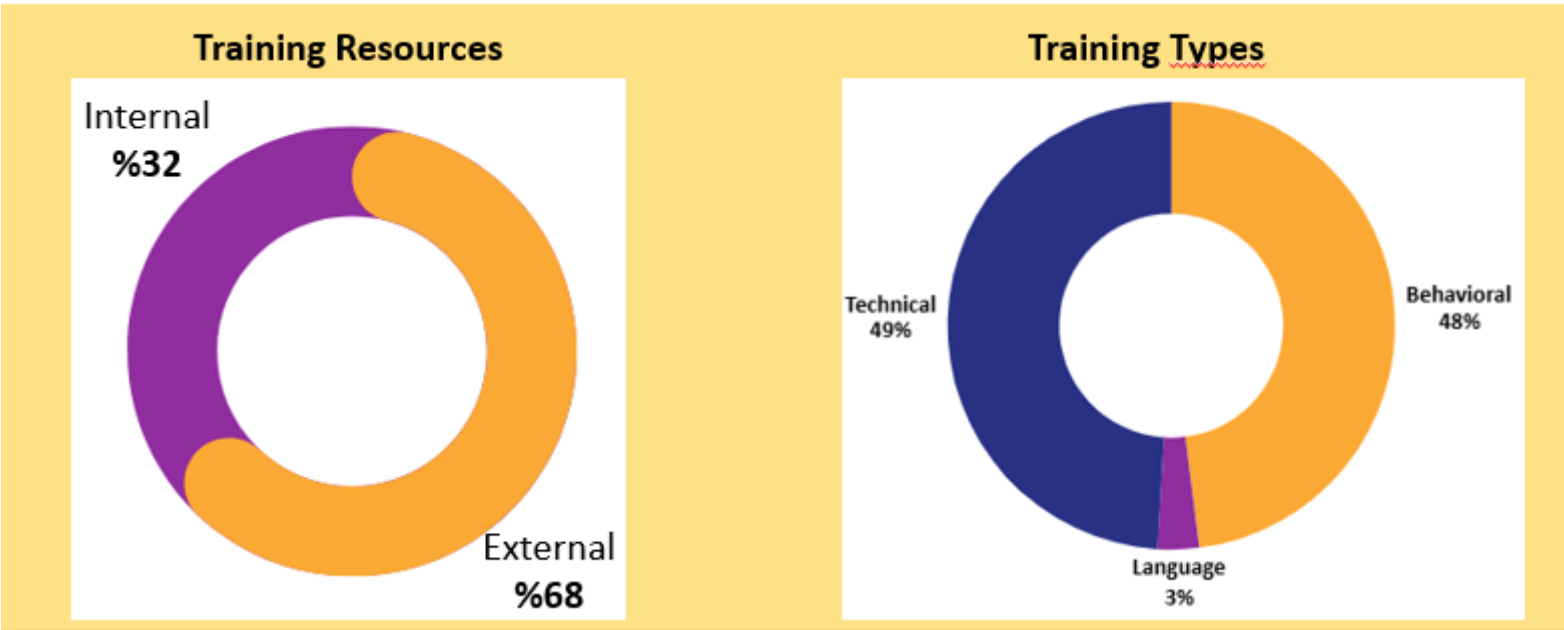
Following intensive training sessions delivered by the MFI AI Team and the Google Team, the Generative AI training phase has been successfully completed.

been reached, reflecting broad engagement across the workforce. The realization rate of planned trainings stands at 87%, indicating effective execution, with 32% of trainings delivered through internal resources and 68% through external partners.

Training Realization Rate
%87



In terms of content distribution, 49% of trainings focused on technical competencies, 48% on behavioral development, and 3% on language skills, ensuring a well-balanced learning portfolio.



These figures represent only the programs organized by the MFI Academy; in addition, local HR teams at each location further enrich the learning ecosystem by delivering essential trainings such as health and safety training, orientation programs, on-the-job trainings, and locally planned technical trainings, reinforcing continuous learning at every level of the organization.

been reached, reflecting broad engagement across the workforce. The realization rate of planned trainings stands at 87%, indicating effective execution, with 32% of trainings delivered through internal resources and 68% through external partners.

For internal trainings, we actively leverage our internal trainer pool, which continues to grow and add significant value to our learning ecosystem. In 2025, the pool expanded with 31 new trainers, bringing the total number to 154 internal trainers. This model creates a strong win-win outcome: employees gain direct access to in-house experts and can seek guidance whenever needed, while the organization benefits from knowledge retention and reduced external training costs. Beyond its operational advantages, this system also strengthens collaboration and knowledge-sharing across teams. Each year, we proudly recognize and thank our internal trainers for their outstanding contributions by organizing special celebrations in honor of Teacher’s Day, reinforcing a culture of appreciation, learning, and continuous development.



Thank-you cards



A moment from
the celebration



SOCIAL RESPONSIBILITY AND VOLUNTEERISM

Through thoughtful and impactful Social Responsibility projects, we aim to foster positive change and view this as a core Social Responsibility embraced by all. Our approach to Social Responsibility is driven by a commitment to benefit society and inspire our employees to take the lead in these efforts. Based on our sustainable business goals, we prioritize educational and training activities, gender equality, and environment to focus on and generate projects.

During the reporting year, we progressed toward our gender equality targets in collaboration with our partner TÜMKAD, as detailed in the previous sections of this report. We formally articulated our commitment through the Company Gender Equality Guide and further strengthened it with the adoption of our Diversity and Inclusion Policy.

We identified and engaged social responsibility partners to contribute to the United Nations Sustainable Development Goal of Quality Education, and we partnered with Okul Destek Derneği - School Support Association and launched an employee volunteering call to encourage active participation and social impact.



Okul Destek Derneği was founded to support enthusiastic students studying in secondary schools to reach quality education in line with the curriculum announced by the Ministry of National Education and international good examples by using different educational technologies.

Okul Destek Derneği is a volunteer-driven organization committed to the principle that every child should have equal access to quality education and that well-trained youth especially in the field of basic sciences and engineering is critical for the rapid development of our country in the future. Okul Destek Derneği approaches education from a much more strategic perspective, try to plant the seeds of interest, curiosity, investigation and qualified thinking. They also support them to grow up well-equipped with the Turkish and English programs. In addition, the issues of social responsibility, social benefit, vision development and self-expression that we will convey to students are also very important.



In order to prepare the children of our country for the world of science and technology in the future, we embrace each of our children, accompany them at every moment with distance education technologies, and provide education by establishing rapport.



Using distance education technologies, lessons are delivered to small groups of socio-economically disadvantaged students by the volunteer teachers, so they are helping to expand access to education and support brighter futures for the next generation.

By introducing Okul Destek Derneği and its meaningful initiatives to our employees over the past two years, several colleagues have taken an active role as volunteer educators, making a lasting difference in the lives of young people.



“While we teach, we also learn from them—gaining lessons in hope and patience. In this sense, we are all part of a meaningful journey of mutual growth.”

Ece KURT
Supply Chain RFQ Senior Specialist



“When the program is over, saying goodbye is never easy. That’s when you truly realize how big and meaningful the impact of your work has been.”

Tufan ÜNAL
Project Manager

In the 2025–2026 academic year, we are proud to support the School Support Association by sponsoring one classroom of 10 students. Through this contribution, we aim to help create equal learning opportunities and empower students to reach their full potential.



Supporting Equal Opportunities in Early Childhood

As part of our commitment to social sustainability and inclusive development, we partnered with the Mother & Child Education Foundation (AÇEV) to support equal opportunities in early childhood education. Through this collaboration, we donated “Okuyan Bir Gelecek” (A Reading Future) kits to children from disadvantaged backgrounds. The AÇEV-led program targets children aged 2–7 living in low socio-economic conditions and focuses on strengthening early language skills, promoting reading habits, and supporting healthy cognitive development





A key component of the initiative is parental engagement, empowering caregivers to play an active and informed role in their children's learning journey. This initiative contributes directly to our broader social impact objectives by helping reduce educational inequalities at an early age and supporting the long-term well-being of children and families.



In addition, we choose to make donations to the Turkish Education Foundation (TEV) and the Contemporary Education Cooperative in lieu of sending wedding or funeral wreaths, thereby directing resources toward educational opportunities and sustainable social impact.



As part of our Mother's Day and Father's Day initiatives, we organized two employee webinars addressing key aspects of parenthood. The sessions focused on the transition to becoming a parent and highlighted the critical role of fathers in supporting children's healthy development. These webinars aimed to raise awareness, encourage shared caregiving responsibilities, and support employees in balancing family life with their professional commitments, contributing to our broader commitment to employee well-being and inclusive workplace practices.



As part of the April 23 National Children's Day celebrations, a donation was made to the Darüşşafaka Foundation on behalf of our employees' children. The Foundation provides full scholarships and boarding education to academically talented children who have lost one or both parents and face financial hardship.

As part of our ongoing commitment to community health, our Morocco and Türkiye plants organize annual blood donation campaigns, with employees responding voluntarily and demonstrating strong social responsibility.



This contribution provided essential support to individuals and families facing challenging life circumstances, reinforcing our commitment to community solidarity and social responsibility.



Our Slovakia plant organized a food collection initiative, donating the collected items to *Trnavská Arcidiecézna Charita*.



