

Sustainability Report 2024

Reshaping mobility with responsible solutions



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ANNEX 60-82



We CARE for
people
customer
our company
quality
transparent communication
the environment

SCOPE OF THE REPORT

We joined the United Nations Global Compact (UNGC) in 2012 and disclose Communication on Progress regarding the Ten Principles of the UNGC every year. This is the 13th edition of our Annual Communication of Progress Reports, and it provides disclosure on our sustainability strategy, goals, and progress in environmental, social and governance (ESG) areas.

The information provided in this report is for the period between January 1–December 31, 2024, and Martur (seat systems & textile) and Fompak (interior parts) production plants located in Türkiye, Romania, Morocco, Slovakia and Italy.

This report has been prepared in accordance with the GRI Standards and the related performance indicators are summarized in the annex section.

Performance indicators in this report are prepared with the participation of all responsables in the related locations. Most of the data are collected automatically from SAP and consolidated by the sustainability team.

MESSAGE OF THE EXECUTIVE BOARD



2023 UN IPCC report is a clear reminder that as greenhouse gases caused by human activity increases and temperatures around the world continues to rise, we are facing serious climate risks that will affect agricultural productivity, water & food security, and human health.

Through our company's Code of Conduct, we are engaged not only for financially positive returns but also for a positive impact on climate change, health and safety, and human rights.

In parallel with our target to become carbon neutral by 2050, we have adopted CO2 emissions reduction as a framework for our business processes and product development strategy. While the automotive world continues to shift to more sustainable products, as a solution partner we are dedicated to supply the highest standards of services through sustainable and accessible cockpit systems.

With new regulations pushing to accelerate CO2 emissions reduction; we have committed to a carbon reduction roadmap through our entire value chain with ambitious targets and continue to search for safer and more sustainable solutions to satisfy evolving needs of future mobility.

Can Üstünberk



SUSTAINABILITY HIGHLIGHTS 2024

ENVIRONMENT

27% reduction has been achieved in our total Scope 1 and 2 emissions since 2021.

360 tons of CO₂e were prevented through our initiatives.

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

SOCIAL

189,658 hours employee training

8051 total number of suggestions

31% ratio of women employees

GOVERNANCE

110 Project audits

104,656 Hours Safety Training



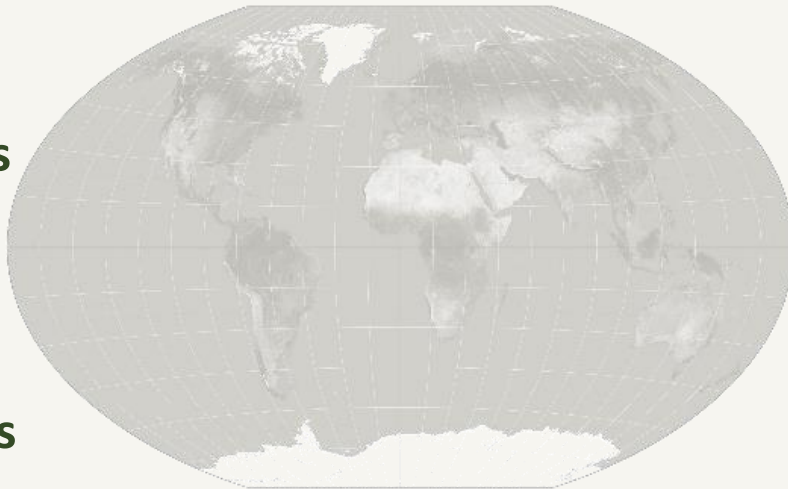
ABOUT US

We are an innovative strategic partner for automotive seating and interior systems for automotive manufacturers (OEMs). We aim to supply the highest standards of services through sustainable, and accessible cockpit systems.

We operate in 3 continents, 6 countries and 17 sites, including our headquarters, our production facilities and our offices with more than 8,000 employees.

3
Continents

6
Countries



18
Sites

9000+
Employees

We create new technologies for our customers by collaborating with universities in Italy, Spain and Türkiye with 5 R&D and 6 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

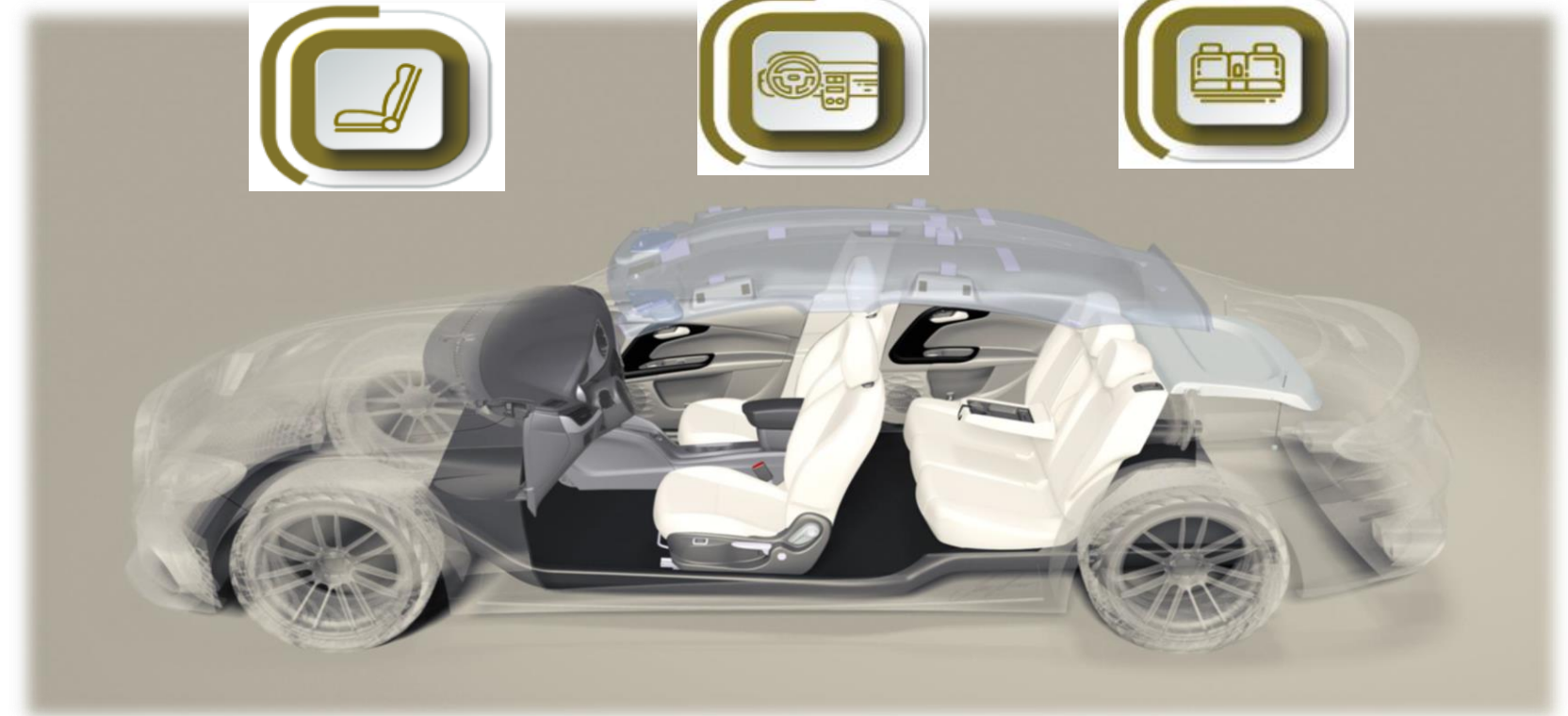
Seat Systems



Interiors

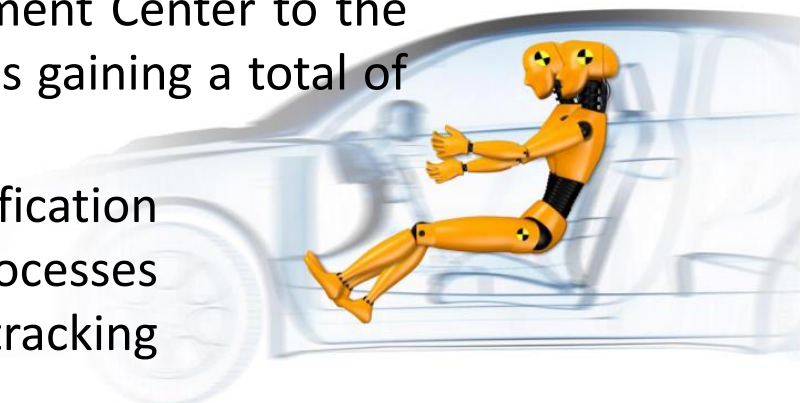


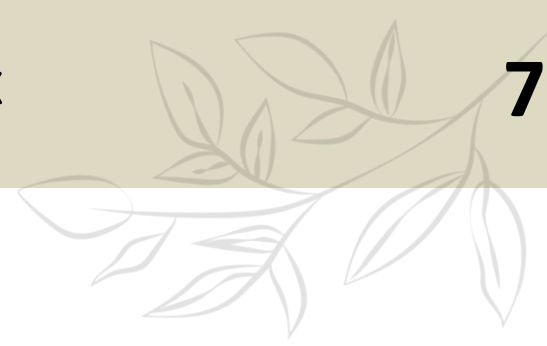
Automotive Textile



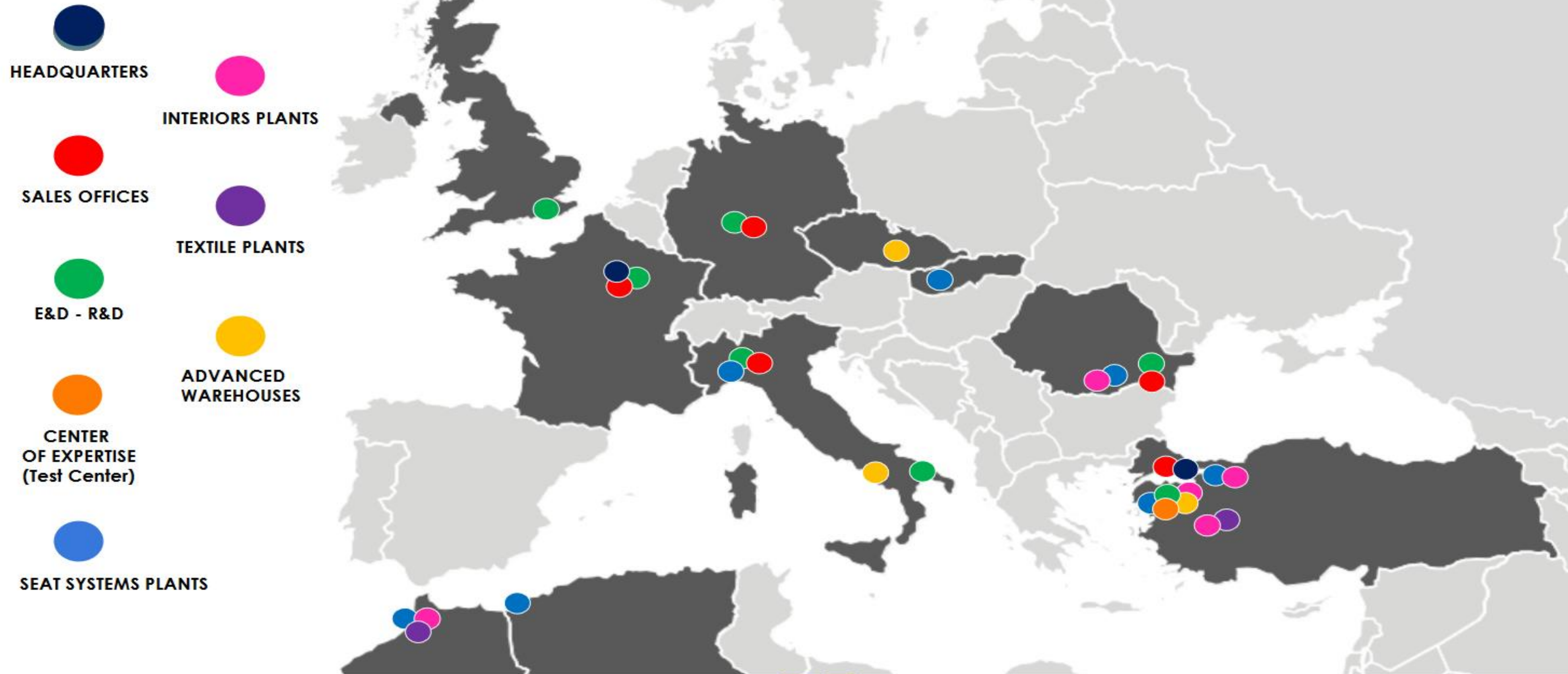
The Test Center added H point and backset measurements under the responsibility of the 3D Measurement Center to the ISO/IEC 17025:2017 Accreditation Scope, thus gaining a total of 11 accreditation scopes.

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



AWARDS 2024

AI-Driven Sustainable Innovation: Redefining Cockpit Customization in Automotive Industry.- SAP Innovation Awards



This innovative project by Martur Fompak International demonstrates a commitment to advancing sustainability in the automotive industry. By developing an AI-driven system, we can now calculate carbon emission values in real-time for cockpit customizations. This enables OEMs and end consumers to instantly visualize the carbon footprint of their choices, promoting more informed decision-making. The project aims to encourage more sustainable consumer behavior and drive industry-wide adoption of environmentally friendly practices. Ultimately, this innovation not only seeks to transform the automotive sector but also contribute to global sustainability goals.



Our commitment to creating value has been honored with two prestigious awards at the SAP Executive Summit 2024: the “Global Lighthouse & Pioneer Award” and the “Digital Transformation Ambassador of the Year Award”. This recognition fuels our drive to achieve even greater success together in the future!



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.		We support good health and safety practices and ensure the well-being of all our employees by developing personal and professional skills, as well as hybrid working practices.
	We support lifelong learning of our employees. We transform our learnings to self-learning online tools as much as possible and increase the training hours to develop competencies.		We do numerous projects to use resources efficiently and transform new technologies by digitalization and AI solutions.
	We never tolerate any type of discrimination. We are aware of doing more to improve our support on gender equality. We follow metrics to understand where we are and set targets and annually, we prepare action plans to improve our support.		We support “equal pay for equal job” for all of our workforce with a fair income. We follow our Human Rights policies with responsible recruitment principles.
	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.

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

CORE VALUES



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

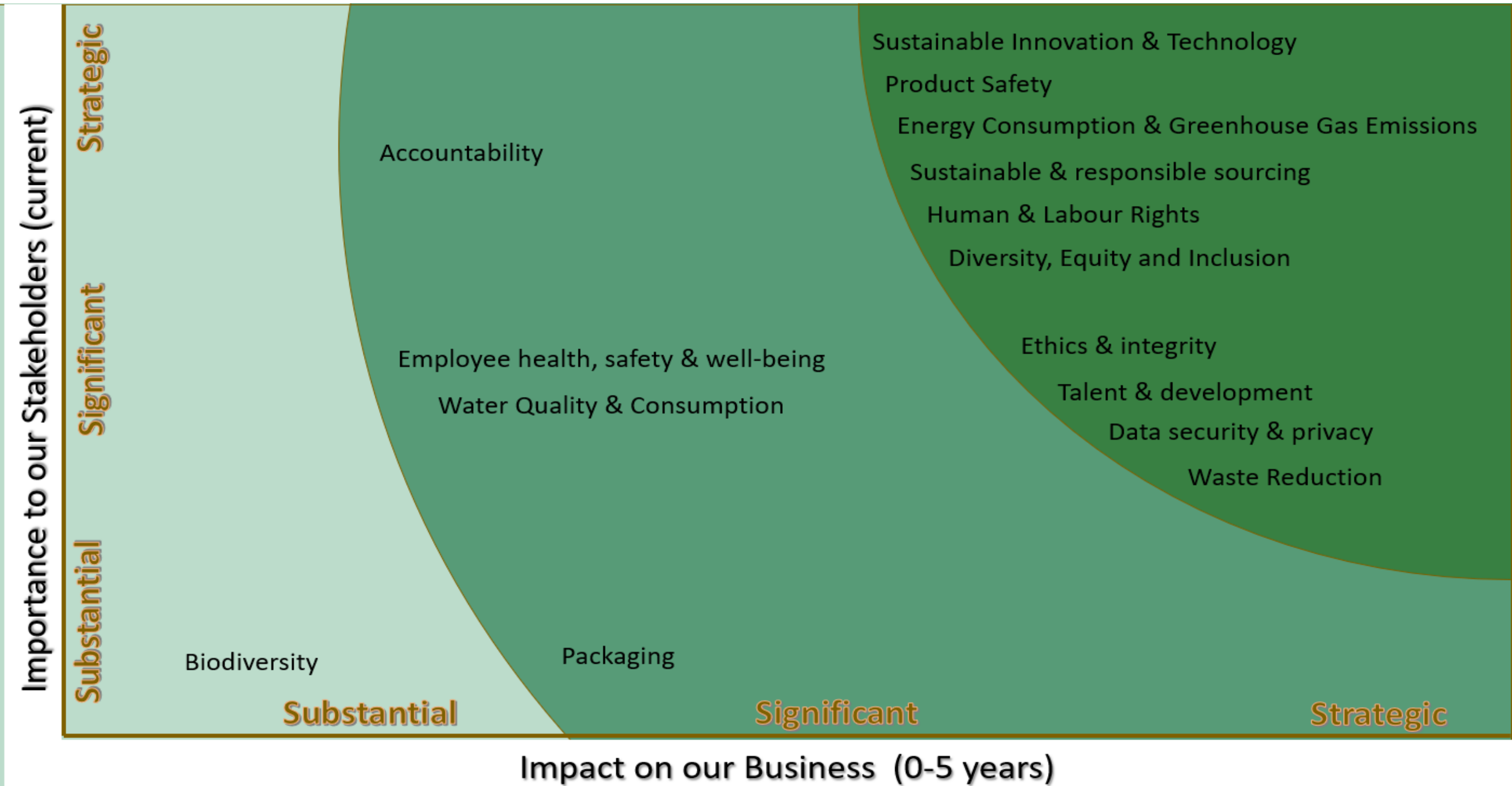
Extreme weather conditions, climate change and environmental damages created by humans are highly critical risks globally. For this reason, we put environmental actions in the centre of our decisions. From product design to production, our strategy to circular economy “Less and Green” approach focuses 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.