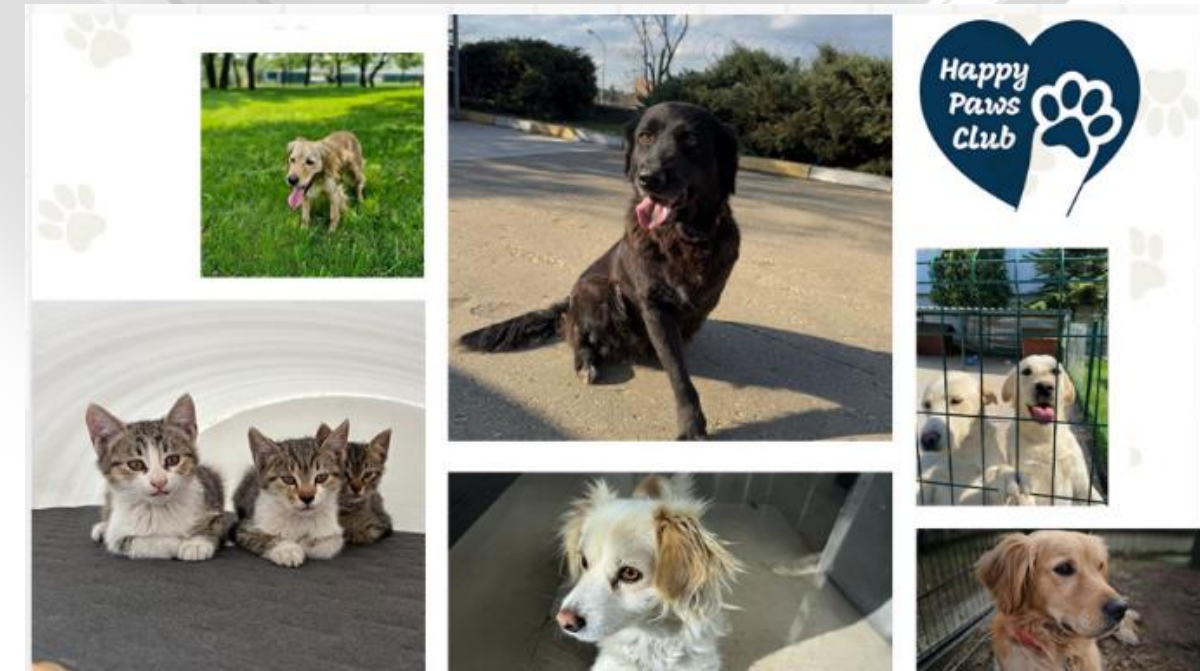
In November, as part of Leukemia Awareness Week, we engaged with LÖSEV (the Foundation for Children with Leukemia) to raise awareness and promote social responsibility among our employees. The initiative helped strengthen our understanding of leukemia and highlighted the importance of volunteerism and solidarity in supporting vulnerable communities.



Our employees contributed to this meaningful cause by purchasing products from the LÖSEV Market (LSV Market), thereby supporting the treatment, care, and well-being of children affected by leukemia.



Many of our plants have embraced a pet adoption initiative by welcoming furry friends from local shelters, creating a more joyful, compassionate, and engaging workplace. What began as a heartfelt initiative in November 2024 has since grown into one of the kindest corners of our company through the establishment of the Happy Paws Club, founded with a simple yet meaningful mission: to provide stray animals with the love, care, and dignity they deserve. These companions offer employees moments of relaxation during breaks, while some colleagues—often joined by their children—extend this bond beyond the workplace by taking them for walks on weekends. Club members meet regularly to monitor the well-being and needs of our furry friends and take necessary actions to ensure their care. Each new furry newcomer is announced company-wide, reflecting our belief that they deserve the same warm welcome as our human colleagues. Thanks to the dedication of our volunteers, these animals have become true members of our workplace family, contributing to positive social impact while strengthening employee engagement, well-being, and our culture of volunteering—one paw at a time.





Activities Conducted on World Environment Day



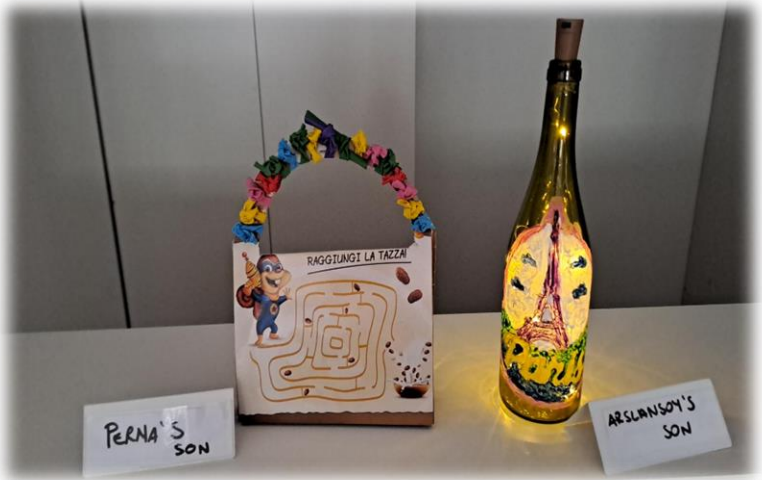
Activities were organized on World Environment Day to increase employee engagement. Within this scope, an internal initiative encouraged employees and their children to design creative products using waste materials such as plastic, paper, cardboard, and glass. The resulting items included decorative objects, toys, and functional designs, all produced through the reuse of materials.

The initiative aimed to raise awareness on waste reuse, creativity in recycling, and resource efficiency, while also fostering a culture of sustainability within the organization. In addition, the exhibition of these products within the workplace

supported knowledge sharing and inspired broader participation across employees.



These activities supported active employee participation in sustainability efforts and contributed to strengthening environmental responsibility.



In addition, recycling-themed shopping bags and coloring pencils were distributed to children to promote environmental awareness at an early age.



EMPLOYEE ENGAGEMENT

Leadership

In line with our values, to strengthen communication and transparency, we organize regular townhall meetings for our employees. These sessions are designed to foster a strong sense of unity, collaboration, and mutual understanding across the organization. Serving as an open platform for dialogue, townhalls enable employees to stay informed about company updates from leadership team, strategic priorities, and key developments, while also encouraging the exchange of ideas and feedback. By bringing colleagues together in an inclusive and transparent setting, these meetings reinforce trust, alignment, and shared ownership of our goals.



Corporate Communication publish every quarter an internal magazine “DeBrief” to enhance the communication across our group. With contributions from many colleagues, this magazine becomes a shared voice of our community.

Promoting Well-Being, Team Spirit, and Social Impact Through Sports

We actively support employee well-being, inclusion, and social engagement through company sports clubs that encourage active lifestyles while creating positive social impact.



Our employees’ strong interest in sports is reflected in a wide range of initiatives, including the establishment of the MFI Women’s Volleyball Team in 2024, with training sessions already underway.

Each year, our MFI Running Club combines sports with purpose by running for LÖDER (Bursa Leukemia Children’s Aid Association), raising funds and awareness for children bravely fighting leukemia.



In October 2025, the team participated in the 12th Eker I Run, where every step symbolized health, solidarity, hope, and compassion.

In addition, our Slovakia plant organized the Martur Cup 2025 Football Tournament, while the Spring Football Tournament held in June 2025 brought together 23 teams, nearly 500 players, and 57 exciting matches across Bursa and Kütahya, Türkiye, showcasing teamwork and unity.



Our basketball team achieved notable success at both national and international levels, making our organization proud. They earned a top-three finish in the CBL Türkiye Championship Series and went on to secure second place at the European Corporate Basketball Cup. These accomplishments reflect our core values of Collaboration and Collective Intelligence and Growth, demonstrated through strong teamwork and shared success on the court.

Through these initiatives, we strengthen employee engagement, promote healthy and active living, and reinforce our commitment to social responsibility and community well-being.



Extending our commitment beyond employee sports, we also invest in active and engaging opportunities for our employees' children. In this context, we successfully organized our annual Summer Camp 2025 in August across our Türkiye locations in Bursa and Kütahya, bringing together more than 140 children for a fun and enriching sports experience. Through football, basketball, and volleyball activities, participants not only developed athletic skills but also embraced the values of teamwork, friendship, and fair play. Beyond medals and certificates, the camp offered lasting memories and meaningful life lessons, highlighting the positive role of sports in childhood development and well-being.





Fostering Continuous Learning Through Global Engagement

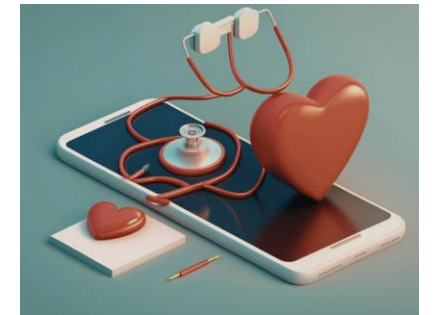
In 2025, we brought learning to life across all our global locations through engaging and interactive quiz initiatives. Designed to raise awareness on topics that matter most, these quizzes covered a wide range of themes including sustainability, gender equality, occupational health and safety, core values and behaviors, environmental awareness, first aid, cyber security, quality, and more. More than 5,000 employees participated across our operations, learning together while strengthening a shared culture of knowledge and responsibility.

In addition, monthly online quizzes with varying themes were organized specifically for our white-collar employees, encouraging continuous development and engagement. High achievers were recognized and rewarded with eco-friendly products, reinforcing both learning motivation and our commitment to sustainability.



Comprehensive Health and Well-Being Support for Our Employees

We take a holistic approach to employee health and well-being through our Employee Health and Support digital platform, which provides access to a wide range of professional services tailored to diverse needs.



These include clinical psychology and psychological counseling, dietitian and physiotherapy support, personal training, doula and breastfeeding consulting, parent and child development guidance, family counseling, as well as practical support solutions such as legal and financial consulting, veterinary services, and plant and gardening advice.



Complementing this ongoing support, we organized a Health Day event at our Slovakia plant, enabling employees to gain a clearer understanding of their health through professional measurements such as body composition, fat percentage, water balance, and nutrient levels. More than 40 colleagues participated in the assessments, and the insights gained are helping us further strengthen our focus on prevention, healthy lifestyles, and overall employee well-being.



Governance



R&D AND INNOVATION

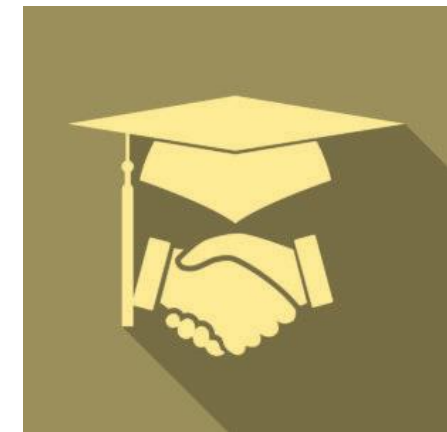
We are a strong partner in design to create new technologies for our OEMs.



We have 5 R&D centres spread in EMEA region. Our R&D team is actively working on the following main subjects, with the contributions of both the company and the universities, our partners for years

- Smart Seat Systems & Interior Systems by Smart & Connected Functions-Devices & Textile
- Safety, Comfort, Customized Solutions & Styling
- Sustainability triggered by a Holistic Approach
- Lightweighting the Systems and Parts to Reduce Costs, Emissions and Consumptions
- Hygiene, Health & Integrity

Several programs are launched with the major world universities to establish projects for future innovative cockpit.



- Politecnico / Turin, Italy
- TU Delft / Holland
- I.T.U. / Istanbul, Türkiye
- IBV / Spain
- METU / Ankara, Türkiye

We continue to create innovative products for the base of the following 3 main areas.



Haptic Touch

Advance Seat Control Unit

Bone Conduction



Conductive Dashboard

Adaptive Seat

Light Weight Structure

Noise Cancellation



Biodegradable

and

Nano Materials

3D printing

The validation of our products is important for product safety. We have in house resource to test and validate our new products.



We perform safety, reliability, functionality, durability, comfort and NVH tests for seats & airbags & seat components & instrument panels & and door panels.

We can perform homologation tests on rigid fixture or car bodies with witnessing global certification bodies.



DIGITAL TRANSFORMATION & AI

We continue to scale our investments in digitalization and artificial intelligence, consistently strengthening our in-house capabilities to develop tailored, data-driven solutions that meet our evolving business needs.

Developed entirely by our internal AI teams, our AI platforms and agent-based architectures support end-to-end digital workflows — from data ingestion to decision support — empowering business units to automate processes, improve accuracy, and accelerate execution.



These initiatives reduced manual workload, increased process transparency, and enabled faster, more informed decision-making across the organization.

In parallel, we continued to invest in internal capability building through structured AI programs, enabling employees to actively contribute to AI-driven projects and advance our collective digital expertise.

As a result, our digital transformation journey has significantly strengthened cross-functional collaboration, improved operational efficiency, and positioned us to scale AI-driven innovation sustainably.

In 2025, our digital transformation efforts delivered measurable impact across four core departments:

- Human Resources: AI-powered competency analysis, talent gap identification, and data-driven workforce planning.
- Engineering: Generative AI-supported design workflows and customer-centric product development.
- Purchasing: Automated price escalation models and intelligent supplier cost analysis.
- Finance: AI-assisted document processing, invoice classification, and operational efficiency improvements.



DATA PRIVACY AND SECURITY

We maintain data privacy standards at utmost level, in order to protect all forms of information and data of our employees and Business Partners. Data privacy standards are implemented in accordance with related legislations. The interested parties are informed about how the personal data is processed, for what purpose it will be used, for how long it will be kept, and in which cases it may be shared with third parties.

In 2025, there were no complaints about the data issues by customers, suppliers, and employees. There are no detected cases for personal data breaches.



All our employees have the responsibility for information security. We have well established Information Security Management System. It is managed centrally and implemented in all our locations.

Martur OSB, Martur NOSAB, Martur Kütahya, Martur Romania have TISAX certifications since 2021. TISAX certifications are recertified once in 3 years. The scope of TISAX certification expanded for 11 locations in 2025 and implementation ratio reached %100 in our locations.



Responsible Information Management

As part of our Compliance Program, the Intelligent Technologies Directorate regularly reviews and updates the Employee Handbook. The current version incorporates our Information Security Policy, helping to promote responsible information management practices across the group.



To support this effort, MFI Academy developed an e-learning module, which has been made available to all employees through the Perforce Learning platform. Participation is monitored to ensure full engagement.



To assess the effectiveness of the training, quiz games are designed to both engage participants and evaluate their understanding of information security principles. If an employee selects an incorrect answer, they are redirected to the relevant section of the training video for review.



PRODUCT SAFETY

Our products are important for driver and passenger safety. We take precautions to ensure that all our products are safe for drivers and passengers.

We have a good tool called FMEA (Failure Mode and Effects Analysis). This tool is good for risk analysis to define all failure modes to produce the right product. This process starts with the nomination and continue to whole product life. It is an alive process and revised with all notification and changes.

At Project Phase

Our product development and engineering team define the technical specifications of product and process clearly at the beginning of the project.



We continue to check the compliance level with customer expectations by reviewing the progress in each project phase separately. The open point list is prepared and reported to the top management weekly.

We have an internal audit system specific for the project phases. In 2025, there were 9 audits. 210 external audits were conducted during the project phase.

In Serial Life

We organize internal audits to review the compliance level with the customer expectations. The aim of these audits is to detect the possible failure points for our products and production processes. The plan prepared annually according to prioritization. The first criteria is the presence of safety characteristic in the product or the process.



CORPORATE VALUES AND ETHICAL PRINCIPLES

At Martur Fompak International, we place great importance on conducting our business with the highest ethical standards, as this principle is central to everything we do. To ensure that our relationships with all stakeholders consistently reflect these values, we follow the guidance set out in our detailed Global Code of Conduct and Related Policies. By upholding these rules, we work to preserve our reputation with integrity and accountability.

All our employees, managers, and business partners—including temporary staff and interns—are required to adhere to the Global Code of Conduct and Related Policies, and we expect them to fully embrace and apply these principles in their daily work. We have communicated the Global Code of Conduct and Related Policies in eight languages and successfully completed the global rollout, together with the worldwide implementation of our ethics hotline.

Read more for our policy structure and ethics framework: [Ethics Hotline](#)



Reporting Non-Compliance

All stakeholders can report any concerns or suspected violations of the Global Code of Conduct and Related Policies through the web-based ethics hotline, which is available in all countries. In addition, each country has its own dedicated toll-free phone line for submitting reports. We guarantee that anyone who raises a concern is protected from retaliation, and all investigations are conducted with strict confidentiality. The Martur Fompak International Whistleblowing Policy clearly outlines the available reporting channels and the measures in place to safeguard whistleblowers.



Raise a Concern Online



Raise a Concern by Phone



QR Code



Ask a question



Follow up

Our ethics hotline is fully anonymous, confidential, and 24/7 accessible.

Our Hotline has been designed to enable our stakeholders to easily and confidentially report any issue or instance of misconduct. The Contact Center is globally accessible 24/7/365. Live telephone language interpretation is available in all languages across our operations.

Country	Toll-free number
Algeria	No available service provider
France	0800 90 76 65
Germany	0800 182 7078
Italy	800826971
Morocco	0530 553348
Netherlands	0800 0231873
Poland	800005511
Romania	0800 890 686
Slovakia	0800 223 202
Turkiye	00800 492 408 80191

Zero Tolerance to Retaliation

Martur Fompak International maintains a zero-tolerance policy toward any form of retaliation against individuals who, in good faith, report observed or suspected illegal or unethical behavior or breaches of our Global Code of Conduct. Any retaliatory action is considered serious misconduct and may result in disciplinary measures.

We are committed to protecting whistleblowers, even when an investigation is unable to conclusively verify the reported incident. Harassment or victimization of anyone raising a concern will not be tolerated. Individuals who make a disclosure will remain anonymous unless they choose to disclose their identity.

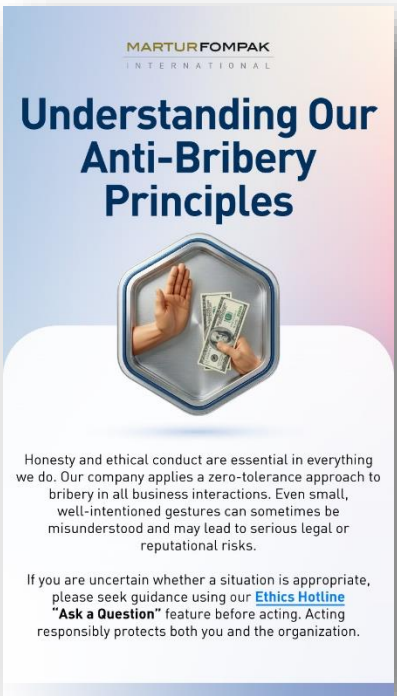
Investigation

All reports submitted through the Ethics Hotline and other available channels are initially received by the Legal and Compliance Team, depending on the subject matter.

The Legal and Compliance Team evaluates each report within its scope and content in accordance with the established process. All reports are assessed objectively, ensuring that both whistleblowers and those implicated are treated fairly and given an opportunity to be heard. The investigation report is then submitted to the Ethics Committee for their review and determination of the appropriate final actions.