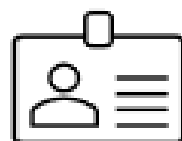
Our priorities are defined according to the global risks and ESG issues for our industry by the contribution of our senior and top management. We prepared an evaluation checklist and get feedbacks from all participants. Materiality analysis is reviewed once in 2 years.





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

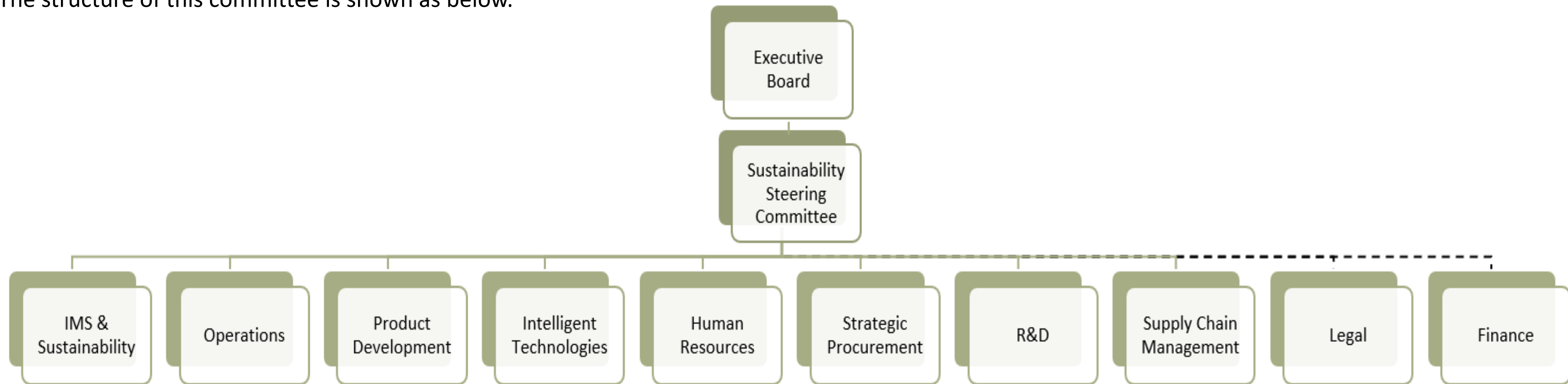
Our Implementations

- 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

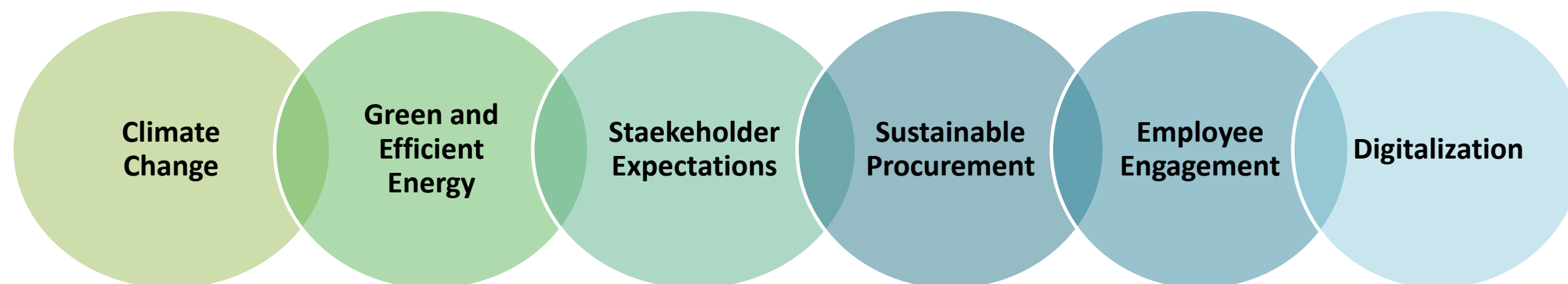


SUSTAINABILITY STEERING COMMITTEE

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 focus on promoting decent work, protecting human rights, supporting diversity, equity, and inclusion, and contributing to community development.

Therefore, we integrate proactive measures and continuous engagement with our employees and business partners to mitigate any risk, ensure fair and ethical practices, and create positive social impact wherever we operate.

Governance

We review our business ethics rules to adapt the national laws where we operate and international laws. Also, we extended the scope of our business ethic rules for our suppliers.

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.

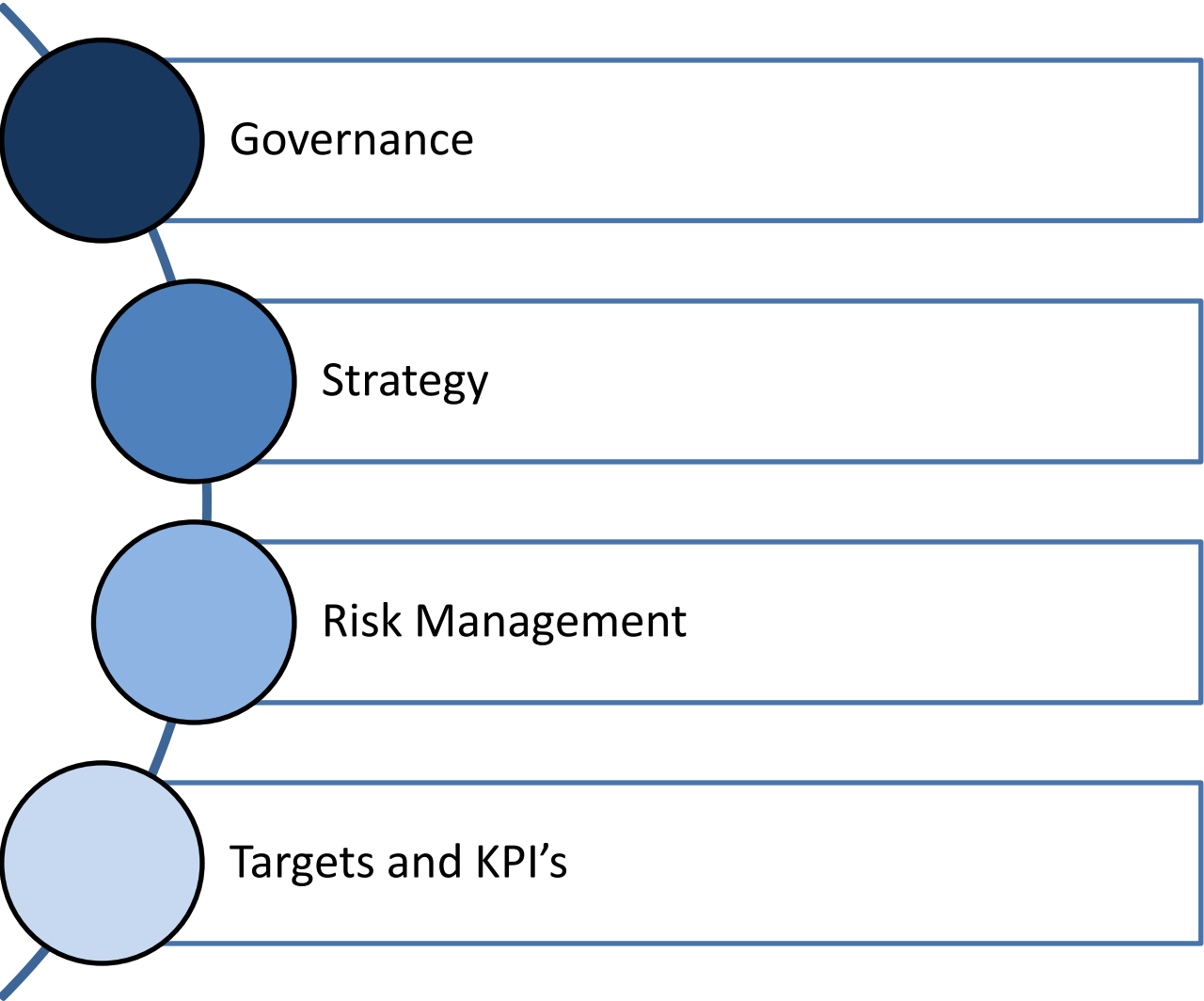
Based on the RCP 4.5 global warming scenario, locations that are expected to be under the “Very High” water stress category are evaluated to face potential production loss. As MFI, we conducted this analysis based on the RCP 4.5 scenario, one of the Representative Concentration Pathways (RCP) provided 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 2024** Climate Change and Water Program and achieved a **B** score.

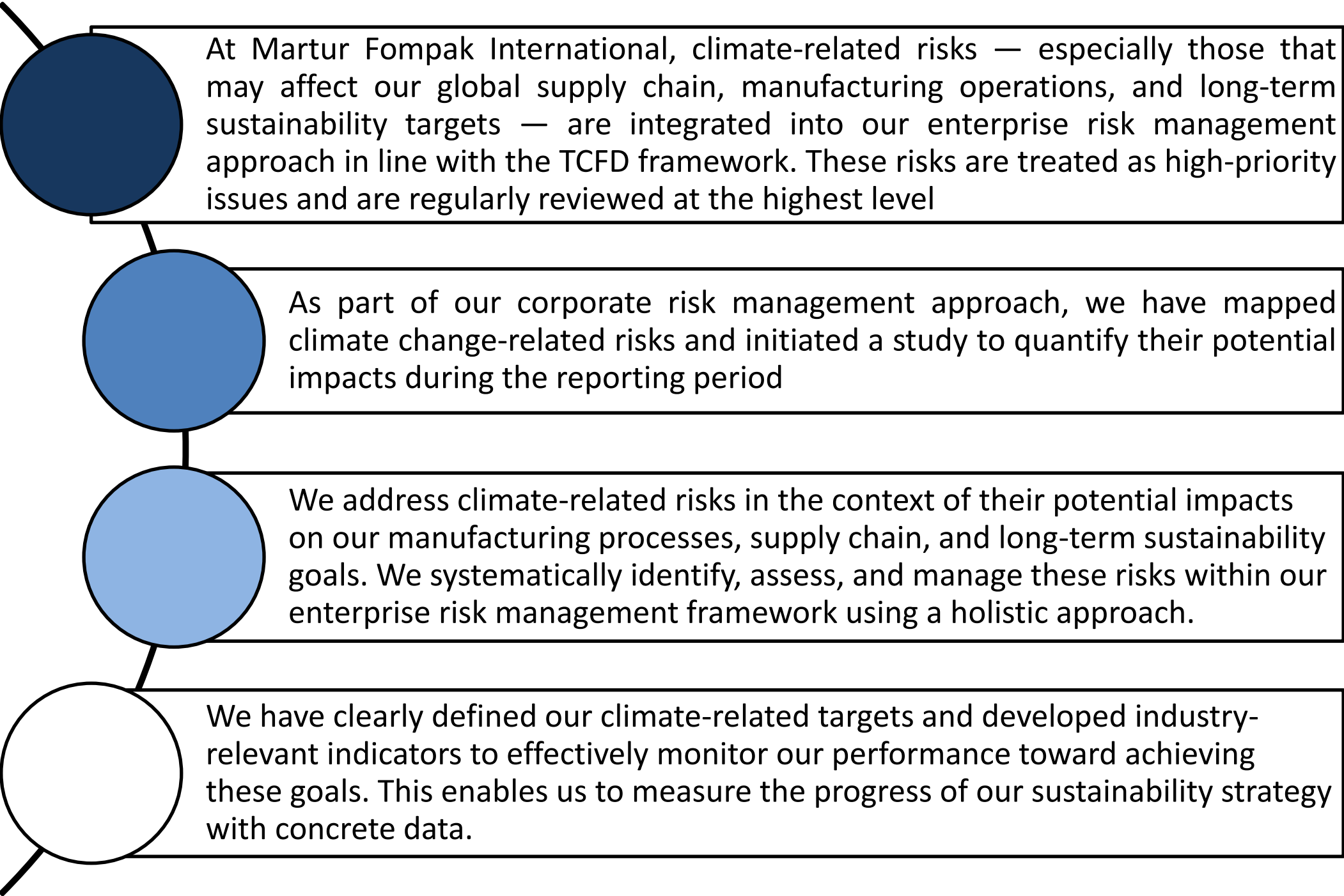


TCFD (Task Force On Climate Related Financial Disclosures)

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 2025:

Up to 35% Renewable energy sources usage on Scope 1 and Scope 2

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



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 2024. 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.

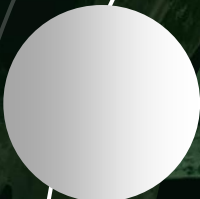
We maintain zero tolerance for human rights violations, increase female representation and leadership in our workforce, and strengthen diversity, equity, and inclusion initiatives. We also aim to expand our community investment programs to support gender equality and quality education. We strive to create 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”.



Environment



A Pathway to a Greener Future

ENERGY CONSUMPTION & GREENHOUSE GAS EMISSIONS



Climate change has become one of the most important problems that concern the whole world. Greenhouse gas emissions are increasing due to increasing population, industrialization, urbanization, increase in fossil fuel use and decrease in forests. This situation causes an increase in global warming and climate change.

According to the Global Risks Report of the World Economic Forum (WEF), it has been published that climate change and environmental events related to climate change will create the most global risks that will affect the world's next 10 years.

The increase in the average surface temperature must remain below 1.5°C in order not to have irreversible negative impact on life.

If greenhouse gas emissions are not reduced, it is predicted that there will be an increase of approximately 3°C in global average surface temperatures by 2100. Depending on this situation, it will bring negative consequences such as rising sea levels, exposure of coastal areas to floods and erosion, deterioration in coastal ecosystems, salinization of soil and water and loss of natural drainage, permanent soil losses, and reduction of sea creatures.

Our studies are carried out to increase energy efficiency, reduce energy consumption and reduce the use of natural resources by providing energy with the renewable energy sources within the scope of combating climate change.

The use of equipment/machines with minimum energy consumption is preferred. In 5 years, we aim to get required energy for all assembly lines from renewable energy sources.