E-learning



Posters for awareness



Training and Awareness

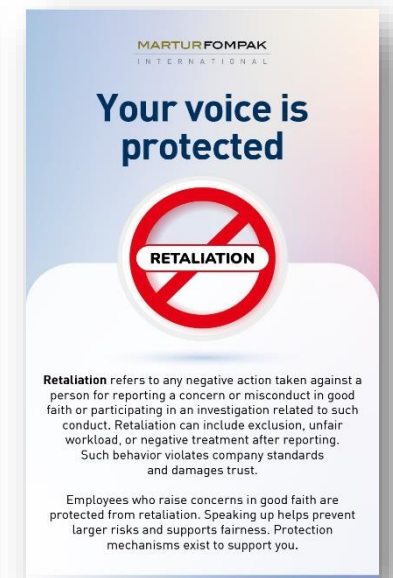
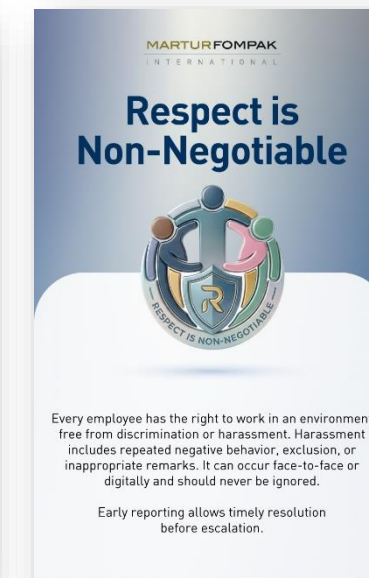
Awareness-raising initiatives, webinars, corporate communications, and structured training programs are implemented to reinforce our ongoing commitment. To maintain continuous engagement, we provide employees with monthly guidance on key ethics and compliance topics, ensuring these principles remain at the forefront of daily conduct. Townhall meetings serve as a comprehensive communication platform, allowing us to reach the entire organization effectively. For shopfloor employees, we deliver video-based training sessions supplemented with Q&A opportunities to ensure clarity and accessibility.

The training addresses the Global Code of Conduct and Related Policies, with a focus on combatting bribery and corruption, preventing human rights violations, and avoiding discrimination and harassment. It also covers responsible purchasing practices and the effective management of conflicts of interest.

We remain committed to the continual enhancement of our awareness and

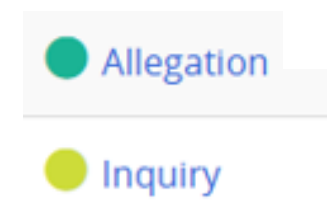
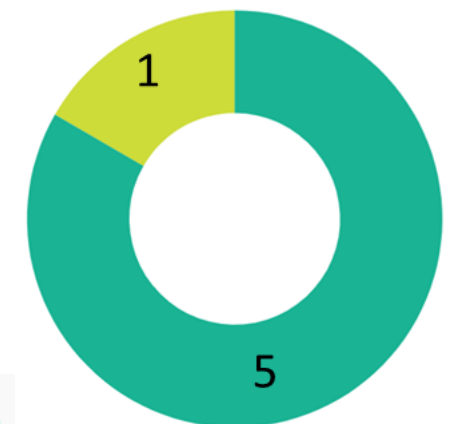


training efforts, systematically strengthening our ethical culture and compliance framework.



In 2025, a total of 5 cases were reported through our ethics hotline channels. All cases reported in 2025 were related to daily Human Resources matters and were thoroughly investigated and closed. There are currently no ongoing investigations associated with these reports.

In addition, our stakeholders are encouraged to use the ethics hotline whenever they have concerns or need clarification. Through this channel, we also received and responded to one compliance-related inquiry, providing the necessary guidance and support.





Metrics	Unit	2025
Zero tolerance to child labor/forced labor- Number of reports	number	0
Zero tolerance for harassment and violence- Number of reports	number	0
Confirmed information security incidents	number	0
Confirmed corruption incidents	number	0

By working together with our employees and business partners, and maintaining open communication, we can ensure that Martur Fompak International continues to be a workplace where our values thrive.



INTEGRATED MANAGEMENT SYSTEMS

We have a long history on management systems. It started in 2002 with Automotive Quality Management System (first certification with ISO/TS 16949) and followed with Environmental Management System (certified with ISO 14001). We have a mature integrated management system almost 13 years which covers quality (IATF 16949), environment (ISO 14001), and health and safety (ISO 45001).



We always look for the opportunities to improve our systems. We have been implemented greenhouse gas monitoring and reporting (ISO 14064) since 2011 and we follow our carbon footprint with annual reports.

Energy generation has the highest portion of the global carbon footprint and energy demand is getting increase day by day. We integrated energy management system (ISO 50001) into our systems from 2013.

We have a strong digitalization strategy and data security is one of the top issues for our systems. In order to protect our sensitive data from cyber-attacks, breaches and unauthorized access, we integrated information security management systems (ISO 27001) into our systems.

Our integrated management systems is implemented in all our locations and we are extending the certification scope each year.

Standards	Description	% Certified Plants	% Implemented Plants
IATF 16949	Automotive Quality Management Systems	100%	100%
ISO 14001	Environmental Management Systems	100%	100%
ISO 45001	Occupational Health and Safety Management Systems	100%	100%
ISO 14064	Greenhouse Gas Emission Management Systems	14%	100%
ISO 50001	Energy Management Systems	21%	43%
ISO 27001	Information Security Management Systems	14%	100%
TISAX	Trusted Information Security Assessment Exchange	73%	100%

ISMS (ISO 27001) and EnMS (ISO 50001) is the systems we would like to extend our certification scope according to prioritization.

Our commitment to information security has been evident since 2021, with TISAX certifications in Martur OSB, NOSAB, Kütahya, and Romania. As of 2024, the scope has been extended to 11 sites, achieving full TISAX implementation across all locations.

Standards	Number of Non-conformities in our locations in 2025	Closed	Open
IATF 16949	41	41	0
ISO 14001	0	0	0
ISO 45001	0	0	0
ISO 14064	-	-	-
ISO 50001	2	2	0
ISO 27001	1	1	0



OCCUPATIONAL HEALTH and SAFETY

Occupational Health and Safety remains a core value for us. Our goal is to ensure a healthy, safe, and well-organized working environment for all employees. Building on our ISO 45001-certified management systems across all locations, we continued to strengthen our *Safer Together* programme throughout 2025, further embedding a proactive, inclusive, and accountable safety culture.

While the total accident frequency showed an increase in parallel with production volumes, we achieved a significant improvement in severity performance. As illustrated in **Figure 1: Accident Frequency and Severity Rate Trends**, the severity rate decreased, reflecting our focus on preventing high-impact incidents and strengthening critical risk controls.

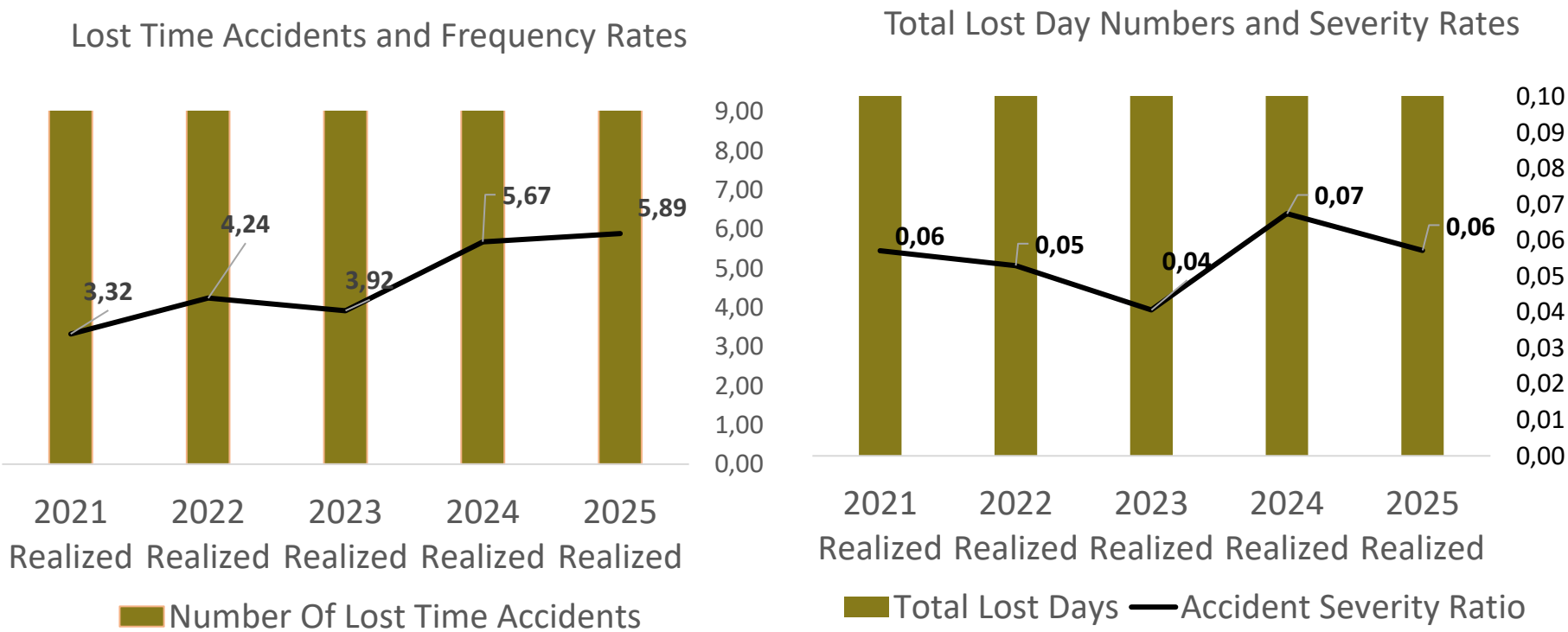


Figure 1: Accident Frequency and Severity Rate Trends,

Risk assessment continues to be the foundation of all our safety activities. These assessments are conducted continuously and updated regularly across all locations, ensuring that evolving risks are systematically identified and managed.

A key driver of our proactive safety culture in 2025 has been the Safety Super League, launched under the Safer Together programme. This initiative significantly increased engagement across all locations through structured leading indicators. As shown in: **Figure 2: Safety Entries (MFI Total)**

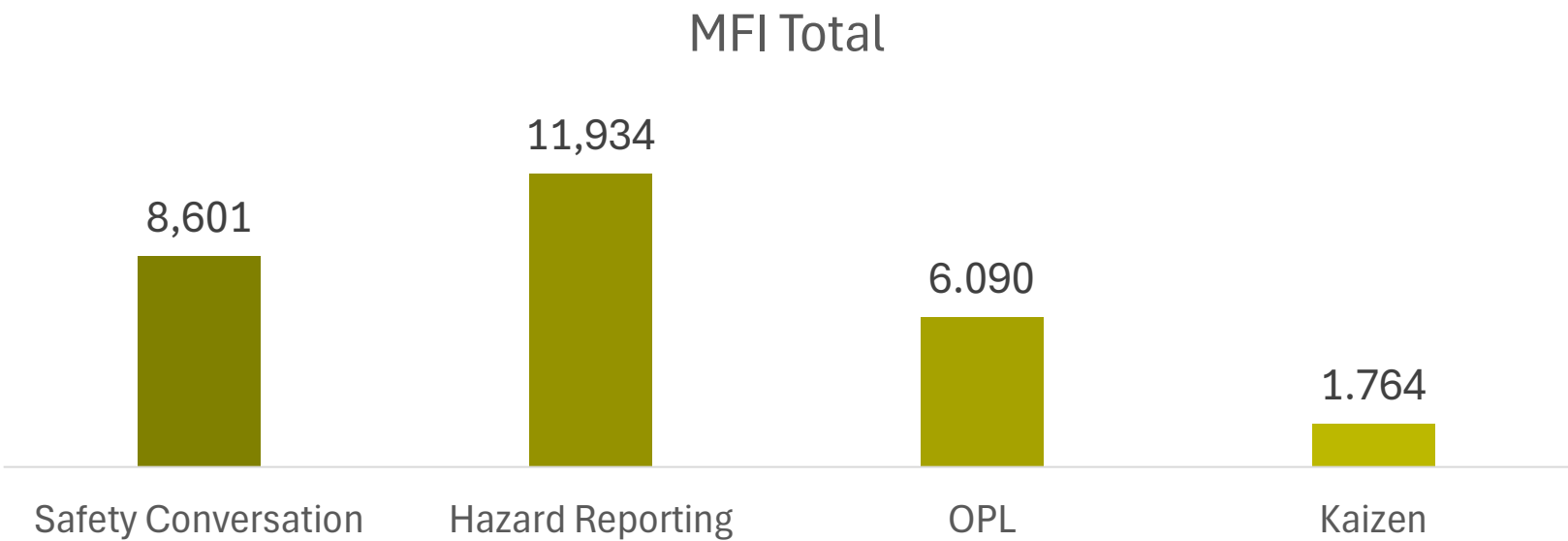


Figure 2: Safety Entries (MFI Total)

OCCUPATIONAL HEALTH and SAFETY

Safety Conversations	Behaviour based Safety tool; to change unsafe behaviours.
Hazard Report	To have hazardous condition reporting from all employees.
Safety Kaizens	To mitigate risks quickly and by users, before an incident happen.
One Point Lesson	To increase the Safety awareness of the blue collars

We achieved a substantial increase in employee participation and frontline engagement. Quarterly and annual top-performing sites were recognized, and the best-performing production team and management team across MFI were awarded, reinforcing ownership and accountability at all levels.

Our approach to employee wellbeing has also evolved. Workplace infirmity practices have been expanded beyond traditional health monitoring to include **social wellbeing and workplace environment assessments**. These are now conducted with the active participation of site leadership and HR teams, strengthening cross-functional ownership of employee wellbeing.

Emergency preparedness remains a priority. In addition to SEVESO-compliant drills, various scenario-based emergency exercises were conducted across all locations to ensure a high level of readiness.

Training remains a cornerstone of our safety strategy. We continue to prioritize structured onboarding, full alignment with legal compliance requirements, and practical, on-the-job learning. In 2025, health and safety training reached an average of 7.7 hours per employee.

Through these integrated efforts—combining strong systems, active employee participation, and leadership engagement—we continue to advance toward our goal of best-in-class Health & Safety performance.





SUSTAINABLE SUPPLY CHAIN

Policies

We involve our suppliers in our development, production, and business processes at an early stage. This generates a close, intensive exchange of know-how, ideas, and expertise and ensures optimum product realization. As a part of our commitment to environmental compliance and human rights protection, the suppliers should commit to all our Policies are as below.

- Code of Conduct
- Human Right Policy
- Social Responsibility Policy
- Occupational Health and Safety,
- Environment and Energy Policy
- Quality Policy

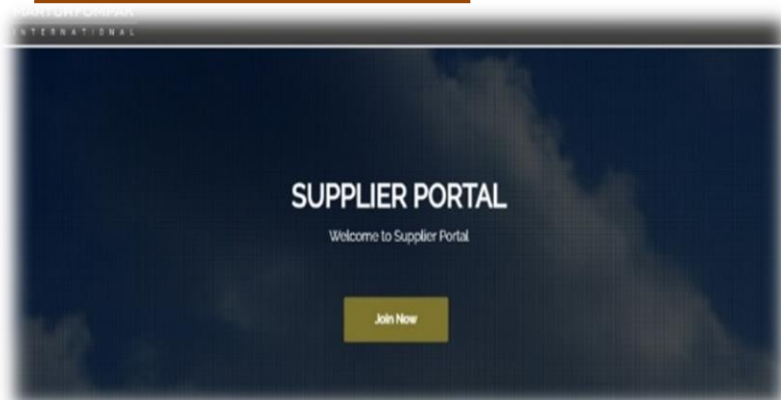
The whole text of Sustainable Procurement
Policy at the website

<http://www.marturfompakinternational.com>

<https://supplier.marturfompak.com/>

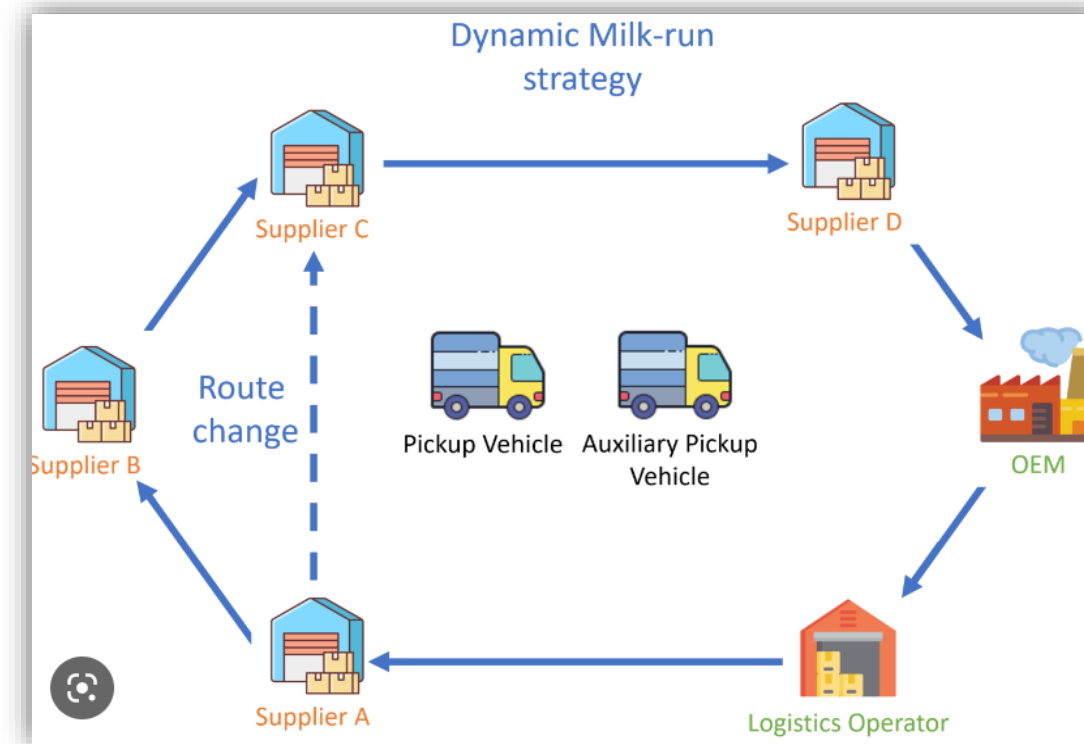
We share all our policies, the green purchasing guideline and sustainable supplier report with our suppliers on our green purchasing portal.

Green Procurement



Green purchasing activities have started to be implemented within the scope of the use and purchase of environmentally friendly products and materials. In this context, green purchasing guideline, sustainable purchasing policy and procedures have been prepared.

Improvement Project on Transportation



As a result:

- Carbon emissions can now be systematically calculated, monitored, and reported,
- It is possible to take corrective actions and implement improvements when needed,
- A significant step has been taken in line with our company's environmental and sustainability goals.

Milkrun was implemented to reduce environmental impacts due to logistic activities. At the result of this project, 55 tons CO₂ was reduced each year.

The Carbon Emission Tracking Process, integrated with the Transportation Management (TM) system, has been successfully implemented. Carbon emissions are now automatically calculated based on distances, transported weights, and vehicle types.



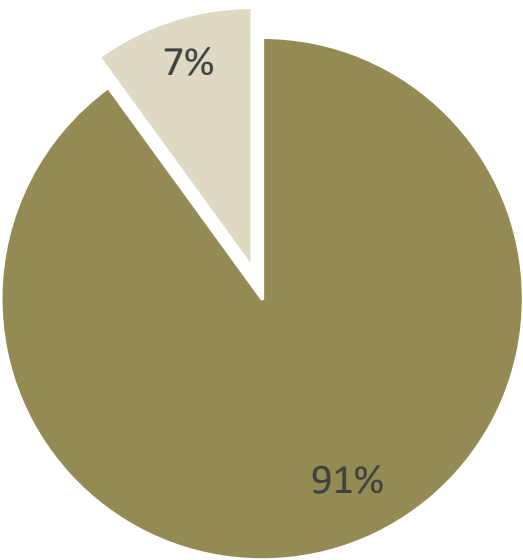
RESPONSIBLE SOURCING

Environment & Social Evaluation for Supplier

We have an Environmental & Social Self-Assessment Questionnaire in our supplier portal.