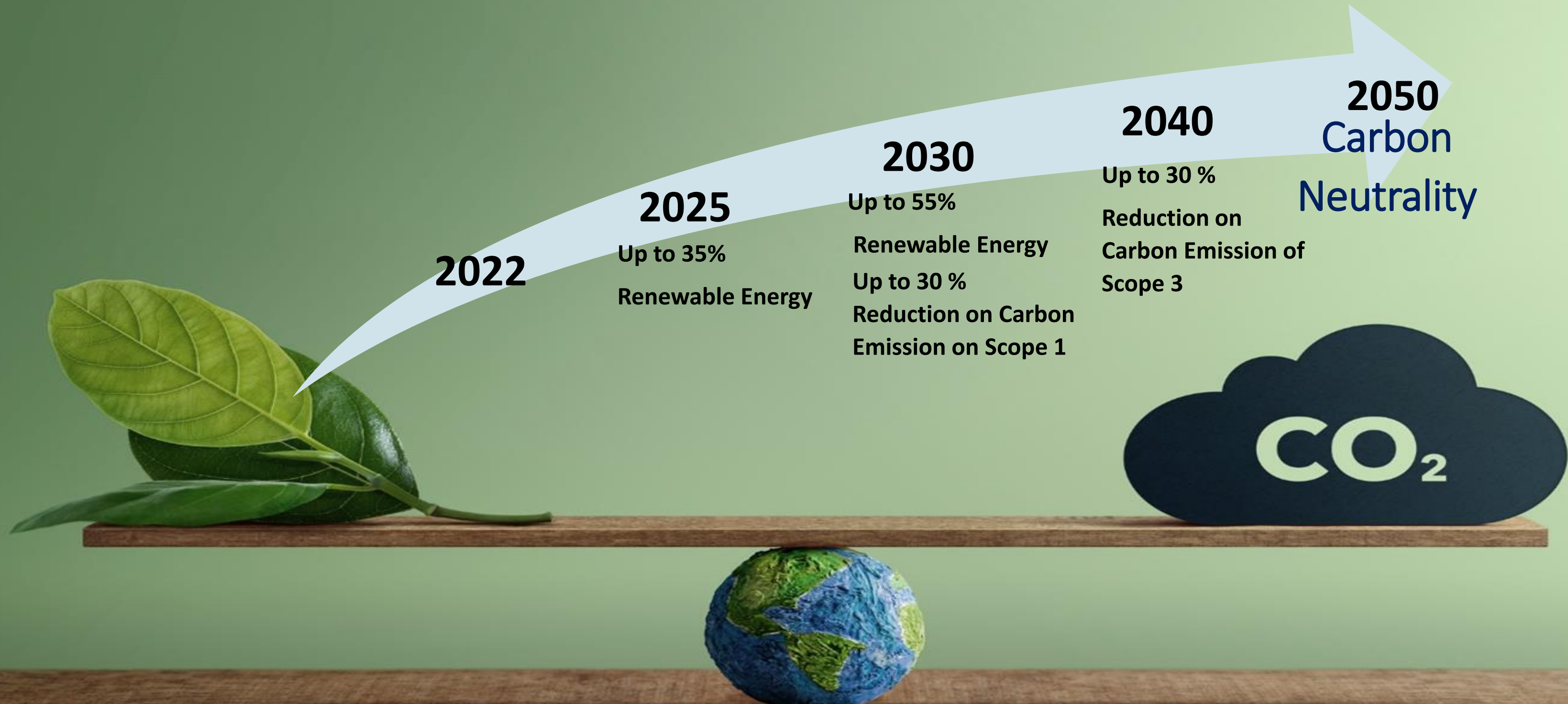
OUR SCIENCE BASED TARGET 2050

We aim to be carbon neutral till 2050. We are on process to commit to setting a science-based target. We set our future targets to carbon neutral future based on SBTi. Our commitment can be found in SBTi website.



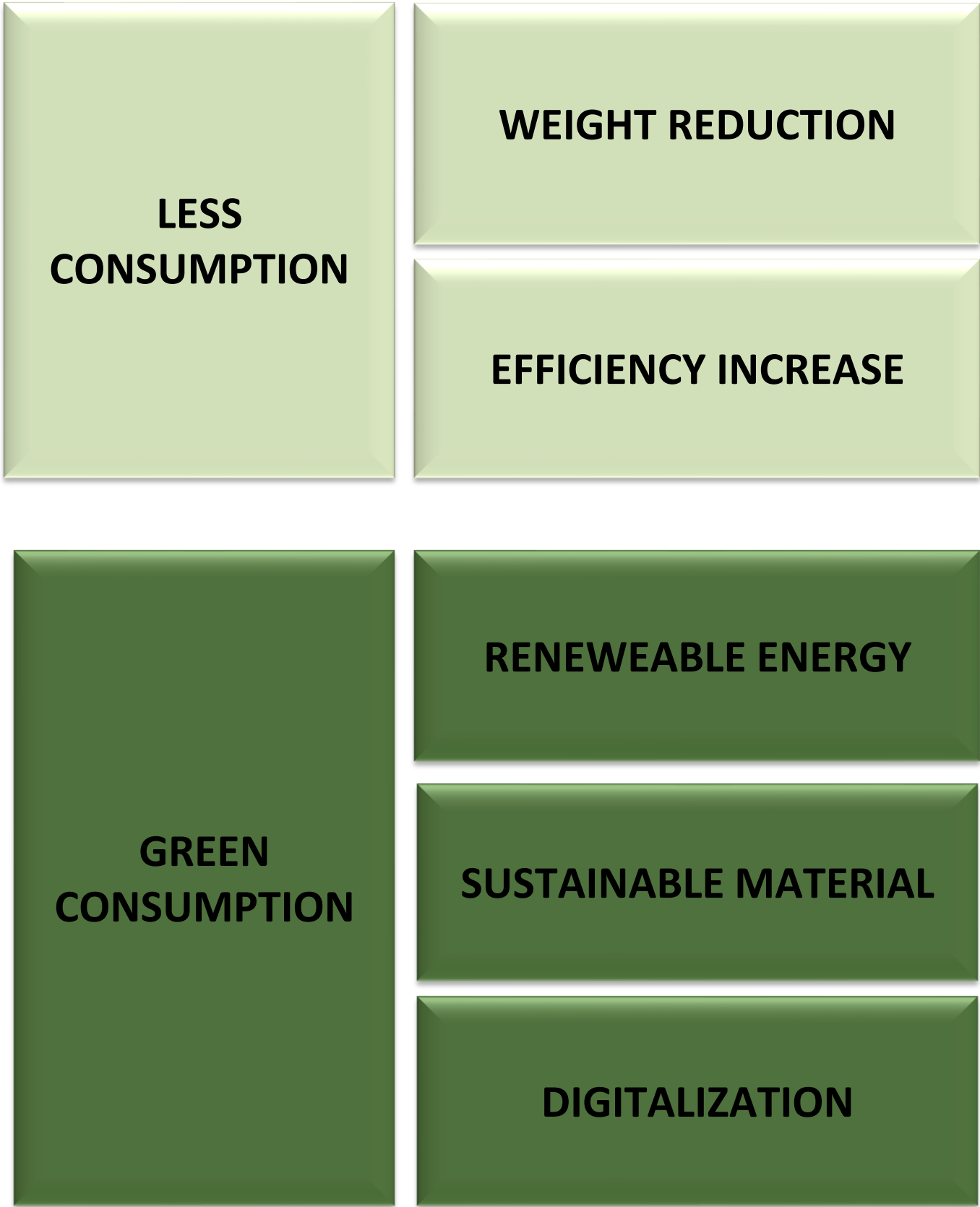


DECARBONIZATION ROAD MAP



Corporate Carbon Footprint Reduction Actions

In line with our sustainability vision, we focus on *“Less Consumption”* and *“Green Consumption”* to enhance resource efficiency and reduce our environmental impact. Through lightweight designs, process improvements, and technology investments, we increase energy efficiency; while integrating renewable energy, recycled and bio-based materials, and digital solutions to build a more sustainable production model.





GREENHOUSE GAS EMISSIONS

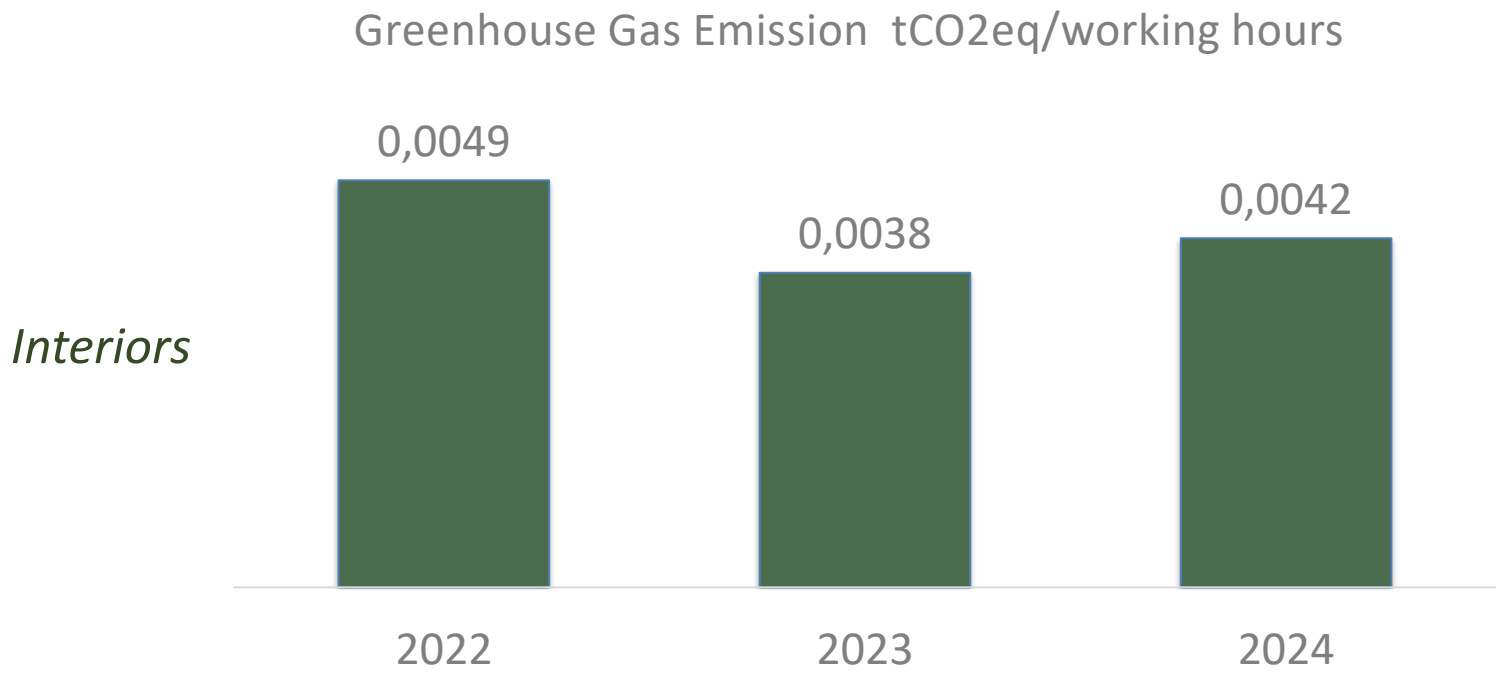
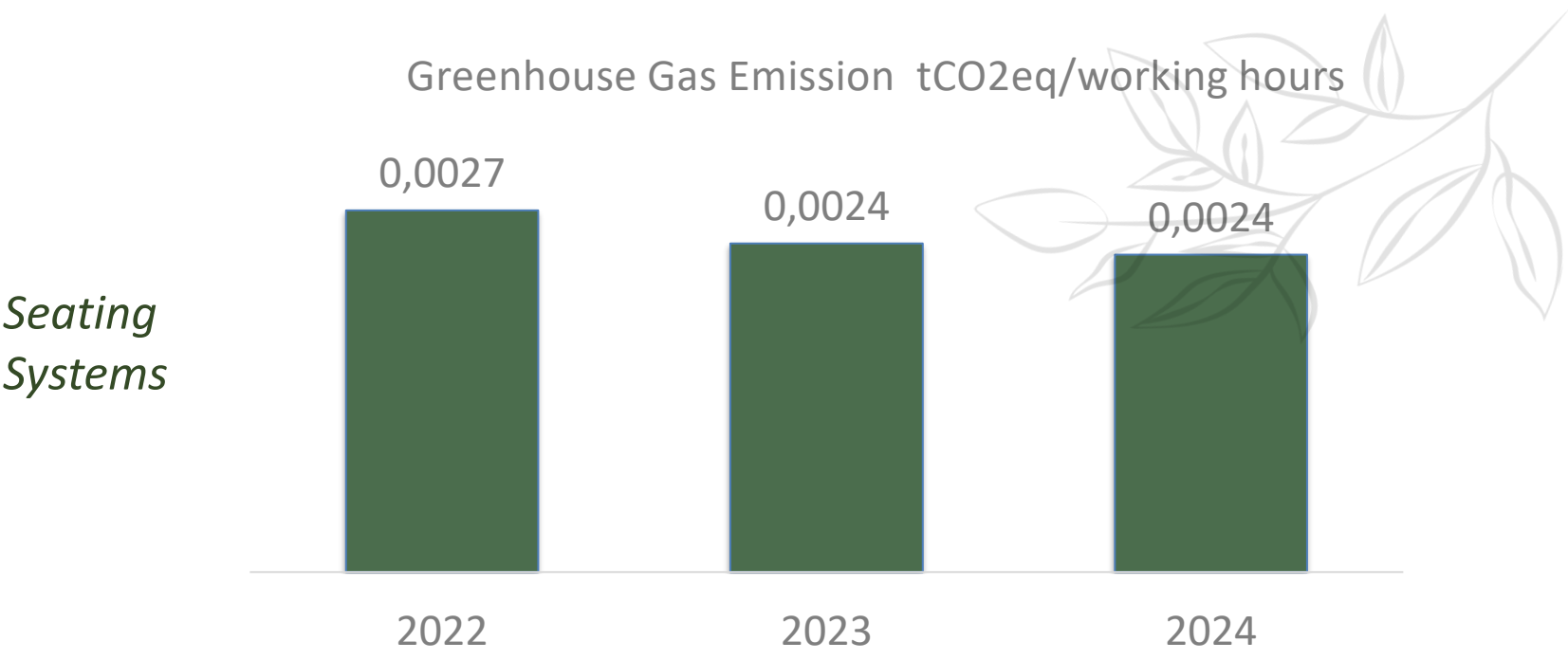
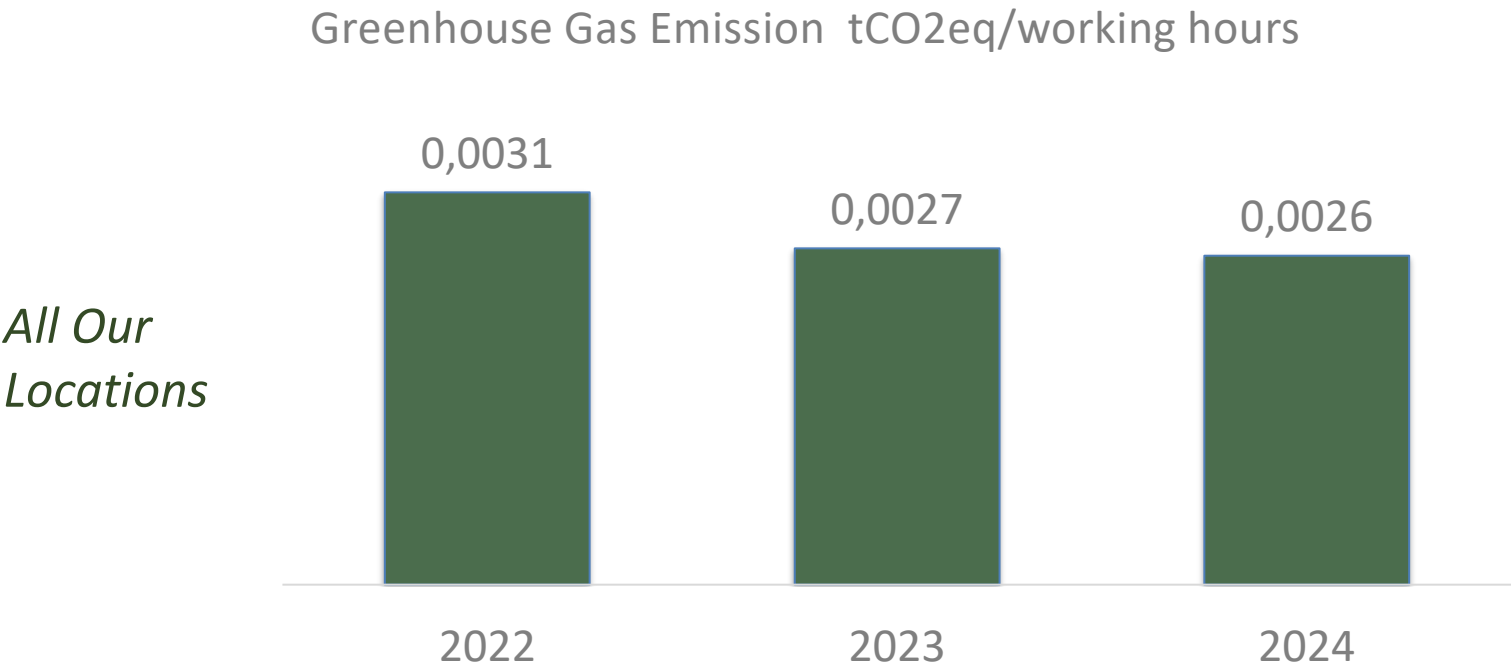