We request our suppliers to fulfil the questionnaire on the portal according to the following topics.

E&S Supplier Self-Assessment

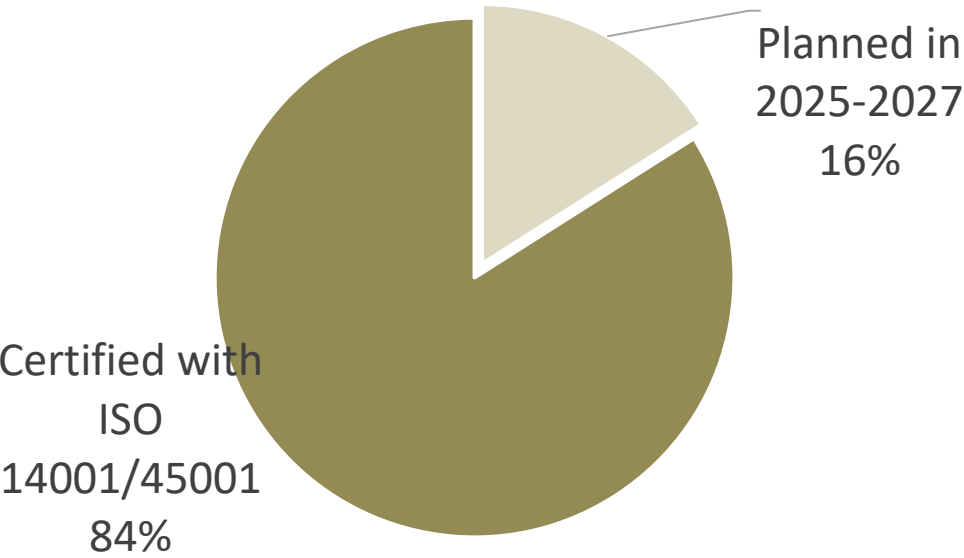


■ Completed ■ Ongoing

- Environmental and Social Responsibility Certification
- Working conditions and employee rights
- Business ethics
- Energy
- Information Security
- Occupational Safety
- Environment
- Chemical Substance Management
- Legal Legislation Assessment
- Carbon Footprint

In this questionnaire, supplier should verify not to have any worker under age 18. It is strictly forbidden to have child worker.

All suppliers should upload ISO 14001 and ISO 45001 certifications on Martur Fompak International Supplier Portal. System follows expire dates of all certifications. If the expired date close to end, system give an alert to suppliers for change the certification with new one.



Conflict Minerals Management

We support and respect the protection of human rights. As a part of its approach to respecting human rights, we are committed to the responsible sourcing of materials used in its products. We expect from our suppliers to adopt the same approach and commit on the compliance with our Social Responsibility Policy and our Sustainable Procurement Policy.



We commit to ensuring that its products do not incorporate conflict minerals, which are minerals smelted into tin, tantalum, tungsten, and gold (3TG) sourced from entities that directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries.

We have Responsible Sourcing and Conflict Minerals Policy in the Martur Fompak International Supplier Portal.



SUPPLIER DEVELOPMENT

Supplier Audit

We prioritize our suppliers according to legal requirement and significant environmental impacts. Then, we prepare the audit plan at our suppliers.

We evaluate our suppliers according to the Environment and Occupational Safety checklists. Working conditions and all aspects are evaluated. Improvements are planned for the nonconformities that emerge as a result of the audits, and the actions taken regarding these plans are checked in the follow-up audits.

83% of our suppliers have been audited for environment, health and safety in the last 5 years.

Supplier Training

Supplier trainings are one of the most important elements in the development of our performance.

Ethics, environment, and occupational safety trainings are provided with classroom or online sessions. The purpose of the supplier trainings is to increase the awareness on ethics, labour and human rights, environment, and safety issues, and to explain our rules and expectations. All our policies, supplier handbook and green purchasing handbook are shared during the training, and they are also shown in our supplier portal.

KPI's

Parameters	2023	2024	2025
% of suppliers signing procurement CSR charter or contrast clause	71%	73%	78%
% of suppliers have ISO 14001&45001 Certificate	71%	73%	78%
% of recycled packaging purchased suppliers signing procurement CSR charter or contrast clause	48%	49%	52%
Number of suppliers evaluated in terms of environmental impacts	14	16	17
Number of suppliers have important current and potantial non-conform environmental effects	9	9	9



SUPPLIER DEVELOPMENT

Support Areas and Our Objectives within the Supplier Development Program

With the aim of enhancing the sustainability of our supply chain and aligning all suppliers with MFI's high standards in quality, efficiency, and occupational safety, we have launched a structured and strategic *Supplier Development Program*. Through this program, we provide systematic and tailored support to suppliers that are critical to MFI's operations, helping them achieve operational excellence across multiple key areas.

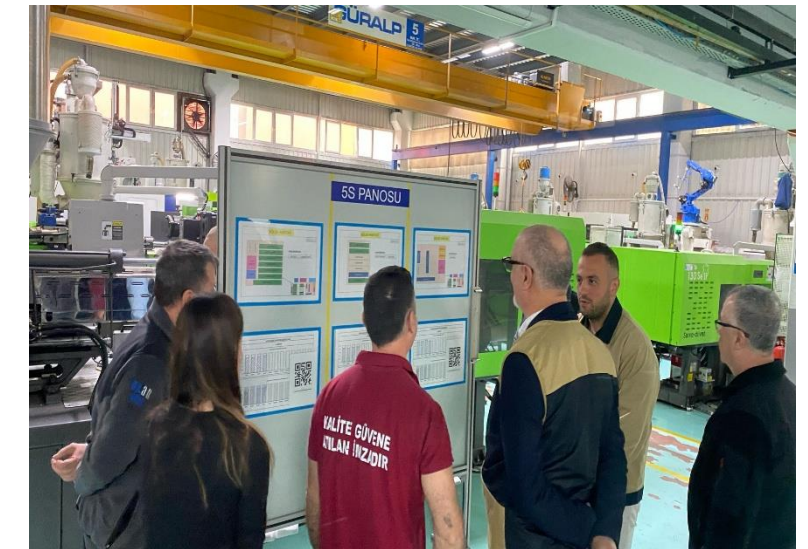
❖ Occupational Health and Safety (OHS)

We guide our suppliers in implementing proactive health and safety practices to minimize risks and ensure safe working environments. This includes risk assessments, hazard reporting systems, and the application of Behavior-Based Safety (BBS) approaches. Additionally, widely recognized safety tools and methods such as STOP 6, SMAT, T-Card, S-Matrix, and S-EWO are introduced and actively used on-site, with training and mentoring provided as needed.

Through these efforts, continuous improvement is targeted in the LTA (Lost Time Accident) and MTC (Medical Treatment Case) indicators with the aim of reducing workplace accidents.

❖ 5S and Lean Manufacturing Practices

To improve workplace organization and productivity, we promote the full implementation of the 5S methodology. We also support the deployment of lean manufacturing tools such as Kaizen, Andon, visual management systems, and standardized work instructions, all designed to reduce waste and enhance value creation.



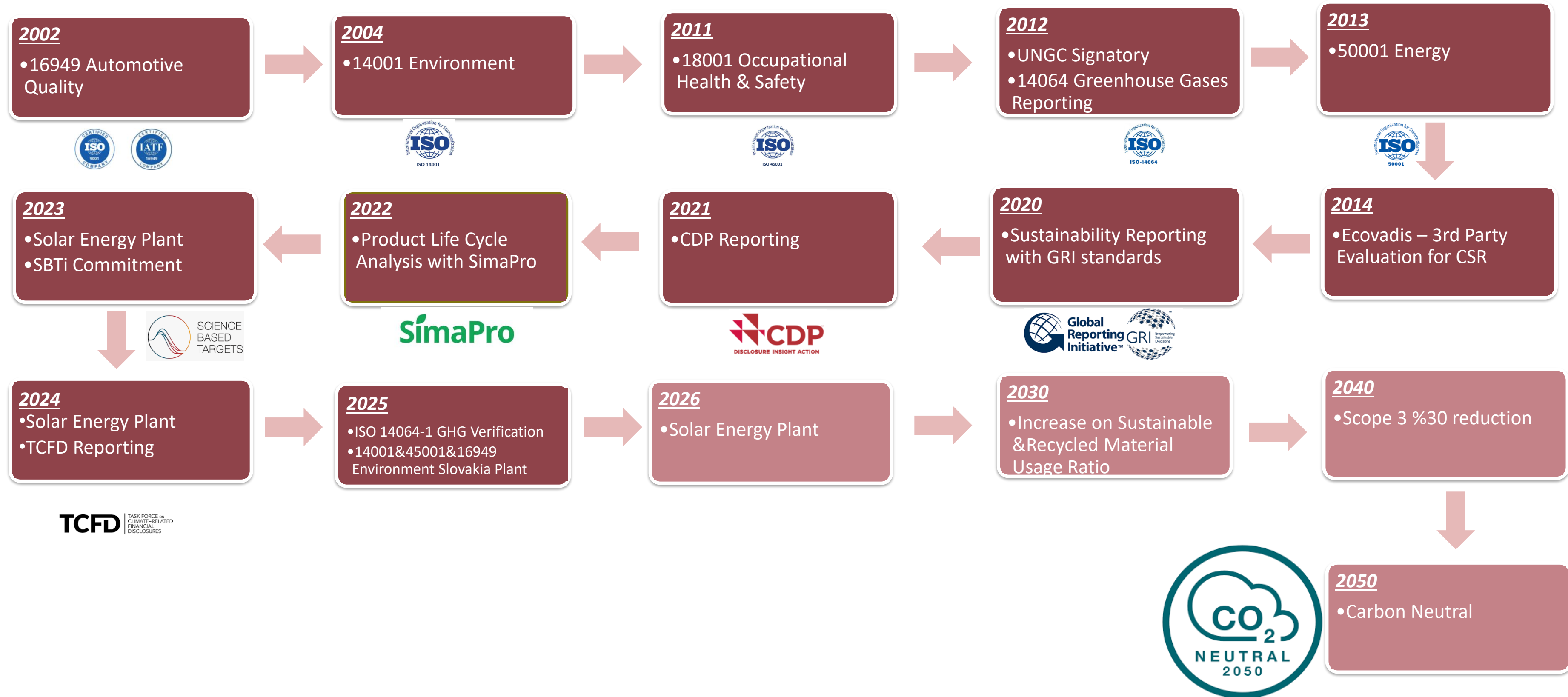
❖ Professional and Autonomous Maintenance



To ensure the efficient operation of machinery and equipment, we focus on the development of structured maintenance systems. In line with the Total Productive Maintenance (TPM) approach, we work on establishing professional maintenance processes while also encouraging operator involvement through autonomous maintenance practices. This reduces unplanned downtime and improves machine reliability.



Annex 1: Milestones Sustainability





Annex 2: Management Systems

Certifications	Description	Certified plants percentage
IATF 16949	Automotive Quality Management Systems	100%
ISO 14001	Environmental Management Systems	100%
ISO 45001	Occupational Health and Safety Management Systems	100%
ISO 14064	Greenhouse Gas Emission Management Systems	14%
ISO 50001	Energy Management Systems	21%
ISO 27001	Information Security Management Systems	14%
TISAX	Trusted Information Security Assessment Exchange	73%



Annex 3: Organizational Health And Safety Performance Indicators

	MARTUR FOMPAK INTERNATIONAL		
	2023	2024	2025
Lost time Injury Frequency Rate*	4.46	5.72	5.50
Occupational Disease Rate**	0	0	0
Number of Fatalities	0	0	0

	2025						
	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Lost time Injury Frequency Rate*	7.54	23.06	2.58	1.31	12.65	5.15	0.00
Occupational Disease Rate**	0	0	0	0	0	0	0
Number of Fatalities	0	0	0	0	0	0	0

Calculations are based on the following formulas:

*Injury Frequency Rate = (Number of Lost time injuries / Total working hours) * 1,000,000

** Occupational Disease Rate = (Number of occupational diseases / Total working hours) * 1,000,000



Annex 4: Environmental Performance Indicators

Energy Consumptions	MARTUR FOMPAK INTERNATIONAL		
	2023	2024	2025
Electricity Consumption (MWh)	66,630	72,189	81,021
Solar Energy Production (MWh)		1,258	1,231
Natural Gase (m3)	3,582,713	3,576,841	3,909,641
Other Fuel (specify)(L) (gasoline, diesel)	8,895	10,300	11,000

	MARTUR FOMPAK INTERNATIONAL		
	2023	2024	2025
Water Consumption (m3)	213,525	235,206	291,026
Treated Water (m3)	24,228	5,153	5,383

Waste Generation	MARTUR FOMPAK INTERNATIONAL		
	2023	2024	2025
Hazardous Waste	509	476	943
Non-hazardous Waste	10,692.00	21,955	23,022



Amount and type of waste (ton)	MARTUR TURKIYE	FOMPAK TURKIYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Hazardous Waste	224.76	239	0	470.5	0.019	0.90	8,265
Non-hazardous Waste	3,405	1,518	1,164	15,973	74	338	549

Electricity Consumption (MWh)	MARTUR TURKIYE	FOMPAK TURKIYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Electricity Consumption (MWh)	30,302	20,786	8,659	16,216	600	1,265	2,955
Natural Gase (m3)	2,446,870	165,606	0	1,067,281	94,385	67,332	68,166
Other Fuel (specify)(L) (gasoline, diesel)	0	0	1,000	10,000	0	0	0

Water Consumption (m3)	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Water Consumption (m3)	189,849	27,007	15,539	43,258	3,660	1,404	4,932
Treated Water (m3)	5,383						



GHG Emissions	MARTUR FOMPAK INTERNATIONAL		
	2023	2024	2025
Direct GHG Emissions (Scope 1)	7,661	8,462.56	9,431.13
Indirect - Energy (Scope 2) (tonnes CO2 e)	34,549	34,344.07	37,997.35
Total Scope 1&2 GHG emissions (tonnes CO2 e)	42,210	42,807	47,428.48
Total Scope 1&2 GHG emissions intensity (Tonnes CO2e / working hours)	0.0027	0.0026	0.0026

GHG Emissions	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	5,966.14	470.49	122.24	2394.58	195.07	139.16	143.45
Indirect - Energy (Scope 2) (Tonnes CO2 e)	13,151.07	9,021.12	8,215.22	5762.16	252.08	545.68	1,050.02
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	19,117.21	9,491.61	8,338.13	8,156.74	447.15	684.84	1,193.47

ENVIRONMENTAL FINES

In last three year , there was **no fines** due to non-compliance with environmental legislations in any our locations.



Annex 5: Social Performance Indicators

Number of employees*	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time
White-collar employees	673	0	189	0	91	0	214	0	93	0	33	0	21	0
Blue-collar employees	2,372	0	699	0	2,005	0	788	0	91	0	145	29	153	0

Number of employees*	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	1,240	1,805	145	743	313	1,783	371	631	43	140	75	133	111	63
White-collar employees	206	467	52	137	29	62	78	136	30	58	8	25	7	14
Blue-collar employees	1,034	1,338	93	606	284	1,721	293	495	13	82	65	108	104	49

Contractors*	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Per gender	109	287	30	111	17	24	711	666	2	8	9	58	0	0
Per employment type	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time
	396	0	141	0	41	0	1,377	0	6	2	52	15	0	0

* All employee numbers are annual arithmetical average



Seniority	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees who have 0-5 years seniority (5 years excluded)	900	1,002	80	356	287	1,557	219	325	6	73	75	131	111	60
Number of employees who have 5-10 years seniority (10 years excluded)	173	276	10	125	55	226	137	251	19	73	0	2	1	1
Number of employees who have 10 years or more seniority	165	530	56	261	0	0	15	55	1	4	0	0	0	2

Age	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees under 18 years old	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of employees 18-30 years old	297	525	27	200	166	1,063	46	108	6	31	13	45	16	11
Number of employees 30-50 years old	918	1,241	117	530	147	716	250	393	19	76	62	85	60	40
Number of employees over 50 years old	25	40	2	12	0	5	75	130	10	34	0	3	35	12



New employee hires	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
>18 years old	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18- 30 years old	179	223	39	210	101	778	28	69	1	0	7	23	6	5
30-50 years old	214	126	65	174	50	232	119	122	1	0	35	78	14	19
>50 years old	3	3	1	2	0	0	31	35	0	0	0	2	1	1

Turnover	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees who left the company	427	361	59	262	133	961	39	81	5	4	22	69	12	19
Number of employees who left the company/ 18- 30 years old	178	174	21	118	69	701	6	20	1	2	5	13	4	3
Number of employees who left the company / 30-50 years old	244	176	35	143	64	259	24	43	3	2	16	56	5	14
Number of employees who left the company > 50 years old	5	11	3	1	0	1	9	18	1	0	0	1	3	2
Number of employees who left the company voluntarily (resigned)	127	94	9	56	115	883	5	13	5	4	11	22	0	0



Trainings	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Training hours (employee*hour)	28,217	37,988	3,038	13,451	10,259	58,425	48,292	59,916	3,021	1,616	10,863	27,437	4589	3150
Training hours per employee	23	21	21	18.1	33	33	130	95	74	11	145	207	41.3	50
Training hours for WC	6,266	14,887	1,726	4,220	9,688	55,172	1,442	2,556	562	1,242	138	287	531	761
Training hours for BC	21,951	23,101	1,312	9,231	571	3,253	46,850	57,360	2,459	374	10,725	27,150	4058	2390
Training hours for subcontractors	690	1,004	0.25	189.5	0	0	25,478	27,145	0	320	2,025	13,200	0	0
Percentage of employees trained on ethics & anti-bribery	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Trainings Per Age Group	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Training hours (18- 30 years old)	9,110	12,568	865	4,465	5,430	34,930	8,003	18,531	158	816	1,600	7,486	531	427
Training hours (30-50 years old)	18,803	25,125	2,164	8,916	4,829	23,495	27,786	30,359	503	2,002	9,263	19,651	3037	2324
Training hours (> 50 years old)	304	295	9	70	0	0	12,503	11,026	263	895	0	300	1021	399
Trainings per function	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Technical	4,212	15,055	369	1693	634	3,594	1,093	2,735	186	144	36	143	238	368
Administrative	17,318	7,693	1,445	6,740	1,202	6,813	1,880	847	471	312	102	72	66	0
Production	6,687	15,240	1,223	5,019	8,423	48,018	45,319	56,334	1,358	2,166	10,725	27,222	4286	2782