Since 2012, we have been calculating carbon emission for Scope 1 & Scope 2 annually even there is no legislation or other requirements. Our Bursa OSB Seating plant is certified with ISO 14064. In addition, we plan to enlarge the certification scope with other production plants in Türkiye, Romania, and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

Our CDP reporting has been ongoing since 2020, with the 2024 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



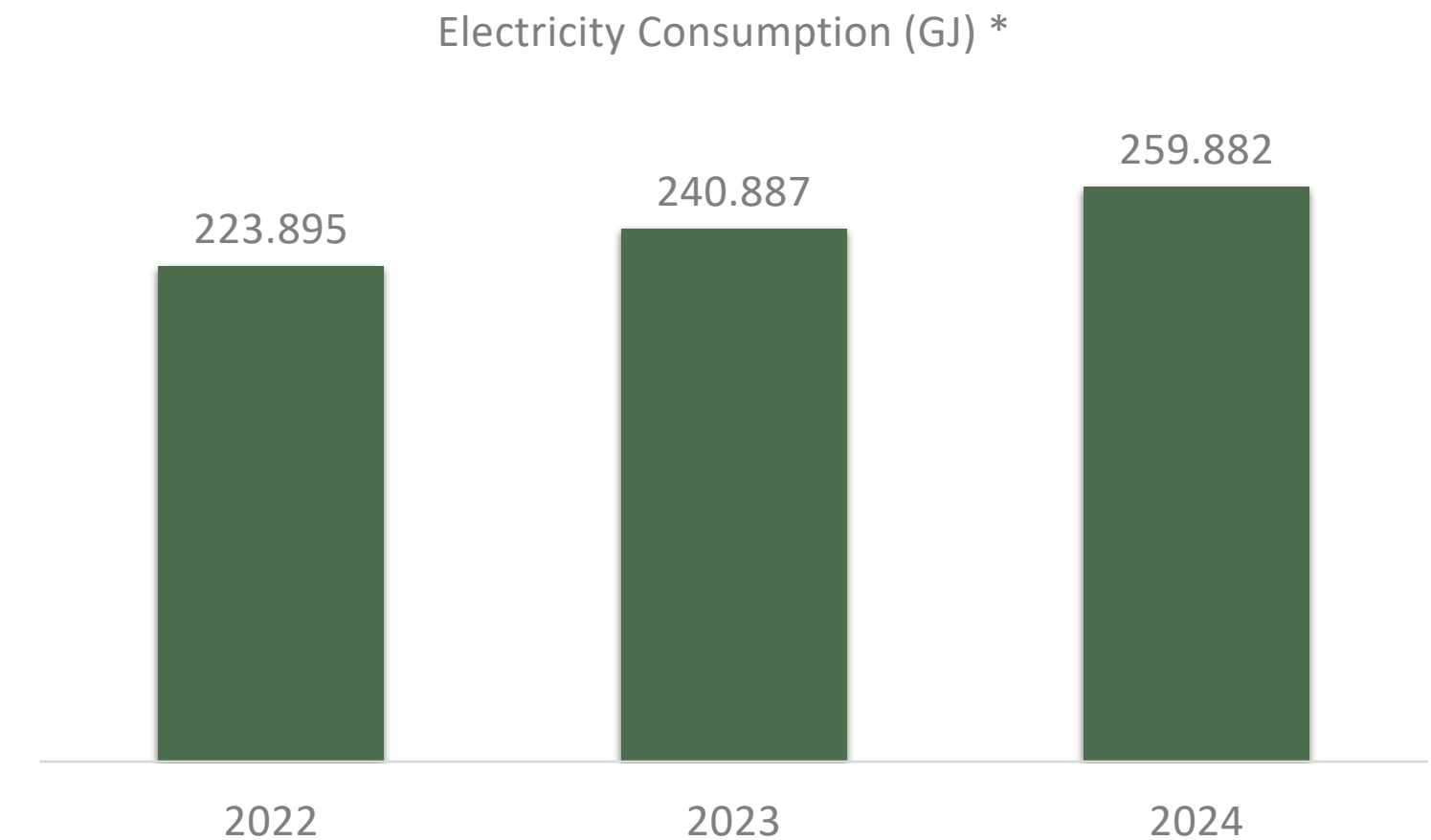
Since 2013, our Bursa OSB Seating Plant has been operating under the ISO 50001 Energy Management System. The principles and practices of this system have been adopted as a standard framework across all our production sites.



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 2024, our Fompak NOSAB location has also successfully obtained ISO 50001 Energy Management System certification. 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.



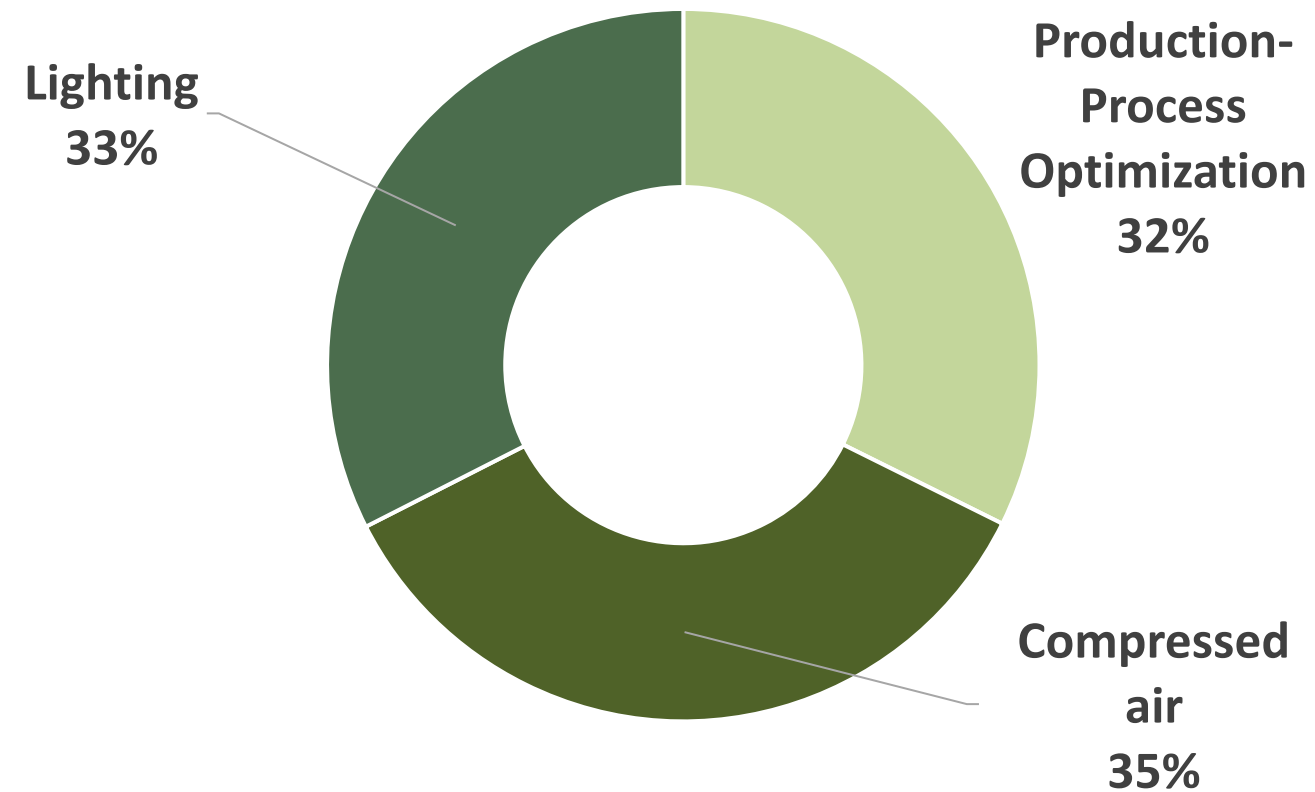
* All locations



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 **2,481 GJ** of energy. Thanks to this increase in efficiency, we prevented **358 tons of CO₂e** emissions.



We are transforming our energy supply sources into renewable ones. **1,257,975 kWh** energy is saved yearly with the solar panel installation in our Bursa OSB Seating plant. We prevented **728 tons of CO₂** emissions.

Our renewable energy generation in 2024 **21%** in Bursa plant.





ENVIRONMENTAL MANAGEMENT

According to our policy,

we are committed;

- To respect all related national and international legal requirements, and compliance obligations by the interested parties
- To maintain the continuous improvement of the performance of occupational health and safety, environment, and energy management system by increasing the effectiveness of our activities with the participation and consultation of our employees.
- 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. All our production plants are certified by ISO 14001.

We have no nonconformity (**Zero NC** in external audits) on Environment and Energy Management System over 7 years. During the external audits, we always receive positive feedbacks from the auditors, and they use as benchmark for our sector.

Trainings on environment subjects are provided to employees every year during refreshment and orientation programs in all our production plants.

Training Name	2022	2023	2024
Environmental Accident Emergency Conditions and Waste Management (Employee*hours)	344	339	1220
14001 Env. Management System Information (Employee*hours)	253	551	375



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 2024, 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 2024. And we need to underline that we do not have any environmental accident which has any impact on environment in the last 7 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, NO₂, SO_x parameters are put in the following table from the latest air emission measurement report of operations in Romania in 2024.

Parameters	Legal Limits (mg/Nm3)	Measurement Result (mg/Nm3)
PM	5	3.08
VOC	100	24.38
NO ₂	350	132.02
SO _x	500	8.7



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 choice 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)	2022	2023	2024
Hazardous Waste (Energy Recovery)	590	509	476
Non-hazardous Wastes (Recycled)	11,653	10,692	21,955

 Please see [ANNEX 4](#) for the complete list of Environmental Performance Indicators for our locations.

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



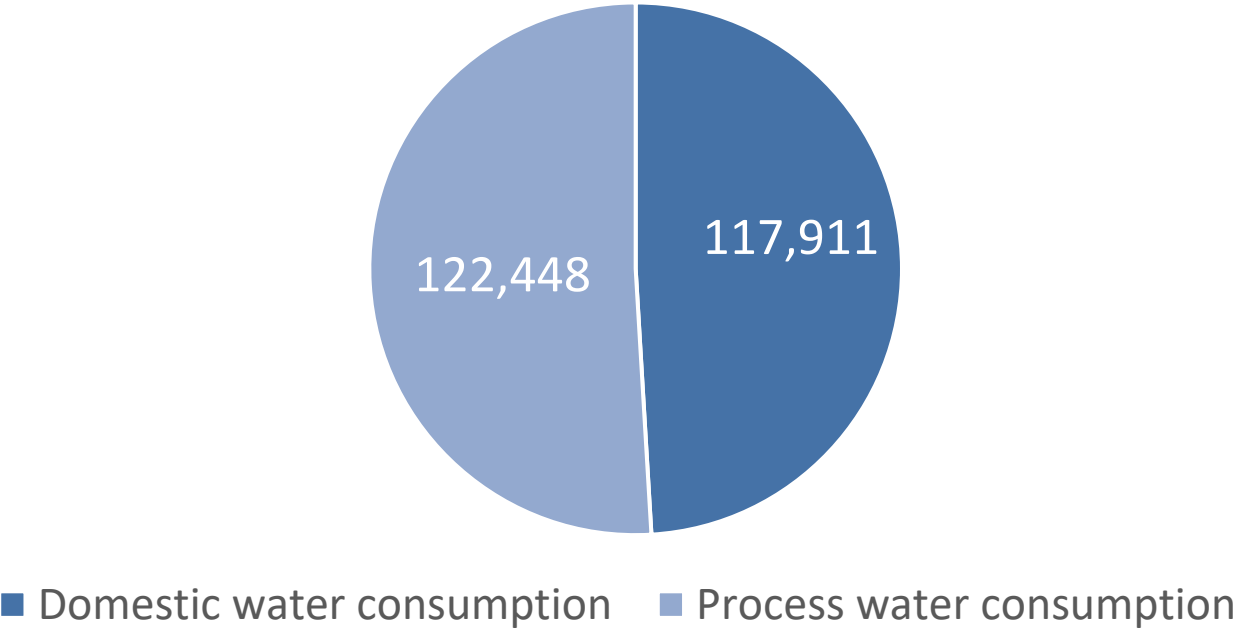


WATER QUALITY & CONSUMPTION

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 2024 as follows

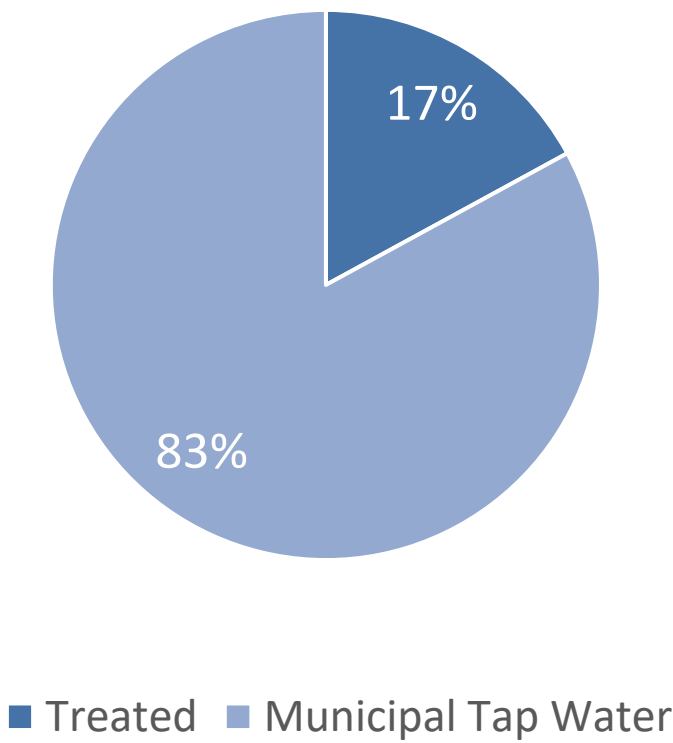
Total Water Consumption(tonnes) in 2024



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 2024 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 (2024)



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



In the last 11 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

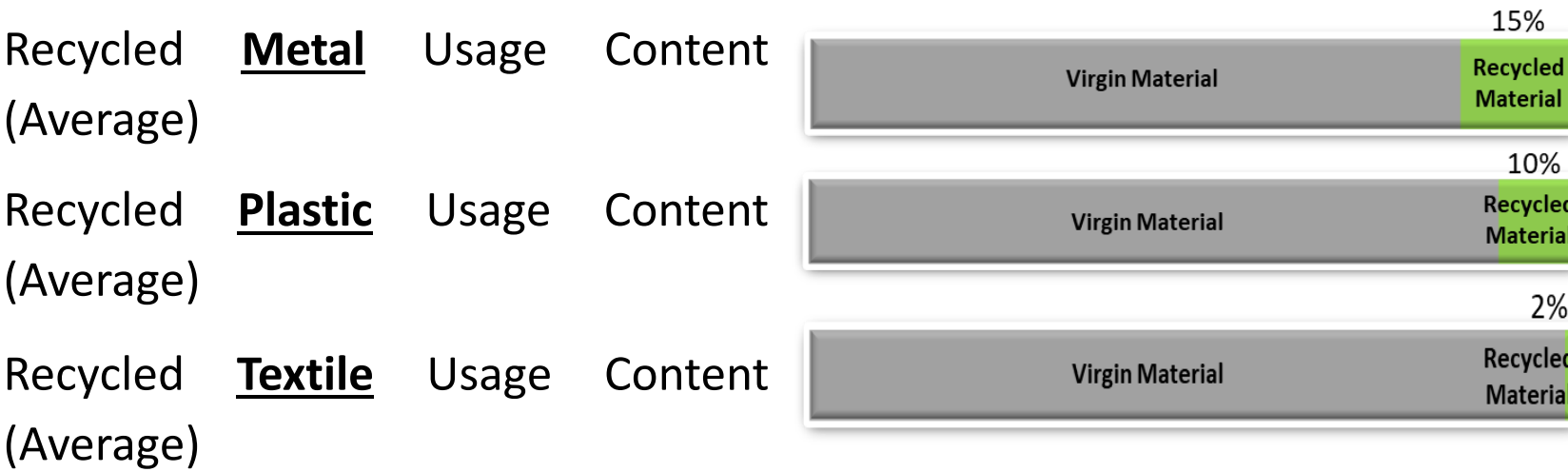


We analyse the environmental impact of our activities and products with the life cycle

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 2024, we completed LCA analysis for 25 projects. 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

As a responsible organization, we continue to strengthen our commitment to social sustainability, placing people at the center of our business. Guided by our materiality analysis, we prioritize respecting human and labor rights, fostering diversity, equity and inclusion, supporting talent development, and ensuring occupational health and safety. We recognize that creating a fair, inclusive, and safe working environment not only upholds fundamental rights but also drives long-term success for our company and stakeholders. In 2024, we built upon our established policies and programs to further embed these principles into our daily operations and to create positive social impact wherever we operate.

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

As a signatory of the United Nations Global Compact, Martur Fompak International is committed to promoting and upholding its Human Rights Principles, which guide our actions and decisions. We share our principles with employees, all business partners, and the wider community through our Global Code of Conduct, Human Rights Policy and other company policies available on 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. Where labor unions are present, 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 local regulations and company practices, providing a structured platform for employees to raise concerns, share feedback, and contribute to workplace improvements.

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, job security, and other professional, economic, and social matters concerning employment relations.

We continue to strengthen our human and labor rights practices through training, awareness programs, and grievance mechanisms which are the important aspects of workplace rights, reinforcing our commitment to creating a respectful and fair working environment.

DIVERSITY, EQUITY, AND INCLUSION



For Martur Fompak International, gender equality is a fundamental value for corporate success and sustainability. Addressing and changing structural inequalities and stereotypes are among our primary goals to fully achieve gender equality. Therefore, gender-based principles have been incorporated into all our policies.

Following our internal webinar series on gender equality and unconscious bias, we have launched our Gender Equality Guide in Türkiye. The guide will be rolled out to other countries to promote gender-sensitive language in corporate communication and to reinforce a gender-equal organizational culture. We see creating a work environment that offers equal opportunities and where every individual feels valued not just as a goal, but as a necessity.





Recognizing the underrepresentation of women in STEM roles within our company, we took further action by becoming a corporate member of the Women Engineers Association in Türkiye (TÜMKAD) and collaborating on projects. As part of this initiative, company IT department voluntarily conducted Artificial Intelligence training for female engineering students, focusing on AI and its applications in industry. The goal was to give students a detailed understanding of the field and inspire more women to pursue careers in this area.



Through the protocol we signed with TÜMKAD All Women Engineers Association, we participated in the “Kutup Yıldızım Project – My North Star Project”-, an initiative aimed at empowering women in engineering and mobilizing our women engineers. Kutup Yıldızım is more than just a mentoring project; it offers a platform to help women in engineering overcome the challenges they face and to enable them to be more effective and visible in their professional lives.

The role of women engineers in the sector is shaped not only by their technical skills but also by their leadership, strategic thinking, and innovation capabilities.

Through this mentoring program, we aim to inspire and support women engineering students, fostering their journey into the automotive industry and provide a roadmap that shapes their careers.

We invest in the future of women engineers by partnering with TÜMKAD’s “One Role, One Scholarship” project, which funds one-year scholarships for female engineering students. As part of this initiative, we purchased theatre play tickets for our employees, and the entire proceeds from the performance were transferred to the TÜMKAD & TEV (Turkish Education Foundation) scholarship fund, providing one-year scholarships for 10 female students. Together, we are driving change and advocating for a more inclusive future.



At Martur Fompak International, we recognize that advancing gender equality requires deliberate action to empower women both within our organization and in the broader community. We celebrate Women’s Day by supporting local women’s cooperative societies and women producers, thus strengthening women’s economic participation.

Our commitment to fostering female employment has been recognized by the Kütahya Organized Zone Directorate, naming our Kütahya plant both **“The Company that Provides the Most Employment”** and **“The Company that Provides the Most Women Employment”** in 2022 and 2023.



2022 rewards



2023 rewards

Understanding that access to reliable childcare is a key enabler for working mothers, since our investment in Türkiye, Kütahya city in 2017, we have been providing free childcare services, including complimentary transportation, to reduce barriers to women’s employment.

We regularly assess satisfaction with the childcare centers and implement improvements, as necessary. Currently, we have agreements with three childcare centers located in different parts of the city.

in 2024; 69 employees,
in 2023; 88 employees
benefited childcare
support.



This initiative has not only increased the recruitment of female employees but also reduced absenteeism and enhanced productivity.

As a result of these efforts, we have observed an increase in the proportion of women across many of the divisions we monitor. Over the past two years, there has been a notable improvement in gender representation within leadership. Specifically, the share of women in senior management positions increased from 11.9% to 15.1%. Similarly, the proportion of women holding managerial roles rose from 16.3% to 22.9% during the same period.



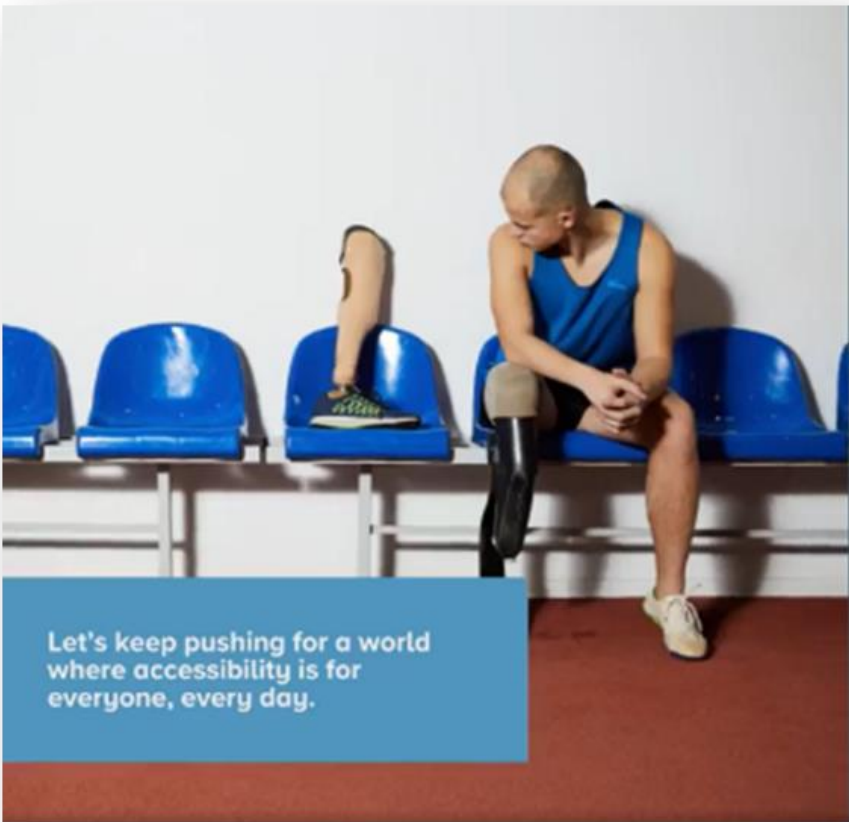
In addition, we continue to track the representation of women in STEM and IT roles separately to ensure focused progress in these areas. While the company is expanding in many countries, there remains an opportunity to further improve these figures.

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

We are committed to fostering the inclusion of individuals with disabilities as an integral part of our social responsibility approach. Within our operations, tasks suitable for employees with disabilities are identified by the Workplace Occupational Health and Safety (OHS) units, taking into consideration the type and nature of each disability.

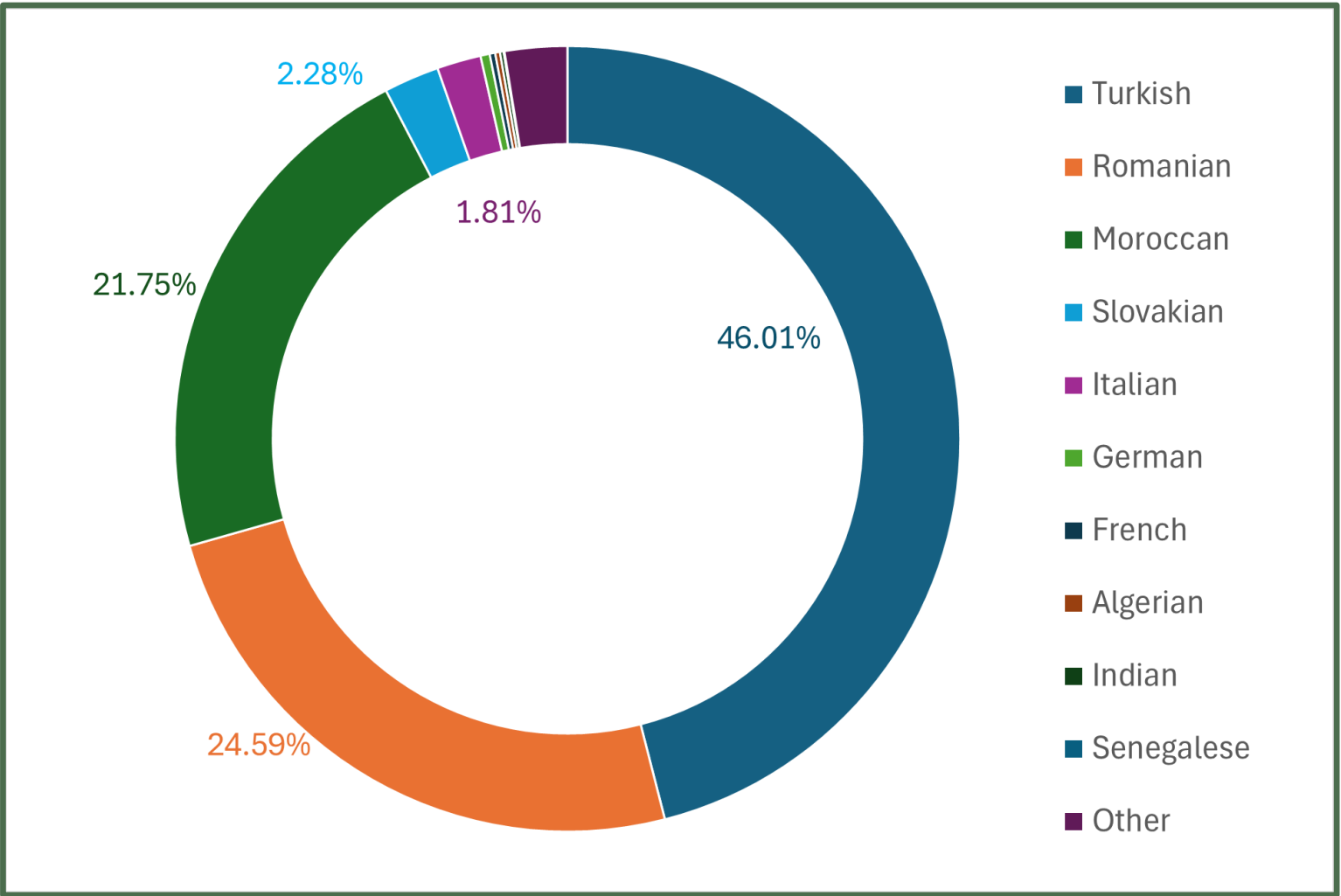
Upon joining our organization, these employees are added to the ‘Prior Employees’ List to ensure structured follow-up and support. Their shift supervisors are appointed as their primary responsible person, while a substitute companion from the same team is designated to provide additional assistance where needed.

As of the reporting period, employees with disabilities constitute approximately 2% of our global workforce. Our Plant Health and Safety Units, in collaboration with HR teams, are actively reviewing operational areas to identify the most appropriate workstations to further increase employment opportunities for individuals with disabilities in line with our commitment to diversity, equity, and inclusion.



In Romania, we collaborate with an Authorized Protected Unit, sourcing personal protective equipment (PPE) — specifically textile items — that they produce for us. Approximately 50% of our disability fund is used to purchase these products, supporting the operations and sustainability of the Authorized Protected Unit.

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.



Such an environment equips our employees with a global mindset, making them more effective, versatile, and competitive in their careers.



TALENT ACQUISITION AND DEVELOPMENT

Talent Acquisition

We collaborate with local vocational high schools and universities to attract young talent to our company. By delivering webinars online or on their campuses, we share knowledge and contribute to their development. By offering both short- and long-term internships, we support their professional development, guided by our strong sense of responsibility towards youth. Throughout the summer of 2024, we had the pleasure of collaborating with our interns across various business areas, including intelligent technologies, human resources, production, quality, project management, maintenance, logistics, engineering and R&D. In 2024 alone, we offered internships to more than 200 students globally, encompassing both short-term and long-term programs. We offer our interns the opportunity to gain real-world experience in an innovative industry, work alongside experts, expand their network, and be part of a dynamic, forward-thinking company. We prepare them to become valuable members of Martur Fompak International's future talent pipeline after graduation.



As the Gold Sponsor of the 16th UçArı National Case Study Competition -one of the most prestigious events in its field-, organized by the İTÜ Industrial Engineering Society in May 2024, we offered to Group Spark-which secured a 2nd place in the competition- internship at our Morocco plant.



During the internship, they collaborated with the Artificial Intelligence team at the plant and gained valuable experience in the practical application of AI technologies within the industrial setting. In 2023, we sponsored the same organization and awarded the second-place team, consisting of three young talents, with a one-month internship at our Romania plant. Our colleagues in Romania hosted the team and shared their experiences, providing the interns with a fruitful study experience.

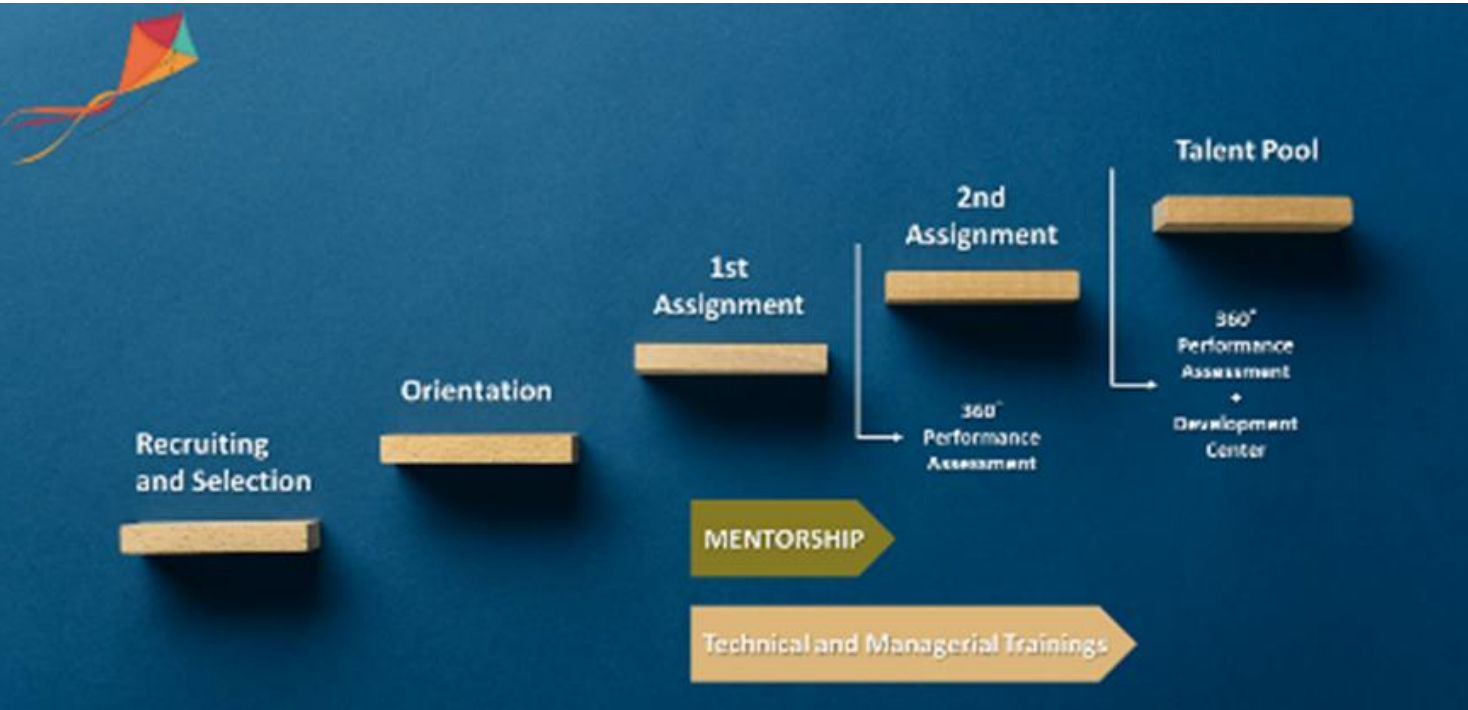


Organizing plant tours, case study competitions, and interview simulations are among the other types of events we collaborate on with schools.



Martur Fompak International has also launched a global talent acquisition program called KITE. This extensive program is designed for self-motivated trainees, aiming to prepare young leaders for future managerial roles who are able to work in different departments and countries, trained within the corporate culture and vision of the company.

The KITEs are developed through various methods and tools, including buddy system, mentoring, trainings, digital learning, project assignments in different functions and countries, rotations, and 360-degree performance assessment and feedback. Every year, we receive many applications for our KITE positions and continue to select new KITEs meticulously.