Performance review	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees who are in career development program	4	9	0	4	0	4	1	1	0	3	0	1	1	1
Number of employees who get performance review according to target	1,270	1,786	153	819	26	68	355	590	25	58	76	129	113	62
Diversity and Equal Opportunity	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees Promoted	12	30	4	6	4	15	2	6	0	3	0	1	0	0
Percentage of Employees Promoted	1.8%	4.5%	2.1%	3.2%	4.4%	16.5%	0.9%	2.8%	0%	3.2%	0%	3%	0%	0%
Number of suggestions	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of suggestions from employees	5,135	2,365	31	335	0	0	0	0	0	5	4	46	0	0
Number of implemented suggestions	1,557	1,378	12	108	0	0	0	0	0	0	4	33	0	0
Penalties	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
Number of penalties due to employee complaints or due to findings in a legal audit for labour rights and working conditions	0		0		0		0		0		0		0	



Employees with disabilities	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees with disabilities	24	57	6	24	1	14	2	8	1	1	2	1	1	0
% of employees with disabilities	1.9 %	3.2 %	4.1 %	3.2 %	0 %	0 %	0.5 %	1.3 %	2.4 %	0.7 %	2.7 %	0.8 %	0.9 %	0.0 %
Physically disabled	1	6	0	2	1	4	0	0	0	0	0	0	0	0
Speech impaired	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually impaired	2	8	0	0	0	0	0	0	0	0	0	0	0	0
Hearing impaired	6	7	2	4	0	7	0	0	0	0	0	0	0	0
Other	12	36	4	18	0	3	2	8	1	1	2	1	1	0

Maternity/Parental Leave	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees that were entitled to parental leave	29	105	10	56	24	73	15	0	1	0	2	0	3	0
Number of employees that took parental leave	29	105	10	56	24	73	0	0	1	0	2	0	0	0
Number of employees that returned to work in the reporting period after parental leave	22	105	8	56	21	73	3	2	0	0	0	0	0	0

Health Checks	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAK ROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of health checks offered by company	771	637	273	558	300	450	371	631	41	143	86	257	111	63



Annex 6: GRI Content Index

GRI Content Index	
Statement of use	We have reported the information cited in this GRI content index for the period January 1, 2025, and December 31, 2025; with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us, p.6
	2-2 Entities included in the organization’s sustainability reporting	About Us, p.6
		Global Location, p.7
	2-3 Reporting period, frequency and contact point	Scope of the report, p.3
	2-4 Restatement of information	There is no restated statement for the previous reporting period.
	2-5 External Audit	There is no external Audit.
	2-6 Activities, value chain and other business relationships	Global Locations, p.7
		Sustainable Strategy, p.10
		Stakeholder Engagement, p.12
		Annex 1: Milestones Sustainability, p.72
	2-7 Employees	About Us, p.6
		Global Location, p.7
	2-8 Workers who are not employees	Scope of the report p.3
		Annex 5: Social Performance Indicators, p.77-82
	2-9 Governance structure and composition	Annex 5: Social Performance Indicators, p.77-82
		Sustainable Strategy, p.10
	2-10 Nomination and selection of the highest governance body	Sustainability Steering Committee, p13
		Risk Management, p14



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Sustainability Steering Committee, p12 Risk Management, p13
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Steering Committee, p12
	2-13 Delegation of responsibility for managing impacts	Risk Management, p13
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Steering Committee, p12
	2-15 Conflicts of interest	Respect For Human And Labor Rights, p.34 Social Dialogue, p.34 Corporate Values And Ethical Principles, p.61
	2-16 Communication of critical concerns	Sustainability Steering Committee, p.12 Materiality Analysis, p.11
	2-17 Collective knowledge of the highest governance body	Sustainability Steering Committee, p12
	2-18 Evaluation of the performance of the highest governance body	There is no independent performance evaluation.
	2-19 Remuneration policies	Employee Experience ,p.42
	2-20 Process to determine remuneration	The process for determining wages has not been reported in detail.
	2-21 Annual total compensation ratio	There is no information related to annual total compensation ratio at report



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
GENERAL DISCLOSURES		
Corporate Profile		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message of the Executive Board, p.4
	2-23 Policy commitments	Integrated Management Systems, p.65
	2-24 Embedding policy commitments	Integrated Management Systems, p.65
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, p.12
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p.12
	2-27 Compliance with laws and regulations	Annex 4: Environmental Performance Indicator, Environmental Fines, p.77 Annex 5: Social Performance Indicator, Number of Complaints, p.78
	2-28 Membership associations	There is no membership.
	2-29 Approach to Stakeholder Engagement,	Stakeholder Engagement, p.12
	2-30 Collective bargaining agreements	Respect For Human And Labor Rights, p.34 Social Dialogue, p.34



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
PRIORITIES		
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable Strategy,p.10 Materiality Analysis, p.11
	3-2 List of material topics	Sustainable Strategy,p.10 Materiality Analysis, p.11
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.68-71 Materiality Analysis, p.11
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain, p. 68-71
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.11
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Respect For Human And Labor Rights, p.34 https://www.marturfompak.com/page/our-policies
	205-2 Communication and training about anti-corruption policies and procedures	Respect For Human And Labor Rights, p.34 https://www.marturfompak.com/page/our-policies
	205-3 Confirmed incidents of corruption and actions taken	Respect For Human And Labor Rights, p.34 https://www.marturfompak.com/page/our-policies
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.11
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainable Product, p.32
	301-2 Recycled input materials used	Sustainable Product, p.32



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
Energy Consumption & Greenhouse Gas Emission		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Consumption & Greenhouse Gas Emissions, p.20, p.23 Decarbonization Road Map, p.21 Materiality Analysis, p.11
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annex 4: Environmental Performance Indicators ,p.75
	305-2 Energy indirect (Scope 2) GHG emissions	Annex 4: Environmental Performance Indicators, p.75
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions will calculated in 2026
	305-4 GHG emissions intensity	Annex 4: Environmental Performance Indicators, p.75
	305-6 Emissions of ozone-depleting substances (ODS)	This materials are not used for Martur's operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Management, Air Emissions, p.27
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Annex 4: Environmental Performance Indicators, p.75-77
	302-2 Energy consumption outside of the organization	Annex 4: Environmental Performance Indicators, p.75-77
	302-4 Reduction of energy consumption	Decarbonization Road Map, p.201 Energy Consumption, p.20 Energy Efficiency, p.24-25
Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.11
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Quality & Consumption, p.31 Annex 4: Environmental Performance Indicators, p.75-77
	303-2 Management of water discharge-related impacts	<i>Since most of the water is withdrawn from the municipal systems and no water bodies with RAMSAR or similar protection status are employed our operations do not result in any stress on water bodies.</i>
	303-3 Water withdrawal	Water Quality & Consumption, p.30 Annex 4: Environmental Performance Indicators, p.75-77
	303-5 Water consumption	Annex 4: Environmental Performance Indicators, p.75-77



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.11 Waste Reduction, p.29 Sustainable Product, p.32 Annex 4: Environmental Performance Indicators, p.75
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Reduction, p.29 Annex 4: Environmental Performance Indicators, p.75
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.68-71
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Employment</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.34 Talent and development, p.39 Annex 5: Social Performance Indicators, p.78-83
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex 5: Social Performance Indicators, p.80
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annex 5: Social Performance Indicators, p. 78-83
	401-3 Parental leave	Annex 5: Social Performance Indicators, p.83
<i>Occupational Health and Safety</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated Management Systems, p.65 Employee Well-being, p.53-55 Occupational Health and Safety, p.66-67 Talent Acquisition And Development, p.39-42 Materiality Analysis, p.11
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Integrated Management Systems, p.65 Employee Well-being, p.53, p.55 Talent Acquisition And Development, p.39-42 Occupational Health and Safety, p. 66-67 Annex 3: Organizational Health And Safety Performance Indicators, p.74
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Training and Education</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Acquisition And Development, p.39-42
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Acquisition And Development, p.39-42 Annex 5: Social Performance Indicators, p.80
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Acquisition And Development, p.39-42 Annex 5: Social Performance Indicators, p.82
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Acquisition And Development, p.39-42 Annex 5: Social Performance Indicators, p.82
<i>Diversity and Equal Opportunity</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.34 Social Dialogue and Working Conditions, p.34-35 Diversity, Equity And Inclusion , p.35-39
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Steering Committee, p.13
	405-2 Ratio of basic salary and remuneration of women to men	Social Dialogue and Working Conditions , p.34-35 Diversity, Equity And Inclusion , p.35-39 Annex 5: Social Performance Indicators, p.82
<i>Non-discrimination</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.34 Social Dialogue and Working Conditions, p.34-35 Diversity, Equity And Inclusion , p.35-39
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Social Responsibility and Volunteerism, p.49-52 Annex 5: Social Performance Indicators, p.78-83 In the reporting period there were no incidents of discrimination.
<i>Freedom of Association and Collective Bargaining</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.34 Materiality Analysis, p.11
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Respect For Human And Labor Rights, p.34



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Child Labor</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Integrity, p.61-64 Respect For Human And Labor Rights, p.33
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Integrity, p.61-64 Respect For Human And Labor Rights, p.34 Annex 5: Social Performance Indicators, p.78-83
<i>Forced or Compulsory Labor</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Values And Ethical Principles, p.61-64 Respect For Human And Labor Rights, p.34
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Values And Ethical Principles, p.61-64 Respect For Human And Labor Rights, p.34 Annex 5: Social Performance Indicators, p. 78-83
<i>Security Practices</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.34
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<i>All security personnel in our operations are trained on professional procedures and legal requirements.</i>
<i>Supplier Social Assessment</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain, p.68-71 Materiality Analysis, p.10
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain, p.68-71
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain, p.68-71
<i>Customer Health and Safety</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety, p.60 R&D and Innovation, p.57
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<i>We comply with all related product regulations and standards of health and safety.</i>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<i>There was no product failure reported due to health and safety issues during the reporting period.</i>



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS
<i>Customer Privacy</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy and Security, p.59
<i>GRI 418: Customer Privacy 2016</i>	Dis418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, p.59 Digital Transformation & AI, p.58