The fresh ideas and dynamism brought by these young talents significantly enrich our teams. Together, we strive to build a strong foundation for the future.

Our commitment to attracting and retaining talent is guided by our Global Code of Conduct and Human Rights Policy, under which all HR procedures and instructions are developed and implemented consistently in line with the principle of equal opportunity. We emphasize our core values in every job posting and seek new team members who align with these values.

To support the career development of our employees, all job postings are initially published internally for 20 days before external advertisement, providing opportunities for employees to advance their careers within the company. Additionally, employees are encouraged to recommend candidates from their networks who they believe would be a good fit, further strengthening our talent acquisition efforts through internal referrals.

Onboarding

A strong onboarding process fosters a sense of connection while delivering significant value to the organization through improved employee retention and accelerated productivity. At Martur Fompak International, we aim to provide every new employee with an excellent start through a well-prepared welcome program. We are committed to ensuring an inclusive onboarding experience for all newcomers, regardless of their location, supported by our digital HR platforms. Each new team member participates in a structured induction program designed to facilitate effective adaptation to our company values and their specific roles.



Employee Experience

Investing in positive employee experience is crucial to creating an engaged workforce. We have a valuable tool to conduct employee surveys and listen our employees’ voice: SAP Qualtrics. As it is integrated with our entire employee database, we can easily send survey links to all employees or a target specific groups. In recognition of this project, we were awarded by “**SAP Digital Transformation of Employee Experience**” in 2022.

This tool enables us to create snapshots across the entire employee lifecycle, allowing us to better listen to and understand our people to improve their experience. By analyzing their feedback, we identify areas for improvement and take targeted actions.



We have a dynamic onboarding survey that is triggered for every newcomer at the end of their first week and first month. The first-week survey focuses primarily on how welcomed and integrated they feel, while the first-month survey evaluates how clear their role feels and how supported they are for long-term success.

Additionally, exit surveys and exit interviews are valuable tools for gathering employee feedback and enhancing the overall employee experience. Analyzing both the survey data and the interview notes allow us to extract actionable insights. This comprehensive approach enables HR and management teams to identify recurring themes, pinpoint areas for improvement and inform strategic decision-making, leading to a more positive work experience for current and future employees.

Training and Development

We aim to become a learning organization by creating an internal knowledge base and continuously growing and retaining our corporate knowledge. To sustain our proactive development, we focus on three key drivers: Corporate Development, Functional Development, and Individual Development.



Within Corporate Development, we organize comprehensive orientation programs for newcomers and MFI Thrive Program to embed our values and behaviors across the organization. We implement initiatives that cultivate a growth mindset and offer agile leadership and management development programs for our people leaders.





Our corporate mentoring programs support junior colleagues, emerging talents, high-potential employees, and diverse talent groups. Additionally, through our “RE’xperience” reverse mentoring program, senior leaders gain valuable insights from younger employees. These efforts ensure that every member of our organization is aligned with our shared culture and goals.



In the reporting year, MFI Academy launched **LEADClass**, an 18-month development program designed for senior leaders. A leadership development program for Shift and Team Leaders was also completed in Morocco and Türkiye, involving 57 participants across three groups. **Leader’s Club** events, designed for managers, feature world-renowned speakers who deliver inspiring talks aligned with the company’s priorities.

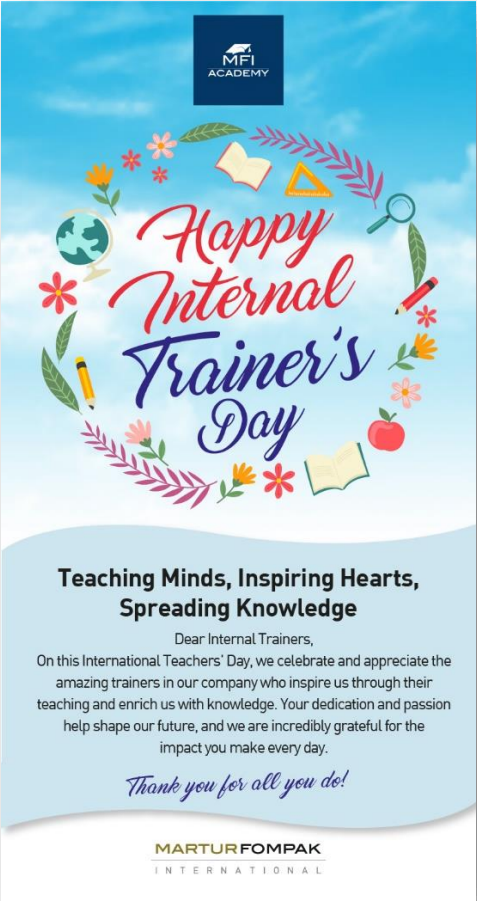
As part of our functional development strategy, we plan technical trainings by identifying individual competency gaps against role requirements to ensure targeted upskilling. MFI Academy Training Catalogue systematizes the training needs analysis process and gives employees visibility into and access to all training and development resources available within the company. This catalogue includes both technical and behavioral competencies for all locations and covers internal as well as external programs.

In 2024, our key technical programs included Quality School, the Internal Auditor Program, Martur Fompak Production System trainings, Purchasing School, Lean Six Sigma Yellow Belt, Maintenance School, SAP Schools, Interior Design School, and the AI Data Analyst Development Program. More than 600 employees participated in the Artificial Intelligence Training sessions to enhance their awareness and foundational knowledge of AI. After the training, 51 participants were divided into teams to develop their own AI models.



In 2025, the participants will finalize these projects, ensure seamless integration with SAP, and deliver the solutions for operational use by end users. The program will conclude with project presentations and a certificate ceremony.

Individual development needs are identified during the annual training planning period. The Performance Review and Talent Review cycles provide valuable input for this process. In addition, job rotations, new assignments or an upcoming promotion may also highlight specific development areas and the need to enhance individual skills. These needs may range from foreign language training to leadership programs, or even specific technical and customer trainings.



We continue to invest in our internal trainers, fostering a culture of peer learning that drives both employee engagement and cost efficiency in our development initiatives. To date, we have developed 164 internal trainers, up from 116 last year, delivering trainings across both technical and soft skills areas. In 2024, 29% of all trainings were delivered by our internal trainers, achieving an impressive average satisfaction rate of 4.5 out of 5.

To further enhance their motivation and sense of recognition, we celebrate Trainers' Day annually with our internal trainers through an event featuring engaging competitions, enjoyable activities, and small gifts.

We use a blended approach in employee development, combining classroom training, mentoring, online training, and e-learning through platforms such as our company LMS, Udemy, and CrossKnowledge. Our collaboration with CrossKnowledge was recognised with an award in 2021.



International assignments can be leveraged to develop employees' global mindset, cultural awareness, and adaptability. Likewise, stretch assignments – temporary opportunities in different sub-departments or functions- enable employees to take on additional responsibilities, expand their skill set, and gain broader perspectives, all while creating tangible value for the business.

Our company encourages employees to advance their academic education by offering salary increases to those who complete higher education programs. Employees receive this incentive after submitting their diploma, with the adjustment reflected in their wages during the next salary revision period.

Since 2014, 203 employees have invested in their academic education and benefited from this incentive. This program, part of our Recognition and Rewarding System, not only rewards educational achievement but also enhances employees' flexibility for lateral and vertical career opportunities within the company.





SOCIAL RESPONSIBILITY AND VOLUNTEERISM

Our understanding of social responsibility refers to the ethical approach of our company to act in ways that contribute positively to society, and encouragement of our employees to take the lead in the projects. This includes considering the impact of our decisions on the environment, communities, and stakeholders, and striving to promote sustainability, fairness, and social well-being beyond legal or economic requirements.

Through thoughtful and impactful social responsibility projects, we aim to foster positive change and view this as a core social responsibility embraced by all. Based on our sustainable business goals, we prioritized quality education, gender equality, and environment to focus on and generate projects.

In the reporting year, we worked on gender equality target in collaboration with our partner TÜMKAD where we gave detailed information in the previous parts of the report. We formally announced our manifesto through the Company Gender Equality Guide and reinforced our commitment by publishing the Diversity and Inclusion Policy.

→ Read more for gender equality projects: Diversity, Equity and Inclusion on page 34.



We introduced the Okul Destek Derneği -School Support Association- and its meaningful initiatives to our employees, inviting them to become volunteer educators and make a difference in young lives.

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.

Driven by a genuine desire to give back to society, many employees embraced this opportunity and submitted their applications with enthusiasm. Today, several of our colleagues are making a profound impact by volunteering as educators, delivering online lessons to classes of around ten socioeconomically disadvantaged students. Through their dedication, they are helping to build a brighter future for these children.





At Martur Fompak International, we actively promote corporate citizenship by providing scholarship and internship opportunities to students who meet specific criteria. Our company leaders and dedicated volunteers support these initiatives, fostering educational and professional growth. Between 2007-2024, 1139 students have been supported by scholarships.



Our employees are initiating charity campaigns for individuals who are living with diseases requiring costly treatments, facing financial difficulties, or supporting children with SMA or other rare diseases. Over the past 3 years, 20 campaigns have been organized with donations from 800 employees.

Martur Italy delivered Christmas sweets to Oratorio di None APS, where they were distributed to children. Every year, plant employees also purchase Christmas and Easter gifts through the Albero di Greta Association, with the proceeds supporting children with serious illnesses and their families.

At our locations in Morocco and Türkiye, employees enthusiastically participate in blood donation campaigns every year.



Many of our plants have adopted furry friends from shelters, bringing joy and companionship to our workplace. Employees enjoy playing with them during breaks, finding it a great way to relax. Some even take them for walks on weekends, often joined by their children, creating a heartwarming bond beyond the workplace. The club members meet periodically to assess any needs of our friends and take necessary actions. Whenever a new furry friend joins our organization, we make sure to announce it to everyone – after all, they deserve a warm welcome just like our human newcomers!



We constantly seek new opportunities to benefit society and support our employees in their volunteering activities.



EMPLOYEE ENGAGEMENT

Leadership

As we continuously strive to enhance communication and transparency within our organization, we started in 2024 to organize regular townhall meetings for our employees.

The primary objective of these townhall meetings is to foster a stronger sense of unity, collaboration, and understanding among our colleagues. These gatherings serves as a platform for open dialogue, providing an opportunity for everyone to stay informed. Regular townhalls keep everyone abreast of company updates, strategic goals and any relevant changes, fostering a culture of transparency.



These meetings are held periodically and typically include updates from leadership team and business leaders.

Sports

Our employees enjoy sports, so we invest in company sports clubs to support their interests. Every year, MFI Running Club runs for LÖDER - Leukemia Charity to raise fund for the courageous children battling leukemia.



At Martur Fompak International, we actively support sports activities to promote employee wellbeing and strengthen team spirit. In Slovakia, we organized a Summer Sports Day filled with fun activities, bringing employees together and enhancing collaboration. In Türkiye, our basketball and football teams organized tournaments with other group plants and participated in corporate leagues, fostering a sense of unity and healthy competition.



Additionally, in 2024, we established the MFI women's volleyball team, and training sessions have already begun. We are encouraging sports and active lifestyles across our organization.



Children



Our commitment to sports also extends to employees' families. Every July, children of MFI Türkiye employees have the opportunity to join the company's Summer Camp. In 2024, the camp welcomed 202 children aged 7 to 11, offering them a chance to unwind, have fun, and build new friendships through summer sports schools.

Our employees' children participate in monthly workshops organized by the Corporate Communication Department. Each month features a different handcraft workshop, such as making a Sleeping Baby, Panda penholder, First Aid Box, or Desktop Calendar. These handcrafts are often produced from recycled material, and the finished products are exhibited in the common areas of each plant. The children are rewarded with mini gift packs.



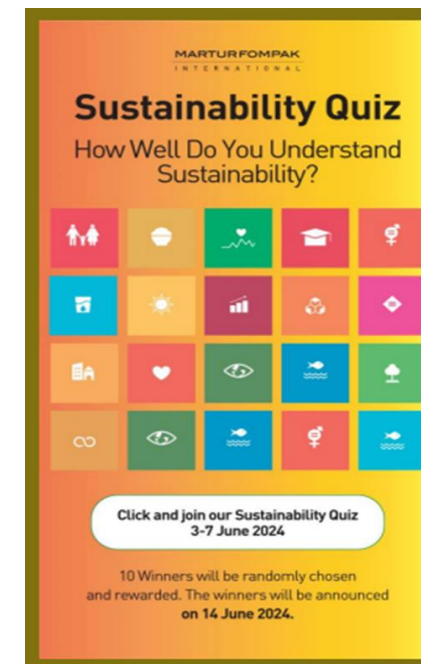
Afforestation

Every year on April 23rd, in celebration of National Sovereignty & Children's Day, we donate saplings to TEMA -The Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats- on behalf of children and future generations.

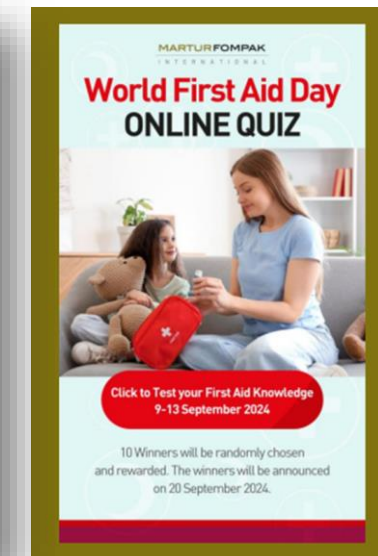


In the reporting year, we donated 2,362 saplings – one for each employee's child – and planted them in afforestation areas across various cities, supporting our children's right to a more sustainable future.

Awareness



Throughout the year, we organize contests among employees in our 14 production plants to promote safety, sustainability involvement, and environmental awareness. The winners are rewarded with various gifts.





Fun together



At Martur Fompak International, we prioritize employee engagement through a wide range of activities that foster connection, wellbeing, and personal development. At our Slovakia plant, we host collective breakfasts every quarter for all employees.



Additionally, we offer workshops to give our employees the opportunity to discover new hobbies, develop their skills, and engage in enriching experiences together. Recent examples include woodprint, aromatherapy, and ceramic mug painting workshops. Through these initiatives, we aim to create a connected, motivated, and engaged workforce.

Wellness



Through our Employee Health and Support digital platform, we offer our employees a wide range of services, including clinical psychologists, psychotherapists, psychological counsellors, dietitians, physiotherapists, family counsellors, child development specialists, doulas, breastfeeding consultants, and parenting consultants. In addition to these, employees can also access legal counselling, financial advisory services, as well as veterinary, gardening, and plant consultancy services.



In Türkiye, we support both employee wellbeing and the sustainability of local cultural organizations by offering free concert, theatre, or cinema tickets to our employees and their families each month. We organize monthly webinars on wellness and social issues to raise awareness and support personal growth.





Governance





R&D AND INNOVATION

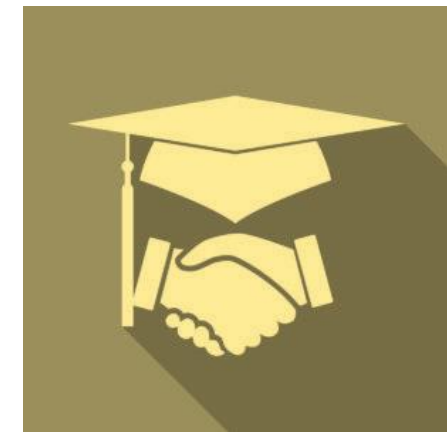
We are a strong partner in design to create new technologies for our OEMs.



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 increase our investments in digitalization and artificial intelligence each year, consistently strengthening our in-house capabilities to develop tailored software and AI solutions that meet our specific needs.

Developed entirely by our internal AI teams, the No-Code MFI AI Trainer Platform simplifies the entire AI application process—from problem definition to model deployment—enabling users to solve industrial challenges, build their own projects, and achieve seamless cross-platform integration through a user-friendly experience.



In parallel, with the aim of enhancing employee awareness in digital transformation and AI, and developing their competencies through hands-on projects, a Data Analytics Program was launched under the leadership of our IT and Business Intelligence teams. As part of this initiative, participants from our locations representing the Quality, Project, Maintenance, and Production departments—were trained in AI and actively contributed to 20 projects. These projects not only supported the personal development of participants but also significantly contributed to knowledge accumulation within MFI, improved operational efficiency, and the advancement of qualified human capital.

Furthermore, our project titled “AI-Driven Sustainable Innovation: Redefining Cockpit Customization in the Automotive Industry” received international recognition at the 2024 SAP Innovation Awards. Demonstrating our industry leadership and strong commitment to sustainability, the project was honored with two prestigious awards: the Industry Leader Award and the Sustainability Hero Award.

In addition to this success, our strategic efforts in digital transformation were also recognized at the SAP Executive Summit 2024. Our organization was honored with two distinguished awards — the Global Lighthouse & Pioneer Award and the Digital Transformation Ambassador of the Year Award — for our exemplary implementation of innovative technologies and forward-thinking leadership.

This remarkable achievement stands as a clear testament to our strategic focus on digital transformation and AI-powered sustainable innovation, reinforcing our company’s vision of shaping the future through technology.



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 2024, 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 2024 and implementation ratio reached %100 in our locations.



Responsible Information Management

As part of our Compliance Program, the Intelligent Technologies Directorate revised the Employee Handbook in 2024. This updated 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 2024, there were 110 audits.

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.



ETHICS AND INTEGRITY

At Martur Fompak International, we are deeply committed to fostering an ethical and transparent work environment, grounded in trust, honesty, and accountability—cornerstones of our success. We place great importance on full compliance with the laws and international conventions of the countries where we operate, as well as adhering to our own ethical principles.

To uphold these high standards, we encourage all stakeholders to speak up if they observe any breaches of our Code of Conduct. Our ethics hotline is accessible to all our employees and business partners via our website. Everyone, including our business partners—such as customers, suppliers, contractors, and consultants—as well as our employees and the Board of Directors, is accountable for complying with our Code of Conduct and Policies.

→ Read more for the ethics framework: [Code of Conduct & Policies](#)

As part of the onboarding process, all employees receive specific training on our business ethics rules and are required to read and acknowledge these terms. They are also informed about the procedures for reporting any violation. The ethics training materials are available on LMS in local languages for all employees to access at any time. We encourage our employees and business partners to report any actual or potential violations of our policies, standards, or applicable laws and regulations. Our Ethics Hotline, is accessible via email or WhatsApp.

We have a zero-tolerance policy for retaliation against anyone who raises a concern or reports an issue. Any form of retaliation will be treated as serious misconduct and may result in disciplinary action. All reports and investigations are handled with the utmost confidentiality.

In December 2024, we have taken a significant step in strengthening our compliance and ethics framework with a global ethics hotline provider in integrated risk and compliance management solutions.

This partnership ensures an independent, secure, and confidential reporting mechanism for all stakeholders. A project team consisting of members of the Legal & Compliance and HR Directorates are currently dedicated to implementing the hotline with the 3rd party consultants as part of a structured project timeline. In parallel, we are reviewing existing policies, developing new ones, and preparing updated training materials to reinforce our commitment to ethical conduct.



The hotline provides multiple reporting options :

- A web intake site
- Telephony (toll-free)
- QR code (mobile access)

Our objective is to launch this fully anonymous, confidential, and 24/7 accessible service in the fourth quarter. We will communicate it to all employees and business partners and invite them to training sessions to ensure they understand how to use the system effectively and feel confident in reporting any concerns or potential misconduct.



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	93%	100%
ISO 14001	Environmental Management Systems	93%	100%
ISO 45001	Occupational Health and Safety Management Systems	93%	100%
ISO 14064	Greenhouse Gas Emission Management Systems	13%	100%
ISO 50001	Energy Management Systems	20%	43%
ISO 27001	Information Security Management Systems	14%	100%
TISAX	Trusted Information Security Assessment Exchange	31%	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.

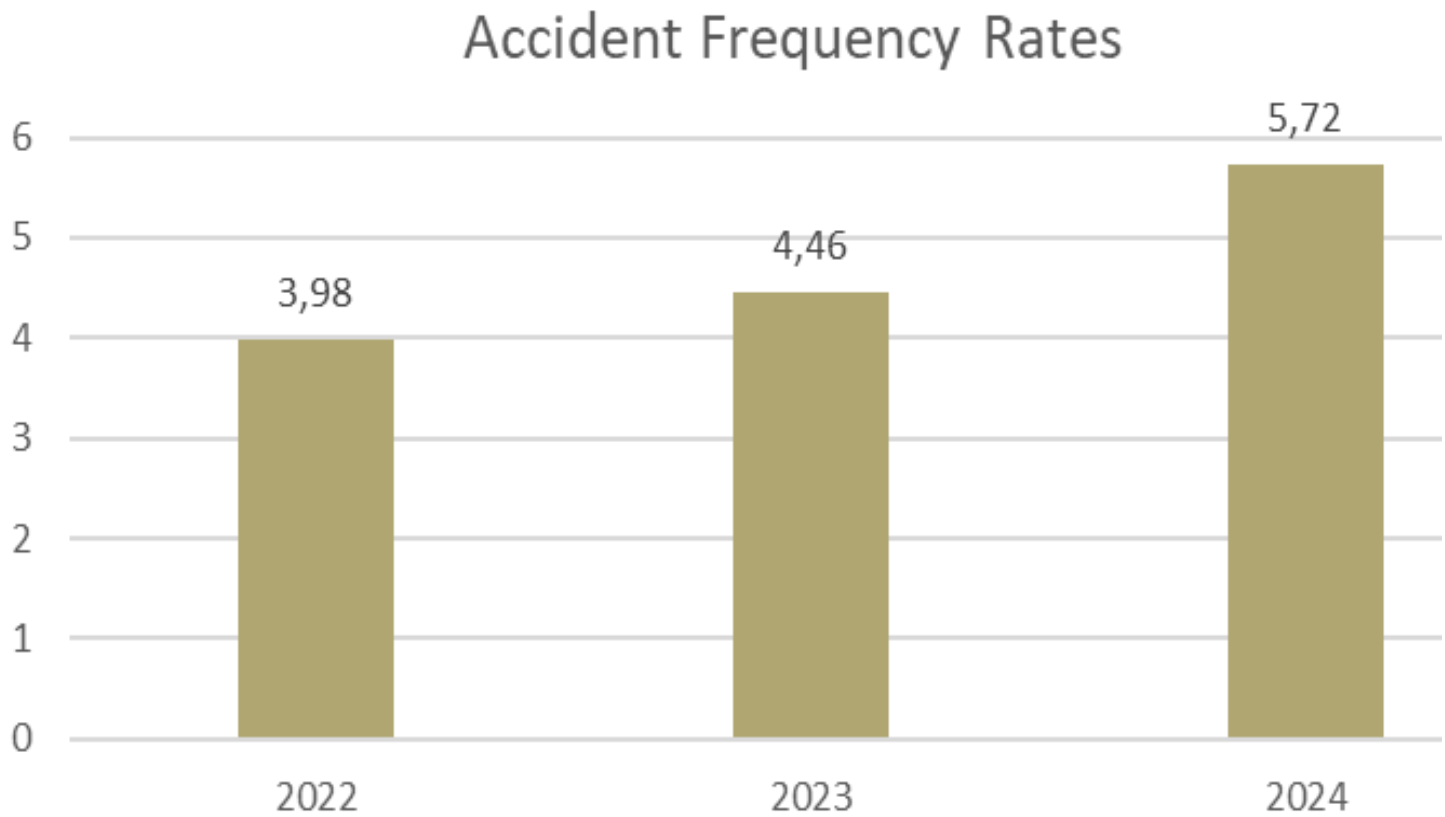
Standards	Number of Non-conformities in our locations in 2024	Closed	Open
IATF 16949	35	35	0
ISO 14001	0	0	0
ISO 45001	0	0	0
ISO 14064	-	-	-
ISO 50001	1	1	0
ISO 27001	2	2	0

OCCUPATIONAL HEALTH and SAFETY

Occupational Health and Safety is a core value for us, and our goal is to ensure a healthy and safe working environment for all employees. In addition to holding ISO 45001 certification at all our locations for over a decade, we launched the Safer Together programme in the second half of 2024. This initiative is designed to promote a proactive, inclusive, and accountable approach to safety. Our target is to achieve best-in-class Health & Safety standards within three years.



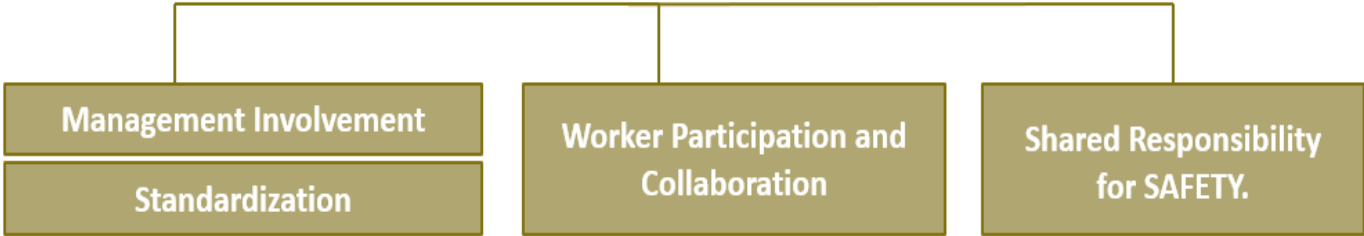
We consider risk assessment the foundation of all safety activities. Risk assessments are continuously carried out at all locations and updated periodically.



The programme also reinforces our commitment to continuously improving safety performance by helping us gradually reduce accident rates, which have shown an upward trend in parallel with increased production volumes—as reflected in the graphic on the left.



Initiative for: Proactive, Inclusive, Responsible Safety




This approach reinforces our commitment to creating a safer work environment by promoting shared responsibility across all management levels within a collaborative safety culture.

OCCUPATIONAL HEALTH and SAFETY

Alongside the core risk assessment tool, our efforts are supported by the *Life-Changing Event Prevention Programme* checklists, machine acceptance procedures, and the reporting of near misses and hazardous conditions by employees.



 These tools help us identify risks early, take preventive measures, and proactively avoid workplace accidents.

In addition to these safety measures, our on-site infirmaries—staffed by workplace doctors and health professionals—proactively support employee health. They monitor chronic conditions, carry out regular health screenings, and provide timely care in case of work-related injuries. Through ongoing medical evaluations and consultations, they help us maintain a healthy and fit workforce, contributing to overall workplace safety and well-being.

Another important component of our proactive approach is emergency preparedness. In addition to comprehensive drills conducted under SEVESO requirements, we carry out emergency drills covering various scenarios across all locations to ensure readiness in the event of an incident.



Training is a cornerstone of our safety strategy. We prioritize effective onboarding, compliance with legal training requirements, and continuously increasing annual training hours—especially in practical, on-the-job safety—to strengthen competence and raise awareness across the organization.



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

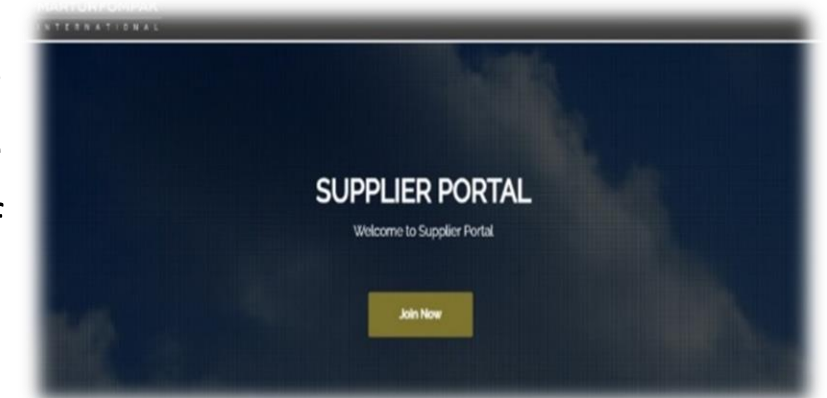
<http://www.marturfompakinternational.com>

<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



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



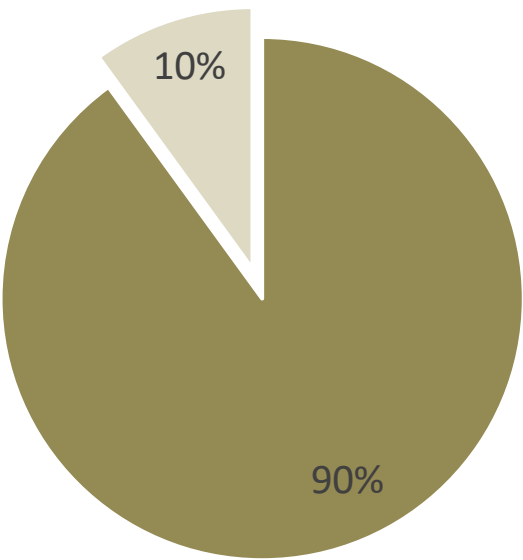
RESPONSIBLE SOURCING

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

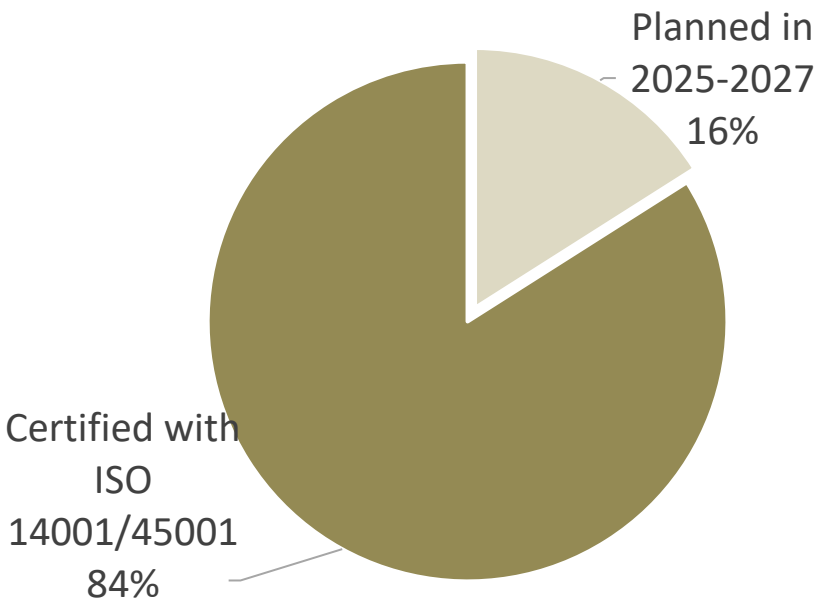


■ Completed ■ Ongoing

- 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	2022	2023	2024
% of suppliers signing procurement CSR charter or contrast clause	69%	71%	73%
% of suppliers have ISO 14001&45001 Certificate	68%	71%	73%
% of recycled packaging purchased suppliers signing procurement CSR charter or contrast clause	47%	48%	49%
Number of suppliers evaluated in terms of environmental impacts	13	14	16
Number of suppliers have important current and potantial non-conform environmental effects	8	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.

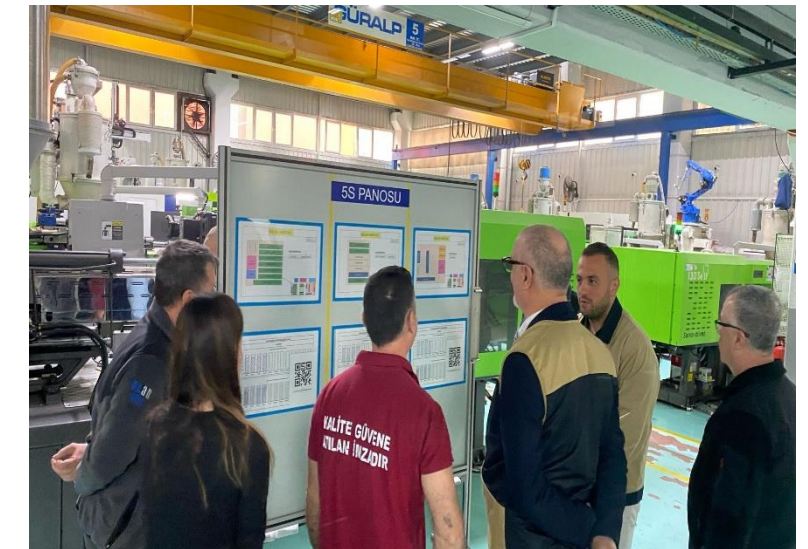
❖ Occupational Health and Safety (OHS)

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.



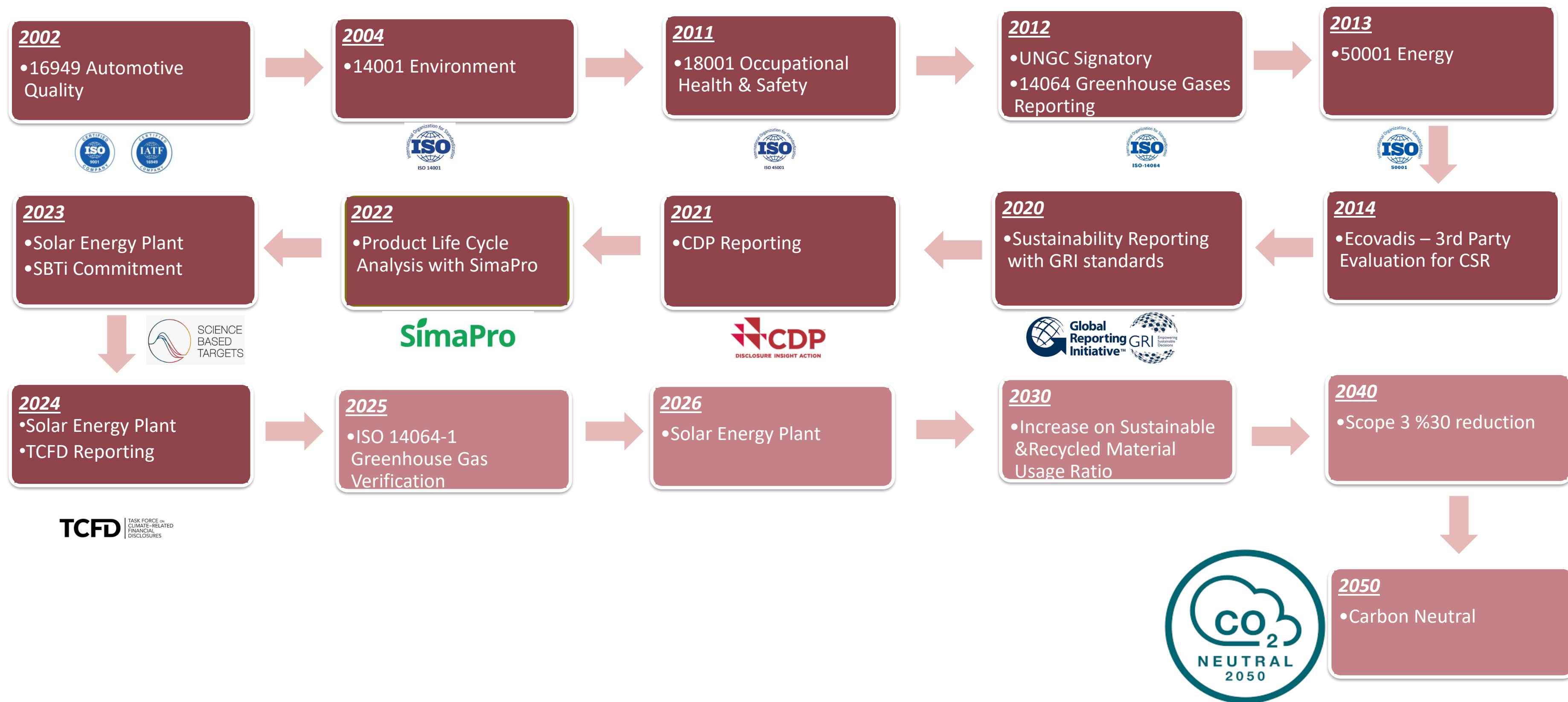
❖ Professional and Autonomous Maintenance



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	93%
ISO 14001	Environmental Management Systems	93%
ISO 45001	Occupational Health and Safety Management Systems	93%
ISO 14064	Greenhouse Gas Emission Management Systems	13%
ISO 50001	Energy Management Systems	20%
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		
	2022	2023	2024
Lost time Injury Frequency Rate*	3.98	4.46	5.72
Occupational Disease Rate**	0	0	0
Number of Fatalities	0	0	0

	2024					
	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA
Lost time Injury Frequency Rate*	9.37	5.30	0.35	2.63	0	0
Occupational Disease Rate**	0	0	0	0	0	0
Number of Fatalities	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

	MARTUR FOMPAK INTERNATIONAL		
	2022	2023	2024 *
Energy Consumptions			
Electricity Consumption (MWh)	61,851	66,630	72,189
Solar Energy Production (MWh)			1,258
Natural Gase (m3)	2,437,868	3,582,713	3,576,841
Other Fuel (specify)(L) (gasoline, diesel)	4,500	8,895	10,300

	MARTUR FOMPAK INTERNATIONAL		
	2022	2023	2024 *
Water Consumption (m3)	183,400	213,525	
Treated Water (m3)	26,862	24,228	5,153

	MARTUR FOMPAK INTERNATIONAL		
	2022	2023	2024 *
Waste Generation			
Hazardous Waste	590	509	476
Non-hazardous Waste	11,653.00	10,692.00	21,955

*Fompak Romania plant was added in 2024.



Amount and type of waste (ton)	MARTUR TURKIYE	FOMPAK TURKIYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Hazardous Waste	222	148	0	103	2	0.2	0.01
Non-hazardous Waste	7,466	2,272	2,019	9,541	120	111	425

Electricity Consumption (MWh)	MARTUR TURKIYE	FOMPAK TURKIYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Electricity Consumption (MWh)	29,182	17,632	6,703	15,139	515	417.66	2,601
Natural Gase (m3)	2,327,163	134,473	0	926,459	75,900	47,921	64,925
Other Fuel (specify)(L) (gasoline, diesel)	0	0	300	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)	154,487	21,003	16,399	37,834	1,788	880	2,815
Treated Water (m3)	5,153						



	MARTUR FOMPAK INTERNATIONAL		
	2022	2023	2024 *
GHG Emissions			
Direct GHG Emissions (Scope 1)	5,710	7,661	8,462.56
Indirect - Energy (Scope 2) (tonnes CO2 e)	31,056	34,549	34,344.07
Total Scope 1&2 GHG emissions (tonnes CO2 e)	36,766	42,210	42,807
Total Scope 1&2 GHG emissions intensity (Tonnes CO2e / working hours)	0.0031	0.0027	0.0026

*Fompak Romania plant was added in 2024.

GHG Emissions	MARTUR TÜRKİYE	FOMPAK TÜRKİYE	MARTUR MOROCCO	MARTUR ROMANIA	MARTUR ITALY	MARTUR SLOVAKIA	FOMPAK ROMANIA
Direct GHG Emissions (Scope 1) (Tonnes CO2 e)	5,385.90	2,075.67	154.84	102.91	148.66	440.18	154.40
Indirect - Energy (Scope 2) (tonnes CO2 e)	12,898.63	6,055.57	202.33	6,032.46	169.99	7,944.65	1,040.44
Total Scope 1&2 GHG emissions (Tonnes CO2 e)	187,883.13	97,467.84	3,314.62	43,153.77	2,688.99	115,722.87	16,746.46

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 by employment type	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	688	0	199	0	77	0	191	0	88	0	24	0	18	1
Blue collar employees	2697	0	683	0	1589	0	600	0	95	0	92	0	139	0

Total number of employees by gender	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
Total number of employees	1363	2022	132	752	287	1379	276	515	43	140	37	79	104	54
Total number of white-collar employees	210	478	52	148	25	52	68	123	30	58	8	16	8	11
Total number of blue-collar employees	1153	1544	80	604	262	1327	208	392	13	82	29	63	96	43

Contractors	MARTUR TÜRKİYE		FOMPAK TÜRKİYE		MARTUR MOROCCO		MARTUR ROMANIA		MARTUR ITALY		MARTUR SLOVAKIA		FOMPAKROMANIA	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of contractors per gender	42	144	13	39	18	25	669	682	4	29	2	18	0	0
Number of contractors by 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
	186	0	52	0	43	0	1351	0	33	0	20	0	0	0



Seniority by gender	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)	1015	1137	49	300	287	1379	117	234	28	101	37	79	102	55
Number of employees who have 5-10 years seniority (10 years excluded)	230	419	25	220	0	0	126	242	15	35	0	0	0	1
Number of employees who have 10 years or more seniority	118	468	57	231	0	0	18	54	0	4	0	0	0	0

Gender per age groups	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 new hires 18- 30 years old (18 will be included)	364	617	19	173	173	949	43	78	9	36	4	15	20	11
Number of employees 30-50 years old (30 & 50 will be included)	971	1355	109	566	114	429	188	318	24	71	25	58	53	33
Number of employees over 50 years old	24	54	3	12	0	1	61	103	10	33	8	6	31	10

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	39	80	12	32	8	8	6	8	0	5	1	1	1	2
Number of employees who get performance review according to target	1,346	1,962	123	735	20	45	260	471	30	113	35	79	102	47



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
Total training hours given to employees (employee*hour)	15,771	22,359	2,678	11,656	8,431	46,524	31,070	20,598	1,223	3,282	8,276	16,296	783	712
Average hours of training per employee (number)	11.6	11.1	20.4	15.5	29.4	33.7	112.8	40	28.4	23.4	230	205	7.5	13.2
Total training hours for WC	4,973	10,016	1,529	2,934	336	652	2,250	2,403	1,012	1,957	91	215	387	172.5
Total training hours for BC	10,798	12,343	1,150	8,722	8,095	45,872	28,821	18,195	211	1,325	8,185	16,081	396	539
Total training hours for subcontractors	131	362	28	372	0	0	7,461	9,107	0	0	430	4,020	0	0
Percentage of employees trained on ethics & anti-bribery	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Per Age	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total training hours (18- 30 years old)	5,191	4,433	438	2,586	5,496	31,324	5,417	10,161	222	886	1,742	3,570	465	260
Total training hours (30-50 years old (including 30 and 50 years old))	9,447	18,375	2,205	8,929	3,847	14,288	14,707	16,876	591	1,748	3,356	11,468	245	358
Total training hours (Over 50 years old)	191	493	41	136	0	0	2,659	1,849	246	812	3,178	1,258	74	95
Per function technical, administrative,production	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Technical	4,147	5,749	1,023	2,783	2,473	14,014	294	1,260	285	882	326	1,378	41	109
Administrative	5,691	5,655	2,338	6,668	824	4,671	648	30	642	358	1,255	2,531	307	0
Production	5,993	10,896	122	1,399	4,946	28,027	23,789	25,646	320	2,018	6,695	12,387	435	602



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
Total number of suggestions	4,412	2,468	292	751	0	0	0	0	0	0	31	97	0	0
Number of implanted suggestions	2,018	1,379	171	508	0	0	0	0	0	0	12	58	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 for employees	1,150	712	57	369	220	1,350	275	515	2	8	98	214	104	54

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	9	32	2	18	1	2	2	5	1	4	1	1	1	2
Percentage of Employees Promoted	1,3%	4,7%	1,0%	9,0%	1%	3%	1%	3%	1%	5%	4%	4%	5%	11%

Number of Complaints	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
Number of complaints on ethics	0	0	0	0	0	0	0



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
Number of employees under 18 years old	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of new hires 18- 30 years old (18 will be included)	102	183	4	47	103	928	10	28	0	4	7	27	7	8
Number of employees 30-50 years old (30 & 50 will be included)	127	127	10	45	47	280	37	69	1	4	33	76	16	17
Number of employees over 50 years old	0	7	0	2	0	0	14	17	0	1	9	4	7	7

Turnover by age & gender	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
Total number of employees who left the company (blue and white collars)	382	709	39	237	104	516	25	53	7	13	2	11	30	38
Total number of employees who left the company (blue and white collars) 18- 30 years old (18 will be included)	136	229	5	45	56	367	3	13	2	2	0	4	7	14
Total number of employees who left the company (blue and white collars) 30-50 years old (30 & 50 will be included)	237	449	33	182	49	147	17	30	4	6	1	6	18	18
Total number of employees who left the company (blue and white collars) over 50 years old	9	31	1	10	0	1	5	10	1	5	1	1	5	6
Total number of employees (blue and white collars)who left the company voluntarily (resigned)	198	110	8	55	17	59	21	45	4	3	2	10	24	25



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
Total number of employees with disabilities	36	60	6	18	0	0	0	4	1	3	1	4	2	0
Total share of employees with disabilities	2,6%	3,0%	15,0%	7,7%	0,0%	0,0%	0,0%	0,8%	2,3%	2,1%	2,8%	5,0%	1,9%	0,0%
Physically disabled	3	12	0	3	0	0	0	0	1	2	1	4	0	0
Speech impaired	0	2	1	0	0	0	0	0	0	1	0	0	0	0
Visually impaired	4	8	0	1	0	0	0	0	0	0	0	0	0	0
Hearing impaired	12	11	2	0	0	0	0	0	0	0	0	0	0	0
Other	17	27	3	14	0	0	0	4	0	0	0	0	2	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
Total number of employees that were entitled to parental leave, by gender	29	122	11	49	17	21	16	2	1	0	2	0	2	0
Total number of employees that took parental leave, by gender	29	122	11	49	17	21	16	2	1	0	2	0	2	0
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	10	122	4	49	16	21	0	0	0	0	0	0	0	0



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, 2024, and December 31, 2024; 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.61
	2-7 Employees	About Us, p.6
		Global Location, p.7
		Scope of the report p.3
		Annex 5: Social Performance Indicators, p.67-73
	2-8 Workers who are not employees	Annex 5: Social Performance Indicators, p.67-73
	2-9 Governance structure and composition	Sustainable Strategy, p.10
		Sustainability Steering Committee, p13
	2-10 Nomination and selection of the highest governance body	Risk Management, p14
		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.33 Social Dialogue and Working Conditions, p.33 Ethics and Compliance, p.52
	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.40
	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.61
	2-24 Embedding policy commitments	Integrated Management Systems, p.61
	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.63 Annex 5: Social Performance Indicator, Number of Complaints, p.66
	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.33 Social Dialogue and Working Conditions, p.33



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.57-60 Materiality Analysis, p.11
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain, p.57-60
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.33 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.33 https://www.marturfompak.com/page/our-policies
	205-3 Confirmed incidents of corruption and actions taken	Respect For Human And Labor Rights, p.33 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.31
	301-2 Recycled input materials used	Sustainable Product, p.31



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.19, p.22 Decarbonization Road Map, p.20 Materiality Analysis, p.11
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annex 4: Environmental Performance Indicators ,p.67
	305-2 Energy indirect (Scope 2) GHG emissions	Annex 4: Environmental Performance Indicators, p.67
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions will calculated in 2025
	305-4 GHG emissions intensity	Annex 4: Environmental Performance Indicators, p.67
	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.26
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Annex 4: Environmental Performance Indicators, p.65-66
	302-2 Energy consumption outside of the organization	Annex 4: Environmental Performance Indicators, p.65-66
	302-4 Reduction of energy consumption	Decarbonization Road Map, p.20 Energy Consumption, p.19 Energy Efficiency, p.23-24
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.29 Annex 4: Environmental Performance Indicators, p.65-66
	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.29 Annex 4: Environmental Performance Indicators, p.65-66
	303-5 Water consumption	Annex 4: Environmental Performance Indicators, p.65-66



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.28 Sustainable Product, p.31 Annex 4: Environmental Performance Indicators, p.65
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Reduction, p.28 Annex 4: Environmental Performance Indicators, p.65
	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.58-61
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.33 Talent and development, p.38 Annex 5: Social Performance Indicators, p.68-74
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex 5: Social Performance Indicators, p.72
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annex 5: Social Performance Indicators, p.68-74
	401-3 Parental leave	Annex 5: Social Performance Indicators, p.73
<i>Occupational Health and Safety</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated Management Systems, p.55 Employee Well-being, p.45, p.47 Occupational Health and Safety, p.57-58 Talent Development, p.38-43 Materiality Analysis, p.11
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Integrated Management Systems, p.55 Employee Well-being, p.45, p.47 Talent Development, p.38-43 Occupational Health and Safety, p.57-58 Annex 3: Organizational Health And Safety Performance Indicators, p.64
	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 and Development, p.38-43
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent and Development, p.38-43 Annex 5: Social Performance Indicators, p.70
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and Development, p.38-43 Annex 5: Social Performance Indicators, p.71
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent and Development, p.38-43 Annex 5: Social Performance Indicators, p.71
<i>Diversity and Equal Opportunity</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.33 Social Dialogue and Working Conditions, p.33-34 Diversity, Equity And Inclusion , p.34-38
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.33-34 Diversity, Equity And Inclusion , p.34-38 Annex 5: Social Performance Indicators, p.74
<i>Non-discrimination</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.33 Social Dialogue and Working Conditions, p.33-34 Diversity, Equity And Inclusion , p.34-38
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Social Responsibility and Volunteerism, p.43 Annex 5: Social Performance Indicators, p.68-74 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.33 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.33



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.53-54 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.53-54 Respect For Human And Labor Rights, p.33 Annex 5: Social Performance Indicators, p.67-73
<i>Forced or Compulsory Labor</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Integrity, p.53-54 Respect For Human And Labor Rights, p.33
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Integrity, p.53-54 Respect For Human And Labor Rights, p.33 Annex 5: Social Performance Indicators, p.67-73
<i>Security Practices</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect For Human And Labor Rights, p.33
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.57-60 Materiality Analysis, p.10
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain, p.57-60
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain, p.57-60
<i>Customer Health and Safety</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety, p.52 R&D and Innovation, p.49
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.51
<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.51 Digital Transformation & AI, p.50